

# FAIR TRADE STANDARDS



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*Prepared by :*

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## Preamble

Fair Trade Certificate is committed to promoting fair trade practices, ethical standards, and principles in the pursuit of a just and sustainable global economy. These standards aim to guide organizations seeking Fair Trade Certification, ensuring adherence to principles that prioritize social responsibility, environmental sustainability, and ethical business conduct.

### 1. Social Responsibility:

#### 1.1 Fair Wages:

- Certified entities must ensure that workers receive wages that meet or exceed local minimum wage standards.
- A commitment to providing fair wages that contribute to a decent standard of living for workers and their families.

#### 1.2 Working Conditions:

- The assurance of safe and healthy working conditions for all employees.
- Compliance with international labor standards, including reasonable working hours and the right to organize.

#### 1.3 No Child Labor:

- Strict prohibition of child labor in any stage of production or supply chain.
- Age verification mechanisms and monitoring to ensure compliance.

#### 1.4 Non-Discrimination:

- Equal opportunities for all individuals, irrespective of gender, race, religion, or any other form of discrimination.
- Promotion of diversity and inclusion within the workplace.

### 2. Environmental Sustainability:

#### 2.1 Sustainable Sourcing:

- Commitment to environmentally sustainable sourcing practices for raw materials.
- Efforts to minimize the ecological footprint by promoting organic and responsibly harvested resources.



## 2.2 Energy Efficiency:

- Implementation of energy-efficient practices in manufacturing processes and facilities.
- Transition towards renewable energy sources to reduce environmental impact.

## 2.3 Waste Reduction:

- Implementation of waste reduction and recycling programs.
- Encouragement of product designs that minimize waste throughout the product life cycle.

## 2.4 Biodiversity Conservation:

- Support for biodiversity conservation through responsible land use practices.
- Avoidance of activities that contribute to deforestation or habitat destruction.

## 3. Ethical Business Conduct:

### 3.1 Transparency:

- Full transparency in business operations, including supply chain processes.
- Disclosure of information regarding sourcing, production, and pricing.

### 3.2 Fair Trade Education:

- Commitment to educating stakeholders about fair trade principles and practices.
- Encouraging consumers to make informed choices and supporting fair trade awareness.

### 3.3 Community Engagement:

- Active engagement with local communities to understand and address their needs.
- Support for community development projects to enhance social well-being.

### 3.4 Zero Tolerance for Corruption:

- Strict prohibition of bribery, corruption, and unethical business practices.
- Implementation of robust anti-corruption measures.



## 4. Certification Process:

### 4.1 Application and Assessment:

- Clear guidelines for organizations seeking Fair Trade Certification.
- Thorough assessment processes to evaluate compliance with these standards.

### 4.2 Continuous Improvement:

- Encouragement of continuous improvement in fair trade practices.
- Periodic reviews and evaluations to ensure ongoing compliance.

## 5. Monitoring and Enforcement:

### 5.1 Regular Audits:

- Regular audits to monitor compliance with Fair Trade Certification standards.
- Timely corrective actions for any identified non-compliance.

### 5.2 Sanctions for Non-Compliance:

- Defined sanctions for organizations failing to meet certification standards.
- Suspension or withdrawal of certification in cases of severe or repeated violations.

## 6. Stakeholder Collaboration:

### 6.1 Engagement with Stakeholders:

- Collaboration with stakeholders, including workers, producers, consumers, and advocacy groups.
- Regular dialogue to address concerns and gather input for continuous improvement.

This Fair Trade Certification Standards Document is a living document, subject to periodic review and updates. Organizations seeking Fair Trade Certification are expected to adhere to these standards and contribute to the realization of a fair, ethical, and sustainable global trade system.

Adopted on 4<sup>th</sup> March 2024 by Fair Trade Certification Pakistan.

