



Fairtrade Finland's Standard for **Wild Berries** in Finland

Applies to: Berry companies, processors,
and brand owners in Finland.

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How to use this Standard

THIS STANDARD applies to berry companies, processors, and brand owners that are part of the certified wild berry supply chain in Finland. Different requirements apply depending on a company's role in the supply chain. To determine if a requirement is applicable to you, refer to the "Applies to" column.

Chapters

The Fairtrade Finland's Standard for Wild Berries has 9 chapters: General requirements, Trade, Due diligence, Fair recruitment, Employment, Awareness raising, Salary and working conditions, Labour rights and collective bargaining, and Housing and nutrition. The first four chapters contain requirements applicable to all actors involved, while the last five chapters specifically address requirements for berry companies.

Structure

In each chapter and section of the standard you will find:

- **Intent:** This introduces the main objective of the chapter or section.
- **Requirements (1–59):** These specify the rules that must be adhered to and reflect Fairtrade principles. Audits will be conducted based on these requirements, and compliance is mandatory.
- **Guidance:** This is provided to help interpret some requirements in further details. It includes best practices, suggestions, and examples for compliance, along with further explanations, rationales, or intentions behind the requirements. Note that you will not be audited against the guidance.

Scope

This Standard applies to all companies that source, process, supply, purchase, or trade wild berries, or their processed variants certified by Fairtrade Finland. The Fairtrade auditing and certification process extends up to the point when the product is packed in its final sales packaging. The last certified entity in the chain is the company that owns the product brand, who owns licensing agreement with Fairtrade Finland. Wild berries are, i.e. bilberries, cloudbberries, cranberries, or lingonberries.

Application

Fairtrade Finland's Standard for Wild was published and came into effect on a pilot basis on June 5, 2024. This English version is the original version of the Standard.

Definitions

ALL ACTORS refer to berry companies, processors, and brand owners.

BERRY COMPANIES are companies that source wild berries and employ berry pickers.

Employee refers to anyone employed by a berry company and working with berries as covered by this Standard, such as pickers, chefs, berry site searchers, scalers, and drivers.

Picker accommodation refers to the whole accommodation unit where berry pickers are housed. This unit can, for example, consist of one building or several buildings around a courtyard.

Contractors are recruiters, coordinators and other subcontractors who provide services like human resources services to berry companies, both in Finland and pickers' countries of origin. Berry companies may still use contractors even though they must employ the berry pickers directly.

PROCESSORS are companies that purchase wild berries or their processed forms from berry companies for further processing.

BRAND OWNERS are companies that purchase wild berries or their processed forms from berry companies or other processors for further packaging under their own brand.

Monitoring of changes

Fairtrade Finland reserves the right to amend this Standard through a consultative process where requirements can be added, deleted, or changed. If you are certified against this Standard, Fairtrade Finland will notify you in advance of any Standard review process and eventually about the changes made. Fairtrade certification ensures that you comply with Fairtrade Standards.

You can contact Fairtrade Finland to apply for an exception to any of these requirements. A request for an exception does not guarantee that an exception will be granted.

Fairtrade Finland's Standard for Wild Berries in Finland

Requirements for all actors

The following four chapters—General Requirements, Trade, Due Diligence, and Fair Recruitment—contain requirements applicable to all actors involved. These chapters specify requirements that apply either to all actors or to individual companies.

(A) General requirements

Intent: To establish a robust process to ensure that all Fairtrade products, marks, and claims are reliable.

Right to trade Fairtrade products

Intent: 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 Permission to trade

Applies to: ALL ACTORS

Requirement: You start trading Fairtrade products after you receive the relevant permission from the certification body.

2 Accepting audits and information requests

Applies to: ALL ACTORS

Requirement: You accept announced and unannounced audits of your operations and premises. You allow auditors, Fairtrade Finland, and its representatives to interact with contractor(s), employees, and service providers to discuss matters related to Fairtrade as needed. You do all the required reporting and provide all the information that Fairtrade Finland or auditors request, to verify compliance with this standard.

3 Compliance in the supply chain

Applies to: ALL ACTORS

Requirement: 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.

4 Fairtrade sourcing partners

Applies to: ALL ACTORS

Requirement: You purchase Fairtrade products only from Fairtrade actors with a valid certification or verification.

