



The Equitable Food Initiative Ethical Charter Addendum

VERSION 1.0, MAY 10TH, 2019

Contact Details

Equitable Food Initiative

1875 Connecticut Ave NW

10th Floor

Washington, DC 20009

USA

www.equitablefood.org

Email: certification@equitablefood.org



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Responsibility for these Requirements

The EFI Standards Committee has responsibility for this document, and will periodically review and update it.

Users should verify that they are using the latest version by checking on the EFI website at:

www.equitablefood.org.

Versions Issued

Version No.	Date	Description of Amendment
v1.0	May 10 th , 2019	First public-facing version of the EFI Ethical Charter Addendum.

About the Equitable Food Initiative (EFI)

EFI is a non-profit skill-building and certification organization that brings growers, farmworkers, retailers, and consumers together to create a safer, more equitable food system. This unique approach sets standards for labor practices, food safety and pest management while engaging workers at all levels to address issues and challenges in the produce industry.

Our Mission Statement

To bring together growers, farmworkers, retailers and consumers to transform agriculture and the lives of farmworkers.

We Believe:

- That being a farmworker is a valuable and honorable profession.
- The skills and contributions of farmworkers create a healthier work environment and produce safer food.
- The future of agriculture lies within the collaboration among growers, farmworkers, retailers and consumers.
- By transforming agriculture, we will transform lives.

Introduction to the EFI Ethical Charter Addendum

The EFI Ethical Charter Addendum (ECA) assesses supplier compliance with the principles advanced in the [Ethical Charter on Responsible Labor Practices](#) that are not specifically addressed by the EFI Social Standards. The ECA is audited in conjunction with the EFI Social Standards and when requested by the Grower. While most provisions of the Ethical Charter are already covered by EFI Social Standards, the ECA explicitly covers all additional provisions that were not included.

As a result, by maintaining EFI certification in good standing that includes the ECA, a Grower is able to signal to customers that they meet or exceed all of the principles upheld by the Ethical Charter on Responsible Labor Practices. The strength of this market signal is robust because it is validated by EFI and verified by a third-party certification body. EFI has developed the ECA because certain retail and food service buyers have expressed interest in receiving assurance that their suppliers adhere to the principles of the Ethical Charter.

Ethical Charter Addendum Indicators		Guidance and Interpretations
ECA 1.1	Payment of wages to someone other than the worker or into a bank account not controlled by the worker is prohibited. Employers do not have unauthorized access to workers' bank accounts.	Worker Interviews (WIs) shall verify that all wages are paid to the worker in a manner where workers have full control of the payment and Employers shall not have unauthorized access to workers' accounts.
ECA 1.2	Electronic surveillance at the workplace or Employer-provided housing is not used for intimidation or control and workers are made aware of where and when it is in effect.	<p>If electronic surveillance technology is in use, a document review shall verify that there is a written policy which provides credible justification for why, how, and when it is employed, and which prohibits its use for the purposes of intimidating or controlling workers.</p> <p>WIs shall verify that electronic surveillance has not been used to intimidate or control workers.</p> <p>Visual observation shall verify that all areas subject to electronic surveillance have signage that make this clear to the workers.</p>
ECA 1.3	A policy is in place such that, should an underage worker be identified, he/she is removed from the workplace immediately and kept safe.	A document review shall verify that there are written protocols for removing underage workers in manner than ensures their immediate safety.
ECA 1.4	There is a documented policy that affirms the "Employer Pays" principle.	<p>A document review shall verify that the operation has a written policy regarding which costs related to the recruitment or placement of a worker are the Employer's responsibility to pay or reimburse plus a schedule that facilitates prompt reimbursement.</p> <p>Employers or Labor Providers are required to pay or reimburse fees which are for the direct and exclusive purpose of accepting employment. These may include, but are not limited to: work visa, documentation or translation fees, transportation costs, food and lodging during travel, medical testing, or costs of training/orientation.</p>
ECA 1.5	The Employer does not engage with Labor Providers who use any form of physical or psychological measures to compel workers to become employed by the company.	WIs shall verify that physical or psychological measures are not used to compel a worker to become employed by the Employer or Labor Provider.
ECA 1.6	The Employer has conducted due diligence on all contracted Labor Providers to ensure that the providers have implemented management systems to ensure fair, ethical, and transparent recruitment and hiring processes.	Management interviews and a document review of the EFI Responsible Recruitment Scorecard shall verify that all contracted Labor Providers have been thoroughly vetted for having and applying management systems that ensure fair, ethical, and transparent recruitment and hiring processes.
ECA 1.7	The Employer has written contracts with all Labor Providers that compels the provider to follow all applicable laws in the country of origin of the workers and country of destination.	A document review shall verify that the Employer has written contracts with all Labor Providers that compels the provider to follow all applicable laws in the country of origin of the workers and country of destination.