



# FairWild Standard

# Principles

The FairWild Standard has 11 Principles and 29 Criteria addressing ecological, social and economic requirements for sustainable wild collection. The FairWild Principles and Criteria are grouped based on the following requirements:

For collection operations:

- Wild Collection and Conservation Requirements (Principles 1-2)
- Legal and Ethical Requirements (Principles 3-4)
- Social and Fair Trade Requirements (Principles 5-8)
- Management and Business Requirements (Principles 9-10)

For buyers of wild-collected products:

- Promoting Buyer Commitment (Principle 11)

To understand the main features and requirements, explore the FairWild Principles on the following pages.

# Principle 1. Maintaining Wild Plant Resources

Wild collection of plant resources shall be conducted at a scale and rate and in a manner that maintains populations and species over the long term.

## Main criteria:

1.1 Conservation status of target species. The conservation status of target species and populations is assessed and regularly reviewed.

1.2 Knowledge-based collection practices. Collection and management practices are based on adequate identification, mapping, inventory, assessment and monitoring of the target species and collection impacts.

1.3 Sustainability of collection rate. The rate (intensity and frequency) of target resource collection does not exceed the target species' ability to regenerate over the long term.

## Main requirements:

- Global and/or national/regional conservation status of the target species is known and included in resource assessment or plant profiles.
- Species targeted for collection are clearly identified, with voucher specimens provided.
- Maps identify collection areas and location of target populations.
- Collection sites are separated from agricultural lands.
- Internal collection instructions define collection methods for all target species, including collection site, harvest method, maximum collection limits, biological age / size classes (if relevant).
- Collection instructions are periodically reviewed and revised based on site and species-specific monitoring of collection impacts.
- For each species, data are available in a plant specification form. Information about reproduction system and replacement rate is available.
- Baseline information/inventory on target species in the collection area is available.
- Sustainability of maximum allowed collection quantities for target species can be demonstrated (yield studies, inventory, monitoring).
- Consolidated records on amounts harvested (per year and area) are available, and confirm compliance with collection instructions.

For detailed information see the Performance Indicators document. Requirements may vary depending on the risk classification of the target species.

## Key aspects and documents to demonstrate implementation:

- Plant specification form, including ecological information, conservation status.
- Voucher specimens.
- Collection instructions.
- Detailed collection area maps with exclusion zones and scale.
- Resource assessment and monitoring concept.

## **Principle 2. Preventing Negative Environmental Impacts**

Negative impacts caused by collection activities on other wild species, the collection area and neighbouring areas shall be prevented.

### **Main criteria:**

2.1 Sensitive taxa and habitats. Rare, threatened and endangered species and habitats that are likely to be affected by collection and management of the target species are identified and protected.

2.2 Habitat (landscape level) management. Management activities supporting wild collection of target species do not adversely affect ecosystem diversity, processes and functions.

### **Main requirements:**

- Information about rare, threatened, and endangered species/habitats that are likely to be affected by collection is provided.
- Management plan reflects any relevant requirements for avoiding negative impacts on sensitive species/habitats; information is collected during resource assessment and monitoring.
- Habitat management practices applied in the collection area are described in the management plan.
- Measures to avoid habitat-level damage from collection methods are implemented at the collection site.
- Inputs prohibited by relevant organic standards are not applied at the collection site, or affected areas can be effectively excluded.
- Impacts of landscape-level and intensive target species management practices on sensitive species, ecosystem structure and function are monitored and addressed.

For detailed information see Performance Indicators.

### **Key documents to demonstrate implementation:**

- Habitat research/studies, including potential endangered species.
- Protection concept for endangered species, if relevant.
- Proof from land owners/local authorities that no prohibited chemicals are used in the collection area.
- Collection area and species management plan.

## **Principle 3. Complying with Laws, Regulations and Agreements**

Collection and management activities shall be carried out under legitimate tenure arrangements and comply with relevant laws, regulations and agreements.

### **Main criteria:**

3.1 Tenure, management authority and use rights. Collectors and managers have a clear and recognised right and authority to use and manage the target resources.