5 Fairtrade sales partners

Applies to: ALL ACTORS

Requirement: You ensure that Fairtrade products not in consumer-ready packaging are only sold to Fairtrade traders with a valid certification.

Guidance: Fairtrade products are sellable to non-Fairtrade buyers as well, but this will mean that the products lose their Fairtrade status.

6 Suspension

Applies to: ALL ACTORS

Requirement: You do not sign new Fairtrade contracts if:

- Your supplier/buyer is suspended; or
 - You are suspended. You can continue honouring existing contracts, but you cannot sign new Fairtrade contracts, until you have completed the corrective measures.
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7 Decertification

Applies to: ALL ACTORS

Requirement: 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.

8 Fairtrade officer

Applies to: ALL ACTORS

Requirement: You designate one official contact for Fairtrade-related matters.

9 Awareness raising

Applies to: ALL ACTORS

Requirement: 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.

Use of the Fairtrade trademark

Intent: To ensure that the Fairtrade Mark, claims, and reference to Fairtrade are used appropriately.

10 Contract for using the Fairtrade Mark

Applies to: ALL ACTORS USING A FAIRTRADE MARK OR MAKING A REFERENCE TO FAIRTRADE

Requirement: For the use of any Fairtrade Mark or other reference to Fairtrade on a finished or unfinished product, on any packaging or 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.

11 Artwork approval

Applies to: ALL ACTORS USING A FAIRTRADE MARK OR MAKING A REFERENCE TO FAIRTRADE

Requirement: You ensure that all artwork with a Fairtrade Mark, on product packaging or 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.

12 Verification of claims

Applies to: ALL ACTORS

Requirement: You ensure that all claims made on Fairtrade berries comply with the communication guidelines agreed with Fairtrade Finland.

Guidance: 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.

(B) Trade

Intent: To provide clarity and improvements to the berry pickers, while being credible to consumers.

Traceability

Intent: To ensure that for each sale of a Fairtrade product, an equivalent volume has been collected from employees under Fairtrade conditions, and that Fairtrade products sold as physically traceable can be traced back to employees.

13 Identification and record-keeping on Fairtrade products

Applies to: ALL ACTORS

Requirement: You clearly identify Fairtrade products as Fairtrade in all sourcing, purchase, processing, warehouse, transport, and sales documentation (e.g. invoices, delivery notes and purchase orders). You keep records that allow auditors and Fairtrade Finland to trace back from any given Fairtrade output to the picker accommodation from which the berries were sourced.

14 Physical segregation of Fairtrade products

Applies to: BERRY COMPANIES PROCESSORS

Requirement: You physically segregate Fairtrade products from non-Fairtrade products at all stages (e.g. transport, storage, processing, packaging) of the supply chain.

Guidance: Fairtrade Finland may grant the processor an exemption for the use of mass balance. In this case, the processor ensures that the volume of outputs sold as Fairtrade do not exceed the volume of inputs sourced as Fairtrade, taking into account the processing yields and all losses. The processors ensure that Fairtrade inputs are purchased before the sale of Fairtrade outputs.

Product composition

Intent: To ensure credibility to consumers and benefit to Fairtrade rights holders. 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.

15 All that can be must be -rule

Applies to: PROCESSORS HANDLING FOOD COMPOSITE PRODUCTS

Requirement: You ensure that food composite ingredients and food composite products contain as many Fairtrade ingredients as available.

Guidance: This applies to ingredients made of several components, e.g. berry jam, and derivatives that are derived from a single component, e.g. soya lecithin. The regularly updated Unavailable Fairtrade Ingredients List is available on the [Fairtrade International website](#).
A certified actor may apply to Fairtrade Finland for an exception to deviate from this requirement.

16 Fairtrade content declaration

Applies to: PROCESSORS HANDLING FOOD COMPOSITE PRODUCTS

Requirement: When the Fairtrade mark is used, the percentage of Fairtrade content must be indicated on the packaging.

(C) Due diligence

Intent: To ensure alignment with international norms on Business and Human Rights.

17 Compliance with national legislation

Applies to: ALL ACTORS

Requirement: There are no indications that you or your contractor(s) 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.

