UNION FOR ETHICAL BIOTRADE

SOURCING® WITH RESPECT

EN

ETHICAL BIOTRADE STANDARD

JULY 2020

Union for Ethical BioTrade
De Ruijterkade 6, 1013 AA,
Amsterdam, The Netherlands

Representation in
Brazil | India | Madagascar | Vietnam

Telephone: +31 20 22 34567

Email: info@uebt.org

CONTENTS

Responsibility for these requirements

The Union for Ethical BioTrade is responsible for these requirements.

Readers should verify that they are using the latest copy of this and other documents. Updated UEBT documents can be found on the UEBT website (www.uebt.org).

Next review and comments

Per the ISEAL Alliance Code of Good Practice in Setting Environmental and Social Standards (the ISEAL Standard-Setting Code), major reviews of the UEBT standard take place every five years.

The next major review of the Ethical BioTrade Standard is scheduled to take place in 2025.

UEBT welcomes comments on the Ethical BioTrade Standard at any time. Comments will be incorporated into the next review process. Please submit comments to comments@uebt.org

More information about the UEBT procedures for development, review and revision of the Ethical BioTrade Standard can be found on the UEBT website (www.uebt.org).

Language and translation

The official language of this standard is English. The definitive version is maintained on the UEBT website (www.uebt.org). Translation accuracy of any UEBT standard and other policy or procedure documents into languages other than English is not guaranteed nor implied.

For any question related to the accuracy of the information contained in the translation, refer to the official English version.

Any discrepancies or differences created in the translation are not binding and have no effect for auditing or certification purposes.

Technical Terms

Technical terms are defined in the Terms and Definitions section located at the end of the document. The definitions are to be used for the purpose of interpreting the Ethical BioTrade Standard.

Associated documents

Readers should note that there are additional protocols and guidance maintained in other UEBT documents, such as UEBT Membership Conditions and Obligations, UEBT Ingredient Certification Protocol, UEBT Ethical Sourcing System Protocol, and UEBT certification checklists. These can be found on the UEBT website.

For auditing purposes, the UEBT standard requirements are translated into various checklists and guidance. The UEBT checklists are binding for audits, and should always be used in conjunction with the UEBT standard.

Exceptions

UEBT has a procedure for addressing and managing exceptions to the Ethical BioTrade Standard and the assessment process.

For more information, and to obtain a copy of this procedure, please contact UEBT at info@uebt.org

1 INTRODUCTION

A growing number of companies and other organisations that source ingredients from biodiversity is looking to make a positive contribution to sustainable development.

The Ethical BioTrade Standard, described in this document, defines practices that respect people and biodiversity in the way ingredients from biodiversity are grown, collected, researched, processed and commercialised. Companies and other organisations use the Ethical BioTrade Standard to promote such practices in their operations and along their supply chains–all the way to the cultivation or wild collection sites.

The Ethical BioTrade Standard is at the core of the Union for Ethical BioTrade (UEBT). UEBT envisions a world in which all people and biodiversity thrive (see Box 1). To achieve its vision, UEBT works to regenerate biodiversity and secure a better future for people through ethical sourcing of ingredients from biodiversity.

UEBT strategies, outputs and outcomes, in line with its vision and mission, are outlined in the UEBT Theory of Change (see Figure 1 below). The Ethical BioTrade Standard, membership obligations, certification protocols and guidance materials define practices that advance this theory of change[1].

Box 1

ABOUT THE UNION FOR ETHICAL BIOTRADE (UEBT)

UEBT is a non-profit association that promotes sourcing with respect. UEBT supports and verifies companies' commitments to sourcing that contribute to a world in which all people and biodiversity thrive.

To this end, UEBT sets good practices for how companies and their suppliers source ingredients from biodiversity.

UEBT VISION

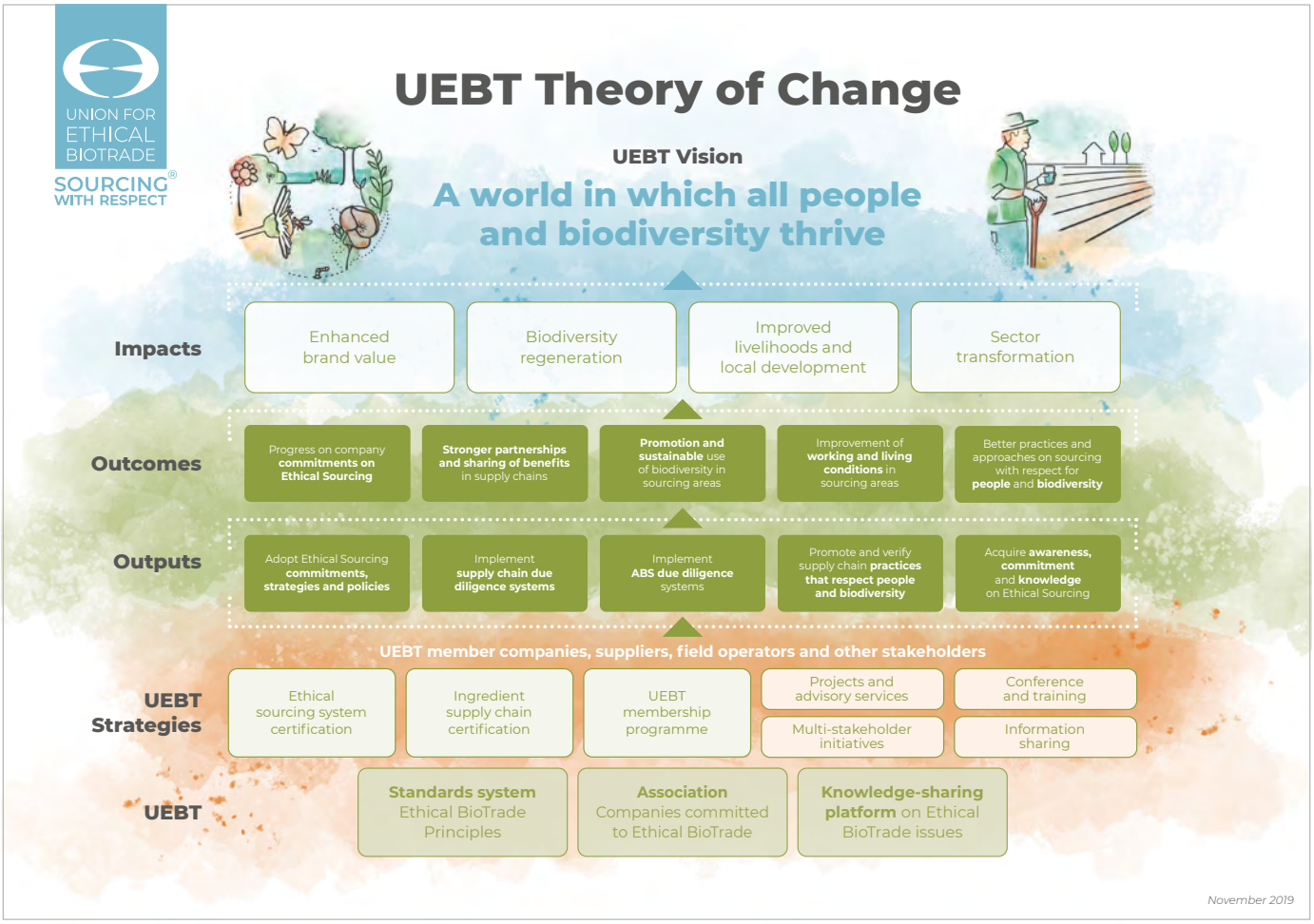
A world in which all people and biodiversity thrive.

UEBT MISSION

We work to regenerate nature and secure a better future for people through ethical sourcing of ingredients from biodiversity.

[1] *A comprehensive description of the theory of change can be found on the UEBT website*

Figure 1 The UEBT Theory of Change



2 THE ETHICAL BIOTRADE STANDARD

Objective

The Ethical BioTrade Standard promotes sourcing with respect for people and biodiversity. It defines practices for sourcing of ingredients from biodiversity that seek to regenerate local ecosystems and secure a better future for producers–the farmers and pickers involved in cultivation and wild collection activities.

Box 2

What are "ingredients from biodiversity"?

It is important to clarify the link between "ingredient" and "raw material." In the UEBT context, these terms mean exactly the same. In its general communication, UEBT uses the term "ingredient," which is widely understood to refer to the material, substances or mixtures that go into food, cosmetic or pharmaceutical products.

Among companies, however, "ingredient" is a technical term and may be understood in different ways. To avoid confusion, in its technical communication, UEBT uses the term "raw material" to refer to the material, substances or mixtures that go into food, cosmetic or pharmaceutical products–whether it is crude or processed, pure or combined.

Biodiversity is the variety of life on Earth–the diversity of ecosystems, species and genes within species. Any living organism is considered a component of biodiversity, whether plant, animal, microorganism or fungus.

The Ethical BioTrade Standard thus applies to raw material such as plant parts (e.g. flowers, leaves, roots, stems, fruits or bark) and plant compounds (e.g. plant-based oils, butters, waxes, extracts, flavours, fragrances, colorants). Plant cells, microorganisms, algae and beeswax would also be covered. This standard also refers to this type of raw material as "natural raw material."

Box 3

What are "sourcing" activities?

The Ethical BioTrade Standard requirements apply to sourcing activities. In the Ethical BioTrade Standard, "sourcing" is used to describe the range of activities through which raw material is produced, processed, and acquired. It includes selecting suppliers, defining quantity and quality, negotiating prices and other terms of purchase, and processing of raw material.

However, not all requirements apply to all sourcing activities. Some of the practices outlined in this standard focus on cultivation or wild collection activities. Other practices focus on the company or organisation being assessed.

A few requirements extend to suppliers or other actors along the supply chain. Each indicator in the Ethical BioTrade Standard indicates the actors and situations to which it is applicable. Additional guidance is also available in checklists and other supporting documents.

Background

The Ethical BioTrade Standard–also referred to as the UEBT standard–was launched in 2007 and developed based on the United Nations Conference Trade and Development (UNCTAD) BioTrade Initiative Principles and Criteria.