3.2 Laws, regulations and administrative requirements. Collection and management of target resources comply with all international agreements and with national and local laws, regulations and administrative requirements, including those related to protected species and areas.

### **Main requirements:**

- Wild collection areas are clearly defined.
- Ownership, tenure or user right details of the collection area are known.
- The overall ownership, tenure and user right system ensures that collection will not be jeopardised by other activities of the owner(s) or other permitted users.
- Regulatory system protecting the management area from unauthorised activities is established, or collection operation has equivalent adequate system.
- A valid collection permit/agreement for all collected plants is available for the collection operation. If no permit system exists, the operation can otherwise demonstrate it has the right to use the resources.
- The management plan and work processes meet relevant legal, regulatory and administrative requirements for collection management and export.

For detailed information see Performance Indicators.

### **Key aspects and documents to demonstrate implementation:**

- Collection permits if required.
- Trade/export permits or registration.
- Documentation to prove tenure and resource access rights.

## **Principle 4. Respecting Customary Rights and Benefit-Sharing**

Local communities' and indigenous peoples' customary rights to use and manage collection areas and wild-collected target resources shall be recognised, respected and protected.

### **Main criteria:**

4.1 Traditional use and practice, access rights and cultural heritage. Local communities and indigenous people with legal or customary tenure or use rights maintain control, to the extent necessary to protect their rights, traditional knowledge or resources, over collection operations.

4.2 Benefit-sharing. Agreements with local communities and indigenous people are based on appropriate and adequate knowledge of target resource tenure, access rights, management requirements and resource value. The agreements ensure a fair and equitable sharing of benefits for all parties involved.

### **Main requirements:**

- Any traditional uses/practices and customary access rights are included in the resource assessment/management plans.
- Appropriate measures are taken to ensure that collection/commercial use of target resource does not undermine legal/customary rights and practices.
- Fair compensation and grievance mechanisms are provided to local communities in case of substantial damage/losses.
- Targeted resources are available and accessible for local and traditional use.
- Fair and equitable Access and Benefit Sharing (ABS) agreements on use of resources and associated traditional knowledge are available.
- ABS agreements are in compliance with relevant international/national laws and regulations as well as protection of traditional knowledge.
- Signing of agreements on ABS and use of traditional knowledge are based on prior informed consent (PIC) and mutually agreed terms (MAT) with the source community/traditional knowledge holders.
- ABS agreements reflect up-to-date information concerning the value of the resource.
- Agreements are developed and negotiated in a participatory and open manner.

For detailed information see Performance Indicators.

### **Key aspects and documents to demonstrate implementation:**

- ABS agreements, if relevant.
- Documentation of process to achieve ABS agreements, including minutes of meetings, if relevant.
- Statutes of collector representation organization.
- Local sociology studies.
- Documentation on customary rights of indigenous/local population and traditional use practices.

## **Principle 5. Promoting Fair Contractual Relationships between Operators and Collectors**

Collectors have the structures and access to information needed to represent their interests and participate in FairWild Premium decisions. There is no discrimination against particular groups as collectors.

### **Main criteria:**

5.1 Fair contractual relationships. The economic relation between company and collectors is fair and transparent and allows collectors to be involved in important decisions such as premium use or pricing agreements.

5.2 No discrimination against collectors. There is no discrimination against collectors based on race, colour, ethnic origin, religion, sex or political opinion and encouragement of women as registered collectors.

### **Main requirements:**

- Collectors receive information on quantities that can be sold to the wild-collection operator. They feel well treated in the contractual relationship.
- The collection company aims at long-term agreements with collectors. Contracts are only cancelled with documented due reasons (insufficient quality, declining sales) and adequate notice.
- The operator entertains an open dialogue with collectors about all relevant aspects of FairWild, including pricing.
- An adequate structure is in place to represent collectors' interests towards to the collection operation. The collection company encourages collectors to elect a collectors' representative board that discusses key FairWild aspects.
- Company does not restrict access to collectors group based on race, colour, religion, sex, political opinion, and etc.
- All the same conditions (contract, trainings, prices paid) are applied to collectors irrespective of their social status, gender, race, and etc.
- Women and disadvantaged groups are actively encouraged to become collectors/active in the group.

