REEL COTTON
CODE OF CONDUCT 3.0

COTTONCONNECT
REEL COTTON

COTTONCONNECT
The Responsible Environment Enhanced Livelihoods Cotton (REEL COTTON) is a business-driven initiative lead by CottonConnect, for brands which are committed to sourcing more sustainable cotton whilst improving environmental, quality and traceability conditions in their supply chain factories and farms worldwide. CottonConnect unites committed brands and their supply chains around a development-oriented system environment in the sourcing countries.

The present REEL COTTON Code of Conduct Version 3.0 aims at setting up the codes and conducts that the REEL COTTON Stakeholders endeavour to implement in their supply chains. It overrules the REEL COTTON Code of Conduct Version 2.0.

The REEL COTTON Code of Conduct consists of three major sections of information along with an annexure document:

Section 1: Introduction, Purpose, Scope and Applicability
Section 2: Code of Conduct
Section 3: REEL Glossary
Annexes: REEL COTTON Code List of Prohibited Chemicals

The REEL COTTON Code of Conduct version 3.0 entered into business with effect from cropping season 2021 onwards.
What is New in Version 3.0

New Conducts: A total of 16 new conducts were added

1.1.1.3 Contracts and Agreements
1.2.1.1 Size of PG for BGD only
1.3.1.7 Information on PG
1.4.3.1 Harvest Guidelines for Producers
1.6.2.1.4 Training
1.8.3.5 Control Measures
1.8.4.2 Nutrient Management
2.1.1.5 Cotton Plantation
3.1.1.5 Sustainable Practices
4.2.2.3 List of Pesticides
5.3.1.7 Water Discarding
6.3.1.3 Cotton Plantation
9.5.1.1 Safe and Hygienic Working Environment
9.5.1.2 Safe and Hygienic Working Environment
9.6.2.5 Working Hours
9.7.2.1 Grievance Mechanisms

Removed conducts: A total of 16 codes were removed

1.1.1.2 Contracts and Agreements
1.1.1.4 Contracts and Agreements
1.1.1.5 Contracts and Agreements
1.8.2.2 Linkage to Organisations
1.8.2.3 Linkage to Organisations
1.8.2.5 Linkage to Organisations
1.8.3.3 Bulk Purchases
2.1.1.2 Cotton Varieties
2.1.1.3 Cotton Varieties
3.3.1.6 Fertiliser
3.3.1.7 Fertiliser
4.1.1.5 Disease Control Measures
4.1.1.6 Disease Control Measures
4.1.1.7 Disease Control Measures
5.2.1.2 Sewage Water
6.4.1.1 Fallowing of Land

In addition to the above there was a reformulation of some codes in line with the feedback received by the different stakeholders.

FEEDBACK
Comments on the REEL COTTON Code of Conduct Version 3.0 are welcome at any time, and can be sent, along with enquiries, to CottonConnect at info@cottonconnect.org

REVIEW
All comments received on this version will be addressed in the next revision of the REEL COTTON Code. For more information about REEL COTTON Code of Conduct Version 3.0, related resources and other documents under development, please contact CottonConnect at info@cottonconnect.org

LANGUAGES
As of now the REEL COTTON Code of Conduct is available in English version only. The REEL COTTON Code of Conduct will be made available in Spanish, Chinese, Gujarati, Marati, Hindi, Telugu and Tamil in the coming years not later than December 2021. If you would like to translate the REEL COTTON Code of Conduct into an additional language, please contact CottonConnect at info@cottonconnect.org for guidance on translations. All translations will be free to access at www.cottonconnect.org

RELATED MATERIALS
Guidance and tools will be available in future to support application of the REEL COTTON Code of Conduct and are free to access at www.cottonconnect.org
Section 1: Purpose, Scope, Applicability and Disclosure Obligations
Section 1: Purpose, Scope, Applicability and Disclosure Obligations

PURPOSE
The intent of REEL COTTON Code of Conduct is to provide a verifiable, private standard, based on the REEL COTTON SUSTAINABLE AGRICULTURAL PRACTICES HANDBOOK with additions to cover the entire Environmental facet. It is intended that an organisation shall comply with this Code of Conduct through an appropriate and effective management system which will result in reduced input cost, reduced use of chemicals, reduced use of fertiliser, reduced use of water, increased soil fertility and establish the habit of tracking profitability of farming.

SCOPE
The scope of the REEL Cotton Code of Conduct Version 3.0 is based on sustainable agricultural practices covering the entire Environmental facet with some additional social and development elements. The scope of geography of the REEL COTTON sourcing programme currently covers the farms and processing of REEL COTTON producing countries including India, China, Pakistan and Peru.

APPLICABILITY
The current development of the code is based on the Indian agricultural sector and is aimed to be universally applicable to every type of organisation in the REEL COTTON supply chain, right from the farm to ginning, regardless of its size, geographic location or type/variety of cotton. But still the applicability of some practices in each country needs to be explored for its relevance and fit with cultural and governmental practices.