The UEBT standard was revised in 2012 and 2019, considering experiences and inputs from its users, feedback from public multi-stakeholder consultation processes and evolving legal and policy frameworks. The UEBT standard is aligned with international instruments such as the Convention on Biological Diversity (CBD) and the UN Sustainable Development Goals.

Structure

The UEBT standard is organized in **principles**, **criteria** and **indicators** (see Table 1).

Table 1 The structure of the UEBT standard

Principles	■ Elements that elaborate on the UEBT mission, vision and theory of change ■ These principles are based on the UNCTAD BioTrade Initiative Principles and Criteria
Criteria	■ Actions to guide compliance with the principle
Indicators	■ Quantitative or qualitative parameters that can be assessed in relation to criteria ■ In the UEBT standard, when an indicator applies only to a specific situation (e.g. cultivation or collection), this is expressly mentioned in the indicator ■ Indicators have different levels of importance in the UEBT standard (see below)

Scope

Type of ingredients

The work of UEBT focuses on ingredients from biodiversity. UEBT member companies work primarily with plant parts (e.g. flowers, leaves, roots, stems, fruits or bark) and plant compounds (e.g. plant-based oils, butters, waxes, extracts, flavours, fragrances, colorants). Companies may also work with microorganisms, algae, or beeswax.

The UEBT standard applies to all ingredients from biodiversity, but it is oriented towards specialty ingredients. Specialty ingredients are used in relatively small volumes, different than commodities such as coffee, cocoa, bananas, palm oil, timber, or fish. Many of these commodities are the focus of other standard systems.

Geographical scope

The UEBT standard does not have any geographical restrictions and can be applied around the globe.

Production systems

The UEBT standard is applicable to a wide variety of production systems, including cultivation and wild collection. Cultivation includes agriculture (e.g. chamomile, hibiscus, aloe, sesame, jasmine), cultivated tree crops (e.g. bergamot, magnolia, almond), and agroforestry (e.g. vanilla, cupuazú, sandalwood). Wild collection refers to harvesting of plants and other natural raw material from natural habitats (e.g. shea, sea buckthorn, wild apples, rosehip, blackcurrant leaves).

Sectors

Companies that use the UEBT standard are primarily active in the cosmetics, food and natural pharmaceutical sectors. Nevertheless, the application of the UEBT standard is not limited to these sectors.

Stages in supply chain

The UEBT standard establishes good practices along the supply chain, from the cultivation and wild collection areas to the work of UEBT member companies, which may be positioned in various levels downstream (for example, UEBT member companies may include farms, cooperatives, processing companies, product manufacturers and brands).

The relevance of the good practices in the UEBT standard depends on where in the supply chain they are to be implemented:

- **Cultivation and wild collection areas.** For example, good practices on biodiversity conservation, good agricultural practices, fair prices for small-holders and pickers, and decent wages for workers in local processing companies.
- **UEBT member companies.** For example, good practices on human rights, traceability and access and benefit sharing in company policies and procedures.

Uses

The UEBT standard may be used for various purposes, including verification, certification or general guidance (see Table 2). The applicability of the requirements of the UEBT standard for different purposes and situations differs, and is defined in other UEBT documents, such as UEBT Membership Conditions and Obligations, UEBT Ingredient Certification Protocol, UEBT Ethical Sourcing System Protocol, and UEBT certification checklists.

Table 2 Examples of ways the UEBT standard is used

General guidance	The UEBT standard may be used as good practices on sourcing of natural raw materials or biodiversity-based research and development that respect people and biodiversity. The standard is publicly available and can be used by any organisation that wishes to adopt Ethical BioTrade practices.
Ethical sourcing systems	UEBT members pledge to source with respect for people and biodiversity, through adopting ethical sourcing systems for the sourcing of natural raw material. Such systems (e.g. due diligence on suppliers and raw materials; supply chain verification) should reflect relevant requirements of the UEBT standard.
UEBT Ethical Sourcing System Certification	UEBT certification of an ethical sourcing system validates that the company or organization has effectively incorporated the relevant requirements from the UEBT standard into its systems, in line with the Ethical Sourcing System Certification Protocol.
Verification of natural raw materials	The UEBT standard is used to verify if specific raw materials are sourced with respect for people and biodiversity.
UEBT certification of natural raw materials	UEBT certification is granted once an independent audit establishes compliance with the UEBT standard in the cultivation and wild collection areas of specific raw materials.
UEBT chain of custody certification	UEBT chain of custody certification is granted companies or organizations that buy, trade or process UEBT certified natural raw materials or derived ingredients and wish to make claims regarding this certification.

Indicators: Levels of importance

Indicators in the UEBT standard have different levels of importance (**shown in blue**), meaning different expectations as to whether and when compliance is required, as explained in Table 3 below. The level of importance of each indicator is noted in the text of the UEBT standard.

Scoring

The scoring system in Table 4 applies for assessments against the Ethical BioTrade standard.

Table 3 Indicators: levels of performance

Importance	Definition/explanation
Minimum requirement	Compliance is always required for indicators that constitute a minimum requirement. For instance, companies and organisations must comply with these requirements before obtaining UEBT membership.
Critical	Critical indicators are considered essential Ethical BioTrade practices. For instance, compliance is required to receive or maintain UEBT certification of natural raw materials. In the verification of UEBT members or specific supply chains, non-compliance with these indicators must be addressed with priority.
Critical stepwise	For critical stepwise indicators, additional time for compliance is provided. Compliance with these indicators must be achieved in a maximum of three years.
Regular	Regular indicators are focused on promoting positive impact and allow more flexibility in their implementation. For example, UEBT certification of natural raw material requires compliance with a certain number of these indicators.
Regular stepwise	For regular stepwise indicators, additional time for compliance is provided. After three years, these indicators are considered to have "regular" level of importance.

Table 4 Scoring system for assessments against the Ethical BioTrade standard

N/A	**Not applicable**	■ The indicator is not applicable to the specific situation.
0	**Not fulfilled**	■ Measures required by the indicator are not in place ■ Improvement is required
1	**Partially fulfilled/ insufficient**	■ Measures have been taken towards compliance with the indicator, but these measures are not yet sufficient for compliance ■ Improvement is required
2	**Partially fulfilled/ sufficient**	■ Measures have been taken towards compliance with the indicator. Though improvement is possible, the measures are enough to find compliance with the indicator ■ Improvements are recommended
3	**Fulfilled**	■ Measures have been taken towards compliance with the indicator, which fully satisfy its requirements

3 UEBT MONITORING AND EVALUATION SYSTEM

The UEBT's Monitoring & Evaluation (M&E) System assesses the implementation and impacts of the practices promoted by UEBT. UEBT M&E indicators are based on the UEBT Theory of Change, its standard and membership and certification requirements.

The M&E system focuses on short-term changes and medium and long-term effects achieved by member companies and their supply chains up to the cultivation and wild collection areas.

The M&E system looks of three levels of outputs, outcomes and impacts, with specific indicators, sources and methods of data collection.

LEVEL 1 OUTPUT

Indicators to measure the reach and scale of Ethical BioTrade practices being promoted within member companies and supply chains.

For example, these indicators include number of members and certificate holders, volumes of certified raw materials and number of farmers and pickers involved. Information on outputs is gathered from all members through annual and audit reports.

LEVEL 2 OUTCOME

Indicators to monitor the extent of members' compliance with UEBT membership requirements. They qualify the type of actions implemented within UEBT members and supply chains to comply with requirements of the UEBT standard.

For example, an indicator for Principle 1 is the number of actions implemented for biodiversity conservation, and an indicator for Principle 2 is the number of farmers that have reduced or stopped the use of agrochemicals. Information on outcomes is gathered from all members through annual and audit reports, as well as specific case studies.

LEVEL 3 IMPACT

Indicators to measure medium/long-term effects of implementing Ethical BioTrade practices in UEBT members and their supply chains.

These effects include the benefits for people and biodiversity, as well as possible unintended effects of implementing Ethical BioTrade principles. Information on impacts is gathered through case studies periodically conducted on selected supply chains. Indicators related to respect for people and biodiversity are defined on a case-by-case basis.

4 THE ETHICAL BIOTRADE STANDARD

PRINCIPLE 1
CONSERVATION OF BIODIVERSITY

This principle sets out a framework for practices to maintain, regenerate, and enhance biodiversity. The specific practices to be adopted depend on the context. Principle 1 requires assessing the local situation and aligning practices with local strategies. Practices are not restricted to cultivation or wild collection sites, but also include the broader cultivation or wild collection areas.

1.1 Information on biodiversity is collected in cultivation or wild collection areas.

1.1.1 **Critical** Information on biodiversity relevance of cultivation or wild collection areas is available, using datasets, existing studies, official classifications or local knowledge. Biodiversity relevance is defined considering, inter alia:

- Natural protected areas and other officially classified conservation areas
- Ecosystems that are significant for their ecological functions and services. These ecosystems may include primary or secondary forests, savannas, deserts, grassland, water bodies, meadows, scrub land, and fallow land
- Peatlands and other areas of high below-ground carbon stocks
- Habitats that contain significant species diversity or populations, including species that naturally occurring, endemic, rare, threatened or endangered
- Landscapes, sites, fauna and flora linked to the cultural identity, livelihood and wellbeing of local communities. For example, the biodiversity in these places may be fundamental satisfying basic necessities (e.g. health, nutrition, housing, income generation of local communities), or otherwise have historical, archaeological, cultural significance

1.1.2 **Critical** Threats to biodiversity in the cultivation or wild collection areas are identified through studies, risk assessments or local knowledge. Threats considered include:

- Deforestation
- Pollinator decline and other species loss
- Invasive species
- Pollution and overexploitation of air, soil, water and other natural resources
- Changing weather conditions and natural disasters
- Loss and fragmentation of natural and semi-natural habitats
- Other types of degradation of ecosystems

1.1.3 **Regular** Existing strategies, plans, or initiatives – public or private – that contribute to maintaining, regenerating, or enhancing biodiversity in the cultivation or wild collection areas are identified.

