

FIVS Social Sustainability Principles for Ethical Trading

Preamble

The FIVS Social Sustainability Principles for Ethical Trading (FSSPET) project was launched by FIVS in April 2015. This set of principles and values reflect the beliefs of FIVS Wine Sector Participants and are consistent with those with whom they conduct business.

The Social Sustainability Principles for Ethical Trading set the foundation for actions undertaken by participants to incorporate social responsibility into the core of their business.

The FSSPET refers to international conventions such as the Universal Declaration of Human Rights, the Children's Rights and Business Principles, United Nations (UN) Guiding Principles for Business and Human Rights, Organisation for Economic Co-operation and Development (OECD) Guidelines, UN Global Compact and International Labour Organisation (ILO) Conventions and Recommendations relevant to improve working conditions in the supply chain.

The FSSPET also refers to the FIVS Global Wine Producers Environmental Sustainability Principles.

Business enterprises that endorse the FSSPET are committed to the principles set out in this document and to conduct their businesses, within their sphere of influence, to respect human rights and ensure lawful, fair and ethical behaviour in all their commercial dealings. FSSPET and its participants pursue a constructive and open dialogue among business partners and stakeholders in order to reinforce the principles of socially responsible business. Furthermore, they see the establishment of mature relations along the supply chain as being key for sustainable businesses.

Values

By endorsing the FSSPET Participants are guided by the following values:

1. Continuous improvement: To implement the elements of the FSSPET in such a way as to continually improve upon their operations and those within their supply chain.
2. Cooperation: Working collectively with employees, neighbours and interested stakeholders in the implementation of the principles for the betterment of the Global Wine Sector and its participants.
3. Empowerment: A central aim for the FSSPET is to empower Participants and their business partners, particularly in the case of producers who will be monitored, to develop their supply chains in a way that respects human and labour rights. The development of internal management systems plays a critical role in bringing the FSSPET principles to the heart of business enterprises' culture.

Principles

FSSPET Participants expect all their business partners and suppliers to observe the FSSPET. Furthermore, Participants expect that any business partners that subscribe to these principles should be able to show evidence that they take (a) all necessary measures to ensure their own observance of the FSSPET; (b) reasonable measures to ensure that all of their business partners involved in the production process(es) observe the FSSPET.

1. The rights of Freedom of Association and Collective Bargaining

Participants and business partners shall: (a) respect the right of workers to form unions in a free and democratic way; (b) not discriminate against workers because of trade union membership; and (c) respect workers' right to bargain collectively. Business partners shall not prevent workers' representatives from having access to workers in the workplace or from interacting with them.

If operating in countries where trade union activity is unlawful or where free and democratic trade union activity is not allowed, business partners shall respect this principle by allowing workers to freely elect their own representatives with whom the company can enter into dialogue about workplace issues.

2. No Discrimination

Participants and business partners shall not discriminate, exclude or have a certain preference for persons on the basis of gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in unions or any other legitimated organisations, political affiliation or opinions, sexual orientation, family responsibilities, marital status, diseases or any other condition that could give rise to discrimination.

3. Fair Remuneration

Participants and business partners observe this principle when they respect the right of the workers to receive fair remuneration that is sufficient to provide them with a decent living for themselves and their families, as well as the social benefits legally granted, without prejudice to the specific expectations set out hereunder.

Participants and business partners shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher.

Wages are to be paid in a timely manner, regularly, and fully in legal tender.

4. Decent Working Hours

Participants and business partners observe this principle when they ensure that workers work according to the Award conditions set out under State, Territory and National legislation.

5. Occupational Health and Safety

Participants and business partners shall comply with occupational health and safety regulations.

Participants and business partners observe this principle when they respect the right to healthy working and living conditions of workers and local communities, without prejudice to the specific expectations set out hereunder.

The active co-operation between management and workers, and/or their representatives is essential in order to develop and implement systems towards ensuring a safe and healthy work environment.

Participants and business partners shall ensure that there are systems in place to detect, assess, avoid and respond to potential threats to the health and safety of workers. They shall take effective measures to prevent workers from having accidents, injuries or illnesses, arising from, associated with, or occurring during work. These measures should aim at minimising so far as is reasonable the causes of hazards inherent within the workplace.

Participants and business partners shall take all appropriate measures within their sphere of influence, to see to the stability and safety of the equipment and buildings they use, including residential facilities to workers when these are provided by the employer as well as to protect against any foreseeable emergency. Participant and business partners shall respect the workers' right to exit the premises from imminent danger without seeking permission.

Participants and business partners shall ensure adequate occupational medical assistance and related facilities.

Participants and business partners shall ensure access to drinking water, safe and clean eating and resting areas.

6. No Child Labour

Participants and business partners will not employ directly or indirectly, children below the minimum age of completion of compulsory schooling as defined by law, which shall not be less than 15 years, unless the exceptions recognised by the ILO apply.

Participants and business partners must establish robust age-verification mechanisms as part of the recruitment process, which may not be in any way degrading or disrespectful to the worker.

7. Casual and Seasonal Labour

The nature of employment in the wine sector is that at certain times, casual and seasonal labour is a significant source of employment.

Participants and business partners should ensure work is performed on the basis of a recognised and documented employment relationship, established in compliance with national legislation, custom or practice and international labour standards, whichever provides greater protection.

Before entering into employment, Participants and business partners are to provide workers with understandable information about their rights, responsibilities and employment conditions, including working hours, remuneration and terms of payment.

Participants and business partners should aim at providing decent working conditions that also support workers, both women and men, in their roles as parents or caregivers.

8. No Bonded Labour

Participants and business partners shall not engage in any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour.

Participants and business partners will risk allegations of complicity if they benefit from the use of such forms of labour by their business partners.

Participants and business partners shall act with special diligence when engaging and recruiting migrant workers both directly and indirectly.

Participants and business partners shall allow their workers the right to leave work and freely terminate their employment provided that workers give reasonable notice to the employer.

Participants and business partners shall ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion and/or verbal abuse.

All disciplinary procedures must be established in writing, and are to be explained verbally to workers in clear and understandable terms.

9. Protection of the Environment

Participants and business partners observe this principle when they take the necessary measures to avoid environmental degradation, without prejudice to the specific expectations set out in this chapter.

Participants and business partners should assess significant environmental impact of operations, and establish effective policies and procedures that reflect their environmental responsibility. They will see to implement adequate measures to prevent or minimise adverse effects on the community, natural resources and the overall environment.

Participants and business partners observe this principle when they subscribe to the FIVS Global Wine Producers Environmental Sustainability Principles and are members of a national environmental program or equivalent.

10. Ethical Business Behaviour

Participants and business partners observe this principle when, and without prejudice to the goals and expectations set out in this chapter, they are not involved in any act of corruption, extortion or embezzlement, nor in any form of bribery - including but not limited to - the promising, offering, giving or accepting of any improper monetary or other incentive.

Participants and business partners are expected to keep accurate information regarding their activities, structure and performance, and should disclose these in accordance with applicable regulations and industry benchmark practices.

Furthermore, they should collect, use and otherwise process personal information (including that from workers, business partners, customers and consumers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information is to comply with privacy and information security laws and regulatory requirements.