18 Commitment to human rights and environmental sustainability

Applies to: ALL ACTORS

Requirement: You have committed, in writing, to respect human rights and environmental sustainability, conduct due diligence and provide for or cooperate in the remediation of human rights and environmental harms have caused or contributed to.

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.

19 Human rights-based grievance mechanism

Applies to: ALL ACTORS

Requirement: 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 main language(s) understood by the berry pickers 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.

20 Promoting the grievance mechanism

Applies to: ALL ACTORS

Requirement: You inform all your relevant stakeholders about the grievance mechanism. Berry companies post information about the grievance mechanism on the wall in each picker accommodation room, as well as on the wall of each restroom, in languages that the employees understand. You train the employees on the grievance mechanism and other advisory and legal protection agencies (the Industrial Union, the Victim Support Finland, the Finnish Supervisory Agency, and the police).

You and your contractor(s) do not discipline, dismiss, or discriminate in any way against stakeholders who use the grievance procedure.

You or your contractor(s) conduct surveys or other assessments on employees' awareness of human rights, along with their access to and understanding of the grievance mechanism.

21 Analysing the grievances

Applies to: ALL ACTORS

Requirement: You analyse grievance cases relating to this Standard 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 the type and number of grievances received and resolved.

You ensure that Fairtrade Finland is aware of the type and number of complaints as well as the type of complainants and remediation measures.

22 Remediation

Applies to: ALL ACTORS

Requirement: If you learn about a suspected human rights violation related to your wild berry value chain, via the grievance mechanism or otherwise, you investigate or cooperate in the investigation of the violation. Where your operations have caused or contributed to the violation, you make a remediation plan and participate in remediating 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: Full remediation entails:

- 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 or security in jeopardy.

23 No discrimination

Applies to: ALL ACTORS

Requirement: There are no indications of discrimination, support, or toleration of 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 in operations covered by this Standard.

You post the information regarding non-discrimination on the wall of each picker accommodation, in languages that the employees understand.

Guidance: Employees cannot be placed in unequal positions based on factors such as friendship or family relationships.

24 No abuse of any kind

Applies to: ALL ACTORS

Requirement: There are no indications of you directly or indirectly engaging in, supporting, or tolerating bullying; harassment; sexually intimidating or abusive gestures, language, or physical contact; mental or physical coercion, or abuse of any kind in operations covered by this Standard.

(D) Fair recruitment

Intent: To ensure debt-free recruitment for pickers and a fair, transparent, and equitable distribution of costs throughout the supply chain.

25 Recruitment and travel costs

Applies to: BERRY COMPANIES

Requirement: You pay the full recruitment costs, including the berry pickers' travel costs between their homes and picker accommodation. This applies to every employee participating in picking berries certified by Fairtrade Finland.

Berry companies inform Fairtrade Finland about the recruitment and travel costs. Fairtrade Finland may publish aggregated information about the expenses.

Guidance: By covering the recruitment costs, berry companies mitigate the risk of pickers becoming indebted during the recruitment process and being trapped in forced labour until these debts are repaid. Recruitment costs encompass visa expenses, insurance, health checks, and other mandatory expenses. International travel costs are either paid directly to the transport companies or to a contractor. No recruitment or travel costs shall be collected from employees. For further details, please see the ILO fair recruitment initiative on [General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#). Fairtrade Finland can negotiate with berry companies on gradual implementation.

26 Compensation for fair recruitment

Applies to: PROCESSORS BRAND OWNERS

Requirement: Processors and brand owners cover the costs of fair recruitment for their own berry purchases for the berry company.

Guidance: Because the berry picking season is short, recruitment costs can form a large share of the picking costs. The [Employer Pays Principle](#) is included e.g. in the [Dhaka Principles for Migration with Dignity](#), the Amfori BSCI code, Fairtrade Standards and many companies' supplier codes of conduct.

Requirements for berry companies

The following five chapters— Employment, Awareness raising, Salary and working conditions, Labour rights and collective bargaining, and Housing and nutrition —contain requirements applicable to berry companies involved.

(E) Employment

Intent: To establish formal employment relationships for the berry pickers; and to provide clear written contracts.