1.2 Concrete actions are taken to maintain, regenerate, or enhance biodiversity in cultivation or wild collection areas.

1.2.1 **Minimum requirement** Current cultivation, wild collection or related activities have not resulted in the conversion or deforestation of intact ecosystems, from 1 January 2014 onwards.

1.2.2 **Critical stepwise** Concrete actions to maintain, regenerate, or enhance biodiversity are initiated or supported in cultivation or wild collection areas, considering the information gathered under **1.1.1**. Examples of possible concrete actions are listed in Box 4.

1.2.3 **Critical stepwise** If none of the examples under **1.2.2** are relevant in cultivation or wild collection areas, other relevant actions are initiated or supported, considering the information gathered under **1.1.1**.

1.2.4 **Critical stepwise** Targets are set for concrete actions undertaken under **1.2.2** and **1.2.3** that allow for assessment of progress and impact.

1.3 To ensure relevance and continuous improvement, concrete actions are periodically adjusted to changing conditions.

1.3.1 **Critical stepwise** Concrete actions in cultivation or wild collection areas are monitored and assessed at least every three years in relation to targets set under **1.2.4**.

1.3.2 **Regular** Concrete actions are updated to enhance performance and impact in line with the results of monitoring and assessment under **1.3.1**.

1.3.3 **Regular** In case of unintended adverse consequences on biodiversity, concrete actions are modified accordingly.

Box 4

Examples of concrete actions to maintain, regenerate or enhance biodiversity

Actions to protect and regenerate ecosystems and habitats, including:

- Contributing to management plans and monitoring systems for water basins, forests and other relevant habitats
- Setting aside lands in cultivation and collection sites that are free from agrochemicals and allow for regeneration of natural vegetation
- Creating spaces or buffers to safeguard sensitive areas from cross-contamination
- Prioritize water canal, trenching and other natural infrastructure for soil drainage

Actions to protect and regenerate biodiversity in specific areas, including:

- Setting up, maintaining or regenerating areas covered by naturally occurring, rare, protected and endangered vegetation
- Setting up, maintaining or regenerating areas covered by vegetation that supports the presence of naturally occurring, rare, protected and endangered animal species
- Managing vegetation cover in set-aside land, and other land fields
- Providing nesting and foraging sites for beneficial insects, including host plants pollinators
- Securing and restoring critical breeding grounds for aquatic species along rivers and in wetlands
- Incorporating or maintaining non-crop native vegetation cover in non-productive areas in collection and cultivation sites (e.g. border planting, live fences, shade trees, grassland, set-aside land)

Actions to protect plant and animal species, including:

- Regenerating or maintaining vegetation bordering waterways as important habitats
- Protecting or restoring natural structures (e.g. trimming of hedgerows, replanting hedges, maintaining stone walls, planting flower or buffer strips)
- Implementing bare ground and low till practices to allow soil and ground nesting

Actions to promote habitat connectivity, including:

- Creating corridors that connect habitats in cultivation or collection areas
- Enhancing field margins in cultivation or collection areas (e.g. live fences, hedges, ditches, areas around waterways and other road and field margins)

PRINCIPLE 2
SUSTAINABLE USE OF BIODIVERSITY

This principle fosters cultivation and wild collection practices that advance sustainable use of biodiversity. It encourages cultivation and wild collection practices that promote natural and regenerative processes.

This may include organic farming practices, which are promoted but not required. Principle 2 practices concern key components of biodiversity such as species diversity and genetic diversity. These practices also extend to soil, water and air in cultivation and wild collection sites. When practices differ for cultivation or wild collection this is specifically mentioned.

2.1 Practices are adopted to ensure sustainable use of the species cultivated or wild collected, and to prevent or mitigate negative impact on other species

2.1.1 **Minimum requirement** Cultivation, wild collection and trade in cultivated and wild collected species comply with laws and regulations implementing the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and other national or local rules on rare, threatened or endangered species.

2.1.2 **Minimum requirement** Cultivation and wild collection activities do not take place in protected areas where such activities are not allowed.

2.1.3 **Critical stepwise** In protected areas where cultivation and wild collection activities are allowed, such activities take place in line with official management plans.

2.1.4 **Critical** Cultivation and wild collection activities do not intentionally introduce invasive species, as defined in the 'Global Register of Introduced and Invasive Species,' other scientific information, and local knowledge.

2.1.5 **Critical** If cultivation and wild collection activities involve invasive species, which as per **2.1.4** have not been intentionally introduced, measures are taken to avoid the spread of these species beyond cultivation and wild collection sites.

2.1.6 **Critical** The species cultivated are not genetically modified organisms.

2.1.7 **Regular** Cultivation and wild collection activities do not introduce genetically modified organisms into cultivation and wild collection sites.

For wild collection (2.1.8–2.1.13)

2.1.8 **Critical stepwise** Characteristics of wild collection sites are identified using field observations, existing studies or local knowledge. Characteristics to be considered include location and size of the land used, non-collection areas, presence of relevant habitats and species, and land use changes over time.

2.1.9 **Critical stepwise** Information is available on the status of the wild collected species within the wild collection site. Species inventories, scientific studies or local knowledge are used to obtain information on issues such as conservation status, population location and structure, reproduction and replacement rates, and interdependencies with other species.

2.1.10 **Critical** Wild collection practices are based on scientific information or local knowledge to avoid negatively affecting the long-term survival of the population of wild collected species or its interdependent species. Examples of possible sustainable use practices for wild collection are listed in Box 5.

Box 5

Examples of sustainable use practices in wild collection

- Collection quantities and intensity ensure regeneration over time:
  - Frequency of collection should at least not exceed replacement rate
  - For plants that reproduce by seed or spore, sufficient plants are allowed to reach reproductive age
  - For plants that reproduce by bulb, corms, root, or rhizome, sufficient numbers are left on site
- If bark is collected, it is in ways appropriate to the species and preferably involve removal of bark from limbs rather than the trunk of living trees
- Collection considers, for instance, the size and age of plants and reproductive and precipitation cycles to ensure most effective use
- Only plant parts required for production are collected
- Avoiding contamination or degradation of habitats, food sources, and water provision for wild animals, insects, and other plants
- Resolving human-wildlife conflicts in a way that does not harm wildlife (e.g. no hunting)

2.1.11 **Regular** The purchasing schedule for the natural raw material respects suitable time and methods for the wild collection of the species.

2.1.12 **Critical stepwise** Pickers and other relevant actors have the skills to implement wild collection practices as required in **2.1.1** to **2.1.11**.

2.1.13 **Regular stepwise** Wild collection practices are assessed for performance and impact and adjusted with a view to continuous improvement, changing conditions and/or addressing unintended negative effects.

For cultivation (2.1.14–2.1.24)

2.1.14 **Critical stepwise** Characteristics of the cultivation sites are identified using field observations, existing studies and local knowledge. Characteristics to be considered include location and size of land used, non-cultivation areas, presence of relevant habitats and species, and land use changes over time.

2.1.15 **Critical** Characteristics of the cultivated species are identified using field observations, existing studies and local knowledge. Characteristics to be considered include the plant variety, production cycle, yields, propension to pests and diseases, and interdependency with other crops and species.

2.1.16 **Critical** Cultivated species are rejuvenated or renovated as needed to maintain yields and plant health.

2.1.17 **Critical** For new planting, including propagation, plant varieties are selected and used, based on consideration such as yield, resistance against pests, diseases and drought, inputs required, product quality, genetic diversity and adaptation to local conditions.

2.1.18 **Critical** Purchase of seed and planting material is done through trusted and/or certified organisations.

2.1.19 **Critical** In case of on-site production of seeds and planting material, actions are taken to ensure that the seeds, seedlings, and new plants are free from pests, fungal infections and toxic weed seeds.

2.1.20 **Critical** New plantings follow cropping patterns that take into account issues such as varietal requirements; geographical, ecological and agronomic conditions; diversification and intercropping; planting density; crop rotation; and fallow periods.

2.1.21 **Critical** Cultivated species are managed to ensure optimal yields and avoid conflict with other cultivated and interdependent wild species. Examples of possible sustainable use practices for cultivation are listed in Box 6.

2.1.22 **Regular** Purchasing schedule for natural raw material respects suitable time and methods for the cultivation of the species.

2.1.23 **Critical stepwise** Farmers, workers and other relevant actors have the training and skills to implement cultivation practices as required in **2.1.1**–**2.1.7** and **2.1.14**–**2.1.22**.

2.1.24 **Regular stepwise** Cultivation practices are assessed for performance and impact and adjusted with a view to continuous improvement, changing conditions, and/or addressing unintended negative effects.

Box 6

Examples of sustainable use practices in cultivation

- Pruning of cultivated species that ensures access to beneficial organisms, wind and sunlight
- Soil and water management as described in 2.3
- Consideration of pollinator and bird life cycle to avoid negatively affecting their populations
- Consideration of weed life cycle to reduce competition with cultivated species and need of herbicides
- Harvest conducted in time and with methods for optimizing quality and plant health
- Avoiding contamination or degradation of habitats, food sources, and water provision for wild animals, insects, and other plants
- Resolving human-wildlife conflicts in a way that does not harm wildlife (e.g. no hunting)

2.2. Cultivation and wild collection practices promote climate resilience

2.2.1 **Regular stepwise** Information on the potential implications of changes in local climatological conditions for the cultivated or wild collected species is gathered from existing studies and other scientific or local knowledge.

2.2.2 **Regular stepwise** Cultivation and wild collection practices are adopted to improve climate resilience. Examples of possible practices for climate resilience include planting drought-resistant species and adapting irrigation systems to changing needs.

2.3 Soil and water conditions are conserved or improved in cultivation and wild collection sites

2.3.1 **Critical** Information on the level and quality of ground and surface water in cultivation and wild collection sites is gathered through existing studies and other scientific or local knowledge.

2.3.2 **Critical** Practices are adopted in cultivation, wild collection and related activities to conserve and enhance the quality of surface and ground water, including through practices to reduce pollution foreseen in 2.4 and 2.5.

2.3.3 **Regular** Practices are adopted in cultivation, wild collection and related activities to maintain levels of surface and ground water. Examples of practices to maintain water levels are listed in Box 7.