DISCLOSURE OBLIGATIONS
None of the requirements of this code limits or expands disclosure obligations under any central/federal, state, tribal, or local law, to provide all legally required notices with respect to the discovery of releases of hazardous substances and disposal of hazardous wastes. It is the obligation of each member in the supply chain, conducting the inquiry to determine his or her respective disclosure obligations under central/federal, state, tribal, and local law and to comply with such disclosure requirements.

STRUCTURE OF REEL COTTON CODE OF CONDUCT
The REEL COTTON Code of Conduct is a private code of sustainable agricultural practices with a portion to cover traceability and decent working conditions and is internationally organised as a model sustainability programme code by the brands and retailers. Many retailers and brands have adopted the REEL COTTON Code of Conduct and have committed to make sure that their producers work towards full compliance over time. Brands / buyers commit to either implement it fully or incorporate it into their own company programmes.
The REEL COTTON Code of Conduct specifically concerns sustainable agriculture practices. REEL COTTON Code of Conduct does not cover organic, food safety or other similar concerns.

The REEL COTTON Code of Conduct is built around nine principles displayed in the image below:

1. Integrated Management System
2. Plant and Field Management
3. Soil and Integrated Nutrient Management
4. Pest Management
5. Water Management
6. Ecosystem Protection
7. Waste Management
8. Institutional Building
9. Social Condition
Section 2:
REEL COTTON Code of Conduct 3.0
1 Integrated Management System

1.1 CONTRACTS AND AGREEMENTS

1.1.1 Written contracts, memberships and agreements shall be in place at all levels.
1.1.1.1 Written agreement between the producer group and CottonConnect shall be maintained.
1.1.1.2 Written agreement between the producer group (implementation partners) and farmers shall be maintained.
1.1.1.3 There is an agreement between ginners, producer group/implementation party and CottonConnect that defines among others the purchase requirements.

1.2 PRODUCER GROUP SET UP

1.2.1 A producer group structure shall be implemented, and the communication strategies with farmer members (capacity building, 1st and 2nd level facilitation) described in detail.
1.2.1.1 The producer group structure and communication shall be described in detail.
1.2.1.2 The producer group shall not exceed 20 members in Bangladesh or 50 farmers in remaining origins. Mode of operation, group leaders and communication places shall be mentioned.
1.2.1.3 A detailed documented farmer’s profile (FFB) shall be maintained.
1.2.1.4 Profile of control farmers and relevant data capturing, storage and retrieval system shall be in place for comparison of REEL COTTON farmers.
1.2.1.5 A communication or agreement on implementation of decent work at the farm / farmers in place.

1.3 DOCUMENTATION & INFORMATION MANAGEMENT

1.3.1 A system shall be in place on documentation and information management to record, collect, collate, store, extract and report the data required for the programme needs.
1.3.1.1 An updated REEL COTTON programme plan shall be in place.
1.3.1.2 Evidence of implementation/progress of the programme shall be documented and maintained.
1.3.1.3 Results indicators are periodically reported and records shall be maintained.
1.3.1.4 Monthly performance reports (MPR) are submitted.
1.3.1.5 Quarterly progress reports are submitted.
1.3.1.6 Data storage or records and retrievability shall be demonstrated at primary level.
1.3.1.7 Producer group information shall be available to nearest local partner or cotton unit or Cotton Development Board zonal office.
1.4 QUALITY, TRACEABILITY & TERMS OF TRADE

1.4.1 Farmers adopt quality and traceability practices at pre-harvesting, harvesting, post harvesting handling and storage.

1.4.1.1 Farmers adopt proper crop harvest management techniques, timing and judgement.
1.4.1.2 Cotton is prevented from being contaminated with foreign material during and after picking.
1.4.1.3 Incidence of seed cotton with poor quality is physically monitored for no contamination.
1.4.1.4 REEL cotton product flow shall be documented up to ginner level and maintained.

1.4.2 Quality and traceability system at ginner level shall be in place.

1.4.2.1 Ginners shall maintain separate heap for REEL seed cotton to avoid contamination.
1.4.2.2 Ginners shall maintain separate storage spaces for lint cotton.
1.4.2.3 Competent traceability tools and techniques shall be accessible at the ginner level.
1.4.2.4 Ginner shall demonstrate the separation, physical traceability and document traceability of the REEL cotton against a particular Bale ID.

1.4.3 Ginning operation guide shall be developed.

1.4.3.1 Harvest guideline for producer group shall be developed and provided.

1.4.4 Clear terms of trade between trading partners (farmer, producer group and ginners)

1.4.4.1 There are purchase contracts and/or purchase orders between producer groups and ginners that clearly indicate: agreed volumes, quality, price, payment terms, and delivery condition.
1.4.4.2 No trading partner is paid or sales made below reference price. In other words, the price agreed between parties (farmer and producer group; and producer group and ginners) shall follow at least the regional reference prices for the product being traded.

