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| **Consultation document for the Stakeholders of Fairtrade Finland**Standard for the Berry Pilot of Fairtrade Finland |
| Consultation Period | 13 March 2024 – 3 April 2024 |
| Project Specialist | Grete Vaatmann |

# PART 1 Introduction

## General Introduction

Fairtrade Standards establish fairer terms of trade and support the sustainable development of small-scale producers and workers in regions historically disadvantaged in global trade by setting out social, economic and environmental requirements. In January 2024, Fairtrade Finland established the Berry Pilot Project in cooperation with the berry companies, producers and retailers. This is the first time that the Fairtrade principles have been applied in a Nordic country.

The purpose of the Pilot Project is to create a fair and reasonable certification model for trade within the wild berry industry, ensuring that human rights are taken into account in an ambitious manner. All the components of the supply chain must meet the applicable Fairtrade Standards for their products to be certified as Fairtrade. Within Fairtrade Finland, the Standards Committee and the Standards & Pricing team (S&P), comprising of Fairtrade Finland representatives, the Industrial Union (the trade union that is negotiating and signing the collective bargaining agreement for horticulture), European Institute for Crime Prevention and Control (affiliated with the United Nations) and Victim Support Finland (RIKU), are responsible for developing the Berry Standard by Fairtrade Finland, while the multi-stakeholder Standards Committee makes all the final decisions. The procedure is designed in compliance with all the requirements of the [ISEAL Code of Good Practice for Setting Social and Environmental Standards](https://www.isealalliance.org/sites/default/files/resource/2017-11/ISEAL_Standard_Setting_Code_v6_Dec_2014.pdf). This involves wide consultation with the stakeholders to ensure that the new and revised standards reflect Fairtrade’s strategic objectives, are based on the producers’ and traders’ realities, and meet the consumers’ expectations.

We invite you to participate in the consultation for the Berry Standard by Fairtrade Finland. For this purpose, we kindly ask you to provide your input on the topics suggested in this document and encourage you to give explanations, analysis and examples to illustrate your statements. All the information that we receive from the respondents will be treated with care and confidentiality.

**Please submit your comments to** **berries@fairtrade.fi** **by 3 April 2024.** If you have any questions regarding the draft standard or the consultation process, please contact **berries@fairtrade.fi****.**

Following the consultation phase, S&P will prepare a paper compiling the comments made, which will be emailed to all the participants and will also be available on the Fairtrade Finland website.

## Objectives of this Pilot Project

• Establishing a sector-wide standard for wild berries in Finland.

• Bringing clarity and improvements to the position of the berry pickers.

• Focusing on reducing human rights risks.

• Ensuring the transparency and traceability of the berry products.

## Project and Process Information

The progress to date and the next steps are described below:

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| **Activity** | **Timeline** |
| Scoping and research | February 2023 – January 2024 |
| Public Consultation  | March – April 2024 |
| Drafting final proposals | April 2024 |
| Publication | May 2024 |

## Target groups of the consultation

• Berry companies.

• Licensees, producers, processors and retailers as well as traders.

• Producer networks, national Fairtrade organizations, Fairtrade International, FLOCERT, governmental bodies, industry bodies, NGOs, researchers, subject matter experts, etc.

• Berry pickers, human right defenders, trade union organizations.

## Confidentiality

All the information that we receive from the respondents will be treated with care and kept confidential. The results of this consultation will only be communicated in aggregated form. All the feedback will be analyzed and used to draw up the final proposal. However, when analyzing the data, we need to know which responses are from the producers, traders, licensees, etc., so we kindly ask you to provide us with information about your organization.

## Background

Fairtrade Finland acknowledges the multifaceted challenges prevalent across Finland's berry picking sector and is committed to human rights. To mitigate the risk of the "cut and run" approach, where the supply chain stakeholders withdraw abruptly from problematic situations without addressing the underlying human rights concerns, Fairtrade Finland emphasizes the need for ambitious structural changes within the industry. In pursuit of this, Fairtrade Finland's pilot project aims to facilitate collaboration and dialogue among all stakeholders and to create a new sustainable and innovative business model for all actors concerned. In the whole supply chain, from berry pickers ultimately to consumers, each actor has a role to play in ensuring fair and ethical practices in the berry sector.

# PART 2 Draft Standard Consultations

This consultation is divided into the following sections:

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## Information about you and your organization

Please complete the information below.

**Q1 Please provide us with information about you and your organization so that we can analyse the data precisely and contact you for clarifications if needed. The results of the survey will only be presented in an aggregated form and all the respondents’ information will be kept confidential.**

Name of your organization: *\_\_\_\_\_\_*

Your name: *\_\_\_\_\_\_*

Your email: *\_\_\_\_\_\_*

Country: *\_\_\_\_\_\_*

FLO ID (if you have one): *\_\_\_\_\_\_*

**Q2 Are your responses based on your own personal opinion or represent the collective opinion of your organization?**

[ ]  Individual opinion

[ ]  Collective opinion representing my organization/company

**Q3 What is your main responsibility in the supply chain?**

[ ]  Producer

[ ]  Berry company

[ ]  Picker

[ ]  Exporter

[ ]  Importer

[ ]  Processor

[ ]  Distributor

[ ]  Retailer

[ ]  Licensee

[ ]  Other (e.g. PN, NFO, FLOCERT, FI, NGO, Researcher, Government agency, etc)

**Q4 Commercial actors: Are berries your main product? If you produce or trade multiple products, please select the last option and provide more information in the comment box.**

[ ]  Yes

[ ]  No

[ ]  Other or multiple products (please specify below)

*\_\_\_\_\_\_*

## Definitions

**Actors** are all the berry companies, processors and retailers.

**Berry companies** are firms that buy berries from the pickers.

**Employing berry companies** are those berry companies that employ berry pickers directly or indirectly.

**Other berry companies** are those following the Act on the legal status of foreigners picking natural products.

**Contractors** are subcontractors, recruiters and coordinators providing, for example, HR services for the berry companies in Finland and/or the country of origin. Often contractors also hold other responsibilities.

**Berry picker** refers to the person coming to Finland to pick wild berries either directly for a berry company or through a contractor.