27 Employment

Applies to: BERRY COMPANIES

Requirement: You employ your berry pickers directly. You pay the pickers and other staff in accordance with the relevant Collective Bargaining Agreements (CBA) and through digital means.

28 Recruitment criteria

Applies to: BERRY COMPANIES

Requirement: You establish non-discriminatory recruitment criteria, to be used by you and your recruiters, to ensure that the recruited employees are well suited for physical berry picking work.

29 Written contracts with employees

Applies to: BERRY COMPANIES

Requirement: You sign written employment contracts with your berry pickers and other staff in accordance with this Standard and the Collective Bargaining Agreements (CBA) of the industry. The contracts include start and end dates and are in languages that the employee understands. You ensure that there is only one contract and that it includes all the information necessary for the employee.

Guidance: Employees need to receive their own copy of the contract. Double or more contracts with employees are forbidden.

30 Assigning supervisors

Applies to: BERRY COMPANIES

Requirement: You assign the responsibility for supervision of berry pickers and other staff to your member(s) of staff. You are accountable for the conduct of these supervisors and their compliance with this Standard.
Supervisors must not collect additional payments from potential or chosen employees.

31 Contractors

Applies to: BERRY COMPANIES

Requirement: You are responsible for paying the contractors, and they must not collect additional payments from potential or chosen employees.

If a contractor commits serious and/or repeated violations of this Standard, you terminate the contract within two weeks.

Guidance: Contractors are required, inter alia, to accept audits and provide information requested by Fairtrade Finland or auditors (3), to avoid violations of this Standard. A violation is considered serious if it clearly breaches this Standard and is not due to interpretation issues, accidents, or similar reasons. Repeatedly means that the same violation occurs more than twice or there are more than three violations in total.

If a contractor's contract is terminated, any resulting changes should be made with careful consideration of the employee's human rights. A serious violation, if not corrected swiftly, could result in decertification of your company.

32 Updated records of all employees and contractors

Applies to: BERRY COMPANIES

Requirement: You maintain updated records of all the employees and contractors involved with Fairtrade wild berries. The records include the names/number of the employees, contractors, and service providers in one picker accommodation.

33 Loans and debts

Applies to: BERRY COMPANIES

Requirement: You or your contractors do not provide or guarantee loans for the berry pickers. You may directly pay your employees an interest-free advance on a case-by-case basis consideration.

34 Right of early return

Applies to: BERRY COMPANIES

Requirement: You ensure that the berry picker has the freedom to return to their country of origin. If the early return is due to the employee'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 employee must stop working for some other reason, you negotiate with the employee a fair solution for covering the possible additional expenses of early return.

Guidance: This is a core step in eliminating the risks of human trafficking and forced labour. Employees must not be left in debt due to an early return.

(F) Awareness raising

Intent: To ensure that employees receive proper training and understand their rights; and to facilitate clear communication of the berry companies' responsibilities.

35 Employee awareness

Applies to: BERRY COMPANIES

Requirement: You seek to ensure that every berry picker is 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 or chosen employees, in languages they understand, before signing contracts:

- Their legal status as an employee.
- The (base) salary and possible additional piece rate paid to the employees in accordance with the Collective Bargaining Agreement (CBA). Salaries may slightly fluctuate due to harvest uncertainty and berry companies' piece rates.
- Salaries are paid through digital means, requiring each employee to have a bank account (27).
- Berry companies cover both recruitment and travel costs of employees under this Standard (25).
- Possible deductions on nutrition, accommodation, and advances paid (43) and the estimated total sum of their earnings.
- The right to free occupational healthcare services (45).
- Trade union rights and choosing the pickers' representative (50–55).
- The grievance mechanism (19–20), where the employee can report any misleading information found in the contract or accompanying materials and any other wrongdoing, as well as other advisory and legal protection agencies (the Industrial Union, the Victim Support Finland, the Finnish Supervisory Agency, and the police).
- Practical information: for example, that the picking tools and protective/rainproof/warm clothing are provided by the berry company (42), the type of meals and accommodation that will be provided (56–59), typical weather during picking season in Finland etc.

Guidance: The prevention of false promises and deceptive recruitment practices is crucial to eliminate the risk of human trafficking and forced labour. You require your contractors to share with you and auditors all the written materials provided to the potential or chosen employee.

