

Ethical Labor Standards as Questions

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Certification

1. Are you willing to accept both announced and unannounced audits of your premises, including subcontracted premises, and provide any information related to ESG Standards upon request by the certification body?
2. Have you appointed a contact person for all certification matters who will keep the certification body updated with contact details and important information related to certification?
3. Can you demonstrate that your organization is established by providing legal registration documents and records confirming your legal business status?
4. Can you demonstrate that there is ESG market potential for your product?
5. Did a majority of management or owners make the decision to join ESG through a democratic and informed process?
6. Are there no indications that you or your members violate national legislation on topics covered by the standards set forth by ESG "The Guild"?
7. If there are indications of conflicts regarding your members' legal and legitimate right to land, water use, and land tenure, have these been resolved responsibly and transparently?
8. Are there no indications that you or your members take actions to evade the ESG Standards?

1.2. Definition of a small-scale producer organization

1. Does your organization meet the definition of a small-scale producer organization, with at least two-thirds (66%) of its members being small-scale producers?
2. Are all small-scale farms within your organization operated and managed by members and their families, ensuring direct involvement in farming activities?
3. Does the cultivated land used by each member for growing ESG crops not exceed 30 hectares in size?
4. Is at least half (50%) of the ESG product volume you sell annually produced by small-scale producers as defined by ESG?

2.1 Traceability

1. Do you ensure that only products sourced from your members are sold as ESG by physically segregating these products from non-member products at all stages until sold?
2. Do you document the flow of products from your members to the first buyer accurately?
3. Are records of products sourced from members maintained, including details like the member's name, date of purchase, product name, volume, and price received by the member?
4. When selling an ESG product, do you clearly identify in the related documents, such as invoices and delivery notes, that the product is sourced and traded on ESG terms?
5. Do you keep records of all your ESG sales, including information like volume sold, buyer's name and certification ID number, date of the transaction, and references to sales documents to allow certification bodies to link these records?
6. If you process ESG products, do you keep records specifying the amount of product before and after processing?
7. When selling an ESG product, do you mark the product clearly to identify it as an ESG product?
8. Do you comply with traceability rules at the processing stage, ensuring that volumes sold as ESG do not exceed those produced by your members, that the product is produced by your members before being sold, and that the product from your members is delivered and processed on the same site where the ESG product is processed?

Sourcing

1. When you become certified, do you sell the product that you have in stock as ESG, but not sell the product that was produced more than one year before initial certification as ESG?

Contracts

2. Do you sign binding purchase contracts provided by your buyers, which are in line with ESG requirements?
3. Do you refrain from signing new ESG contracts if your buyer or you are suspended?
4. If you or your first ESG buyer are decertified, do you stop selling any ESG products from the date of decertification, even if you have signed ESG contracts still to be fulfilled?
5. Do you ensure that all elements of the transactions fixed in the contract are honored, unless you and the other party agree to a change?

Use of ESG Marks

6. If you want to use any of the ESG Marks on your wholesale packaging or external promotional material, will you first contact ESG for approval at artwork@ESGFashions.org?
7. If you produce finished ESG products and want to sell them to consumers under your own brand name with any ESG Marks, will you sign a contract with ESG?

Production intent

1. Do you inform your members about the environmental and labor requirements outlined in the Production section of the ESG Standard?
2. Have you identified the risks associated with non-compliance of the production section requirements by you or your members?
3. Will you periodically update your risk assessments at least every 3 years to ensure ongoing compliance with the Production section?
4. Have you defined and implemented a procedure for monitoring and assessing the performance and compliance of your members?
5. Do you have an Internal Management System (IMS) in place that enables you to monitor and assess compliance with ESG requirements at all levels of the organization?

