

## Social Justice Policy for Organic Certification

**Operator/Organisation Name:** \_\_\_\_\_

- Organic production/processing is not based on violation of basic human rights, or social injustice including a recent violation of indigenous land rights.
- All employees have minimum rights as per the Employment Relations Act 2000, Holidays Act 2003, Minimum Wage Act 1983, and the Equal Pay Act 1972.
- There is no forced or involuntary labour, or any pressure applied such as retaining part of workers' wages, property, or documents.
- There is no interference with employees', suppliers' or contactors' rights to have the freedom to associate, the right to organise and the right to bargain collectively. This includes freedom from interference, intimidation and retaliation.
- Employees and contractors are provided with equal opportunity and treatment, and are not discriminated against.
- There is a disciplinary procedure with a system of warning before any suspension or dismissal, and workers dismissed will be given full details of the reasons for dismissal.
- No child labour is used. Children are allowed to experience the work environment provided that;
  - i. Such work is not dangerous or hazardous to their health and safety;
  - ii. Such work does not jeopardise the children's educational, moral, social and physical development;
  - iii. Children are supervised by adults or have authorisation from a legal guardian.
- Workers are provided with adequate protection from noise, dust, sunlight and exposure to chemicals.
- Workers are provided with access to potable water.
- Workers are provided with written terms and conditions of employment, whether they are permanent or temporary employees. The terms and conditions specify at least; wages or salary, frequency and method of payment, location and type of work, hours of work and overtime, holiday pay, sick pay or sickness benefit, other benefits such as maternity and paternity leave, and worker's right to terminate employment.
- Workers will be provided with the opportunity to understand the terms of their employment contract.
- Workers terms of contract will be respected, including the timely payment of wages.
- Employees are granted the right to take at least one day off after six consecutive days of work. Workers are not forced to work more than their contracted hours - if they agree to work overtime, they are remunerated in the form of supplementary payments or time off in lieu.
- Employees that are ill or requiring medical attention are not forced to work, and are not sanctioned for the sole fact of missing work due to illness.

**Signature:**

**Position:**

**Date:**

V1 14 June 2017