1.5 INTERNAL VERIFICATION

1.5.1 Three levels of verification system shall be in place for effective implementation of the programme.

1.5.1.1 1st level internal verification system shall be in place at producer group level to monitor the implementation of the programme at farmer level.
1.5.1.2 2nd level internal verification system shall be in place at CottonConnect level to monitor the implementation of the programme at producer group level and ginner level.
1.5.1.3 3rd level internal verification system shall be in place at international level to monitor the implementation of the programme at CottonConnect level.
1.6 TRAINING

1.6.1 TRAINING OF TRAINERS (TOT)

1.6.1.1 Producer group - A system shall be in place to recruit, train and monitor the performance of the trainers.

1.6.1.1.1 Training of trainers shall be achieved through CottonConnect in collaboration with national agriculture science centres.

1.6.1.1.2 The MoU with the training institutes and/or training procedure, when applicable, and the annual training plan and record of attendance shall be maintained.

1.6.1.1.3 Training of trainers shall cover all modules including: Module 1 refresher training on REEL COTTON programme; Module 2 pre-sowing of REEL COTTON, Module 3 crop management (integrated water management, integrated pest management, integrated nutrient management, decent work, health, safety, security and environment).

1.6.1.2 Ginner – Training of ginners shall be through CottonConnect.

1.6.1.2.1 Training of ginners shall be achieved through producer groups (implementation partners) / CottonConnect.

1.6.1.2.2 The MoU and/or training procedure, when applicable, and the annual training plan and record of attendance of ginning staff shall be maintained.

1.6.1.2.3 The training of ginners shall cover 4 modules: 1. Programmatic Training, 2. Quality, 3. Traceability Management System, and 4. HSSE (health, safety, security and environment).

1.6.2 TRAINING OF FARMERS (TOF)

1.6.2.1 A system shall be in place to train and monitor the training performance of the farmers.

1.6.2.1.1 Training of farmers shall be achieved through producer groups (implementation partners).

1.6.2.1.2 An annual training plan and record of attendance of all farmers shall be maintained.


1.6.2.1.4 Planning of trainings takes into consideration evaluations of previous years’ training and insights provided by CottonConnect M&E team on the yield, quality and costs of production.

1.6.2.1.5 Proof of mark of each of the farmers shall be maintained.

1.6.2.1.6 Verification of training records have evidenced that farmers with more than 1 year in the programme have participated in all the relevant training modules.

1.6.2.1.7 Farmers shall be aware of and committed to quality and traceability requirements.
1.7 1ST LEVEL FACILITATION (FARMER GROUP MEETINGS, INDIVIDUAL FARMER MEETINGS, INDIVIDUAL FARM VISITS, DEMONSTRATION)

1.7.1 First level facilitation is provided to the farmers in form of group meetings, demonstration plots, exposure visits and individual farm visits.

1.7.1.1 For each group of farmers, one quarterly group meeting is conducted on all relevant topics addressed in the module training.

1.7.1.2 One demonstration plot for a specific training module/practice shall be established as per the requirement of the local group.

1.7.1.3 Exposure is facilitated at least once during the lifetime of the demonstration.

1.7.1.4 Each farmer should be visited at least once in a month during the following crop stages: 1) germination and emergence 2) leaf area and canopy development 3) flowering and boll development, 4) maturation, and 5) harvesting.

1.7.2 First level facilitation is recorded and attendance is registered.

1.7.2.1 Farmer meetings are minuted.

1.7.2.2 Attendance lists are available.

1.7.2.3 Individual farm visits are recorded in the FFB.

1.7.2.4 Demonstrations and exposure visits are recorded and attendance is registered.

1.7.3 Verification of training records have evidenced that 100% of farmers have participated in all first level methods of facilitation and proof of participation is available.

1.7.3.1 All farmers with more than 1 year in the programme have participated at least once in each of the first level facilitation exercises (group meetings, demonstration/exposure, individual field visits).

1.8 2ND LEVEL FACILITATION

1.8.1 Mapping exercise conducted to identify needs and priorities of each farmer group.

1.8.1.1 For implementation measures that require the intervention of third parties, mapping exercises have been conducted to identify the needs and individual prioritisation of farmers.

1.8.2 Based on the mapping exercises, linkages have been built to the relevant third-party bodies.

1.8.2.1 Farmers are linked to certified or organised laboratories offering soil analysis.

1.8.2.2 Farmers are incentivised to adopt water recharging practices.
1.8.3 Farmers have been provided with sufficient and updated information on the types and biology of pests, diseases, weeds and natural enemies, on alternative products that can substitute internationally banned pesticides, and found in possession of means for adoption of biological and cultural control measures.

1.8.3.1 Lists of relevant pests, diseases and weeds are available for the project area.

1.8.3.2 Basic information about pests, diseases and weeds is collected during pre-sowing and post-harvest stages.

1.8.3.3 Farmers have been demonstrated how to manufacture biological pesticides on their own.

1.8.3.4 Mapping of pesticides with retailers and inquiries with research bodies are successful in providing farmers with phytosanitary products that can substitute internationally banned pesticides with the same efficacy.

