



Fair Trade Sustainability Alliance
(FairTSA)
P.O. Box 791
New Lebanon, NY, 12125

FairTSA Socially Responsible Processing

The “Socially Responsible Processing” program is a new FairTSA program for non-food processing facilities, including conventional textile factories. The requirements for this program are laid down in the new FairTSA Fair Trade Standard version 4.xxx, in the sections marked for Social Responsibility. The specific requirements cover all applicable International Labor Organization Conventions as well the United Nations Declaration of Human Rights in the same way that our Fair Trade Program and the Social Responsibility program for food products do, as laid down in section 6 of the new standard. This program does not cover the whole supply chain, but only the certified facilities. The relating logo must never be used on the products itself, but only on associated electronic and printed marketing materials such as websites, social media, printed brochures, or instruction leaflets.

1. All Work Must be Voluntary

- 1.1 Each and every form of forced or bonded labor is prohibited, as is work carried out by inmates.
- 1.2 There is no obligation for workers to submit original passports, identification cards, drivers’ licenses, or any other form of identification to the employer.
- 1.3 Workers are free to terminate work after giving reasonable notice.
- 1.4 Forced or mandatory employment of spouses to limit mobility is prohibited.

2. Freedom of Assembly and Collective Bargaining

- 2.1 All workers are entitled to join or establish Trade Unions.
- 2.2 If there are no established Trade Unions, workers have the right to organize themselves, meet for at least one hour per month (paid), and establish a worker committee to negotiate with management.
- 2.3 Any discrimination because of membership in a Trade Union or engagement in a worker committee is prohibited.
- 2.4 Minutes of the meetings of Trade Unions or worker committees must be accessible for inspection.



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3. Appropriate Wages

- 3.1 Workers must be paid at least the legal minimum wage or the prevailing wage for a certain industry. If the latter is higher, the prevailing industry wage must be paid.
- 3.2 FairTSA retains the right to set a higher minimum wage if, after careful consideration, it is determined that the legal minimum wage does not cover basic necessities.
- 3.3 All workers including migrant, seasonal, and contract workers must be covered under a work contract, which must cover the employment conditions in intelligible language.
- 3.4 The “equal pay for equal work” principle must be employed regardless of gender, tribal association, or other differentiating factors.
- 3.5 Wage deduction as a form of disciplinary measure is prohibited.

4. Work Time

- 4.1 All work times must comply with legal regulations, labor agreements, or published in-house rules.
- 4.2 Normal working time should not exceed 48 hours and six days per week.
- 4.3 Work time conditions must be part of the work contract.
- 4.4 During harvest and other peak times, 70 hours per week are admissible if this does not violate legal regulations or existing labor agreements. Work times of up to 70 hours must not exceed six weeks per year. This exemption does not apply for adolescents under 18 years old.

5. No Discrimination

- 5.1 Any discrimination because of race, gender, caste, nationality, sexual orientation, or any other differentiating factors is prohibited.
- 5.2 Any form of degrading or inhumane treatment and any form of sexual harassment or any other form of harassment is strictly prohibited.

6. Prohibition of Child Labor

- 6.1 Any form of child labor in processing facilities or other production facilities is prohibited.
- 6.2 Adolescents under 18 years of age must be employed in underage-



- appropriate conditions and must not work in dangerous work situations.
- 6.3 Adolescents may work on their parents or close relatives' farms once they are 14 years old, depending on legal regulations. This work must not prevent available schooling opportunities.

7. Occupational Health and Safety

- 7.1 Work conditions must be as safe as possible with regard to the task at hand.
- 7.2 Operations with more than 10 regular workers must appoint a work safety representative.
- 7.3 Workers operating hazardous equipment must undergo an annual training Program. New hires must undergo workplace safety trainings before they are allowed to operate hazardous equipment. Dangerous work zones must have appropriate signage.
- 7.5 Sanitary installations must be kept clean and easily accessible. Potable water must be provided for all workers at no charge.
- 7.6 Fire prevention measures must be installed and fire extinguishers must be easily accessible and prominently visible.

8. Full-Time Work Whenever Possible

- 8.1 Full-time work or part-time work is preferable from seasonal or contract work.
- 8.2 Contract and seasonal work must not be used to circumvent legal requirements.

9. Medical and Social Benefits

- 9.1 Operations must comply with all applicable Social Benefits laws.
- 9.2 Operations must comply with all medical benefits laws and pay the associated premiums in a timely manner. Pregnant employees must be given work that is appropriate for their phase of pregnancy.

10. Labor Rights Management System

- 10.1 A comprehensive management system to track wage documentation, contracts, and compliance with Social Benefits laws must be in place.