

Worker's Health, Safety and Welfare aspects to be implemented in Rain Forest Alliance 2020.

1. Supply of potable water

Adequate supply of potable water shall be made available in the facility

Water to be tested as WHO or equivalent standards periodically.

2. Lighting

Adequate natural or artificial lighting has to be provided to enable the undertaking to operate in a hygienic manner. The intensity is maintained adequately to the nature of the operation.

Sufficient lighting shall be provided to work place for safe operation.

Lighting fixtures are suitably protected to ensure that product is not contaminated by breakages.

3. Chemical storage

The chemical storage area shall be secured with access restricted to authorized personal.

Material Safety data Sheet (MSDS) to be available in the area.

4. Cleaning of facility, machines & utilities.

Cleaning and sanitation schedule to be established.

It shall include

- Method of cleaning
- Frequency
- Concentration of chemical used
- Responsibility

Sanitation systems shall be monitored for effectiveness and periodically verified.

Registrations of these monitoring and verification activities shall be recorded.

5. Personal Hygiene

To establish a procedure for workers to:

- maintain an appropriate degree of personal cleanliness;
- behave and operate in an appropriate manner.

Personnel hygiene facilities, such as rest rooms, toilet are

- Adequate in size for maximum number of employees
- Readily accessible by the employees
- Physically separated from production area.
- Personnel hygiene facilities are available to ensure that an appropriate degree of personal.

Food Hygiene golden rules

- ALWAYS wash your hands after eating and toilet visits.
- REPORT for any skin, nose, throat, or bowel trouble.
- ENSURE cuts and sores are properly covered.
- KEEP yourself clean and wear clean clothing.
- DO NOT SMOKE in any operational area. Smoking is only allowed in the dedicated places.
- CLEAN as you go. Keep all equipment and surface clean.
- ENSURE waste food is disposed off properly.

Personal Behavior

- People engaged in handling products should refrain from behavior which could result in product contamination , for example:
 - smoking;
 - spitting;
 - chewing or eating;
 - sneezing or coughing.

6. Health status of workers:

Periodical medical screening (at least once in year/ as per local regulations) of workers to be performed to ensure health status of workers.

Prior to employment, medical screening to be done by workers.

Vaccination to be done periodically as per local regulations.

7. Protective clothing

Hair coverings and/or beard snoods, where appropriate, shall be worn in production areas at sites manufacturing materials for direct contact with food or other hygiene-sensitive products.

Where protective clothing is required, appropriate clean protective clothing that cannot contaminate the product shall be worn. Sufficient sets of clothing appropriate to the activities being carried out shall be provided.

8. Locker rooms

Locker rooms shall be accessed without the need to enter production areas unless appropriately

segregated walkways are in place.

Lockers shall be provided for all personnel who work in raw material handling, processing, preparation, packing and storage areas. Lockers shall be of sufficient size to accommodate all reasonable

personal items and any protective clothing required.

9. Training

To provide sufficient information/ training to operators and other persons who come directly or indirectly into contact with the product, with respect to food hygiene, to a level appropriate to their work performance. This includes:

- Training Plan

- Training Records
- Effectiveness of training being conducted.

10. Emergency preparedness

Procedures are in place to respond to potential emergency situations or incidents that can have an impact on food safety which are relevant to the role of the organization.

This includes situations such as:

- Flood
- Fire
- Building collapse
- Power failure
- Chemical spillage

11. Grievance handling mechanism

A grievance procedure is in place that enables individuals, workers, communities, and civil society, to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature.

12. Wages and Contracts

- Job duties
- Location of the job
- Working hours
- Pay rate and/or method of calculation
- Overtime pay rate
- Frequency or schedule of payment
- Deductions, benefits provided such as in-kind benefits
- Paid leave
- Medical leave and protections in case of illness, disability or accident

13. Working conditions

Workers do not work more than eight regular working hours per day and 48 regular working hours per week.

Overtime work is voluntary and only permitted on need based and are paid wages at premium rates (Double rate).

14. Health and Safety

A Health safety committee is constituted and it conducts an analysis of the occupational health and safety risks. The mitigation measures are included in the Management Plan and implemented.

First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital.

15. Housing and Living conditions

Workers and their families that are provided with clean, and decent living quarters considering local conditions.

The facility has cooking areas with smoke ventilation, Dry floors, Pest control systems in place.

. Disclaimer

The above requirements are prepared to the best of our judgement and for the guidance of the users. Please note that these are prepared keeping in view the general requirements of the standard. The user is advised to look at his processes, products, services, customer requirements and other regulatory requirements while preparing his procedures and other documents. The requirements of the standard will be under constant revision and the user is advised to go through the latest standard and visit the standard owner site www.rainforest-alliance.org for updates