Box 7

Examples of practices to conserve water levels

- Comply with the applicable laws and permits for the withdrawal of surface or ground water
- Prefer water from renewable sources such as rain or water treatment facilities
- (For cultivation) Use of plant varieties better adapted to climatic conditions in the cultivation sites
- (For cultivation) Use the most efficient irrigation techniques (e.g. drip irrigation, sprinklers, evening irrigation)
- (For cultivation) Define water application based on available information, including on the needs of the cultivated species, the local meteorological information, and the irrigation system performance
- (For cultivation) Document water applications and use
- (For cultivation) Improve insulation and ground water retention by planting appropriate trees and plants and creating relevant natural structures (e.g. ditches, check dam, ponds, terraces)

2.3.4 **Critical stepwise** (For cultivation) Information on soil structure, fertility and nutrient contents, stability, moisture and drainage conditions in cultivation sites is gathered through soil analysis, existing studies and other scientific or local knowledge.

2.3.5 **Critical** (For cultivation) Practices are adopted to maintain or improve soil fertility and nutrient contents. Examples of possible practices are listed in Box 8.

2.3.6 **Critical** Practices are adopted to conserve and improve soil stability and drainage. Examples of possible practices are listed in Box 9.

Box 8

Examples of practices to maintain or improve soil fertility

- Use of local varieties better adapted to soil conditions in the cultivation sites
- Consideration of nutrient requirements of the cultivated species and compensation for nutrient loss
- Cover soil with appropriate cover crops or organic matter (e.g. mulch, crop residue, green leaf manure, vermicompost, neem cake)
- Crop rotation plans that include planting nitrogen-fixing species, crops with different soil use, and plants with deep roots and good foliage that decomposes into biomass
- Establish fallow periods
- Intercropping or inter-tillage with grasses, oilseeds, etc.
- Use of manure and livestock grazing for soil management

Box 9

Examples of practices for soil stability and drainage

- Planting tree borders to reduce soil erosion
- Revegetating steep areas
- Planting cover vegetation that contributes to aggregate soil stability
- Not using fire to clear vegetation when preparing fields
- Avoiding use of heavy machinery, especially in areas with wet, fragile soils or with high risk of soil erosion
- (For cultivation) Building terraces and other natural structures to reduce land slope
- (For cultivation) Digging trenches, water canals and other natural structures to contribute to drainage

2.3.7 **Critical stepwise** Producers, workers and other relevant actors have the training and skills to implement requirements in **2.3.1**–**2.3.6**.

2.3.8 **Regular stepwise** Practices to conserve or improve soil and water conditions are assessed for performance and impact and adjusted with a view to continuous improvement, changing conditions, and/or addressing unintended negative effects.

2.4 Practices are adopted to prevent and mitigate the negative impact of the use of agrochemicals

2.4.1 **Critical** Cultivation, wild collection and related activities do not use any of the agrochemicals banned by UEBT (see UEBT Lists of Agrochemicals that are Prohibited or to which Risk Mitigation Measures Apply, July 2020) or prohibited in the countries where cultivation or wild collection activities take place.

2.4.2 **Critical** Appropriate mitigation practices are followed if cultivation, wild collection and related activities use agrochemicals are considered to be of restricted use (see UEBT Lists of Agrochemicals that are Prohibited or to which Risk Mitigation Measures Apply, July 2020).

2.4.3 **Critical stepwise** (For cultivation) Monitoring of pest management is conducted and the results are used to define the integrated pest management practices in cultivation sites. Examples of considerations in the monitoring of pest management are listed in Box 10.

Box 10

Examples of considerations in monitoring of pest management

- Occurrence of weeds, pests, and natural enemies
- Health of cultivated species, its diseases and its built-in compensation abilities
- Soil conditions relevant for pest management (e.g. soil composition)
- Climatic conditions relevant for pest management
- Application of pest control treatments
- Economically important pests for each cultivated species in cultivation area, even if not observed in the field
- Site-specific natural antagonists, biological, physical and other non-synthetic methods/substances to combat pests

2.4.4 **Critical stepwise** (For cultivation) Integrated pest management includes practices suitable to the cultivated species and cultivation conditions that prevent the occurrence of pests and enhance the use of biological control. Examples of those practices are listed in Box 11.

Box 11

Examples of integrated pest management

- Create or maintain ecological infrastructures, flowering strips or field margins, set aside areas and similar that function as reservoir for pest antagonists (e.g. natural enemies)
- Alternation or mix of different species and plant varieties to disrupt pest cycles
- Regular cleaning of equipment to prevent spreading of harmful organisms
- Preference for the use of physical and other non-synthetic methods and substances (e.g. neem and other natural extracts) for pest control
- Use synthetic pesticides with care, through measures such as:
  - Preference for low-toxicity chemical pesticides and selective chemicals
  - Use of pesticides sold by authorized vendors, in original and sealed packaging
  - Rotation of pesticides to reduce resistance (e.g. alternating chemical family)
  - Application only if pest occurs and exceeds levels defined for specific species and area (no calendar or preventive applications)
  - Application only in impacted areas (spot application) and never in non-farmed areas
  - Application following threshold levels, application intervals and conditions advised by labels, scientific information, or competent experts
  - Regular calibration and maintenance of equipment for application
  - Creation of buffer zones to limit cross contamination

2.4.5 **Critical stepwise** (For cultivation) Practices are adopted to reduce the use of herbicides, following a pre-established, annually monitored plan. The plan should cover a maximum period of three years in the case of perennial woody species, and six years in the case of perennial, biennial and annual herbaceous species. Examples of considerations in the plan for herbicide reduction are listed in Box 12.

Box 12

Examples of considerations in plan for herbicide reduction

- Cultivation practices (as per 2.1, 2.2, 2.3) suitable to cultivated species and cultivation conditions that prevent the occurrence of weeds and enhance the use of biological control
- Preference for the use of physical and other non-synthetic methods and substances (e.g. manual removal of weeds) for weed control
- Annual monitoring of:
  - Occurrence of types of weeds
  - Frequency of applications and typology of treatments for weed control
  - Effects of weeds on crops safety, quality, and yields
  - Climatic conditions relevant for weed control
- Use synthetic pesticides with care, through measures such as:
  - Preference of low-toxicity chemical herbicides and selective chemicals
  - Use of herbicides sold by authorized vendors, in original and sealed packaging
  - Rotation of herbicides to reduce resistance (e.g. alternating chemical family)
  - Application only if weed presence has negative impacts on the safety of the cultivated species (no calendar spraying) and only in the impacted areas (spot application)
  - Application following threshold levels, application intervals and conditions advised by labels, scientific information or competent experts
  - Creation of buffer zones to limit cross contamination
- Regular calibration and maintenance of equipment for application

2.4.6 **Critical stepwise** (For cultivation) Practices are adopted to minimise the use of synthetic fertilisers and enhance the use of alternatives. Examples of practices to minimise the use of synthetic fertilisers are listed in Box 13.

Box 13

Examples of practices to minimise the use of synthetic fertilisers

- Analysis and management of soil conditions as per 2.3
- Preference for organic fertilizers and by-products available at farm level
- Use of synthetic fertilisers only if nutrients are still lacking after the use of alternatives
- Use of synthetic fertilisers with care, through measures such as:
  - Preference for low-toxicity synthetic fertilizer
  - Use of fertilizers sold by authorized vendors, in original and sealed packaging
  - Application in such a way that nutrients become available when and where crops need them
  - Application respects threshold levels, application intervals and conditions advised by labels, scientific information or competent experts
  - Regular calibration and maintenance of equipment for application
  - Creation of buffer zones to limit cross contamination

2.4.7 **Critical** The storage, cleaning and disposal of agrochemicals do not cause contamination of soil, water, air and other natural resources. Examples of practices to avoid contamination by agrochemicals are listed in Box 14.

Box 14

Examples of practices to avoid contamination by agrochemicals

- Storing agrochemicals and surplus from application in original containers and packaging and in accordance with label instructions
- Cleaning and storing containers and application equipment in ways and facilities that ensure complete isolation and no risks of spill over in cultivation fields, water bodies and other natural areas
- Maintaining an up-to-date agrochemical stock inventory, which includes:
  - date of purchase
  - product name and active ingredient
  - volume
  - date of expiration
- Disposing of agrochemicals, containers, and equipment in line with national and local regulations and through collection and recycling programs that minimise environmental risks

2.4.8 Critical Application of agrochemicals is documented, including the name of the product; the specific purpose and date of the application; the cultivation site and cultivated species at issue; the targeted pests, weeds or nutrient deficiency, as applicable; and the dosage and volumes used.

2.4.9 Critical stepwise In situations where agrochemicals are used, producers, workers and other actors in charge of their application and handling have the training and skills to implement the requirements in **2.4.1**–**2.4.8**.

2.5 Measures are taken to improve energy efficiency and reduce waste and contamination in cultivation and collection sites

2.5.1 Critical stepwise Information on energy consumption and waste production from cultivation and wild collection activities in cultivation and wild collection sites is gathered through studies, analyses and field observations of issues such as quantity and quality of energy used, type and volumes of waste produced, and contamination risks.

2.5.2 Regular Measures are adopted to optimise energy use in cultivation, wild collection and related activities. Measures could include diversifying energy sources and improving energy efficiency.

2.5.3 Regular Measures are adopted to reduce contamination and emission of greenhouse gases deriving from energy use in cultivation, wild collection, and related activities.

2.5.4 Critical stepwise Measures are adopted to reduce waste and any contamination produced by waste from cultivation, wild collection, and related activities through minimizing waste generation, reuse and recycling. Examples of measures to reduce waste and waste contamination are listed in Box 15.

2.5.5 Critical stepwise Producers, workers and other relevant actors have the training and skills to implement the requirements in **2.5.1**–**2.5.4**.

2.5.6 Regular stepwise Measures to optimise energy use, reduce contamination from energy use, and improve waste management in cultivation and collection sites are assessed for performance and impact and adjusted with a view to continuous improvement, changing conditions, and/or addressing unintended negative effects.