**Berries** covered by this Standard are limited to wild berries, e.g. blueberries, cloudberries or lingonberries.

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| General requirementsThe aim of this section is to establish a robust process to ensure that all Fairtrade products, marks and claims are reliable. **1.1 Right to trade Fairtrade products** Rationale: To ensure that all operators trading Fairtrade products are entitled to do so and submit themselves to the appropriate audit mechanisms to ensure that they comply with all relevant rules.**1.1.1 Permission to trade**

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| **Applies to**: All actors  |
| You start trading Fairtrade products **after you receive** the relevant permission from the certification body.  |

**1.1.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.2 Accepting audits and information requests**

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| **Applies to**: All actors  |
| You **accept** announced and unannounced audits of your operations and premises and contractually require your subcontractors to also accept audits. You allow auditors, Fairtrade Finland and its representatives to interact with contractors, berry pickers and service providers to discuss matters related to Fairtrade as needed. You **do** all the required reporting and **provide** all the information that Fairtrade or auditors request, to verify compliance with this standard.  |

**1.1.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_***1.1.3 Registration and contracts with additional entities**

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| **Applies to**: All actors  |
| You contractually **require** that the additional entities that you work with comply with this standard, accept audits and do regular reporting, as requested by the certification body. When you start working with a new additional entity, you register the new additional entity with the certification body. |

**1.1.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.4 Fairtrade sourcing partners**

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| **Applies to**: All actors  |
| You **purchase** Fairtrade products only from Fairtrade actors with a valid certification or verification. |

**1.1.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.5 Fairtrade sales partners**

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| **Applies to**: All actors  |
| You **ensure** that Fairtrade products not in consumer-ready packaging are only sold to Fairtrade traders with a valid certification. |

**1.1.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.6 Suspension**

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| **Applies to**: All actors  |
| You **do not sign** new Fairtrade contracts if:  • Your supplier/buyer is suspended; or • You are suspended; unless you can prove that you have existing trade relationships. If you do have existing trade relationships, you can sign new contracts with these partners, but the volume is restricted to a maximum of 50% of the volume traded with each partner in the previous year. In all cases, you must fulfil existing Fairtrade contracts during the suspension period. |

**1.1.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.7 Decertification**

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| **Applies to**: All actors  |
| You **do not make** any Fairtrade transaction with a decertified trader, or if you are decertified, even if you have signed contracts. However, you accept Fairtrade products that were traded before the date of decertification.  |

**1.1.7 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.8 Fairtrade officer**

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| **Applies to**: All actors  |
| You **designate** one official contact for Fairtrade-related matters.   |

**1.1.8 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.1.9 Awareness raising**

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| **Applies to**: All actors  |
| You **train** your management and the staff working on berry picking related matters in this Standard to ensure that they have the capacity to fulfil its requirements.  |

**1.1.9 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.2 Use of the Fairtrade trademark**Rationale: To ensure that the Fairtrade Mark, claims, and reference to Fairtrade are used appropriately.**1.2.1 Contract for using the FAIRTRADE Mark**

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| **Applies to**: All actors using a FAIRTRADE Mark or making a reference to Fairtrade |
| For the use of any FAIRTRADE Mark or any other reference to Fairtrade on a finished or unfinished product, on any packaging or in any other communications, you **agree** a contract in writing with Fairtrade Finland. When you sell Fairtrade products to consumers, you **include** the Fairtrade Mark in the packaging and **follow** the “Trademark Use Guidelines” which will be delivered separately. |

**1.2.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.2.2 Artwork approval**

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| **Applies to**: All traders using a FAIRTRADE Mark or making a reference to Fairtrade |
| You **ensure** that all artwork with a FAIRTRADE Mark on product packaging and in any other communications complies with the applicable “Trademark Use Guidelines” and is approved in writing prior to use by Fairtrade Finland.  |
| **Guidance**: Artwork can be product packaging, promotional materials or any print and electronic media. |

**1.2.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***1.2.3 Verification of claims**

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| **Applies to**: All actors  |
| You **ensure** that all claims made on the Fairtrade berries comply with the communication guidelines agreed with Fairtrade Finland.  |
| **Rationale**: To maintain consumer trust, it is important that all claims can be substantiated. For example, we do not claim that Fairtrade certification guarantees that all human rights are respected. Rather, Fairtrade certification mitigates human rights risks and adverse impacts and, when violations are identified, it ensures that remediation measures are taken. |

**1.2.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| TradeThe intent of this section is to provide clarity and improvements to the pickers within the entire Fairtrade berry supply chain, while being credible to consumers. **2.1 Traceability**Rationale: To ensure that for each sale of a Fairtrade product, an equivalent volume has been bought from Fairtrade pickers under the Fairtrade conditions, and that Fairtrade products sold as physically traceable can be traced back to Fairtrade pickers.**2.1.1 Identification of Fairtrade products and record-keeping**

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| **Applies to**: All actors  |
| You **clearly identify** and **keep records** of all Fairtrade products as Fairtrade in all sourcing, purchase, processing, warehouse, transport and sales documentation (e.g. invoices, delivery notes and purchase orders). Records allow auditors and Fairtrade Finland to trace back from any given Fairtrade output to the Fairtrade berry picker group from the same accommodation unit.  |

**2.1.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***2.1.2 Record-keeping on pickers and purchases**

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| **Applies to**: All berry companies  |
| You **keep records** of all the pickers engaged in Fairtrade berry-picking. You also keep purchase records that indicate the name/number of the picker, date of purchase, product name, volume and the price received by the picker. You **check** that the volumes you purchase from a berry picker group match the volumes that individual berry pickers in the group have picked. |
| **Rationale**: This requirement is designed to reduce the risk that berries picked by non-certified berry pickers are included among the Fairtrade certified berries.  |

**2.1.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***2.1.3 Physical segregation of Fairtrade products**

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| **Applies to**: All berry companies, processors |
| You **physically segregate** Fairtrade products from non-Fairtrade products at all stages (e.g. transport, storage, processing, packaging) of the supply chain. |

**2.1.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ] ☐ Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***2.1.4 Mass balance: equivalent amounts of inputs and outputs**

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| **Applies to**: Processors applying mass balance  |
| You **ensure** that the amount of outputs sold as Fairtrade is not more than the amount of inputs sourced as Fairtrade, taking into account the processing yields and all losses. You ensure that Fairtrade inputs are purchased before the sale of the Fairtrade outputs.  |
| **Guidance**: Mass balance is allowed until the end of 2025. After that, full traceability is required. |
| **Rationale**: This requirement is designed to ensure that the Fairtrade label accurately reflects the sourcing and production practices, maintaining transparency and consumer trust and promoting fairness throughout the supply chain. |