1.8.3.5 Farmers innovative/local control measures on pest and diseases shall be maintained and tested in other groups.

1.8.4 The cotton farmer can demonstrate that he/she understands the concept of Integrated Nutrient Management (INM) and how the soil plays into it.

1.8.4.1 Farmers understand all aspects of INM disseminated by the REEL programme and know how to replicate INM enhancing measures in their own farms. INM should be documented and their enhancing measures properly communicated, implemented and documented.

1.8.4.2 Leaf colour chart and other simple soil/nutrient deficiency equipment shall be available to farmer groups.
2 Plant and Field Management

2.1 PLANT

2.1.1 Producers understand the full concept of resilience and able to implement it against pests and able to judge their economic viability.

2.1.1.1 Variety of cotton follows recommendations from local authorities or experts.

2.1.1.2 Seed material has been treated with pesticide or fungicide.

2.1.1.3 No prohibited chemical has been used for seed treatment.

2.1.1.4 Farmers maintain plant population and gap filling.

2.1.1.5 Farmers maintain seed rate to achieve desired plant populations and cotton plant nursery to be used for gap filling.

2.2 FIELD

2.2.1 The producer adopts measures to improve the production system’s resilience against pests.

2.2.1.1 Cotton cultivation is not done in protected designated areas.

2.2.1.2 Deep tillage and ploughing are carried out by farmers every 2 to 3 years.

2.2.1.3 Farmers are encouraged to adopt locally adapted and viable crop rotation on part of cotton land.

2.2.1.4 Farmers do regular weed control to keep fields clean.

2.2.1.5 Farmers adopts green mulching and or dust mulching based on needs for phytosanitary purposes and/or conserving humidity.

2.2.1.6 Farmers adopts plastic mulching based on needs for phytosanitary purposes and/or conserving humidity.

2.2.1.7 Existing natural habitats for natural enemies of pests are protected.

2.2.1.8 Natural habitats for natural enemies are developed if absent.
3 Soil and Integrated Nutrient Management

3.1 SOIL FERTILITY

3.1.1 Cotton farmers adopt measures to increase soil fertility.

3.1.1.1 Burning of crop residues in the field is not practiced.
3.1.1.2 Cotton residues in the field are incorporated as organic fertilisers.
3.1.1.3 If available, biogas slurry is brought out onto the field.
3.1.1.4 Cotton is intercropped with nitrogen-fixing or other protective plants.
3.1.1.5 Farmers are encouraged to produce compost, vermicompost, farm yard manure and others by their own initiatives.

3.2 SOIL EROSION

3.2.1 Appropriate measures are implemented to avoid erosion of the soil.

3.2.1.1 Land preparation follows contour lines in hilly or sloppy lands.
3.2.1.2 Soil-specific tillage methods suggested in training Modules 1 (Pre-Sowing) and 2 (IWM, IPM and INM) are adopted to prevent soil compaction.
3.2.1.3 Irrigation methods do not disturb the structure of the soil.
3.2.1.4 Where applicable, living barriers support the stability of the soil.

3.3 INTEGRATED FERTILISER MANAGEMENT

3.3.1 Fertiliser application is based on evaluation of needs by taking soil-borne nutrients, soil conditions and input from non-mineral sources into account.

3.3.1.1 Soil and/or leaf analysis, when feasible, are carried out on a regular basis (every three to four years).
3.3.1.2 Farmers adopt the practice of applying Farm Yard Manure (FYM) and/or compost, when feasible bio-fertilisers are applied.
3.3.1.3 Soil conditions, in particular organic matter, when available are considered before mineral fertiliser.
3.3.1.4 Organic fertiliser available on the farm is not exported from the farm.
3.3.1.5 Farmers apply micro nutrients, when available, based on the soil/leaf testing or plant symptoms (colour system).

3.3.2 Safe use and storage of fertiliser – use methods and storage practices that ensure fertilisation does not constitute a source of water pollution and a health risk for those who apply them.

3.3.2.1 Fertiliser applications are modified as per local requirements and based upon the soil analysis.
3.3.2.2 Organic fertilisers are not stored in proximity to surface water bodies.
3.3.2.3 When applying fertiliser, reasonable buffer is maintained to surface water bodies specific to the type of fertiliser.
4 Pest Management

4.1 INTEGRATED PEST MANAGEMENT

4.1.1 Crop hygiene is safeguarded through preventive cultural means.
   4.1.1.1 Diseased plants are removed to maintain healthy crops.
   4.1.1.2 Management of natural enemies and other integrated pest management techniques is incentivised and known by the farmer.
   4.1.1.3 Cage crops, molasses trap, yellow trap, pheromone trap, and light traps, when feasible are adopted to control pests.
   4.1.1.4 Water used for irrigation is clean.