Box 15

Examples of measures to reduce waste and waste contamination

- The loss of harvest is minimised
- Opportunities for use of by-products or co-product are explored
- Electricity and organic fertilisers are generated from waste
- Waste, including plastic waste, is never disposed in nature
- Waste is not burned, except in incinerators technically designed for the specific waste type
- Waste is stored only in designated areas separated from housing, water bodies and other natural areas, cultivation and collection sites
- Waste is stored in a way that ensures there is no spill-over or leakage
- Waste disposal follows regulations and practices that do not pose environmental risks
- Waste is segregated based on available waste disposal options
- Wastewater is not discharged into water bodies unless with required permits
- Untreated sewage is not discharged in water bodies
- Untreated sewage and wastewater are not used for irrigation or processing activities
- Treated sewage is discharged in water bodies only if it has required permits
- Treated sewage is only used for irrigation or processing if it complies with latest WHO guidelines for the safe use of wastewater and excreta in agriculture and aquaculture
- Treated wastewater is only used for irrigation or processing if it meets recognised criteria and permits and if not applied to land with very sandy or highly permeable soils and steep slopes
- Building sediment control basins, filter strips and other natural infrastructures to capture eroded or disturbed soil and other possible contaminants and prevent infiltration in water bodies
- Creating buffer zones around surface water and other natural areas to protect from cross contamination
- Planting species with water purification functions

PRINCIPLE 3
FAIR AND EQUITABLE SHARING OF BENEFITS DERIVED FROM THE USE OF BIODIVERSITY

This principle advances long-term relationships and payment of fair prices to producers – that is, the local pickers or farmers collecting or cultivating plants used for natural raw materials. It seeks to ensure such activities contribute to local development needs in the cultivation and collection areas. Moreover, it promotes compliance with legal requirements and good practices on access and benefit sharing (ABS).

3.1 Prices paid for natural raw materials are fair

3.1.1 Critical Prices paid to producers of natural raw materials are based on cost-calculation and cover, at a minimum, the costs of production – including labour, materials, overheads, and margin – undertaken in line with the practices defined in this standard, such as those related to conservation and sustainable use, human and worker rights and conditions.

3.1.2 Critical stepwise Cost calculations consider the average time spent by producers on cultivation or wild collection activities related to the raw material, at a rate proportional at least to the national minimum wage or, in absence of a national minimum wage, the local opportunity cost for labour. Calculations are based on amounts of natural raw materials collected or harvested during regular working hours.

3.1.3 Critical Cost calculations are periodically reviewed to reflect changes in cost of living and costs associated to the stepwise improvement measures required by this standard.

3.1.4 Critical stepwise Measures are in place to contribute to a living income for producers of natural raw materials. Examples of measures to contribute to a living income are listed in Box 16.

Box 16

Examples of measures to contribute to a living income

- Valuing the average time spent by producers on cultivation or wild collection activities for the natural raw material at a rate proportional at least to a living wage (see 6.3.2 on definition and calculation of living wage)
- Investing in technologies that increase yield and quality
- Supporting the diversification of local revenue streams

3.2 Sourcing arrangements with producers are based on dialogue, trust and long-term collaboration

3.2.1 Critical Producers perceive discussions on commercial agreements to take place in a respectful, balanced and inclusive manner.

3.2.2 Critical stepwise Discussions on sourcing arrangements with producers are based on transparent, complete and accessible information to allow a good understanding of relevant issues.

3.2.3 Critical stepwise Sourcing arrangements with producers establish long-term collaboration, covering at least three years.

3.2.4 Regular Payment terms to producers are reasonable and place them under no undue pressure. If requested and justified, pre-financing is available for producers for at least part of the contract value.

3.2.5 Regular stepwise In case of high levels of producer dependency on the natural raw materials, strategies are in place to minimize any significant negative impact of the termination of sourcing relationships on producers and their communities in cultivation and wild collection areas.

3.3 Local development needs, as defined by producers and their communities in the cultivation or wild collection areas, are supported

3.3.1 Critical stepwise Producers and their communities in cultivation or wild collection areas are periodically consulted on local development needs and goals, and the results of consultations are taken into account in measures taken under **3.3.2**–**3.3.5**.

3.3.2 Regular stepwise When labour is hired for cultivation or wild collection activities, priority is given, to the extent possible, to workers from communities in cultivation or wild collection areas.

3.3.3 Regular stepwise Value addition in countries where cultivation or wild collection takes place is promoted.

3.3.4 Regular stepwise Measures are in place to strengthen capacities of producers to adapt to changing climatological conditions, for example through income diversification.

3.3.5 Critical stepwise Projects are in place to support producers, if required by local circumstances such as lack of living income. Such projects may entail technical or financial resources to support local livelihoods and capacities or advance other local development goals.

3.4 Use of natural raw materials complies with applicable legal requirements on access and benefit sharing (ABS)

3.4.1 **Critical** Applicability of ABS legal requirements is defined for research, product development, commercialisation or other relevant activities involving natural raw materials.

3.4.2 **Critical stepwise** If ABS legal requirements apply, measures are taken to ensure necessary permits and agreements are in place, prior to undertaking further activities.

3.4.3 **Critical stepwise** If ABS permits and agreements are in place, activities are undertaken and benefits are shared in line with the mutually agreed terms and, whenever possible, directly support local livelihoods and the conservation and sustainable use of biodiversity.

3.5 In cases where no legal requirements on ABS apply, the utilization of genetic resources and associated traditional knowledge accessed from indigenous peoples and local communities respects ABS principles

3.5.1 **Critical stepwise** Due diligence is exercised to identify research and development activities that involve utilisation of genetic resources or associated traditional knowledge accessed from indigenous peoples and local communities.

3.5.2 **Regular stepwise** Research and development activities identified in **3.5.1** are only undertaken with the prior informed consent of the indigenous peoples or local communities providing the genetic resources or associated traditional knowledge is in place in line with Criteria 7.2.

3.5.3 **Regular stepwise** Research and development activities mentioned in **3.5.1** are only undertaken with an agreement for fair and equitable benefit sharing with the indigenous peoples or local communities providing the genetic resources or associated traditional knowledge, in line with Criteria 7.2.

3.5.4 **Regular stepwise** Discussions on prior informed consent and fair and equitable benefit sharing take place in line with internationally recognised principles including dialogue, participation, provision of complete and accessible information and respect for customary laws and practices.

3.6 Patents and other intellectual property rights respect the rights of countries, indigenous peoples and local communities over genetic resources and associated traditional knowledge

3.6.1 **Critical stepwise** Patent applications for inventions based on, derived from or developed utilizing genetic resources and associated traditional knowledge involve claimed subject matter that is clearly distinguishable from naturally occurring genetic or biochemical components and associated traditional knowledge.

3.6.2 **Regular** Patent applications for inventions mentioned in **3.6.1** disclose the source or country of origin of the genetic resources and associated traditional knowledge.

3.6.3 **Regular** Patents and other intellectual property rights do not run counter to agreements on access to genetic resources and associated traditional knowledge, their utilization or sharing of resulting benefits.

PRINCIPLE 4
SOCIO-ECONOMIC SUSTAINABILITY (PRODUCTIVE, FINANCIAL AND MARKET MANAGEMENT)

This principle promotes the integration of relevant requirements in the Ethical BioTrade Standard in operations and management systems, including quality and traceability systems.

The integration of requirements in criteria 4.1 and 4.2 takes place at the level of UEBT member organisations. Criteria 4.3. and 4.4. also apply at the cultivation and wild collection level (i.e. processing companies).

4.1 Ethical BioTrade practices are promoted through organisational operations and management systems

4.1.1 **Critical stepwise** Formal commitments are established to advance Ethical BioTrade practices.

4.1.2 **Critical** Policies and procedures are in place to advance Ethical BioTrade practices within the organisation and along its supply chains for natural raw materials.

4.1.3 **Critical stepwise** Policies and procedures in **4.1.2** gather and assess information on Ethical BioTrade practices and foresee measures to address gaps and risks.

4.1.4 **Critical stepwise** Implementation of measures in **4.1.3** and progress on targets in **4.1.1** is periodically monitored and the outcomes are evaluated.

4.1.5 **Critical** Reporting, communication, and marketing claims regarding Ethical BioTrade practices adequately reflect the targets, policies, measures and outcomes in **4.1.1**–**4.1.4**.

4.1.6 **Critical** Mechanisms are in place to address disputes arising from the implementation of Ethical BioTrade practices.

4.2 Resources are available to implement Ethical BioTrade practices

4.2.1 **Regular** Resource planning is periodically undertaken to allow for the implementation of commitments and targets in **4.1.1**.

4.2.2 **Critical** Adequate financial and human resources are made available to implement Ethical BioTrade practices in organisational operations, management systems, and relevant supply chains.

4.3 Quality systems are aligned with market requirements

4.3.1 **Critical** Quality requirements for the natural raw materials – both in countries where cultivation, wild collection or processing takes place and in target markets – are known.

4.3.2 **Critical** Procedures and practices are in place to meet the quality requirements in **4.3.1**.

4.3.3 **Critical** Mechanisms are in place to address quality deviations and continuous improvement processes.

4.3.4 **Critical** Measures are taken during harvest and post-harvest activities to ensure the quality of the natural raw materials. Examples of measures are listed in Box 17.

Box 17

Examples of measures to ensure quality of raw material in harvest and post-harvest

- Harvesting at the right times and intervals
- Applying correct harvesting techniques
- Cleaning harvesting tools and equipment
- Storage of materials in clean, dry and aerated places
- Use of approved packaging materials
- Preventing contamination by foreign matter

4.4 A traceability system is in place in line with market, certification and legal requirements

4.4.1 **Critical** A documented traceability system is in place, with clear procedures, control points, record keeping processes, roles and responsibilities. The level of required traceability is clearly defined: at a minimum, it allows identifying the country of cultivation or wild collection.

4.4.2 **Critical** A product identification system is in place for natural raw materials that require segregation, such as natural raw materials that are certified or subject to specific permits and authorisations. Records are kept of relevant sales and purchase documents, and the integrity of the product identification system is continuously monitored. Examples of practices within a product identification system are listed in Box 18.