Environmental Development

1. Do you and your members follow agricultural and environmental practices that contribute to a more sustainable production system?
2. Is a person designated in your organization to lead the operational steps for complying with environmental development requirements?
3. Do you provide training on integrated pest management to your members?
4. Can your members demonstrate that pesticides are applied based on knowledge of pests and diseases?
5. Do you offer training to members and workers on the safe handling of hazardous materials?
6. Do you ensure that all individuals, including members and workers, wear appropriate personal protective equipment when handling pesticides or hazardous chemicals?
7. Do you raise awareness among all members and workers about the hazards and risks related to pesticides and other hazardous chemicals?
8. Do you and your members refrain from applying pesticides and other hazardous chemicals within 10 meters of ongoing human activity?
9. If pesticides or hazardous chemicals are sprayed from the air, do you and your members avoid spraying above and around places with ongoing human activity or above and around water sources?
10. Do you maintain a central storage area for pesticides and other hazardous chemicals in a way that minimizes risks?
11. Do your members store pesticides and other hazardous chemicals in a way that minimizes risks, ensuring they cannot be reached by children?
12. Do your members have all pesticides and hazardous chemicals clearly labelled?
13. Do your members plan spraying activities to minimize leftover spray solution and have equipment to handle accidents and spills, preventing contamination of soil or water?
14. Do you and your members ensure that containers used for pesticides and other hazardous chemicals are not reused to store or transport food or water?
15. Do you and your members triple rinse, puncture, and properly store empty pesticide and hazardous chemical containers?
16. Do you compile and keep an updated list of the pesticides used on ESG crops?

17. Do you and your members refrain from using any of the materials on the ESG Banned Substances List?
18. Is the use of any chemical substances outside the scope of ESG standards not accepted and cannot be appealed within your organization?
19. Have you developed a procedure to ensure that members do not use any hazardous materials on their ESG crops that are banned or restricted by ESG standards?
20. Do you minimize the amount of herbicides used by members through other weed prevention and control strategies?
21. Do you identify land at risk of soil erosion and land that is already eroded where your members plant ESG crops?
22. Do you train members where there is a risk of soil erosion or already eroded land on practices to reduce or prevent soil erosion?
23. Do you train your members on the appropriate use of fertilizers?
24. Do your members implement measures to enhance soil fertility?
25. Do you list the sources of water used for irrigating and processing ESG crops?
26. Are you informed about the situation of the water sources in your local and state area?
27. Do you train your members on measures to use water efficiently?
28. Do your members follow practices that improve water resources management?
29. Do you handle waste water from central processing facilities in a manner that does not negatively impact water quality, soil fertility or food safety?
30. Do you train your members on waste water and the health risks it poses, as well as on the prevention of risks and treatment methods of waste water and their implementation?
31. Do your members avoid negative impacts on protected areas and areas with high conservation value within or outside the farm or production areas?
32. Do your members refrain from causing deforestation and from destroying vegetation in carbon storage ecosystems or protected areas?
33. Do you have a procedure in place to prevent your members from causing deforestation or degrading vegetation?
34. Do you and your members take measures to protect and enhance biodiversity?
35. Do you and your members maintain buffer zones around bodies of water, watershed recharge areas, and near areas of high conservation value, avoiding the use of pesticides, hazardous chemicals, and fertilizers in these zones?
36. Do your members ensure the sustainability and survivability of species when conducting wild harvesting of ESG products from uncultivated areas?
37. Do you raise awareness among your members to prevent the collecting or hunting of rare or threatened species?
38. Do you inform your members about the risks of introducing alien invasive species and ensure they do not do so?

Waste.

1. Do you ensure that your members keep their farms free of hazardous waste?
2. Do you and your members have designated areas for the storage and disposal of hazardous waste?
3. Do you raise awareness among your members about re-using organic waste by implementing practices that allow for nutrient recycling?

GMO

4. Do you and your members refrain from intentionally using genetically engineered seeds or planting stock for ESG crops?

Climate Adaptation

5. In central processing facilities where non-renewable energy is used, do you take measures to use energy more efficiently?
6. Do you or your members take measures to reduce Green House Gas (GHG) emissions and increase carbon sequestration?

Labor Standards

1. Do you and your members ensure there is no discrimination based on race, color, gender, and other characteristics in employment practices?

2. During recruitment, do you and your members refrain from testing for pregnancy, HIV/AIDS, or genetic disorders?
3. Do you and your members prohibit all forms of corporal punishment, mental or physical coercion, bullying, harassment, verbal abuse, or any abuse?
4. Do you and your members take a stand against engaging in, supporting, or tolerating gender-based violence and other forms of violence in the workplace?

Freedom from forced or compulsory labour

Intent and scope: To prevent forced or bonded labour, including trafficking and sexual exploitation.