For detailed information see Performance Indicators.

### **Key aspects and documents to demonstrate implementation:**

- List of collectors.
- Written contracts / agreements with collectors.
- Payment records.
- Overview of collector representation structure.
- Training records.

## **Principle 6. Limiting Participation of Children in Wild-Collection Activities**

Collection and processing by collectors is done without substantial work contribution of children.

### **Main criteria:**

6.1 Children and young collectors. Children are not contracted as collectors. Young collectors never do any hazardous work.

6.2 Collectors contracting children for collection work. Collectors do not contract children as workers to help them in collection or processing.

6.3 Children helping their parents in collection. Children do very limited work in collection and only under supervision.

### **Main requirements:**

#### Children and young workers

- Operator does not contract children younger than 15 years.
- Operator ensures and monitors that the collection activities are not hazardous to the health of young collectors (15 – 18 years).

#### Collectors contracting children

- Collectors do not contract children younger than 12 years.
- Children between 12 and 15 years contracted by collectors do only light work for a maximum of 2 hours per day and not during school hours.
- Collectors contracting young workers ensure and monitor that the collection activities are not hazardous to the health of young collectors (15 – 18 years).

#### Children helping their parents in collection

- Children under 12 years helping their parents in collection do only light work for a maximum of 2 hours per day and not during school hours.
- Children between 12 and 15 years helping their parents in collection do no substantial work (maximum of 3 hours per day and not during school hours or 7 hours per day during holidays).
- Parents must ensure and supervise that young collectors (15 – 17 years) do not perform activities that are hazardous to their health.

For detailed information see Performance Indicators.

### **Key documents to demonstrate implementation:**

- Analysis of child labour situation in the communities of the collection region.
- Collector training material on social responsibility and prohibited forms of child labour.
- Training participation records.
- Age verification in collector personnel files.
- Overview of collection structure (number and age of helping family members, if relevant).

## **Principle 7. Ensuring Benefits for Collectors and their Communities**

Trade intermediaries are minimised, collectors are ensured a fair price for the collected goods, and community social development is supported through means of a FairWild Premium fund.

### **Main criteria:**

7.1 Fair pricing and payment of collectors. Collection operation ensures long-term fair prices are being paid to collectors by requiring transparent cost calculations, involving collectors in pricing decisions, keeping trade chains short and ensuring timely payment of collectors.

7.2 FairWild Premium use and administration. As soon as any FairWild Premium is received, it is administered transparently in a premium fund and decisions on use of the fund are taken in an accountable way by the collectors' organisation, collectors' representative committee or an assigned mixed stakeholder FairWild premium board.

### **Main requirements:**

- The collection operation has a basic cost calculation, which reflects the real costs of production (including meeting FairWild requirements). Collectors are paid reliably and on time.
- Higher prices (FairWild price) for FairWild-certified products are paid, adequate to compensate the collectors' extra efforts. Normally the price should be at least 5% higher than prices for the same product collected conventionally in the region. Prices paid to collectors provide enough income to cover their families' basic needs and allow for some discretionary income.
- Use of FairWild Premium is decided with a clear and democratic decision-making process, e.g. by the collectors' assembly.
- All Premium funds received are responsibly administered and any use well documented.
- FairWild Premium is mainly used for social projects or (in first five years) sustainable collection improvements or conservation projects.
- All collectors are informed on past season's Premium fund use and have the chance to raise their concerns which can be considered for the next decisions.

For detailed information see Performance Indicators.

### **Key aspects and documents to demonstrate implementation:**

- Cost of production calculations (collectors/collection operation).
- Living costs analysis for collectors.
- Documentation of price setting mechanism.
- Pricelist for collected goods.
- Documentation of payment to collectors (signed payment records).
- Premium account documentation (premium use documentation).
- Minutes of meetings of Premium committee meetings.