Box 18

Examples of practices within a product identification system

- Natural raw materials that need to be segregated are clearly identified and kept separate during all stages of sourcing activities, both physically and in documentation
- For natural raw materials that need to be segregated, information is available on volumes before and after completion of any processing or transformation that may affects volumes
- In case of contract services (e.g. for processing, transportation, or storage), measures are taken to ensure that natural raw materials that need to be segregated are traceable at all stages
- Volumes of natural raw materials that need to be segregated are not higher than those supplied by the relevant farmers or pickers
- Critical control points (e.g. warehouses or processing facilities) are regularly monitored to ensure traceability of natural raw materials that need to be segregated
- Farmers or pickers follow the rules and procedures of established traceability and product identification systems

4.4.3 **Critical** Upstream suppliers have systems in place that provide the required level of traceability.

4.4.4 **Critical stepwise** In cultivation and wild collection sites, traceability systems identify farmers or pickers, the location of cultivation or wild collection, production volumes, and prices paid to producers.

PRINCIPLE 5
COMPLIANCE WITH NATIONAL AND INTERNATIONAL LEGISLATION

This principle promotes and facilitates compliance with principles, laws and regulations relevant to the cultivation, collection, supply, research, processing or commercialisation of natural raw materials. It identifies certain national laws and regulations, as well as international agreements, with particular relevance to Ethical BioTrade practices.

5.1 Activities respect laws and regulations that are applicable and relevant to Ethical BioTrade practices

5.1.1 **Critical stepwise** Laws and regulations relevant to Ethical BioTrade practices have been identified, including on:

- Biodiversity conservation
- Sustainable use of biodiversity
- Air quality, water quality and waste disposal
- Use of agrochemicals
- Access to genetic resources and associated traditional knowledge and fair and equitable sharing of benefits derived from their utilization
- Human, worker and children's rights
- Land tenure rights
- Rights of indigenous peoples and local communities

5.1.2 **Critical** No evidence exists of ongoing or unresolved non-compliance with relevant laws and regulations, unless such laws or regulations have become obsolete through sustained non-enforcement or de facto tolerance by the authorities.

5.1.3 **Regular stepwise** In cases where national laws and regulations offer less protection for people or biodiversity than foreseen in this standard, additional measures are taken for compliance with the standard's stricter requirements and the internationally recognized principles mentioned in **5.2.1**.

5.2 Activities respect international agreements relevant to Ethical BioTrade practices

5.2.1 **Regular** International agreements relevant to Ethical BioTrade practices, including the Convention on Biological Diversity (CBD), the Nagoya Protocol on Access and Benefit Sharing (ABS), Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), International Labour Organisation (ILO) conventions, the UN Declaration on the Rights of Indigenous Peoples, the UN Declaration on the Rights of Peasants and Other People Working in Rural Areas and the UN Guiding Principles on Business and Human Rights (UNGPs), have been identified.

5.2.2 **Critical** No evidence exists of ongoing or unresolved non-compliance with the principles of relevant international agreements, as well as decisions and guidelines adopted under these agreements – particularly if no relevant national laws or regulations exist or apply.

PRINCIPLE 6
RESPECT FOR RIGHTS OF ACTORS INVOLVED IN BIOTRADE ACTIVITIES

This principle promotes respect of human and workers' rights and decent labour conditions along the supply chain, taking into account relevant conventions of the International Labour Organisation (ILO) and national regulatory frameworks.

It focuses on respect for rights at the level of UEBT member companies, as well as in cultivation and wild collection activities (i.e. producers and local processing companies).

6.1 Respect for human rights

6.1.1 **Minimum requirement** There is no evidence of ongoing or unresolved infringement of human rights.

Box 19

Examples of human rights issues potentially relevant to sourcing activities

- The right to freedom from discrimination (race, colour, sex, sexual orientation, gender reassignment, disability, marital status, age, HIV/AIDS status, religion, political opinion, language, property, nationality, ethnicity or social origin' regarding participation, voting rights, the right to be elected, access to markets, or access to training, technical support or any other benefits)
- The right to freedom from slavery and forced labour (modern slavery)
- The right to gender equality
- The rights to education and to protection of the child (child labour)
- The rights to liberty and security of the person (workplace harassment and violence)
- The right not to be subjected to torture, cruel, inhuman and/ or degrading treatment or punishment (harassment)
- The right to an adequate standard of living
- The right to enjoy just and favourable conditions of work
- The right to freedom of association and collective bargaining
- The rights to life and health (health and safety)

6.1.2 **Critical stepwise** A commitment is in place to respect human rights. The commitment applies to those people and groups that could be adversely impacted by sourcing activities along the supply chain (e.g. workers, contractors, communities in the cultivation and collection areas), with a focus on more vulnerable groups (e.g. women, children, indigenous peoples, illiterate farmers, seasonal workers and migrant workers).

The commitment includes a description of human rights issues relevant to sourcing activities, as that term is understood in the UN Guiding Principles Reporting Framework. Examples of human rights issues are listed in Box 19.

6.1.3 **Critical stepwise** Policies and procedures are in place to implement commitments mentioned in **6.1.2** within the organisation and along its supply chains for natural raw materials, including through measures such as:

- the specific allocation of resources to fulfilling responsibilities towards human rights
- the designation of responsibility and accountability within relevant organisations
- the creation of incentives to empower individuals to respect human rights
- the creation of appropriate governance structures
- the rolling out of tailored and targeted training and awareness-raising programmes
- the implementation of structures (e.g. contracts, trainings, lesson-sharing forums) to enable respect for human rights
- the monitoring and reporting of the impact of these measures

6.1.4 **Critical stepwise** Policies and procedures in **6.1.3** gather and assess information on actual and potential human rights impacts and foresee measures to address gaps and risks. To this end, policies and procedures consider the human rights due diligence process outlined in the UN Guiding Principles on Business and Human Rights (see Box 20).

Box 20

Human rights due diligence process

A human rights due diligence process, as understood in the UN Guiding Principles on Business and Human Rights, entails an ongoing risk management process to identify, prevent, mitigate and account for how the company addresses its adverse human rights impacts.

The process is underpinned by engagement with potentially impacted stakeholders and other relevant stakeholders, proxies and experts. It includes the four steps of:

- assessing actual and potential human rights impacts
- integrating and acting on the findings
- tracking responses
- communicating about how impacts are addressed

6.1.5 **Critical stepwise** Measures are foreseen to deal with situations in which high risk of discriminatory or abusive practices is identified, including through assessments conducted under **6.1.4**. Measures may include those listed in **6.1.3**, as well as short term or urgent actions to safeguard the victim and secure information and assessment of further actions and services needed.

6.1.6 **Regular stepwise** Effective channels for hearing concerns, complaints and grievances from potentially impacted stakeholders are in place. These entail the ability to provide adequate remedy to affected individuals. The effectiveness of channels is determined by reference to the effectiveness criteria for grievance mechanisms contained in the UN Guiding Principles on Business and Human Rights.

6.2 Children's rights are respected

6.2.1 **Minimum requirement** The minimum age for employment is 15 years, or higher if defined by national law.

6.2.2 **Critical** Young workers may perform work which, by its nature or the circumstances in which it is carried out, is unlikely to harm the health, safety or morals of children. This means in particular that young workers are unable to perform work which takes place in a hazardous environment, is performed at night or over long hours (over 8 hours), is excessively difficult, or interferes with schooling or vocational orientation and training.

6.2.3 **Critical** Family labour is only accepted if:

- It concerns work that does not jeopardize children's physical and/or moral well-being
- It does not hinder children's education and personal development, including the right to play and to participate in recreational activities, as defined in the UN Convention on the Rights of the Child
- Children below 15 years old are accompanied by an adult

6.2.4 **Critical** If workers are allowed to have children younger than the applicable minimum working age accompany them to the workplace, measures are in place to ensure the children:

- Are not helping their parents in their work
- Are provided with a place to stay that is clean and safe for their age
- Are under adult supervision at all times

6.3 Workers' rights are respected

6.3.1 Minimum requirement Wages of workers are paid at least in line with official minimum wage regulations, collective bargaining agreements, or other applicable official wage regulations.

6.3.2 Critical stepwise Formal commitment and targets are in place to advance towards a living wage for workers.

6.3.3 Critical Wages are paid regularly and in legal tender, and there is no limitation on freedom of workers to receive and use their wages.

6.3.4 Critical Legal disciplinary measures are limited, balanced, and known by workers. If these measures are applied, this is documented and done transparently and with prior knowledge of workers involved.

6.3.5 Critical There is no evidence that workers are denied the right to join a union or to create or participate in workers' committees as defined by ILO. Where the law restricts the right to freedom of association and collective bargaining, steps are taken to enable parallel means of independent and free association.

6.3.6 Critical Workers are informed in writing, local language and understandable manner of the job conditions related to their work, including their job position, working hours, level of wages, payment of wages, legal rights and duties, sick leave, and permitted vacations. Workers agree with proposed conditions.

6.3.7 Critical For smallholders employing seasonal workers, employment conditions are at least verbally agreed upon. Whenever possible, steps are taken to move toward having written agreements with seasonal workers, as is done with other workers.

6.3.8 Regular stepwise Long-term positions and/or contracts are offered to workers wherever possible. Casual or day labour is used only for jobs that are truly temporary or seasonal. Steps are taken to move toward converting short-term workers to long-term workers wherever possible.

6.3.9 Regular Subcontracting workers is accepted when it can be demonstrated that it is done on a limited, justifiable and responsible basis or it is not possible to contract the worker directly. In addition, a plan must be in place for reducing this practice.

6.3.10 Regular stepwise Training programs and career development opportunities to workers are promoted whenever possible.

6.3.11 Critical Deductions from wages such as social security, can only be made if permitted by national law or collective bargaining agreement. Voluntary wage deductions such as advance payments, union membership fees, or loans are only made with written or verbal consent of the worker. Deductions for work-related tools, equipment or gear are not made, unless expressly permitted by law. In-kind benefits are in accordance with national law but cannot exceed 30% of the total remuneration.