36 Training employees

Applies to: BERRY COMPANIES

Requirement: You train the employees on their rights and responsibilities, and the range of their likely profits, within a week of their arrival to Finland. You also train the employees on:

- How to navigate forests, efficient and ergonomic berry picking, and safety precautions regarding wild animals, poisonous plants, and mushrooms.
- The grievance mechanism (19–20), where the employee can report any misleading information found in the contract or accompanying materials and any other wrongdoing, as well as other advisory and legal protection agencies (the Industrial Union, the Victim Support Finland, the Finnish Supervisory Agency, and the police).
- Berry company's, supervisor's and possible contractor's roles and duties (39, 40).
- The right to basic first aid and free occupational healthcare services (44, 45), accessing services and grocery stores.
- Trade union rights and choosing the pickers' representative (50–55).
- Everyone's rights and related duties including avoiding littering in nature and respecting domestic privacy (see also 48 and 58).

Guidance: You share the same information in writing in languages the employees understand. Records are kept of these training activities including information on the topics covered, time, duration, and the names of the attendees and trainers.

New pickers are among the most vulnerable individuals due to their lack of experience and varied expectations. You pay special attention to ensuring these employees have every opportunity to have their rights met and to maximize their picking potential.

You compensate the employees for the time spent on training. No training costs can be collected from berry pickers, in their country of origin or in Finland.

37 Training supervisors and contractors

Applies to: **BERRY COMPANIES**

Requirement: You train your supervisors and possible contractors 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 labour exploitation, etc.)
- The Finnish Labour Law, the relevant Collective Bargaining Agreements (CBA), and the right to organize.
- Everyone's rights.
- Policy on disciplinary measures (49).

38 Records of the employee's salaries and deductions

Applies to: **BERRY COMPANIES**

Requirement: You maintain up-to-date records of each employee's salaries and deductions. Each employee's record is to include the following:

- Name, gender, and age of employees.
- Kilograms collected and the income earned on each day.
- All deductions on nutrition, accommodation, and advances paid (43). Deductions are made concurrently with the payment of salaries.
- The current balance, i.e. the earnings of the picker.

Records must be maintained in a timely manner and in accordance with the relevant Collective Bargaining Agreement (CBA), with employees receiving their salaries bi-weekly. Additionally, employees must be provided with a payslip at least once a month. Where an employee agrees on the payslip, you obtain their signature.

Upon request, you share the records with auditors and the Grievance Committee.

Guidance: You keep records of the gender and age of employees so that auditors can monitor the realization of equal opportunities for employees of different genders and ages.

39 Communicating the supervisor's and contractor's roles and duties

Applies to: **BERRY COMPANIES**

Requirement: You have a written description of the supervisor's role and responsibilities towards the employees. At a minimum, the description should include:

- Contact details of the supervisor.
- Understanding and following this Standard as well as Finnish laws and appropriate disciplinary measures (49).

- Educating the employees on their rights in Finland (36).
- Encouraging the use of the grievance mechanism (19), and other advisory and legal protection agencies (the Industrial Union, the Victim Support Finland, the Finnish Supervisory Agency, and the police).
- Equal treatment of all employees (23).
- Timely sharing of the record of salaries and deductions with each employee (38). The supervisor must not charge any additional costs from the pickers.
- Encouraging the exercise of trade union rights (51–55), including the selection of pickers' representatives, without interference (50). Also, ensuring easy access for trade union representatives, the Finnish Supervisory Agency, and auditors.
- Monitoring the harvest situation and contributing to picking in such a way that pickers have the opportunity for the highest possible earnings.

If you use contractors, you also clarify their roles and responsibilities.

You post the description on the wall in each picker accommodation, in languages that the employees understand.

40 Communicating the berry company's role and duties

Applies to: **BERRY COMPANIES**

Requirement: You have a written description of the role and responsibility of your company and staff. At a minimum, the description should include:

- Following this Standard and ensuring any contractor's compliance with this Standard and Finnish laws.
- Paying for pickers and other employees' recruitment, travel, and transport costs (26).
- Training employees (36), supervisors and contractors (37).
- Ensuring that neither the supervisors nor the contractors threaten the employees or their relatives (see also 49).
- Record-keeping on employees' salaries and deductions and paying the employees (38).
- Ensuring that employees are covered by occupational healthcare services (45).