## **Principle 8. Ensuring Fair Working Conditions for all Workers of Wild-Collection Operations**

The collection operation ensures good working conditions for all workers of the wild-collection operation.

### **Main criteria:**

8.1 Basic labour rights for wild-collection operation staff. The wild-collection operation respects basic human values and fundamental rights at work of all workers.

8.2 Safe work environment for wild-collection operation staff. A safe and hygienic work environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

8.3 Fair employment conditions for wild-collection operation staff. The wild-collection operation acts as a socially responsible employer and provides good employment conditions.

### **Main requirements:**

- No indication of forced labour.
- Association or unionisation of workers is permitted, no discrimination against unionised workers.
- No contracting of children as workers, or allowing them to assist their parents or other workers. Specific attention is paid to duties of young workers (15-18 years).
- No indication of discrimination with respect to remuneration based on gender, race, caste, origin, religion; or with regard to opportunities (hiring, training, promotion).
- Disciplinary practices are fair and transparent.
- Processing machinery and equipment is adequately safe for workers.
- Adequate personal protection from chemicals, noise, dust, light is provided in acceptable condition, and effectively implemented.
- Access to potable water and adequate toilet facilities is provided.
- Pregnant or nursing women and other risk groups are excluded from potentially hazardous work.
- Workers adequately trained on major safety risks and safe working practices.
- Emergency exits are unobstructed and sufficient; firefighting and first aid equipment is sufficient and functional.
- No substantial work accidents or work-related health problems are occurring.
- If provided, accommodation for workers is adequate and safe.
- Employment conditions for permanent and casual/temporary workers are clearly defined. At least applicable minimum wages/typical local rates are paid to permanent and casual/temporary workers.
- Wages paid are sufficient to meet basic needs of the workers and their family.
- Payments of all workers are on time and adequately documented.
- Complete and trustworthy documentation of working hours and overtime.
- Maximum working hours per week (including overtime) do not exceed 60 hours/week.

- Basic coverage for retirement/provident fund is defined and provided as legally required.
- Paid training sessions, holidays and sick leave.
- Basic coverage for maternity.

For detailed information see Performance Indicators.

**Key aspects and documents to demonstrate implementation:**

- Employment contracts and payment records for workers, including social benefits and tax deductions.
- Health and safety risk analysis and action plan.
- Establishment / appointment of health and safety officer.
- Firefighting equipment and fire and evacuation drills (documented).
- First aid kits and first aid training records.
- Personal protection equipment (PPE) for workers.
- Disciplinary code of company.

## **Principle 9. Applying Responsible Management Practices**

Wild collection of target species shall be based on adaptive, practical, participatory and transparent management practices.

### **Main requirements:**

9.1 Species/area management plan. A species/area management plan defines adaptive, practical management processes and good collection practices.

9.2 Inventory, assessment and monitoring. Management of wild collection is supported by adequate and practical resource inventory, assessment and monitoring of collection impacts.

9.3 Implementation of sustainable collection measures by collectors. The wild-collection operation ensures that only trained and competent collectors collect the target resources and monitors the effective implementation of the applicable Collection Instructions by the collectors.

9.4 Training and capacity building. Resource managers and collectors have adequate skills (training, supervision, experience) to implement the provisions of the management plan and to comply with the requirements of this Standard.

9.5 Transparency and participation. Wild-collection activities are carried out in a transparent manner with respect to management planning and implementation, recording and sharing information, and involving stakeholders.

### **Main requirements:**

- Written management plan for sustainable wild collection is available.
- Collection manager/responsible staff are familiar with the management plan.
- Necessary key policies and procedures to implement sustainable collection as well as the social and fair-trade aspects are included in the management plan.
- Assessment and regular monitoring of the target resources/habitats are performed and incorporated into the management plan.
- Size, distribution and structure of wild plant populations as recorded in the regeneration survey are stable.
- Periodic monitoring confirms that availability, viability and quality of the target resource remains stable.
- Collectors' registration is adequate, including full names, code number, address / village.
- Products are only bought from registered and trained collectors.
- Wild collection is organized according to collection instructions and from within defined boundaries of the collection area.
- Effective measures are taken to ensure that the contaminated areas or areas with intense agriculture are excluded from collection.
- All resource management staff are trained, and competent in sustainability, social and fair-trade issues.