6.3.12 Regular If no contribution to social security, including health insurance and retirement funds, is required by law, a minimum level of benefits is ensured whenever possible.

6.3.13 Critical Regular working hours for workers are in line with national legislation and do not exceed 48 hours per week, with workers having at least one day (24 consecutive hours) of rest after six working days and minimum of 30 minutes of break after six working hours.

6.3.14 Critical Regular working hours of guards/watchmen do not exceed 56 hours per week on average per year.

6.3.15 Critical stepwise Overtime work for workers is permitted under the following conditions:

- It is requested in a timely manner
- It is in line with national legislation
- It is paid according to national law or collective bargaining agreement, whichever is stricter. In case where no law or collective bargaining agreement is in place, overtime is paid at minimum a factor of 1.5 for work performed on regular workdays and a factor of 2 for work performed on public holidays
- The work can be carried out without increased risk to safety and health. This is recorded and monitored. In case risks are identified, actions are taken to address them
- Workers have safe transport home after work if applicable
- Maximum working hours do not exceed 60 hours/week, including regular hours and overtime
- Overtime does not exceed 6 hours per day
- In exceptional circumstances for the agricultural sector, e.g. during peak production periods for high seasonality sectors or in changing weather conditions, overtime can exceed 12 hours per week for a maximum period of 12 weeks per year and with 1 day of rest after max of 21 consecutive working days. This should be in line with national legislation
- Records are kept of the number of regular hours and extra hours worked by each worker

6.3.16 Critical stepwise There are specific channels in place for hearing concerns, complaints and grievances from workers. Concerns are addressed in a transparent, open and timely manner, with participation of all relevant actors.

6.3.17 Critical Pregnant workers receive maternity leave and other benefits in line with national legislation. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages.

6.3.18 Regular If there are no legal requirements for pregnant workers as defined in **6.3.17**, a minimum level of benefits is ensured by the employer.

6.4 Health and safety conditions

6.4.1 Critical Conditions are in place for a strong health and safety culture. Workplaces, machinery, equipment and processes are safe for workers and producers.

6.4.2 Critical There are measures in place to understand and act upon workers and producers' health and safety risks. For workers, these measures include:

- Assessments that identify actual accidents, risks, near misses and potential hazards at the workplace
- Training to relevant workers on health and safety risks
- Evaluations on how production and other business pressures can cause workers to compromise on safety

6.4.3 Critical Personal protective equipment (PPE) is available and used in a manner adequate to prevent risks of accidents or adverse effects on producers and workers' health. Measures are in place to ensure that PPE is used.

6.4.4 Critical First aid equipment is available, and safety instructions and procedures for accident prevention are in place.

6.4.5 Critical If relevant, fire protection and emergency equipment and procedures are in place and producers and workers are trained to apply them.

6.4.6 Regular stepwise Accidents and near misses are monitored and investigated, and corrective measures are put in place to address their root cause.

6.4.7 Critical Potential hazardous work, including the handling of chemicals, is not done by pregnant women, nursing mothers and persons below 18 years of age.

6.4.8 Critical High-risk activities (e.g. chemical handling and application, operation of hazardous machinery) is only undertaken by people that have received adequate training.

6.4.9 Critical Chemicals and the equipment used for their application are stored in a safe manner, and the storage place is only accessible to authorised and trained people.

6.4.10 Critical Empty agrochemical containers are triple rinsed and punctured after use. The containers are not reused for food, water, or other purposes that could cause health or environmental risks. Empty agrochemical containers are disposed of through a collection and recycling program, or through another safe way.

6.4.11 Critical Prohibited, obsolete and expired agrochemicals are returned to the seller or local authority.

6.4.12 Critical stepwise Where housing for permanent, migrant, seasonal, temporary or former workers or for pickers is offered, structural safety and reasonable levels of decency, privacy, security and hygiene, and regular upkeep and improvement of housing and related communal facilities are ensured.

If sanitary facilities are shared, toilets and bathing facilities with clean water are available in a quantity that is reasonable for the number of users and in line with regional practice.

6.4.13 Critical Drinking water and clean toilets with hand washing facilities are always accessible for workers, and clean showers are guaranteed for workers that handle agrochemicals.

6.4.14 Critical There is compensation for occupational injuries in accordance to national legislation.

PRINCIPLE 7
CLARITY ABOUT LAND TENURE, RIGHT OF USE AND ACCESS TO NATURAL RESOURCES

This principle defines practices that respect rights over land and natural resources, particularly the relevant rights of indigenous peoples and local communities in cultivation and collection areas.

7.1. Disputes over ownership or use of land and natural resources are addressed.

7.1.1 **Critical** Information is available on disputes in cultivation or collection sites, including over rights of use of land, tenure rights and rights on other natural resources, such as water.

7.1.2 **Critical stepwise** Disputes identified in **7.1.1** are actively monitored and attempts at conflict resolution are supported where possible.

7.2 The rights and traditional practices of indigenous peoples and local communities are respected

7.2.1 **Critical** The rights of indigenous peoples and local communities to own, use, and control lands, territories and resources in cultivation or collection sites, including the right to free, informed and prior consent, are identified and respected as recognized in the ILO Convention 169 on Indigenous and Tribal Peoples, the United Nations Declaration on the Rights of Indigenous Peoples, the United Nations Declaration on the Rights of Peasants and Other People Working in Rural Areas, and national and customary laws.

7.2.2 **Critical stepwise** Cultural, environmental and social concerns and interests of indigenous peoples and local communities, including women, children and other vulnerable groups, in cultivation and wild collection areas are taken into account.

7.2.3 **Regular** Traditional practices and uses of biodiversity in cultivation and wild collection areas that are compatible with conservation and sustainable use, are respected and encouraged.

7.3 Cultivation and wild collection activities do not jeopardize local food security

7.3.1 **Critical stepwise** The potential impact of cultivation and wild collection activities on local food security is monitored.

7.3.2 **Critical stepwise** When necessary, actions are implemented to avoid or reverse any negative impact on local food security.

5 TERMS AND DEFINITIONS

For the purposes of the Ethical BioTrade Standard, the following definitions apply. Please note that the definitions are not highlighted in the standard itself, so read this section carefully to understand the meaning of these words when used in this standard.

Actors: Persons or organisations directly or indirectly involved in supply chains of natural raw materials.

Access and Benefit Sharing: Laws, regulations and best practices, based on the Convention on Biological Diversity (CBD) and the Nagoya Protocol, that regulate access to biological or genetic resources for research, product development or commercialization and the fair and equitable sharing of benefits arising out of these activities.

Agrochemicals: Chemicals used in agriculture, such as fertilizers, insecticides, herbicides, fungicides, hormones and other inputs.

Biodiversity: *See biological diversity.*

Biological diversity: Variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems. (Convention on Biological Diversity, 1992).

Child: A human being below the age of 18 years, unless under the law applicable to the child, majority is attained earlier (United Nations Convention on the Rights of the Child, 1989)

Conversion (of intact ecosystems): Change of an intact ecosystem to another use that results in the destruction of its species composition, structure and function to the extent that their regeneration to the previous state is unlikely and the previous capacity to provide services to the environment and to people is lost. Conversion may occur, for example, when intact ecosystems are changed to plantations, croplands, pastures, water reservoirs, infrastructures, mining, and urban areas with the just described negative impact on the ecosystems. When the described negative impact does not occur, change of an intact ecosystem to another use is not considered conversion and is not banned under this standard. This is, for example, the case of cultivation that contributes to maintaining or restoring intact ecosystems.

Climate resilience: The ability to anticipate, absorb, accommodate, or recover from the effects of climate change and related stress and hazardous events in a timely and efficient manner (adapted from IPCC Glossary for Fifth Assessment Report 2014).

Criterion (plural Criteria): Actions to guide compliance with the principle.

Cultivation or wild collection areas: Area that encompasses the cultivation or wild collection site, but also includes areas that are adjacent and in the vicinity, to the extent these areas may be positively or negatively affected by cultivation or wild collection activities.

Cultivation or wild collection site: Terrestrial or aquatic area where cultivation or wild collection of natural raw material is taking place.

Customary law: Principles, practices, customs and beliefs so vital and intrinsic a part of a social and economic system that they are locally recognized as laws and internally govern or guide aspects of the lives and activities of indigenous peoples and local communities. (Adapted from CBD and WIPO)

Deforestation: A form of conversion which occurs when conversion concerns intact forest ecosystems. Deforestation is a change of an intact forest ecosystem to another use that results in the destruction of its species composition, structure and function to the extent that their regeneration to the previous state is unlikely and the previous capacity to provide services to the environment and to people is lost. Conversion may occur, for example, when intact forest ecosystems land is changed to non-forest uses as plantation, cropland, pastures, infrastructures, and urban areas with the just described negative impact on the ecosystems. When the described negative impact does not occur, change of an intact forest ecosystem to another use is not considered conversion and is not banned under this standard. This is, for example, the case of cultivation that contributes to maintaining or restoring intact ecosystems.

Due diligence: Due diligence refers to the process of gathering, in a systematic way, information to understand conditions along the supply chain, identify risks, and promote good practices.

Due diligence system: Policies and procedures that assess and integrate Ethical BioTrade practices in their business operations and supply chains related to natural raw material.

Due diligence on ABS: Policies and procedures that systematically identify applicable legal requirements on access and benefit sharing (ABS), as well as good practices defined by the Ethical BioTrade standard, and ensure compliance with such requirements and good practices.

Ecosystem: A dynamic complex of plant, animal and microorganism communities and their non-living environmental interacting as a functional unit (Convention on Biological Diversity, 1992)

Endangered species: Species facing a threat of extinction and listed as 'endangered' in the IUCN Red List, CITES Annex 1 or Annex 2, or national legislation, or considered 'endangered' by scientific and local knowledge.

Endemic species: An endemic species is a native species restricted to a particular geographic region owing to factors such as isolation or in response to soil or climatic conditions (CBD).

Environmental risk: any risk to the environment, whether wholly or partially from cultivation, wild collection or related activities.