4.1.2 Monitoring to determine the economic threshold of pests and time of application is practiced.
   4.1.2.1 The cotton producer scouts and monitors pest attack.
   4.1.2.2 When feasible, farmers use pheromone traps for identification of pests with the aim to ensure targeted pesticide use.
   4.1.2.3 Economic injury levels and action thresholds are respected.

4.1.3 Farmers have been encouraged to recur to herbicides as a last resort.
   4.1.3.1 Weed control is done manually and/or mechanically.
   4.1.3.2 Farmers are encouraged not to use herbicides.
   4.1.3.3 Application of herbicide is reduced over time.

4.1.4 Cultural, physical and biological measures are applied before resorting to chemical pest control (only applicable if scouting has shown pest infestation).
   4.1.4.1 Farmers shall plant cotton along with border crop and trap crop.
   4.1.4.2 At least one cultural measure to control pests has been adopted (e.g. bird perches; traps (pheromone) etc).
   4.1.4.3 At least one biological method has been considered, e.g. release and augmentation of natural enemies; use of microbial products; use of natural products/biological pesticides; organic pest repellents (e.g. neem extract).
4.2 PESTICIDE USE

4.2.1 REEL farmers strive to reduce the amounts of pesticides over time, records of pesticide use are available.

4.2.1.1 Farmers keep records of types and amounts of pesticides used, pests and pesticide details in the FFB.

4.2.1.2 With help of records and inventories farmers can demonstrate that pesticide application is carried as needed.

4.2.2 WHO Class 1a and 1b substances and those banned by international conventions (POP/PIC/Montreal/Stockholm) are not used.

4.2.2.1 Cotton farmers do not use pesticides containing substances listed in WHO Classes 1a and 1b.

4.2.2.2 Cotton farmers do not use pesticides containing substances banned by international conventions.

4.2.2.3 List of locally available safe pesticide shall be provided to the farmer groups.

4.2.3 Substances that figure on the REEL COTTON Code List of Prohibited Chemicals have phased out.

4.2.3.1 Cotton farmers do not use substances contained on the REEL COTTON Code List of Prohibited Chemicals.

4.2.4 Pesticides are officially registered in the country, and crop and pest specificity are warranted.

4.2.4.1 Cotton farmers only use pesticides that are officially registered in the country.

4.2.4.2 Crop specificity of used pesticides is guaranteed.

4.2.4.3 Pesticide used is specifically recommended for combating the target pest.

4.3 SAFE HANDLING

4.3.1 Pesticides are safely stored, handled and disposed.

4.3.1.1 Pesticides are safely stored and out of children’s reach.

4.3.1.2 For spraying, farmers use appropriate personal protective equipment.

4.3.1.3 Pesticide containers shall not be stored, handled, emptied, disposed of or left unattended in a manner that may present a hazard to persons, animals, food, feed, crops or property.
5 Water Management

5.1 SUSTAINABLE WATER SOURCES

5.1.1 Sources of water for irrigation of cotton fields stems are identified and preserved.
5.1.1.1 The owner of the land has identified all water sources for irrigation of cotton fields.
5.1.1.2 The cotton farmer is clear about the volumes that can be used to avoid depletion of the source(s).
5.1.1.3 Water availability from the chosen source(s) is stable since the start of cotton production.
5.1.1.4 The cotton farmer can demonstrate that he/she is legally authorised to extract water.

5.1.2 Producer groups adopt initiatives to preserve source of water.
5.1.2.1 Producer group initiate dialogue with other stakeholders to conserve sources of water that are in critical stage or overused.

5.2 QUALITY OF IRRIGATION WATER

5.2.1 The water used for irrigation of cotton fields is safe for crop, soil and human health.
5.2.1.1 Untreated sewage water is not used in the cotton fields.

5.3 SUSTAINABLE USE OF WATER

5.3.1 Measures to optimise water use for irrigation of cotton fields have been adopted.
5.3.1.1 The cotton farmer has a good understanding of the watering needs of cotton.
5.3.1.2 The rainfall pattern has been taken into account when watering cotton fields.
5.3.1.3 The timing of irrigation follows physiological requirements of the cotton plant.
5.3.1.4 Farmers record the volume of water used for irrigation.
5.3.1.5 The most effective irrigation method that is available in the region and affordable to the cotton farmer is being used.
5.3.1.6 The irrigation equipment is properly maintained.
5.3.1.7 Follow appropriate method of water discharging during heavy rainfall or flood.
6 Ecosystem Protection

6.1 FOREST CONSERVATION

6.1.1 New lands for cotton cultivation will not be developed through deforestation or on protected land.

6.1.1.1 Primary forest and land protected by law are not destroyed for the purpose of cotton cultivation.

6.1.1.2 Secondary forest > 10 years old will not be deforested with the purpose to gain new land for cotton cultivation.

6.1.1.3 For Secondary forest < 10 years old, compensation has been sought in equivalent amount (restoration measures on unproductive land).