**2.1.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***2.2 Product composition**Rationale: to provide clarity to Fairtrade producers, while being credible to consumers. This is to be achieved by ensuring that Fairtrade products have as much Fairtrade content as possible, and that this content is accurately reflected in Fairtrade claims on and off-pack. **2.2.1 All that can be must be -rule**

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| **Applies to**: All processors handling food composite products |
| You **ensure** that food composite ingredients and food composite products contain as many Fairtrade ingredients as available.  |
| **Guidance**: This applies to composite ingredients (ingredients made of several components, e.g. berry jam) and derivatives (an ingredient derived from a single component e.g. soya lecithin). The regularly updated Unavailable Fairtrade Ingredients List is available on the [Fairtrade International website](https://files.fairtrade.net/standards/Unavailability_List_EN.xlsx) [Fairtrade International website](https://files.fairtrade.net/standards/Unavailability_List_EN.xlsx). In exceptional circumstances, Fairtrade Finland may accept the use of the Fairtrade Sourced Ingredient (FSI) model.   |

**2.2.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***2.2.2 Fairtrade content declaration**

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| **Applies to**: All processors handling food composite products |
| You **declare** the percentage of Fairtrade content based on the Fairtrade minimum text requirements when using the Fairtrade Mark or alternatively in the ingredients list. The minimum text requirements will be delivered separately. |

**2.2.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| Due diligence**3.1 Compliance with national legislation**

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| **Applies to**: All actors  |
| There are no indications that you or your contractors violate any legislation on the topics covered by this Standard. For berry companies, this relates both to the legislation of Finland and the legislation of the berry pickers’ home countries. |

**3.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.2 Compliance in the supply chain**

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| **Applies to**: All berry companies  |
| You comply and take responsibility for ensuring that your contractors comply with this Standard. You maintain updated records of all the berry pickers and contractors involved with Fairtrade berries. The records of the berry picker include the name/number of the picker, contractor(s) and service providers in the berry picker accommodation, its location, and the berries picked.  |

**3.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.3 Commitment to human rights and environmental sustainability**

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| **Applies to**: All actors  |
| You have committed, in writing, to respect human rights and environmental sustainability and to conduct due diligence.   |
| **Guidance**: This commitment needs to refer to internationally recognised human rights, including labour rights and environmental rights, enshrined in the International Bill of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and the UN declaration on environmental rights.  |
| **Rationale**: The written commitment provides clarity to your business partners and other stakeholders on the goals of your company. |

**3.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.4 Human rights-based grievance mechanism**

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| **Applies to**: All berry companies  |
| You participate in a grievance mechanism which allows the berry pickers and all other individuals and groups to anonymously raise complaints of injustice, harm or fraud linked to your operations. The grievance mechanism: • Is accessible in Finnish and the language(s) spoken by the berry pickers you source from, and supports both written and verbal complaints. • Respects the complainants’ anonymity and protects them from retaliation, threats or harm. • Ensures that resolutions are taken by a knowledgeable and impartial committee and remediation is implemented in a timely manner. • Ensures that all parties are informed about the progress while respecting confidentiality.  • Allows for an appeals process. • Ensures the confidential handling of sensitive grievances.  • Accords with internationally recognised human rights and national laws and, when relevant, reports human rights violations to the relevant public agencies.Your grievance mechanism must be approved by Fairtrade Finland.  |
| **Rationale**: Fairtrade Finland is currently in negotiations with the key stakeholders about setting up a sectoral grievance mechanism that the berry companies could commit to and support.Human rights-based grievance mechanisms can be crucial in advancing human rights in business by providing platforms to anonymously report injustices, harm or fraud linked to company operations. These mechanisms can foster transparency, accountability and trust within the supply chain. |

**3.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.5 Promoting the grievance mechanism**

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| **Applies to**: All actors  |
| You inform all your stakeholders about the grievance mechanism and post information about the grievance mechanism on the wall in each accommodation unit where the berry pickers are housed, as well on the wall of each cabinet/room, in languages that the pickers understand. You train the pickers on the grievance mechanism and other advisory and legal protection agencies (RIKU, Trade Union, Regional State Administrative Agency).Your company or your contractors do not discipline, dismiss or discriminate in any way against stakeholders who use the grievance procedure.   |

**3.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.6 Analyzing the grievances**

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| **Applies to**: All actors  |
| You analyse grievance cases and engage in dialogue with the key stakeholders, including trade unions, to improve your operations and the mechanism to prevent future harms.You publish information online about your grievances and the type and number of grievances received and resolved. You ensure that Fairtrade Finland is aware of all the complaints.  |

**3.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.7 Remediation**

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| **Applies to**: All actors |
| If you learn about a human rights violation related to your berry value chain, via the grievance mechanism or otherwise, you investigate the violation. Where your operations have caused or contributed to the violation, you participate in the remediation of the violation.If there are indications that you have previously caused or contributed to human rights violations, you provide evidence that you have or are participating in their remediation.  |
| **Guidance**: Remediation measures can have many goals, including:• Ending the violation.• Ensuring the prolonged safety of the affected person(s).• Restoring or rehabilitating the person(s) or environment to the situation prior to the violation.• Enabling financial or non-financial compensation or other remediation that corresponds to the significance and scale of the violation.• Preventing further cases.If the harm is in your supply chain, you can typically collaborate in the remediation by providing financial support to your supplier’s remediation work. When determining the remedy, the affected person(s) and their representatives need to be consulted, unless this puts their safety and security in jeopardy. |

**3.7 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.8 Conflict management**

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| **Applies to**: All berry companies  |
| If there are indications of conflicts between the berry pickers that you source from and other berry pickers or stakeholders, you seek to resolve them through negotiation. |
| **Rationale**: In the past, tensions have arisen between berry pickers and local residents, for example on the issue of littering or disturbing the domestic peace. In these situations, berry companies can facilitate the flow of information and/or discussions between the pickers and the residents. |

**3.8 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.9 No discrimination**

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| **Applies to**: All actors  |
| Your company does not discriminate, support or tolerate discrimination based on race, gender, sexual orientation, disability, age, religion, social origin or any other condition in recruitment, remuneration, allocation of work, service provision, termination of employment or any other treatment.  |
| **Guidance**: Pickers cannot be placed in unequal positions based on factors such as friendship or family relationships. |