- Collectors have been informed and trained in sustainable wild collection as well as the social aspects of FairWild. Collector training materials are available and trainings are regularly repeated as required.
- Regular communications are maintained with people directly affected by collection and resource management operations.
- Collectors' organisations and communities / indigenous people affected by collection activities are actively involved in resource management.

For detailed information see Performance Indicators. Requirements may vary depending on the risk classification of the target species.

**Key aspects and documents to demonstrate implementation:**

- Comprehensive management plan, including review process.
- Management plan training to relevant groups.
- Participation records training.
- Collector registration / list.
- Species-specific collection instructions.

## **Principle 10. Applying Responsible Business Practices**

Collection of wild resources shall be undertaken to support quality, financial and traceability requirements of the market without sacrificing sustainability of the resource.

### **Main criteria:**

10.1 Market/buyer specifications. The sustainable collection and handling of the target resources is managed and planned according to market requirements in order to prevent or minimise the collection of products unlikely to be sold.

10.2 Traceability. Storage and handling of the target resources is managed to support traceability from the collection area to sales.

10.3 Financial viability and accountable trade relations. Mechanisms are encouraged to ensure the financial viability of systems of sustainable wild collection of target resources.

### **Main requirements:**

- Market needs are identified (e.g. buyer orders, specification sheets etc.)
- Collection is organized with regards to quality requirements and quantities; wastage is minimized.
- Internal handling instructions describe procedures post-collection. Products are not contaminated during processing or storage.
- Buying records are reliable and adequate, with details of collectors' name, quantities and collection area. Collectors are issued receipts.
- Documentation of central processing/packing activities to allow traceability of batches is adequate.
- An effective system that ensures traceability to collection area is established.
- Labelling procedures, well documented purchase and sale of products under the certification scope (as relevant) are established.
- If certified, the status of the products is indicated on the invoices and shipping documents.
- Appropriate FairWild Premium is calculated as basis for negotiation with buyers (e.g. 10% of average prices paid to collectors).
- The company works toward continuous improvements of product quality; disputes over quality are resolved with trade partners.

For detailed information see Performance Indicators.

### **Key aspects and documents to demonstrate implementation:**

- Buyer (quality/collection) specifications.
- Traceability system (labels; harvest, processing and sales records).
- Storage labelling.
- Business plan/financial plan.

## **Principle 11. Promoting Buyer Commitment**

The buyer of wild-collected products (e.g. importer) strives for mutually beneficial long-term trade relations with the wild-collection operation based on respect, transparency and support for the supplier in quality aspects. The FairWild buyer obligations as a fair trade partner are verified based on self-assessment and documentary evidence of compliance with the following two criteria:

11.1 Mutually beneficial trade relations. The buyer of wild-collected products endeavours to maintain long-term fair trade relations with suppliers, and supports suppliers by means of information, training and favourable trading conditions.

11.2 Fair prices and FairWild Premium. The buyer of wild-collected products pays fair prices and a FairWild Premium to support social development of the collectors' communities.

### **Main requirements:**

As specified in the FairWild Trading Rules, the FairWild certified Collection Operation and the first buyer must sign contracts. Contracts must as a minimum indicate:

- Agreed volumes.
- Quality specification.
- Price and FairWild Premium.
- Payment terms and pre-financing (if any).
- Delivery conditions and procedures in case of quality problems.
- Arbitration mechanism agreed by both parties.

In addition, the first buyer must:

- Not offer to buy FairWild-certified ingredients as part of a larger contract that is overall disadvantageous to the collection operation.
- Intend to maintain a long-term trade relation. If trade relationships are ended it is done responsibly and with due notice.

For details see FairWild Trading Rules.