Ethical BioTrade practices: Practices on cultivation, wild collection, or other activities in line with the Ethical BioTrade Standard requirements applicable to the specific organisation and situation.

Ethical Sourcing System (ESS): Policies and procedures that promote Ethical BioTrade practices.

Fair and equitable benefit sharing: Measures taken to share benefits arising from the utilization of genetic resources and associated traditional knowledge, as well as subsequent applications and commercialization, in line with ABS legal requirements, principles of the Convention on Biological Diversity (CBD) and the Nagoya Protocol on ABS, and good practices defined in the Ethical BioTrade Standard.

Family labour: Cultivation or wild collection activities done by children to support family members, which consist of light, age-appropriate duties that give them an opportunity to develop skills.

Farmer: A person who owns, works on, or operates an agricultural enterprise, either commercially or to sustain him or herself or his or her family (adapted from Rainforest Alliance).

Food security: Physical and economic access to sufficient, safe and nutritious food to meet dietary needs and food preferences for an active and healthy life. (Adapted from 1996 World Food Summit)

Genetic resources: Genetic material of actual or potential value. (Convention on Biological Diversity, 1992)

Genetically modified organisms (GMO): Organisms that have been transformed by the insertion of one or more transgenes (FAO).

Habitat: Place or type of site where an organism or population naturally occurs. (Convention on Biological Diversity, 1992)

Indicator: In a standard, it is the quantitative or qualitative parameter, which can be assessed in relation to a criterion.

Indigenous peoples: Descendants of populations which inhabited a country or geographical region during its conquest, colonization or the establishment of present state boundaries and retain some or all of their own social, economic, cultural and political institutions (adapted from ILO Convention 169).

Intact ecosystem: An ecosystem that substantially resembles–in terms of species composition, structure, and ecological function — one that is or would be found in a given area in the absence of major human impacts. An ecosystem can be intact despite human activities take place when much of the original species composition, structure, and ecological function are being maintained or regenerated. Examples of intact ecosystems are pristine ecosystems, primary forests, rainforest, peatlands, savanna and other ecosystems with high capacity of carbon storage and intact features.

Invasive species: A non-native species that becomes established in natural or semi-natural ecosystems or habitat and threatens native biological diversity (IUCN).

Land tenure: Rules, defined by law or custom, that determine rights to own, access, use, control, and transfer land, as well as associated responsibilities and restraints (adapted from FAO).

Living wage: Remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events (Global Living Wage Coalition).

Living income: Net annual income required for a household in a particular place to afford a decent standard of living for all members of that household (Living Income Community of Practice).

Local communities: Human populations in distinct ecological areas, depending directly on biodiversity for all or part of their livelihoods and having developed associated traditional knowledge.

Margin: Percentage of revenue from natural raw material remaining after all costs and other expenses. No specific percentage is defined in this standard.

Migrant workers: Persons that migrating within a country or from one country to another for work.

Native species: Species that occurs naturally in a particular ecosystem, rather than through accidental or deliberate introduction by humans.

Natural raw material: Raw material derived from components of biodiversity. That is, material or compounds derived directly or indirectly from plants, animals, fungi or microbial organisms. For example, plant parts (e.g. flowers, leaves, roots, stems, fruits or bark) and plant compounds (e.g. plant-based oils, butters, waxes, extracts, flavours, fragrances, colorants). Plant cells, microorganisms, algae and beeswax would also be covered.

Permanent workers: Workers employed on an ongoing, year-round basis.

Picker: Person involved in the wild collection of natural raw material.

Prior informed consent: Requirement for free, prior and informed consent required to access genetic resources and traditional knowledge, among other activities, established by the Convention on Biological Diversity (CBD), the Nagoya Protocol on ABS, and other relevant international agreements and laws, regulations and good practices that reflect their principles.

Principle: In a standard, principles are the elements that further define and elaborate the goal of the standard.

Producers: People or organisations directly involved in the cultivation or wild collection of natural raw material, including farmers, smallholders, farm managers, farmer associations, cooperatives and pickers.

Protected area: A clearly defined geographical space, recognised, dedicated and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values. (IUCN–World Heritage definition)

Raw material: Crude or processed material or substances used for manufacture, processing, or combination of a product. Raw material may be crude, minimally processed or more significantly processed.

Seasonal workers: *See temporary workers.*

Semi-natural habitat: Habitat that, though altered by human activity, retains most of the strength and abundance of its processes and biodiversity in relation to its natural state.

Smallholder: Small-scale agricultural producer that relies primarily on family or household labour or workforce exchange with other members of the community. A smallholder might hire temporary workers for seasonal tasks or even hire (a few) permanent workers when he or she and his or her family cannot do the work by themselves. (Rainforest Alliance)

Sourcing: Process of identifying and selecting suppliers, defining quantity, quality and other specifications, negotiating pricing and other terms of purchase, making the purchases, handling inventory, and processing of natural raw material.

Supplier: People and organisations in the supply chain that provide natural raw material for further processing or manufacturing.

Species: A type of plant, animal or other biological organism having certain characteristics that differentiate it from other members of the genus.

Supply chain: System of organisations, people, technologies, activities, information and resources involved in moving a product or service from supplier to customer. Supply chain activities transform natural raw materials into a finished product that is delivered to the end customer.

Temporary workers: Workers engaged only for a specific period of time, linked the fluctuations in demand for labour. It includes workers engaged for seasonal or casual activities and day labourers.

Threatened species: *See endangered species.*

Traceability: Ability to identify, track and trace elements of a product from their point of origin and as they move along the supply chain from raw material to finished products.

Traditional knowledge (associated to genetic resources): Knowledge, innovations and practices of indigenous peoples and local communities embodying traditional lifestyles relevant for the conservation and sustainable use of biological diversity (Convention on Biological Diversity).

Utilization of genetic resources: According to the Nagoya Protocol on ABS, it is "to conduct research and development into the genetic and/or biochemical composition of genetic resources." In the Ethical BioTrade Standard, it refers to research and development on new properties or applications of plants, animals, fungi or microorganisms, their parts or naturally occurring compounds.

Wild collection: Collection of non-agriculturally cultivated natural raw material from natural habitats.

Worker: Person hired to perform a task in an organization, whether related to cultivation, wild collection, administrative or other activities.

Young workers: Workers between 15 and 18 years of age, performing non-hazardous and age-appropriate work, in line with ILO Conventions 138 and 182.

6 REFERENCES

The following documents are referenced in the Ethical BioTrade Standard and are indispensable for its application:

Convention on Biological Diversity (CBD) www.cbd.int

Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) www.cites.org

International Labour Organisation conventions:
- ILO C26 Minimum Wage-Fixing Machinery Convention, 1928
- ILO C29 Convention on Forced Labour, 1930
- ILO C87 Freedom of Association and Protection of the Right to Organize, 1948
- ILO C95 Protection of Wages Convention, 1949
- ILO C98 Right to Organize and Collective Bargaining, 1949
- ILO C100 Equal Remuneration 1951
- ILO C105 Abolition of Forced Labour Convention, 1957
- ILO C111 Discrimination (Employment and Occupation), 1958
- ILO C131 Minimum Wage Fixing Convention, 1970
- ILO C138 Minimum Age Convention, 1973
- ILO C155 Occupational Safety and Health Convention, 1981
- ILO C169 Indigenous and Tribal Peoples Convention, 1989
- ILO C182 Worst Forms of Child Labour, 1999

www.ilo.org *Search by ILO Convention number, eg ILO C26*

IUCN Red List www.iucnredlist.org

Global Register of Introduced and Invasive Species, 2006 www.griis.org/about.php

Montreal Protocol on Substances that Deplete the Ozone Layer, 1989 ozone.unep.org/treaties/montreal-protocol

Nagoya Protocol on Access to Genetic Resources for their Utilisation and Fair and Equitable Sharing of Resulting Benefits, 2010 www.cbd.int/abs

Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, 2004 www.pic.int

Stockholm Convention on Persistent Organic Pollutants, 2001 www.pops.int

UN Convention against Transnational Organized Crime and its Protocols, 2000 www.unodc.org/pdf/crime/a_res_55/res5525e.pdf

UN Convention on the Rights of the Child, 1989 www.ohchr.org/en/professionalinterest/pages/crc.aspx

UN Declaration on the Rights of Indigenous Peoples, 2007 www.un.org/esa/socdev/unpfii/en/declaration.html

UN Declaration on the Rights of Peasants and Other People Working in Rural Areas, 2018 digitallibrary.un.org/record/1650694?ln=en

UN Guiding Principles on Business and Human Rights (UNGPs), 2011 www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

UN Guiding Principles Reporting Framework, 2015 www.ungpreporting.org/framework-guidance

WHO Recommended Classification of Pesticides by Hazard and Guidelines for Classification, 2009 www.who.int/ipcs/publications/pesticides_hazard/en

All links accessed November 2020

NOTES

NOTES

UNION FOR ETHICAL BIOTRADE
SOURCING® WITH RESPECT

UEBT is a non-profit association that promotes sourcing with respect. Its mission is to regenerate nature and secure a better future for people through ethical sourcing of ingredients from biodiversity.

UNION FOR ETHICAL BIOTRADE

De Ruijterkade 6, 1013 AA Amsterdam, The Netherlands
Telephone: +31 20 22 34567
Email: info@uebt.org

FINANCIAL ADMINISTRATION

p/a CR Gestion et Fiduciaire SA
Rue de la Vallée 3, 1204 Geneva, Switzerland

BRAZILIAN REPRESENTATION

Porto Alegre
Telephone: +55 51 999161702
Email: brazil@uebt.org

INDIA REPRESENTATION

Ghaziabad
Phone: +91 981 810 1690
Email: india@uebt.org

MADAGASCAR REPRESENTATION

Antananarivo
Telephone: +00261330586161
Email: madagascar@uebt.org

VIETNAM REPRESENTATION

Hanoi
Phone: +84 (4) 243 237 3907
Email: vietnam@uebt.org

Connect with us

www.uebt.org

@EthicalBioTrade

www.linkedin.com/company/uebt

www.youtube.com/user/UEBTgva