

	SOCIAL JUSTICE Operator declaration		Master 261 Rev. 01
	Red. RS	Ver. RAQ	Approvazione CC 30-03-2016

**Information in the present form must be updated by the Operator.
Operator engages itself to quickly communicate each variation.**

Operator declaration

Name of Operator		BAC code	
Address of Operator			
Country			

Kind of operations (Please specify the type of activity by placing an X in the box of interest)	Production	Livestock	Aquaculture	Processing	Production of inputs material

Ifoam 9.17 Social Justice	Requirements in this section apply equally to all workers on the operation regardless of how they are employed ¹ , except for subcontractors performing non-production core business functions such as plumbing, machine repair, or electrical work. For example, direct employment, employment agencies, labor contractors and employment brokers
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Ifoam 9 Social Justice General Principle

Social justice and social rights are an integral part of organic agriculture and processing. The fairness principle of organic agriculture emphasizes that those involved in organic agriculture should conduct human relationships in a manner that ensures fairness at all levels and to all parties involved.

Recommendation:

Operators should positively and actively encourage the collective organization of their employees or contracted smallholders. Permanent employees and their families should have access to education, transportation and health services. Operators should respect the rights of indigenous peoples, and should not use or exploit land whose inhabitants or farmers have been or are being impoverished, dispossessed, colonized, expelled, exiled or killed, or which is currently in dispute regarding legal or customary local rights to its use or ownership.

Organic operations should make a positive social and cultural contribution over and above legal obligations. This could be in one or several of the following areas:

- Education and training
- Research and innovation
- Supporting the local and wider community
- Enhancing rural development.

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirements and Ifoam Recommendation:


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Requirements

Ifoam 9.1	Production that violates human rights and social justice requirements in this chapter cannot be declared organic
Ifoam 9.2	Operators shall not violate indigenous land rights.
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirements	

Ifoam 9.3	Operators shall not use forced or involuntary labor or apply any pressure such as retaining part of the workers' wages, property or documents.	
The company refrain from using or support the use of forced labor?		<input type="checkbox"/> yes <input type="checkbox"/> NO
The company refrains from asking the staff, at the start of employment with the company, leaving "DEPOSITS"?		<input type="checkbox"/> yes <input type="checkbox"/> NO
The company refrains from retaining part of the workers' wages " ?		<input type="checkbox"/> yes <input type="checkbox"/> NO
The company refrains from asking the staff at the start of employment with the company, leaving " Identity Card " ?		<input type="checkbox"/> yes <input type="checkbox"/> NO
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirements		

Ifoam 9.4	Operators shall not interfere with the right of their employees, suppliers, farmers and contractors to organize and to bargain collectively, free from interference, intimidation and retaliation.	
The company respects the right of all personnel (Employees and contractors of organic operations) to form and join trade unions of their choice?		<input type="checkbox"/> yes <input type="checkbox"/> NO
There are workers union membership?		<input type="checkbox"/> yes <input type="checkbox"/> NO
Workers can exercise their right to collective bargaining?		<input type="checkbox"/> yes <input type="checkbox"/> NO
A notice board for communications trade union is provided?		<input type="checkbox"/> yes <input type="checkbox"/> NO
The company ensures that staff representatives are not subject to discrimination?		<input type="checkbox"/> yes <input type="checkbox"/> NO
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement		

Ifoam 9.6	Operators shall have a disciplinary procedure with a system of warning before any suspension or dismissal. Workers dismissed shall be given full details of reasons for dismissal.	
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement		


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Ifoam 9.5	Operators shall provide their employees and contractors equal opportunity and treatment, and shall not act in a discriminatory way.
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Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.7	Employees shall be granted the right to take at least one day off after six consecutive days of work. Operators shall not require workers to work more than the contracted hours and the national or regional sectorial legislation. Overtime shall be remunerated in the form of supplementary payments or time off in lieu.
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All workers were provided with written and understandable information about their employment conditions including wages before they enter employment?	<input type="checkbox"/> yes <input type="checkbox"/> NO
National Labor Contracts applied?	<input type="checkbox"/> yes <input type="checkbox"/> NO
Overtime shall be remunerated in the form of supplementary payments or time off in lieu.	<input type="checkbox"/> yes <input type="checkbox"/> NO