**3.9 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.10 No abuse of any kind**

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| **Applies to**: All actors  |
| Your company does not directly or indirectly engage in, support, or tolerate bullying; harassment; sexually intimidating or abusive gestures, language or physical contact; mental or physical coercion, or abuse of any kind.  |

**3.10 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***3.11 Policy on disciplinary measures**

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| **Applies to**: All berry companies |
| The disciplinary measures taken by your company and supervisors or coordinators are in line with Finnish labour law and are non-discriminatory. Deductions from earnings are not made for disciplinary purposes. If disciplinary measures lead to the termination of a work contract, requirement 4.10 (Right of early return) applies. |
| **Guidance**: The acceptable disciplinary measures are: issuing a verbal reprimand, issuing a written warning and, after at least one warning, terminating the employment or picking contract. The disciplinary measures must be collected by the supervisors and contractors, and reported to the berry companies and Fairtrade Finland. |
| **Rationale**: Pickers, coordinators and supervisors may have different experiences and expectations of the appropriate and proportionate disciplinary measures commonly used at a workplace, so it is helpful to clarify the Finnish legal standards. In a worst-case scenario, the fear of strict disciplinary measures towards the picker or the picker’s family may create a risk of forced labour. |

**3.11 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| RecruitmentThis section focuses on fair recruitment practices. Fairtrade Finland promotes the organizing of commercial natural berry picking in a manner that ensures the fulfilment of employment criteria for berry pickers, and the establishment of formal employment contracts as the best means to provide clear terms, fair compensation, and legal protections for the berry pickers.**4.1 Employment**

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| --- |
| **Applies to**: Employing berry companies  |
| You employ your berry pickers directly or indirectly via a contractor. |
| **Rationale**: If you employ your berry pickers indirectly, you ensure that the contractor is fit to follow this Standard and the employer responsibilities. |

**4.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.2 Recruitment criteria**

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| --- |
| **Applies to**: All berry companies  |
| You establish non-discriminatory recruitment criteria, to be used by you and your recruiters, to ensure that the recruited pickers are well suited for physical picking activities. |
| **Rationale**: Picking berries in the forest under changing weather conditions can be too demanding for some individuals. |

**4.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.3 Written contracts with berry pickers**

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| --- | --- |
| **Applies to**: Employing berry companies  | **Applies to**: Other berry companies |
| You sign written employment contracts with your berry pickers that are in accordance with this Standard. The contracts include start and end dates and are in a language that the picker understands. You ensure that there is only one contract and that it includes all the necessary information for the picker, and between you and the berry pickers.  | You ensure that the contractor signs a written contract with every picker that is in accordance with this Standard. The contracts include start and end dates and are in a language that the picker understands. You also ensure that there is only one contract and that it includes all the information necessary to provide for the picker, and between the contractor and the berry pickers.  |
| **Guidance**: Double contracts with berry pickers are forbidden. Contracts need to receive their own copy of the contract. |
| **Rationale**: A written contract makes it easier for the pickers to seek support and access to remedy in cases where the contract is unclear or is not followed. It is important to avoid multiple contracts in order to avoid misinforming the picker.Previously, contractors have signed employment contracts with the berry pickers in the country of origin. For example, since 2021 Thailand has required berry companies or contractors to sign employment contracts. |

**4.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.4 Written contracts with supervisors/contractors**

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| --- | --- |
| **Applies to**: Employing berry companies  | **Applies to**: Other berry companies |
| You employ supervisors who support and supervise the berry pickers. You are responsible for the conduct of your supervisors and their compliance with this Standard.   | You sign written contracts with contractors, clarifying that all your partners, including contractors, are to comply with this Standard.   You pay for your contractors’ services. They must not collect additional payments from the potential or chosen berry pickers.  If a contractor commits serious and/or repeated violations of the standards, you terminate the contract within two weeks.  **Guidance**: Contractors are required, inter alia, to accept audits and provide information requested by Fairtrade or auditors (1.1.2), to avoid discrimination and abuse (3.9, 3.10), and to abide by the disciplinary measures (3.11).  A serious violation means that your company could be decertified if the violation continues. A violation is serious, for example, if it clearly violates this Standard and is not due to interpretation issues, accidents, etc. Repeatedly means that the same violation happens more than twice or there are more than three violations in total.  |
| **Rationale**: This requirement is designed to ensure that the supervisors and contractors are well informed about their role and responsibilities, and of the consequences for serious violations. |

**4.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.5 Other written contracts**

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| **Applies to**: All berry companies |
| You ensure that all individuals providing services to the berry pickers, including cooking, cleaning, berry site searching and berry scaling, have written contracts and comply with this Standard, including fair recruitment.They must be paid in line with the relevant collective agreements by your company or your contractor and must not collect any payments from the berry pickers that are not agreed in this Standard. |
| **Rationale**: This pilot seeks to mitigate the human rights risks in the natural berry supply chains in Finland, including the individuals in charge of providing services like the cooking and scaling of berries. For the realisation of this Standard, it is also important that these individuals avoid discriminatory or other inappropriate conduct. |

**4.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.6 Informing local authorities/other bodies**

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| **Applies to**: All berry companies |
| You inform local authorities/other about the following:• The location of the pickers’ accommodation.• What income you or your contractor have promised to pay the pickers, with deductions for accommodation and food.• That neither you nor your contractor will collect recruitment or travel costs from the berry picker. |
| **Rationale**: This requirement advances fair recruitment, transparency and accountability in the berry sector. |

**4.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.7 Recruitment and travel costs**

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| **Applies to**: All berry companies  |
| Your company pays the full recruitment costs, including the berry pickers’ travel costs to and from their homes to the berry picker accommodation, for every berry picker participating in the picking of Fairtrade certified berries. Berry companies negotiate with the processors and retailers about how the costs of fair recruitment are divided. Berry companies inform all the pilot partners about the level and breakdown of the recruitment costs and the cost sharing between the berry companies, processors and retailers. Fairtrade Finland may publish aggregated information about the costs and cost sharing. |
| **Guidance**: Recruitment costs include the costs of visa expenses, insurance, health checks and other mandatory costs. International travel costs are paid either directly to the transport companies or to the contractor. None of the recruitment and travel costs shall be collected from the pickers.   |
| **Rationale**: By covering the recruitment costs, berry companies mitigate the risk that the pickers become indebted during the recruitment and are then trapped in the picking work until these debts have been repaid. Erasing this trap is crucial for eliminating the risks of human trafficking and forced labour.Decent work starts with responsible recruitment. International evidence demonstrates that implementing ‘no fee’ recruitment models drastically reduce vulnerabilities for migrant workers. Responsible recruitment can be expected to increase picker wellbeing, motivation and performance at work. Shouldering the financial responsibilities of recruitment should incentivize berry companies towards a more sensitive and better-quality recruitment which aims at recruiting individuals who are fit for the demanding nature of berry picking, thereby enhancing productivity and quality. |