You post the description on the wall in each picker accommodation, in languages that the pickers understand.

(G) Salary and working conditions

Intent: To ensure decent working conditions and adequate income levels; and to prevent work-related accidents by minimizing hazards.

41 Working time

Applies to: **BERRY COMPANIES**

Requirement: You follow the [Collective Bargaining Agreement \(CBA\) for rural industries](#) with full-time employment contracts.

42 Provision of tools

Applies to: BERRY COMPANIES

Requirement: You provide all the pickers with free of charge sim-cards with a call and data package to be used during working hours; protective, rainproof, and warm clothing and shoes for the colder months; picking tools; and vehicles including the fuel. If the employees need to rent vehicles for other reasons than picking, you organize a reasonably priced way for doing so.

Guidance: Sim-cards allow employees to communicate, reach Medical Helplines and other emergency telephone services, and navigate in the forests.
By providing the essential tools and equipment, you uphold the labour rights to a safe and healthy work environment, mitigating the risks of injury or harm.

43 Only at-cost deductions

Applies to: BERRY COMPANIES

Requirement: If you or a contractor make 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 (35). None of the only at-cost deductions can be made without the permission of the picker.

- Deductions can be made for nutrition and accommodation provided for the employees. These need to be reasonably priced. The total sum of the picker's housing and food deductions cannot exceed one quarter of the picker's total gross salary for the duration of their employment.
 - No deductions are made for other services (such as flights, transport, healthcare, sim-cards, picking tools or warm clothing).
 - No interest is collected for salary advances paid during the picking season.
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44 First aid equipment and training

Applies to: BERRY COMPANIES

Requirement: You supply each picker accommodation and each car with first aid kits and (DEET free) mosquito repellent. You ensure that in every picker accommodation there is at least one individual who is regularly present and has completed first aid training. This person may be, for example, the chef or the contractor.

The supervisor or contractor keeps a list of accidents, injuries, illnesses, and the subsequent first aid or other medical measures taken. You check the list monthly during the picking season and supply further equipment or training when needed.

45 Access to healthcare

Applies to: BERRY COMPANIES

Requirement: You provide occupational healthcare services and make certain that employees are informed of their right to access healthcare, how to avail of it, and that no costs for this healthcare are deducted from their salaries.

You post the Medical Helpline and other emergency telephone numbers on the wall in each picker accommodation, in languages that the employees understand.

46 No retention of IDs

Applies to: BERRY COMPANIES

Requirement: You do not retain, and you ensure that your contractor also does not hold any employee's passport, visa, or flight tickets. You ensure that each berry picker has a safe option for storing their valuables, such as travel documents.

Guidance: 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. The safe storage option can be for example a small personal lockable locker in picker accommodation.

47 No child labour

Applies to: BERRY COMPANIES

Requirement: You do not engage employees or service providers under the age of 18.

48 Conflict management

Applies to: BERRY COMPANIES

Requirement: If there are indications of conflicts among your employees and/or between your employees and other stakeholders, you seek to resolve them through negotiation.

49 Policy on disciplinary measures

Applies to: BERRY COMPANIES

Requirement: The disciplinary measures taken by your supervisors 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 an employment contract, requirement 34 on the 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 contract. Contractors cannot issue disciplinary measures. Upon request, supervisors need to report disciplinary measures used to auditors.

(H) Labour rights and collective bargaining

Intent: To protect labour rights to freedom of association and collective bargaining. Fairtrade Finland considers independent and democratic trade unions as the best means for achieving these goals.