6.2 BUFFER ZONES

6.2.1 Cotton production respects ecological sensitive areas by keeping buffers that are sufficiently sized. There are visible signs that these areas have been actively restored.

6.2.1.1 When applicable, the farmer maintains buffer zones between his explorations and ecologically sensitive areas. Such buffer zones are in line with local legislation.

6.2.1.2 Ecological buffers are left untouched.

6.2.1.3 Naked buffers are actively restored through reforestation or other protective measures that allow natural regrowth without human or animal interference.

6.2.2 Buffers to public areas like roads and human settlements are maintained.

6.2.2.1 The cotton farmer keeps a safe distance from public roads and houses when applying chemicals.

6.2.2.2 In the case that safe distances cannot be maintained, vegetative buffers account for public safety.

6.3 ECOLOGICAL COMPENSATION

6.3.1 The cotton farmer actively contributes to restoring unproductive land.

6.3.1.1 Unproductive land is not converted into cotton fields.

6.3.1.2 The cotton farmer can demonstrate that measures have been implemented to restore the natural vegetation.

6.3.1.3 Cotton farmer groups contribute towards plantation of tree cotton and silk cotton in their locality.

6.4 AGROBIODIVERSITY

6.4.1 Cotton farmers diversify their production system to increase environmental and economic sustainability.

6.4.1.1 Crop rotation systems are designed based on the socio-economic situation of the cotton farmer (e.g., availability of land, irrigation).

6.4.1.2 Cotton is intercrop with other cultures.
7 Waste Management

7.1 Recyclable Waste

7.1.1 Farmers are encouraged to reintroduce the organic waste from cotton fields into the farm.

7.1.1.1 Crop residues are reused or left on the field but not burnt.

7.1.1.2 If crop residues are used as fodder, it is fed to own animals and the manure is reintroduced into the cotton fields.

7.1.1.3 When fed to animals, the required waiting period since last pesticide application is safeguarded.

7.1.1.4 Manure is in an advanced stage of decomposition when applied.

7.2 Hazardous Waste

7.2.1 The cotton farmer shall demonstrate that the farm is free of hazardous waste and that disposal techniques are appropriate for the identified waste.

7.2.1.1 The cotton farmer has identified hazardous waste on the farm/house/sheds.

7.2.1.2 Farm premises and fields are free of inorganic waste.

7.2.1.3 Appropriate disposal techniques are employed that do not harm the environment and human health.

8 Institutional Building

8.1 Progress Towards Evolvement of a Formalised Organisation Set Up (SHGS, Cooperative, Producer Company etc) Shall Be Kept As Evidence

8.1.1.1 Mechanisms of registering/ formalising the farmer organisation are in the process of being developed.
9 Social Conditions

9.1 FREEDOM OF ASSOCIATION (ILO 87) & COLLECTIVE BARGAINING (ILO 89)

9.1.1 Management of farms with > 10 full or part-time permanent workers recognised in writing and in practice the right of all workers to establish and to join worker organisations of their own choosing and to collectively negotiate their working conditions.

9.1.1.1 Management shall respect the right of all workers to form or to join a trade union of their choice and to engage in the activities of the trade union on-site, in case available.

9.1.1.2 Workers shall have the right to choose their representative at any level.

9.1.2 If no active and representative union exists on farms with > 10 full or part-time permanent workers, all workers shall democratically elect a worker’s committee, which represents them and negotiates with management to defend their rights and interests.

9.1.2.1 Worker committees shall be established to defend workers’ rights and interests, if trade unions are absent on-site or in the area.

9.1.2.2 Workers committee shall be democratically elected by workers to represent their interests and negotiate with management.

9.1.3 Workers are not subject to retaliation, disclination or any other negative consequences as a result of collective bargaining.

9.1.3.1 The union representative shall have access to all workers at the workplace.

9.1.3.2 The union representative shall be aware of the appeal procedure in case that management does not obey to legal rules.

9.1.3.2 The workers committee shall be capable of operating on-site, free from farm management interference.

9.1.3.3 There shall be no sign of worker retaliation or discrimination due to collective bargaining.

9.2 PROHIBITION OF FORCED LABOUR (ILO 29 & 105)

9.2.1 Forced labour, including bonded or involuntary prison labour, does not occur.

9.2.1.1 There is no evidence of forced labour.

9.2.1.2 Any deposits of valuables or identity papers shall not be retained by member farmers.

9.2.1.3 Salaries shall not be retained by the member farmers for the purpose of forcing workers to stay.

9.2.1.4 Workers shall be free to leave their workplace if appropriately notified.

9.2.1.5 Spouses work voluntarily and on a separate contract basis.
**9.3 PROHIBITION OF CHILD LABOUR (ILO 138)**

9.3.1 Children are not employed (contracted) below the age of 15.

9.3.1.1 The minimum age of children employed by member farmers shall not be less than the age of completion of compulsory schooling, and in any case, shall not be less than 15.