**4.7 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.8 Compensation for fair recruitment**

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| **Applies to**: Processors and retailers |
| Processors and retailers negotiate with the berry companies about the compensation of fair recruitment.Processors and retailers receive detailed information about picker recruitment costs from the berry companies and, based on this information, negotiate with the berry companies about the compensation of the costs of fair recruitment. |
| **Rationale**: The vulnerability of the berry pickers can only be reduced by starting with responsible recruitment. The entire value chain needs to be aware of the costs of fair recruitment and participate in ensuring that none of these costs are charged from the berry picker. Because the berry picking season is short, recruitment costs can form a large share of the picking costs – especially if the pickers are recruited and travel to work from countries far away. Hence, ring-fencing and making the cost of fair recruitment visible to all actors in the value chain is essential. This will help the processors and retailers to participate in sharing the cost of responsibly produced berries, negotiating fair compensation with the berry companies and ensuring that their own purchasing practices are sustainable.The ILO refers to the [Dhaka Principles for Migration with Dignity](https://dhakaprinciples.org/), where the [Employer Pays Principle](https://www.ihrb.org/employerpays/the-employer-pays-principle) is a commitment to ensure that no worker should pay for a job. This principle is included in the Amfori BSCI code, International Fairtrade Standards as well as in many companies’ own supplier codes of conduct. |

**4.8 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.9 Loans and debts**

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| **Applies to**: All berry companies  |
| Your company does not provide any loans for the berry pickers nor guarantees the berry pickers’ loans. Your company also ensures that your contractors are not providing loans for the berry pickers.  |
| **Rationale**: By prohibiting the provision of loans, companies prevent the risk of debt bondage and exploitation, safeguarding the rights and dignity of the berry pickers. This criterion promotes fairness, equity, and respect for human rights within the berry industry, contributing to a more ethical and sustainable supply chain that prioritizes the well-being of workers. |

**4.9 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***4.10 Right of early return**

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| **Applies to**: All berry companies |
| You ensure that the picker has the freedom to return to their country of origin. If the early return is due to the picker’s sickness or a serious misfortune in their close family, you cover the possible additional expenses from changing the date of return mid-season. If the picker has to stop working for some other reason, you negotiate with the berry picker a fair solution for covering the possible additional expenses of early return. |
| **Rationale**: By guaranteeing this right, companies ensure that pickers are free to leave the berry picking at a time of their own choosing. This is a core step in eliminating the risks of human trafficking and forced labor. As the berry company covers the recruitment and travel costs, it has the incentive to train the berry picker and ensure decent working conditions so that the person is willing and able to pick for the duration of the contract. |

**4.10 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| Awareness raising**5.1 Picker awareness**

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| **Applies to**: Employing berry companies  | **Applies to**: Other berry companies |
| You seek to ensure that all the berry pickers are aware of their rights, responsibilities and the range of their likely profits, before they commit to travel to Finland. To this end, you share at least the following information in writing with potential pickers, in a language they understand, before signing contracts: • Their legal status as a temporary worker. • The (base) wage and possible additional piece rate paid to the pickers, and the range between the lowest, median and highest amounts (in kilograms) picked during the previous seasons. The possible income as a Fairtrade berry picker without a debt burden. Incomes may fluctuate due to harvest uncertainty. • Possible deductions (food, accommodation and advances paid) and the estimated total sum of their earnings.• The right to free urgent medical care etc. • The grievance mechanism that the picker can use to report any misleading information found in the contract or other materials. • The right to organize (7.1-7.7). • Practical information: for example, that the picking tools and protective clothing are provided by the berry company (but the pickers can also bring their own), the type of meals and accommodation that will be provided, etc.  | You seek to ensure that all berry pickers are aware of their rights and responsibilities and the range of their likely profits, before they commit to travel to Finland. To this end, you share at least the following information in writing with your contractor, and require them to share it with potential pickers in writing, in a language the picker understands, before signing contracts: • The legal status as a foreigner picking natural products.• The possible price range paid to the pickers per kilogram and the range between the lowest, median and highest amounts (in kilograms) picked during the previous seasons. The possible income as a Fairtrade berry picker without a debt burden. Incomes may fluctuate due to harvest uncertainty. • The deductions that can be made and their estimated total sum (food, accommodation and advances paid). • The right to select the date of return independently of the opinion of the berry company and the contractor, the right to stop picking without sanctions or penalties, the right to free urgent medical care, etc. • No costs for sick days. The picker does not have to pay for accommodation and food during sick days. • The grievance mechanism that the picker can use to report any misleading information found in the contract or other materials. • The right to organize (7.1-7.7). • Practical information: the picking tools and protective clothing are provided by the berry company (but the picker can also bring their own), the type of meals and accommodation that will be provided, etc.  |
| **Guidance**: You require your contractors to share with you and Fairtrade auditors all the written materials provided to the (potential) picker, and a representative example of all the contracts made with the pickers. |
| **Rationale**: By providing comprehensive and correct written information in the country of origin, companies empower the pickers to make informed decisions. The prevention of false promises and deceptive recruitment practices is a crucial part of eliminating the risk of human trafficking and forced labour. |

**5.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***5.2 Training berry pickers**

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| **Applies to**: All berry companies Your company trains the pickers on their rights and responsibilities, and the range of their likely profits within a week of their arrival to Finland. You also train the pickers on: • Where to find berries, how to pick efficiently and in an ergonomically optimum posture, and how to handle the berries before selling them to the berry company. • How to navigate in the forests, the location of stores and other services. • Everyone’s rights and related duties, including not littering the environment and not disturbing the domestic peace.• Supervisor or contractors’ roles and duties (5.5). • Berry company’s role and duties (5.6). • The grievance mechanism (3.4, 3.5), as well as other advisory and legal protection agencies (the Industrial Union, Victim Support Finland and the Regional State Administrative Agency), • Choosing the pickers’ representative (7.1).   |
| **Guidance**: You share the same information in writing in several languages, so that every picker receives the information in a language they know well. Records are kept of these training activities including information on the topics covered, time, duration, and the names of the attendees and trainers. You post the material online. No cost for the training can be collected from the (potential) berry pickers, neither in the country of origin nor in Finland. |
| **Rationale**: By providing comprehensive training, companies empower the pickers with the knowledge and skills necessary for efficient and safe berry picking, forest navigation, and for understanding their rights and duties. |