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.8	Operators shall never require an employee to work who is ill or requiring medical attention and shall not sanction an employee for the sole fact of missing work due to illness.
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Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement



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Ifoam 9.9	Operators shall not use child labor (For the purpose of this standard, all people under 13 are considered children)	
	Regional or other exception	
	<i>Children are allowed to experience work on their family's farm or business or a neighboring farm provided that:</i> a. <i>such work is not dangerous or hazardous to their health and safety;</i> b. <i>it does not jeopardize the child's educational, moral, social, mental, spiritual and physical development;</i> c. <i>children are supervised by adults or have authorization from a legal guardian</i>	
Operator will refrain from using or support the use of child labor?		<input type="checkbox"/> yes <input type="checkbox"/> NO
If Operators uses child labor, are respected the criteria listed in Ifoam par. 6.a, b and c of Ifoam requirement 9.9?		<input type="checkbox"/> yes <input type="checkbox"/> NO
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement 		

Ifoam 9.10	Operators shall pay employees wages and benefits that meet legal minimum requirements of the operation's jurisdiction or, in the absence of this minimum, the sectorial benchmark.	
National Labor Contracts applied?		<input type="checkbox"/> yes <input type="checkbox"/> NO
The payment of wages and salaries is		<input type="checkbox"/> by cash <input type="checkbox"/> by bank transfer
Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement 		



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Ifoam 9.11	<p>Operators shall provide written terms and conditions of employment to both permanent and temporary employees, in a language and presentation understandable to the worker. The terms and conditions must specify at least:</p> <ul style="list-style-type: none"> - wages; -frequency and method of payment; - location, type and hours of work; - recognition of workers' freedom of association; - disciplinary procedure; - health and safety procedure; - eligibility and terms of overtime, holiday pay, sickness benefit and other benefits such as maternity and paternity leave; and - worker's right to terminate employment. <p>Operators shall ensure that the workers understand the terms of their employment contract. Operators shall respect the terms of the contract in good faith, including timely payment of wages.</p> <p style="text-align: center;">Regional or other exception</p>
	<p><i>In cases where:</i></p> <ul style="list-style-type: none"> - the operator is unable to write, or - workers are hired for periods of less than 6 days, or - emergency labor is needed to address unpredictable problems <p><i>oral mutual agreements on the terms and conditions of employment are sufficient.</i></p>
	<p>Oral mutual agreements on the terms and conditions of employment are applied only in cases where:</p> <ul style="list-style-type: none"> - the operator is unable to write, or - workers are hired for periods of less than 6 days, or - emergency labor is needed to address unpredictable problems

yes
 NO
 NA

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.12	Operators shall ensure adequate access to potable water.
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adequate access to potable water? yes NO

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.13	Operators shall provide appropriate safety training and equipment to protect workers from noise, dust, sunlight and exposure to chemicals or other hazards in all production and processing operations.
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Please describe or attach a document that highlighted the satisfaction of the requirement (For companies located in Italy - according to D.Lgs 81-2008; for companies located in non EU Countries according to local laws)

Ifoam 9.14

Operators shall provide residential employees with habitable housing and access to potable water; to sanitary and cooking facilities and to basic medical care. If families reside on the operation, the operator shall also enable access to basic medical care for family members and to school for children.

 yes NO NA

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.15

Operators shall comply with minimum national social requirements in the countries of operation

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.16

Operators with more than 10 employees must have a written employment policy and maintain records to demonstrate full compliance with the requirements of this section. Workers will have access to their own files.

N° of employees direct employment,
N° of employees employment agencies
N° of employees labor contractors
N° of employees employment brokers

Please describe or attach a document that highlighted the satisfaction of the Ifoam requirement

Ifoam 9.17

Requirements in this section apply equally to all workers on the operation regardless of how they are employed (For example, direct employment, employment agencies, labor contractors and employment brokers) except for subcontractors performing non-production core business functions such as plumbing, machine repair, or electrical work.



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Place	
Date	

Stamp and signature