50 Pickers' representative

Applies to: BERRY COMPANIES

Requirement: You ask the pickers to select representatives for discussions about the pickers' working and living conditions. You:

- Respect the right of all pickers to apply for the position of a berry pickers' representative.
- Ensure that in each picker accommodation, there are at least two representatives, representing different genders, and at least one representative per 50 pickers.
- Ensure that at least one of the representatives is a new employee – in Finland for the first or second time.
- Train the representatives to understand their mandate and independence from the berry company and possible contractor.
- Organize the first meeting between your management representative and the pickers' representatives within 14 days after arrival in Finland, and then monthly during the picking season, to gain feedback on all areas of this Standard.
- Organize an additional meeting when the representatives ask for it.
- Engage an independent interpreter chosen by the representatives if they prefer that.
- Informs all pickers about their representatives and posts the representatives' contact information on the wall in each picker accommodation, in languages that the employees understand.
- Share each pickers' representative's contact information with representatives in other picker accommodations, to facilitate exchange and peer support.
- Pay salary according to the relevant Collective Bargaining Agreements (CBA) for the time pickers' representative use for representative tasks.
- If the pickers are organized into a union and have chosen a union representative or a shop steward, this individual becomes the pickers' representative.

Guidance: Meeting minutes are taken and the picker's representative is asked to share the minutes with everybody in the same picker accommodation.
Where non-compliances with this Standard are identified, the company takes corrective measures in line with requirement 22 on Remediation.

51 No discrimination of union representatives

Applies to: BERRY COMPANIES

Requirement: You or your contractor do not punish, threaten, intimidate, harass, discriminate, or bribe union members or pickers' representatives. You do not discriminate against employees for their past or present activities in representing employees.

Guidance: Examples of punishment include terminating, transferring, relocating, downgrading, or demoting employees, reducing their salaries or benefits, or changing their conditions of work. Further, employers do not offer employees incentives to refrain from joining a union or engaging in union activities.

52 Guaranteeing employees' labour rights

Applies to: BERRY COMPANIES

Requirement: You and your contractor:

- Respect the right of all employees to form or join trade unions.
- Respect the right of employees to bargain collectively in practice.
- Do not engage in any acts of anti-union discrimination or in any acts of interference.
- Do not deny access rights for trade unions.
- Accept that it has a duty to bargain in good faith with unions.
- Inform the workforce about the local point of contact and posts relevant contact information on the wall in each picker accommodation, in languages that the employees understand.

Guidance: The right to form and join trade unions is a human right, recognised in the International Covenant on Economic, Social and Cultural Rights. The Industrial Union of Finland can support pickers in understanding their rights and joining a trade union.

53 Allowing trade union representatives to meet with employees

Applies to: BERRY COMPANIES

Requirement: You and your contractor allow the representatives of trade union organizations to meet with berry pickers to communicate and educate about unionisation and/or to carry out their representative functions. You or your contractors do not interfere or conduct any surveillance of these meetings.

54 Freedom of Association policy

Applies to: BERRY COMPANIES

Requirement: You and your contractor actively promote labour rights by signing the Freedom of Association policy provided by Fairtrade Finland.
You or your contractor communicate the Freedom of Association policy to employees by at least:

- Translating it into the appropriate languages.
- Ensuring that it is displayed on the wall in each picker accommodation, in languages that the employees understand.

55 Sectoral Collective Bargaining Agreement

Applies to: BERRY COMPANIES

Requirement: In Finland, the Collective Bargaining Agreement (CBA) for rural industries is agreed for the wild berry picking. You adhere to this agreement.
Collective bargaining at the company level may take place. However, company level agreements cannot provide lesser terms and conditions than the CBA for rural industries.

(I) Housing and nutrition

Intent: To ensure safe and well-located accommodation; appropriate waste disposal; and quality nutrition of the employees.

56 Accommodation

Applies to: BERRY COMPANIES

Requirement: 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. Pickers are allowed to choose their own accommodation.

Guidance: For further details, please see the [ILO Helpdesk Factsheet No. 6, 2009 on workers' housing](#), and [UN Committee on ESC Rights General Comment No. 4: The Right to Adequate Housing](#). Accommodation needs to align with the [Health Protection Act 1994/763](#). A reasonable level of privacy entails that different genders can wash and sleep separately.

57 Location of accommodation

Applies to: BERRY COMPANIES

Requirement: You ensure that the transport from accommodation to picking site only exceeds one hour in exceptional circumstances.

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.