9.3.1.2 Policies and procedures to prevent those children below the age of 15 employed by member farmers are in place and under custody of the implementing body.

9.3.2 Working does not jeopardise schooling or the social, moral or physical development of the young person.

9.3.2.1 Member farmers ensure that working does not jeopardise schooling, health, safety and the social, moral or physical development of workers under the age of 18.

9.3.2.2 Children under the age of 15 engaged in joint family labour or neighbourhood services shall only perform work duties which are commensurate to their age and under custody and guidance of their parents or relatives.

9.3.2.3 Children under the age of 15 engaged in joint family labour or neighbourhood services shall do so only after school or during holidays.

**9.4 PROHIBITION OF WORST FORMS OF CHILD LABOUR (ILO 182)**

9.4.1 Worst forms of child labour do not occur.

9.4.1.1 There shall be no evidence of trafficked, bonded, forced or abused labour.

9.4.2 Monitoring, evaluation and response mechanisms exist.

9.4.2.1 Incidences of worst and regular forms of child labour shall be documented.

9.4.2.2 An action plan to prevent, monitor and remediate child labour is implemented, documented and followed up.

**9.5 WARRANTY OF OCCUPATIONAL SAFETY**

9.5.1 The farm must provide workers in all work areas with the basic services, resources and working conditions necessary to comply with the occupational health and safety programme objectives.

9.5.1.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of seed cotton production and ginning and of any specific hazards. Adequate steps shall be taken to prevent accidents or minimise injury to health arising out of, associated with, or occurring in the course of work. So far as is reasonably practicable, the causes of hazards inherent in the working environment are identified and dealt with.

9.5.1.2 Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.

9.5.1.3 Gin factories shall provide first aid services and emergency health care free of charge for work-related injuries to workers and supervisors.

9.5.1.3 First aid boxes shall be accessible at any time at the farm / workplace. The boxes shall be fully equipped and in good shape.
9.5.1.4 In all farms portable drinking water is accessible to all workers during their working period, and clearly labelled.

9.5.1.5 Personnel that apply or handle agrochemicals or perform any other hazardous work shall be provided with the necessary protective equipment.

9.5.1.6 Storage areas for agrochemicals must comply with basic safety standards.

9.6 EMPLOYMENT CONDITIONS

9.6.1 Workers are aware of their rights and duties, responsibilities, salaries, and work schedules.

9.6.1.1 All workers employed > 3 months shall have legally binding labour contracts defining rights and duties, responsibilities, work schedules and wages/salaries.

9.6.1.2 Workers employed > 3 months shall receive copies of, or have access to the contracts signed by both parties.

9.6.1.3 Payment shall be made in legal tender.

9.6.1.4 Payments shall be made on time, according to an appropriate payment schedule that has been communicated to workers employed by the farmer.

9.6.1.5 In farms with > 10 full or part-time permanent employees, an up-to-date written payroll and job description for each employee shall be available providing a clear account of wages earned, as well as, if applicable, of allowances, bonuses, overtime payment, and all deductions in detail.

9.6.1.6 The legal provisions for social insurance, leave practices and overtime are followed.

9.6.2 Work – including subcontracted work – is equally renumerated according to the type of work provided and for both genders alike.

9.6.2.1 Payment of workers contracted by the farmer shall either be in line with or exceeding sector Collective Bargaining Agreements, or correspond to the regional average and/or official minimum wages for similar occupations.

9.6.2.2 Payment shall be in minimum equal to the country or region-specific stipulated benchmark for the living wages.

9.6.2.3 Women pay shall be equal to their male counterpart for the same type of work provided.

9.6.2.4 The pay rate shall allow subcontracted workers who are remunerated based on production quotas, or piecework, to earn the proportionate minimum wage or relevant industry average (whichever is higher) during normal working hours.

9.6.2.5 Working hours are not excessive and are in line with national or local legislation, in terms of overtime and remuneration.

9.6.3 Deductions in salaries are only made as agreed by national laws, as fixed by a Collective Bargaining Agreement or if the employee has given his/her written consent.

9.6.3.1 Deductions of salaries are in line with national laws and / or the Collective Bargaining Agreement (if applicable).

9.6.3.2 Deductions are not employed as disciplinary measures.

9.6.3.3 When deductions are made for services provided by the farmer, they shall be in line with the actual costs incurred by the employer.
9.7 NO DISCRIMINATION IN THE WORKPLACE (ILO 111)

9.7.1 Any form of discrimination or abuse is absent.

9.7.1.1 There is no discrimination made on the basis of race, caste, national origin, religion, disability, gender, sexual orientation, union, membership, political affiliation or age in recruitment, remuneration, access to training, promotion, disciplinary measures, termination or retirement.

9.7.1.2 The organisation and the members do not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse.

9.7.2 Grievance mechanisms.

9.7.2.1 A grievance mechanism shall be implemented and made accessible to farmers, workers, and other individuals potentially affected by the organisation’s work. The design and functionality of the mechanism is effective.