**5.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***5.3 Training supervisors and coordinators**

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| **Applies to**: All berry companies |
| You train and pay your supervisors and/or coordinators to follow this Standard. You also train them to follow:• Labour and human rights.• Legislation related to labour exploitation (e.g., prohibition of taking payment for employment, what constitutes trafficking or other illegal forms of labor exploitation, etc.)• The Finnish Labour Law, collective agreements and the right to organize.• Everyone’s rights.• Policy on disciplinary measures (3.11). |
| **Rationale**: Through training, companies ensure that the (foreign) supervisors and coordinators are aware of their legal role and responsibilities and are equipped to uphold this Standard as well as the rights of the berry pickers, and adhere to ethical picking practices. |

**5.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***5.4 Records of the picker’s earnings and deductions**

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| --- | --- |
| **Applies to**: Employing berry companies  | **Applies to**: Other berry companies |
| You maintain up-to-date records for each picker’s incomes and costs. Each picker’s record is to include the following: • Name, gender and age of the picker. • Kilograms collected and the income earned on each day. • All deductions (e.g. for accommodation, food and advances paid). • Any advances paid. • The current balance, i.e. the earnings of the picker. You show the record to each picker at least once a week and, where a picker agrees with the record, obtain the picker’s signature. On request, you share the records with the Grievance Committee.  | You require contractors to maintain up-to-date records for each picker’s incomes and costs. Each berry picker’s record is to include the following: • Name, gender and age of the picker. • Kilograms collected and the income earned on each day. • All deductions (e.g. for accommodation, food and advances paid). • Any advances paid. • The current balance, i.e. the profits made by the picker. The contractor is to show the record to the picker at least once a week and, where the picker agrees with the record, obtain the pickers’ signature. Your company monitors compliance by collecting these records monthly. On request, the records are also shared with the Grievance Committee.  |
| **Guidance**: The gender and age of the picker are recorded so that the berry companies and auditors have an improved opportunity to monitor the realisation of equal opportunities for pickers of different genders and ages. |
| **Rationale**: In the past, some pickers have lacked information about their actual balance of incomes and deductions/debts until the very end of the picking season. This requirement is designed to ensure that the pickers and berry companies can monitor the pickers’ earnings, and also to ensure fair treatment, so that any discrepancies or grievances can be resolved swiftly. |

 **5.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***5.5 Communicating the supervisor’s and contractor’s roles and duties**

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| **Applies to**: All berry companies  |
| If you use a contractor, you communicate its role and responsibilities to the berry pickers. At a minimum, the description should include:  • Understanding and following this Standard as well as the Finnish laws and appropriate disciplinary measures (3.1).• Sharing the balance of the berry picker’s incomes and costs (5.4) with the berry pickers and berry companies. The supervisor or contractor is not allowed to charge any additional costs from the pickers. • Providing the berry pickers with free and timely transportation to urgent healthcare (6.6, 6.7). • Locating the best berry sites to ensure the maximum income for the berry picker. • Ensuring that Fairtrade berry pickers receive all the benefits in this Standard.• Encouraging the use of the grievance mechanism (3.4, 3.5), but also other advisory and legal protection agencies (Industrial Union, Victim Support Finland and Regional State Administrative Agency). • Allowing the Right to Organize and easy access for Regional State Administrative Agency, trade union representatives and auditors.• Educating the pickers on their rights in Finland.• Allowing the berry pickers to choose the pickers’ representative (7.1) and not intervening in this process or the talks between the representative and the berry company.• Non-discrimination of the berry pickers. You post the information regarding non-discrimination on the wall of each accommodation unit where the berry pickers are housed, in languages that the pickers understand. |
| **Rationale**: By ensuring transparency and accountability through the posted descriptions regarding non-discrimination in languages understood by the pickers, this requirement promotes fair treatment and safeguards against exploitation. |

**5.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.**\_\_\_\_\_\_**5.6 Communicating the berry company’s role and duties**

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| **Applies to**: All berry companies  |
| You have a written description of the role and responsibility of your company and staff. At a minimum, the description should include: • Training the berry pickers in Finland (5.2) and training the supervisors/coordinators (5.3).• Ensuring any contractor’s compliance with the Berry Standard by Fairtrade Finland and Finnish laws. • Paying for all the recruitment, travel and transport costs of the berry pickers (4.7, 4.8, 4.9). • Ensuring that neither the supervisors nor the coordinators threaten the berry pickers or their families. • Following and ensuring the accuracy of the pickers’ income and cost balance (5.4). • Ensuring that the pickers have insurance which covers urgent healthcare costs (6.7). You post the description on the wall in each accommodation unit where the berry pickers are housed, in languages that the pickers understand. |
| **Rationale**: By ensuring transparency and accountability through posted descriptions in languages understood by the pickers, this requirement promotes fair treatment and safeguards against exploitation. |

**5.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| Income and picking conditions**6.1 Payment and agreement on the market price**

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| **Applies to**: All berry companies or other first buyers |
| You pay at least the relevant market price to the picker. In case the relevant market price is below the Fairtrade Minimum Price, then the Fairtrade Minimum Price applies (6.2). The relevant market price is the price that prevails on the non-Fairtrade market for equivalent products. You agree with the picker on the source of information for the market price. |

**6.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.2 Payment of Fairtrade Minimum Price**

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| --- |
| **Applies to**: All berry companies or other first buyers |
| You pay the picker at least the Fairtrade Minimum Price for the Fairtrade product, as defined in the Fairtrade pricing database. The Fairtrade Minimum Price is an absolute minimum. Discounts for quality cannot be made on the minimum price. The Minimum price / Pay range needs to be explained in advance for the (potential) pickers during the recruitment phase. |
| **Rationale**: By guaranteeing the Fairtrade Minimum Price, berry companies provide economic stability and security to the pickers. The prohibition of discounts on the minimum price prevents exploitation and discrimination. Informing pickers of the minimum price or pay range during the recruitment phase allows pickers to make informed decisions.   |