58 Waste disposal

Applies to: BERRY COMPANIES

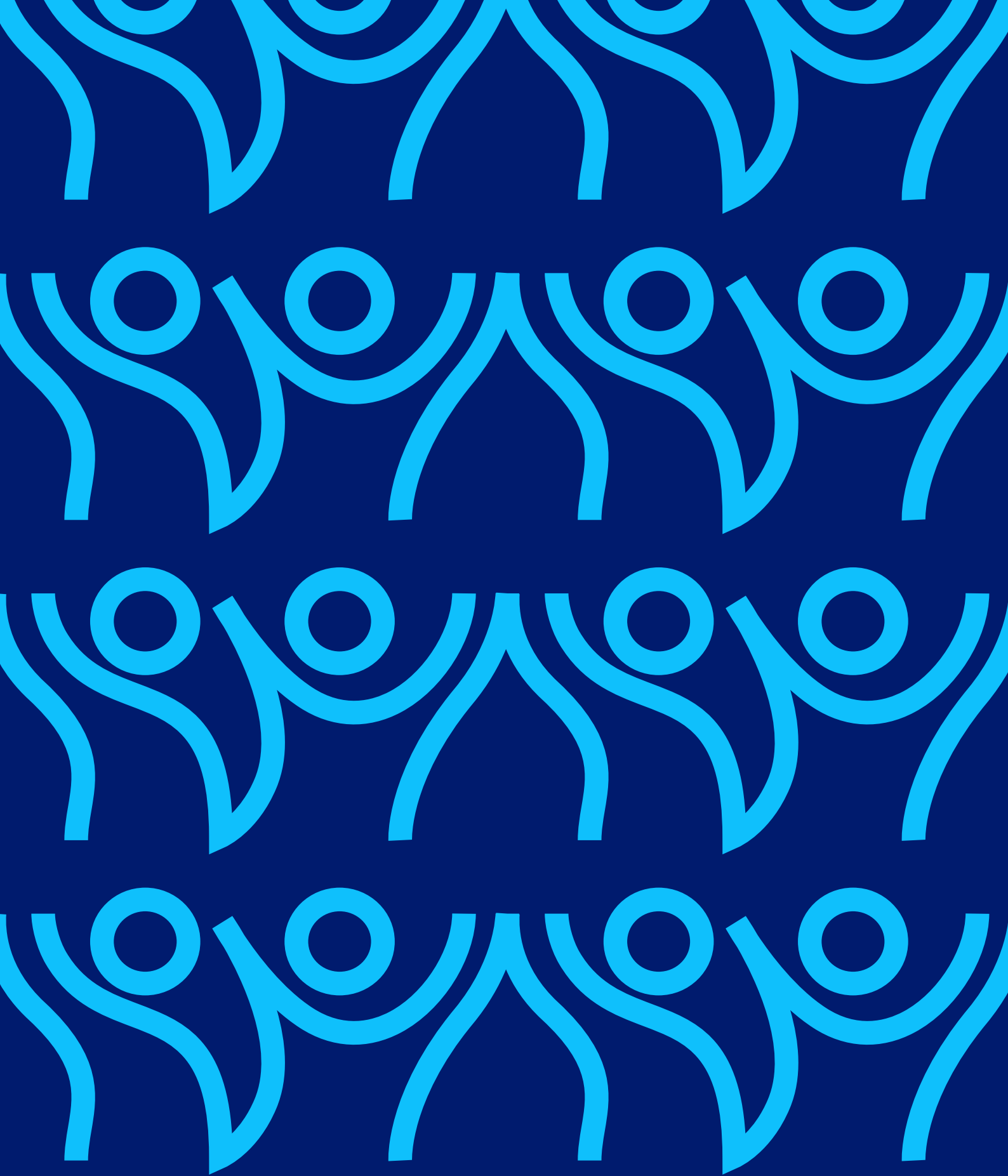
Requirement: You ensure sufficient training and waste disposal facilities at picker accommodation to avoid littering and polluting the environment. Further, you train the employees in everyone's rights to mitigate the risk of littering and polluting in forests (see also 48).

59 Nutrition

Applies to: BERRY COMPANIES

Requirement: You or your contractor provide the berry pickers with regular meals that are adequate for a person engaged in heavy manual picking. Pickers are allowed to choose their own nutrition.

Guidance: For further details, please see the [WHO Factsheet on Healthy diet](#).



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