9.8 COMMUNAL DEVELOPMENT PROJECTS

9.8.1 The organisation fosters the social and economic development of farmers, female farmers and farmers’ wives through the creation of farmer business groups, women in cotton projects and other entrepreneurial initiatives at communal level.

9.8.1.1 Farmer business groups shall be established at communal level to improve the economic resilience of member farmers.

9.8.1.2 Entrepreneurial initiatives shall be developed at communal level to diversify sources of income for farmers.

9.8.2 Programmes related to disadvantaged/minority groups among the farmers’ force, in particular women, are in place to improve their position.

9.8.2.1 Women in cotton projects shall be enhanced at community level to improve the position of female farmers and farmer wives.
Section 3:
Glossary
Glossary

ACCOUNTABILITY
The process of using power responsibly, taking account of, and being held accountable by, different stakeholders, and primarily those who are affected by the exercise of such power.

COC
Code of Conduct

CONTROL FARMERS
Control farmers are the non-REEL project farmers who are all being used as reference to benchmark project farmers.

DOCUMENT
Any form of record of discussions, agreements, decisions and/or actions that is reproducible.

EFFECTIVENESS
The extent to which an implementation activity attains its objectives.

EFFICIENCY
The extent to which the outputs of humanitarian programmes, both qualitative and quantitative, are achieved as a result of inputs.

ENGAGEMENT
The processes by which organisations communicate, consult and/or provide for the participation of interested and/or affected stakeholders, ensuring that their concerns, desires, expectations, needs, rights and opportunities are considered in the establishment, implementation and review of the programmes assisting them.

FFB
Farmers field book

FYM
Farm Yard Manure

IMS
Integrated Management System

IPM
Integrated Pest Management

IWM
Integrated Water Management

INM
Integrated Nutrition Management

ORGANISATION
An entity that has the management structure and power to apply the REEL COTTON stakeholder organisation.

PARTNERS
Organisations working jointly within a formal arrangement to achieve a specific goal, with clear and agreed roles and responsibilities.

PROTECTION
All activities aimed at ensuring the full and equal respect for the rights of all individuals, regardless of age, gender, ethnic, social, religious or other background. It goes beyond the immediate life-saving activities that are often the focus during an emergency.

PRODUCER GROUP
Group of farmers producing REEL COTTON. Currently also called implementing partners, normally a local NGO.

PROJECT FARMERS
Project farmers are the REEL Project Farmers.

POLICY
A documented statement of intent and rules for decision-making.

QUALITY
The totality of features and characteristics of humanitarian assistance that support its ability to, in time, satisfy stated or implied needs and expectations, and respect the dignity of the people it aims to assist.

REEL
Responsible Environment Enhanced Livelihoods

REEL COTTON
Cotton produced out of the REEL programme farmers.

RESILIENCE
The ability of a community or society exposed to hazards to resist, absorb, accommodate and recover from the effects of a hazard in a timely and efficient manner.

STAFF
Any designated representative of an organisation, including national, international, and permanent or short-term employees, as well as volunteers and consultants.
STOCKHOLM (POPS) CONVENTIONS
Persistent Organic Pollutants.

THE ROTTERDAM PIC CONVENTION
Convention on the prior informed consent procedure for certain hazardous chemicals and pesticides in international trade.

THE MONTREAL PROTOCOL
The Montreal Protocol on substances that deplete the ozone layer (a protocol to the Vienna Convention for the protection of the ozone layer) is an international treaty designed to protect the ozone layer by phasing out the production of numerous substances that are responsible for ozone depletion.

TOT
Training of Trainers

TOF
Training of Farmers

TOG
Training of Ginners

WHO
World Health Organisation
**Annexure**

**REEL COTTON List of Prohibited Chemicals**

REEL COTTON disallows the use of any materials defined by the following protocols or governance bodies. Please consult the links below for an updated list of the prohibited substances.

<table>
<thead>
<tr>
<th>Protocol/Convention</th>
<th>Description</th>
<th>Links</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHO</td>
<td>The WHO recommended classification of pesticides by hazard, of which: 1. Extremely hazardous (Class Ia); and 2. Highly hazardous (Class Ib)</td>
<td><a href="https://www.who.int/publications">https://www.who.int/publications</a> or <a href="https://www.who.int/publications/i/item/9789240005662">https://www.who.int/publications/i/item/9789240005662</a></td>
</tr>
<tr>
<td>MONTREAL</td>
<td>Montreal Protocol on substances that deplete the ozone layer</td>
<td><a href="https://ozone.unep.org/treaties/montreal-protocol">https://ozone.unep.org/treaties/montreal-protocol</a></td>
</tr>
</tbody>
</table>
CottonConnect is a company with a social purpose to re-imagine the cotton supply chains and help textile producers and farmers enjoy better livelihoods.

CottonConnect • Tel: +44 (0) 203 865 7038 • www.cottonconnect.org
WeWork, New Kings Beam House, 22 Upper Ground, London SE1 9PD