**6.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.3 Picking time restrictions**

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| --- | --- |
| **Applies to**: Employing berry companies  | **Applies to**: Other berry companies |
| You follow the [Collective Bargaining Agreement (CBA) for rural industries](https://www.teollisuusliitto.fi/wp-content/uploads/2023/03/Maaseutuelinkeinojen-tyoehtosopimus-2023%E2%80%932025.pdf) with full-time employment contracts. | No restrictions on the picking time. However, you ensure that your contractor does not pressure the pickers to work excessive hours. |
| **Rationale**: Non-employed berry pickers are allowed to choose their own picking time. |

**6.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.4 Provision of tools**

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| **Applies to**: All berry companies  |
| Your company provides all the pickers, free of charge, sim-cards with call and data package for the whole picking season, proper equipment including protective clothing (warm clothing as well as shoes for the colder months), picking tools, and vehicles including the fuel. The pickers are also allowed to bring and use their own tools. If the pickers need to rent vehicles for other reasons than picking, you organize a reasonably priced way for doing so.   |
| **Rationale**: Providing sim-cards ensures that the pickers can communicate, reach Medical Helplines and other emergency telephone services, and navigate in the forests. By providing the essential tools and equipment, the companies uphold the pickers' rights to a safe and healthy work environment, mitigating the risks of injury or harm. Additionally, offering free tools and vehicles removes financial barriers affecting the pickers. |

**6.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.5 Only at-cost deductions**

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| **Applies to**: All berry companies  |
| If your company or a contractor makes deductions from the picker’s earnings for services provided, the deducted sums are in line with the actual costs incurred and with the information shared during the recruitment (5.1, 5.2). None of the only at-cost deductions can be made directly from the picker’s payment or without the permission of the picker.• Deductions are made for accommodation and food.  • No deductions are made for other services provided by the contractors, transportation from and to the airport, flights or other international travel costs, any transport, urgent healthcare for medical purposes, vehicles and fuel when used for picking purposes, sim-cards, picking tools or protective clothing.  • No interest is collected for advances paid or other partial payment of a picker’s earnings during the picking season.  |
| **Guidance**: You ensure that you or your contractor enable the picker to decline accommodation or food if the picker so chooses. Pickers do not have to pay if they want to accommodate or cook by themselves. |
| **Rationale**: Limiting deductions protects the pickers from economic exploitation and promotes fair incomes. |

**6.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.6 First aid equipment and training**

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| **Applies to**: All berry companies  |
| Your company supplies each accommodation unit and each car with first aid kits and mosquito repellent. You ensure that in every picker accommodation unit there is at least one individual who is regularly present and has completed first aid training. This person may be, for example, an assistant coordinator or an individual that provides cooking or other services to the berry pickers.The supervisor or contractor compiles a list of accidents, injuries, illnesses, and the subsequent first aid or other medical measures taken. Your company checks the list mid-way during the picking season and supplies further equipment or training when needed.You post the Medical Helpline and other emergency telephone numbers on the wall in each accommodation unit where the berry pickers are housed, in languages that the pickers understand.  |

**6.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.7 Access to healthcare**

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| --- | --- |
| **Applies to**: Employing berry companies   | **Applies to**: Other berry companies  |
| You provide workplace healthcare. | You ensure that all pickers are covered by sufficient healthcare insurance. |
| **Guidance**: Insurance can be either Finnish health care insurance or travel insurance. During sick days, no accommodation or food costs can be collected from the picker. |

**6.7 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_***6.8 Seasonal workers**

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| **Applies to**: All berry companies  |
| Berry pickers hired as seasonal workers on plantations cannot be considered as Fairtrade wild berry pickers. |
| **Rationale**: Currently, wild berry picking does not qualify as seasonal work. |

**6.8 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.9 No retention of IDs**

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| **Applies to**: All berry companies  |
| You do not retain, and you ensure that contractors also do not retain any berry picker’s or service provider’s passport, visa or flight tickets.  |
| **Guidance**: You ensure that each berry picker has a lockable storage locker for essentials such as travel documents, flight ticket copies and other valuables. |
| **Rationale**: The retention of IDs is considered a common cause of forced labour across numerous industries and countries, as it effectively prevents workers from changing jobs or returning home. |

**6.9 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***6.10 No child labour**

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| **Applies to**: All berry companies  |
| You do not engage berry pickers or service providers under the age of 18.  |

**6.10 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_* |

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| RepresentationThis section intends to protect the pickers right to freedom of association and collective bargaining. Fairtrade considers independent and democratic trade unions as the best means for achieving freedom of association and collective bargaining.**7.1 Pickers’ representative**

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| --- |
| **Applies to**: All berry companies  |
| Your company asks the pickers to select representatives for discussions about the pickers’ picking and living conditions. Your company:• Respects the right of all pickers to apply for the position of the berry picker representative.• Ensures that in each accommodation, there are at least two picker representatives from different genders, and at least one representative per 50 pickers.• At least one of the representatives is a new picker – in Finland for the first or second time.• Trains the pickers’ representative to understand their mandate and independence from the possible coordinator.• Organizes meetings between a representative of your staff and picker representatives one week after arriving to Finland, and then monthly during the picking season, to gain feedback on all areas of this Standard. • Organizes an additional meeting when the picker representatives ask to do so. • Engages an independent interpreter chosen by the picker’s representative if the picker representatives prefer that.• Informs all pickers about their representatives and posts the representatives’ contact information on the wall in each accommodation where the berry pickers are housed, in languages that the pickers understand.• Compensates the loss of income for the picker representatives in accordance with the median hourly income.• Shares each picker representatives’ contact information to the representatives in other accommodations, to facilitate exchange between the representatives. |
| **Guidance**: Where non-compliances with this Standard are identified, the company takes corrective measures in line with requirement 3.7. The meeting is minuted and the picker’s representative is asked to share the minutes with everybody in the same picker accommodation. |
| **Rationale**: The right to organize and bargain collectively are central for Fairtrade. This requirement establishes regular, direct communication between the berry company staff and the pickers, which allows companies to address any problems at an early stage and to monitor the performance of the coordinators or supervisors. |