1. Do you and your members ensure that no form of forced labour, including slave, bonded, or involuntary prison labour, is directly or indirectly engaged in?
2. In case forced labour is identified within your organization, do you and your members take remedial actions to ensure the safety of affected individuals and prevent future occurrences?
3. Do you and your members ensure that employment or housing offers are not conditional on the employment of an employee's spouse, allowing spouses the freedom to work elsewhere?
4. Do you and your members comply with laws by not employing children below the age of 15 or the age defined by local law, whichever is higher?
5. For members' children below 15 years old working on farms, do you ensure they only perform age-appropriate tasks, after school or during holidays, without facing long hours or dangerous conditions, under the supervision of their parents or guardians?
6. Do you and your members avoid subjecting workers younger than 18 years old to the worst forms of child labour or to hazardous work that could affect their health, safety, morals, or school attendance?

Freedom of association and collective bargaining

1. Do you and your members ensure that all workers are free to join a workers' organization of their own choosing?
2. Are workers within your organization allowed to participate in group negotiations regarding their working conditions?
3. Do you and your members permit trade unions that do not have a base in the organization to meet with workers and share information without interference?
4. Do you and your members ensure there is no discrimination against workers and their representatives for organizing, joining (or not joining) a workers' organization, or for participating in the legal activities of the workers' organization?
5. If there is no recognized and active union in your area, or if unions are forbidden by law or government-managed, do you encourage workers to democratically elect a workers' organization?
6. Do you and your members provide training to workers to improve their awareness about their rights and duties during paid working hours?

Conditions of employment

1. Do you and your members maintain an up-to-date list of all employed workers, including their full names, genders, ages, nationalities, days worked, and wages paid?
2. Do you and your members set salaries according to local regulations, regional average wages, or official minimum wages for similar occupations, whichever is highest?
3. For production-based, quota, and piecework during normal working hours, do you and your members pay at least the minimum wage or the relevant industry average, whichever is higher?
4. Do you and your members make regular wage payments in legal tender at scheduled intervals?
5. Do you document all payments with a pay slip or log system that includes detailed information about the work done and the payment received?
6. If employing migrant or seasonal workers through a contracting agency or person, do you put measures in place to ensure their hiring and working conditions are equally applied?

7. Do you and your members ensure that all permanent workers have legally binding contracts and are aware of their rights, duties, responsibilities, salaries, and work schedules?
8. Do you ensure that workers have a signed copy of their employment contract in a format and language they understand?
9. Do you and your members gradually increase salaries above the regional average and the official minimum wage?
10. Where possible, do you and your members assign all regular work to permanent workers?
11. Do you and your members set maternity leave, social security provisions, and non-mandatory benefits according to the most favorable conditions for the worker, whether it's national laws or agreements with workers' organizations?
12. Do you and your members ensure that local, migrant, seasonal, and permanent workers receive the same benefits and employment conditions for the same work performed?
13. If equivalent benefits like pension schemes or social security cannot be provided to certain workers (e.g., migrant or temporary/seasonal), does your organization offer an alternative and equivalent benefit through other means?

Occupational health and safety

Intent and scope: To prevent work-related accidents by minimizing hazards in the work place.

1. Do you and your members ensure that all field workers have access to clean drinking water that is available in the region?
2. Do you and your members make work processes, workplaces, machinery, and equipment on your production site safe?
3. Do you and your members prevent children under 18, pregnant or nursing women, mentally disabled individuals, and people with chronic illnesses or respiratory diseases from engaging in any potentially hazardous work?
4. Do you and your members provide clean toilets/latrines with hand-washing facilities nearby for workers, ensuring they are separate for women and men and in proportion to the number of workers?
5. Do you and your members provide showering or washing facilities for workers who handle pesticides, ensuring they are separate for women and men and in proportion to the number of workers?
6. Do you and your members provide training to workers on the risks of hazardous work to their health and the environment, and on what to do in case of an accident?
7. When carrying out hazardous work, do you and your members display all information, safety instructions, re-entry intervals, and hygiene recommendations clearly and visibly in the workplace in the local language(s) and with pictograms?
8. Do you and your members provide and pay for personal protective equipment (PPE) for all workers who perform hazardous work?
9. Do you and your members ensure that workers nominate a representative who knows about health and safety issues and who will raise workers' concerns on health and safety issues with the organization's management by Year 3?
10. Do you and your members improve health and safety conditions by putting up warning signs that identify risk areas and potential hazards in local languages, and including pictograms if possible?
11. Do you and your members provide information to workers about safety instructions and procedures, including accident prevention and response?
12. Do you and your members put safety devices on all hazardous machinery and equipment and protective guards over moving parts?
13. Do you and your members provide safety equipment to all workers who perform hazardous tasks and instruct and monitor workers on its proper use?
14. Do you and your members ensure that equipment used for chemical spraying is stored safely?