**7.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.2 No discrimination of union representatives**

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| --- |
| **Applies to**: All berry companies |
| Your company does not punish, threaten, intimidate, harass, discriminate or bribe union members or picker representatives. You do not discriminate against pickers for their past or present activities in representing pickers. |
| **Guidance**: Examples of punishment include terminating, transferring, relocating, downgrading or demoting pickers, reducing their incomes or benefits, or changing their conditions of work. Further, employers do not offer pickers incentives to refrain from joining a union or engaging in union activities. |
| **Rationale**: This requirement fosters a fair and supportive environment for collective bargaining and freedom of association within the berry industry. |

**7.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.3 Guaranteeing workers’ labour rights**

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| --- |
| **Applies to**: All berry companies |
| Your company:• Respects the right of all pickers to form or join trade unions.• Respects the right of pickers to bargain collectively in practice.• Does not engage in any acts of anti-union discrimination or in any acts of interference.• Does not deny access rights for trade unions.• Accepts that it has a duty to bargain in good faith with unions.• Informs the workforce about the local point of contact and posts relevant contact information on the wall in each accommodation where berry pickers are housed, in languages that pickers understand. |
| **Guidance**: The Industrial Union can support workers in knowing and understanding their rights and joining a trade union. |
| **Rationale**: The right to form and join trade unions is a human right, recognised in the International Covenant on Economic, Social and Cultural Rights. |

**7.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.4 Allowing trade union representatives to meet with pickers**

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| --- |
| **Applies to**: All berry companies  |
| Your company allows the representatives of trade union organizations to meet with the berry pickers in order to communicate and educate about unionisation and/or to carry out their representative functions. You or your contractor do not interfere in any way with,or conduct any surveillance of these meetings.  |
| **Rationale**: Trade unions raise picker awareness about their rights and responsibilities in Finland and share information about the services and support available for pickers. |

**7.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.5 Freedom of Association policy**

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| --- |
| **Applies to**: All berry companies |
| Your company actively promotes labour rights by signing the Freedom of Association policy provided by Fairtrade Finland. |

**7.5 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.6 Communicating Freedom of Association rights to pickers**

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| --- |
| **Applies to**: All berry companies |
| You communicate or ensure that your contractor communicates the Freedom of Association policy to pickers by at least:• Translating it into the appropriate languages• Displaying it on the wall in each accommodation where berry pickers are housed, in languages that pickers understand. |
| **Rationale**: The policy explains the freedom of association to the pickers, coordinators and berry companies. By prominently displaying the policy in the picker accommodation, companies ensure that pickers are informed about their freedom of association. |

**7.6 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_***7.7 Sectoral Collective Bargaining Agreement**

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| --- |
| **Applies to**: Employing berry companies |
| In Finland, the [Collective Bargaining Agreement (CBA) for rural industries](https://www.teollisuusliitto.fi/wp-content/uploads/2023/03/Maaseutuelinkeinojen-tyoehtosopimus-2023%E2%80%932025.pdf) is agreed for the natural berry picking. Your company signs and adheres to this agreement.Collective bargaining at the company level may take place. However, the company level agreements do not provide lesser terms and conditions than the CBA for rural industries. |

**7.7 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree.***\_\_\_\_\_\_* |

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| Housing and nutrition**8.1 Accommodation**

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| **Applies to**: All berry companies  |
| You or your contractor provide accommodation for the berry pickers. The accommodation is structurally safe and offers reasonable levels of living space; privacy; temperature; protection from rain, wind and pests; protection from health hazards; clean drinking water; drainage; sanitation; washing facilities; lighting; energy for cooking; and means of food storage. It is your responsibility to ensure that you or your contractor only require the pickers to pay the actual cost of accommodation. The rent for the accommodation should be reasonable and take the picker’s earnings/income into consideration. The total sum of the picker’s housing and nutrition costs cannot be more than a quarter of the picker’s total gross income during the whole season. |
| **Guidance**: For further details, please see the [ILO Helpdesk Factsheet](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_116344.pdf) No. 6, 2009 on workers’ housing, and [UN Committee on ESC Rights](http://www.refworld.org/pdfid/47a7079a1.pdf) [UN Committee on ESC Rights](http://www.refworld.org/pdfid/47a7079a1.pdf) General Comment No. 4: The Right to Adequate Housing.  Accommodation needs to align with the [Act on the legal status of foreigners picking natural products 487/2021](https://finlex.fi/fi/laki/alkup/2021/20210487) and its references to the [Health Protection Act 1994/763](https://finlex.fi/fi/laki/ajantasa/1994/19940763). There needs to be enough privacy for different genders to wash alone. |
| **Rationale**: In the past, there have been several cases where the picker accommodation has been of insufficient standard and/or overpriced. |

**8.1 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_***8.2 Location of accommodation**

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| --- |
| **Applies to**: All berry companies  |
| Your company ensures that the accommodation is not located further than one hour away from the berry picking sites.  |
| **Guidance**: Accommodation locations and berry camps need to be planned in advance to ensure reasonable commutes with minimal need to change accommodation during the season.  |
| **Rationale**: In the past, insufficient daily rest for pickers has been among a common problem in the berry industry. Long commutes can aggravate this problem. |

**8.2 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree**\_\_\_\_\_\_**8.3 Waste disposal**

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| --- |
| **Applies to**: All berry companies  |
| You ensure sufficient picker training and waste disposal facilities at picker accommodation to avoid littering and polluting the environment. Further, you train the pickers in everyone’s rights to mitigate the risk of littering and polluting in forests (3.8) |

**8.3 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_***8.4 Nutrition**

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| **Applies to**: All berry companies  |
| You or your contractor provide the berry pickers with regular meals that are adequate for a person engaged in heavy manual picking. It is your responsibility to ensure that you or your contractor only require pickers to pay for the actual cost of the meals provided. Through advance notice, the pickers have the right to decline the offered meals. |
| **Guidance**:  For further details, please see the [WHO Factsheet on Healthy diet](https://www.who.int/news-room/fact-sheets/detail/healthy-diet). |
| **Rationale**: In the past, insufficient, overpriced and poor-quality meals have been a common concern in the berry industry. |

**8.4 Do you agree with this requirement?** [ ]  Strongly agree [ ]  Partially agree [ ]  Disagree [ ]  Not relevant to me / I don’t know **Please explain your rationale if you partially agree or don’t agree***\_\_\_\_\_\_* |

**If you need some more information before commenting on this document, do not hesitate to contact** berries@fairtrade.fi.