

Standards Committee

Minutes

Meeting 116: May 27, 2025

(Zoom)

SC members: Arun Ambatipudi (absent), Ben Huyghe (absent), Stijn Decoene (Chair), Richard Odurose Kwarteng, Gustavo Lopez, Marike de Peña, Emilie Sarrazin and Selene Scotton (absent)

Observers: Fairtrade International and FLOCERT staff members have permanent observer status.

Other Observers: We do not display the full names of observers and contributing observers to comply with 'The General Data Protection Regulation (GDPR)'¹. If you need additional information about the observers or contributing observers of this meeting, please contact standards-pricing@fairtrade.net

Disclaimer:

The Fairtrade International Standards Committee (SC) aims to reach consensus, but decisions may not always reflect the opinions of all people.

The section to introduce the topic (background information) has been written by the Standards & Pricing and may not have been discussed by the SC in full. Sections listing action points are an outcome of discussions of the SC but are not part of the decisions made.

Abbreviations

CEO	Chief Executive Officer
CLAC	The Latin American and Caribbean Network of Fairtrade Small Producers and Workers
CoE	Centre of Excellence
COSP	Cost of Sustainable Production
DRC	The Democratic Republic of the Congo
EC	Exceptions Committee
FET	Fairtrade Executive Team
FTO	Fairtrade Organizations
FI	Fairtrade International
FMP	Fairtrade Minimum Price
FOB	Free on Board
FP	Fairtrade Premium
FPC	Fairtrade Premium Committee
FSI	Fairtrade Sourcing Ingredient
FBW	Fairtrade Base Wage
GA	General Assembly
GOTS	Global Organic Textile Standard
GPM	Global Product Manager

¹ Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation). <https://eur-lex.europa.eu/eli/reg/2016/679/oj>

GPPP	Global Products, Programs & Policy
HL	Hired Labour
HML	Hazardous Materials List
HOC	Head of Oversight and Compliance
HREDD	Human Rights and Environmental Due Diligence
IDH	The Sustainable Trade Initiative
LAC	Latin America and the Caribbean
LB	Licensing Bodies
LI	Living Income
LIRP	Living Income Reference Price
LW	Living Wage
MEL	Monitoring, Evaluation, and Learning
NAPP	Network of Asia & Pacific Producers
NEM	New Economic Mechanism
OC	Oversight Committee
O2B	Offer to Business
PC	People's Committee
PB	Producer Body
PEB	Producer Executive Body
PM	Project Manager
PN	Producer Networks
PT	Project Team
SA	Senior Advisor
S&P	Standards and Pricing Unit
SC	Standards Committee
SM	Salary Matrix
SOP	Standards Operating Procedure
SPO	Small-scale Producer Organizations
ToR	Terms of Reference
WRAC	Workers Rights Advisory Committee

Item 1 – Opening

Meeting Started Meeting Started 13:50 and made the remark that it is necessary that times set in the agenda are observed and adhered to by SC members.

Agenda: Chair confirmed the agenda of the extraordinary meeting.

Declaration of conflict of interests: no conflict of interests. Proxies were confirmed as SU members logged in the meeting.

Arun Ambatipudi gave his proxy by email to Marike de Peña
Ben Huyghe gave his proxy by email to Stijn Decoene

Item 2 – Gold and Precious Metals Standard Review

The Project manager presented the remaining requirements pending for decision. Namely two remaining clusters of requirements for decision in chapter 3. The SC members were reminded of the objectives, progress and timelines of the project for 2025 and 2026.

Discussion

Cluster 1

The questions on cluster 1 focussed on clarity of intended aspirations of requirements which were perceived as high or insufficiently clear.

Requirement on earnings of self-employed workers earning the same as employed workers. It was clarified that it meant that conditions that enable decent earnings is what is intended. For that purpose the wording was changed to earn equal or equivalent income, and in addition to explain in guidance what is meant with equivalent, i.e. based on time and type of work done.

Requirement on sick leave, parental leave, social security and other benefits for ASMOs with indirect rights. As the requirement refers to ASMOs creating the conditions to ensure social protection for their members, this is considered inappropriate by some SC members, as this is responsibility of government and not a company. The wording is changed to create awareness, understanding and supportive of self-employed workers to access social security.

Requirement on accidents, disease and disasters. The SC members were not in agreement with adding pandemic and disasters as this is outside of the control of the mining operation. It was agreed to be deleted.

Requirement on reparation to widow(er)s and heirs. It was suggested by SC members to include a timeline. It was suggested to include the following wording: negotiated and agreed between the members, and that duration of support to be agreed between the parties but at least for all dependent children to reach the majority of age (18 years). The clarification on the 50% was suggested as follows: The rent should follow the legal requirements, and in case of absence local regulations to be up to 50% of the wage previously earned by the worker.

Cluster 2

Requirement around internal occupational health and safety regulations. The SC members request that the wording is aligned in both requirements applicable to the different set ups in regards to safety regulations in line with national laws for completeness and consistency of requirements.

Requirement around occupational health and safety. The SC members requested that it was included that the committee members meet regularly.

Finally, the SC members decided to remove from the decision cluster the requirement around health, welfare, and hygiene of workers. The reasoning is that the requirement is too ambiguous to enable meaningful implementation and compliance.

Decision

Cluster 1

- **Do you agree to adopt all proposed changes for the above requirements after discussion with the SC members, including amendments agreed during the discussion?**
- **Do you agree to delegate minor changes in wording of these requirements as well as removal of requirements to the Director of Standards and Pricing? Each of these are clearly indicated per proposal.**

SC members unanimously agreed

Cluster 2

- Do you agree to adopt all proposed changes for the above requirements after discussion with the SC members, including amendments agreed during the discussion?
- Do you agree to delegate minor changes in wording of these requirements as well as removal of requirements to the Director of Standards and Pricing? Each of these are clearly indicated per proposal.

SC members unanimously agreed

Requirement on health, welfare, and hygiene of workers excluded from this decision cluster as explained above.

Final decision

- Do you approve the delegation of non-substantive changes and date of applicability to the Director of Standards and Pricing?

SC members unanimously agreed

Next Steps

- Finalize requirements approved by the SC
- Publish the Standard
- Work with FLOCERT and locally led group to prepare implementation of the Standard

Item 3 – Standards Architecture

Discussion

Standards Committee were presented with an update of the Standards Architecture workstream and were invited to provide feedback around the draft principles.

General Comments:

- Useful and logical that the 3 /4 sections align with the basic ESG structure and aligns with the way these issues are seen by businesses e.g. CSRD reporting.
- What is missing from the principles is the importance of empowerment and agency (collectively and of workers and individual farmers (eg committees involved in decision-making)

Sustainable and resilient livelihoods principle:

Support for option where the specific outcome is supported by specific principles

- This is Fairtrade's USP so it needs to be visible
- Important to manage expectations and to clarify the conditions that need to be in place to achieve this outcome (eg % Fairtrade sales)
- It could be logical to include fairtrade Price and Premium under livelihoods

Some specific suggestions were made around how the following topics are considered in the principles mapping:

- Group Child Labour, Forced Labour & GBV (take a prevent and remediate approach to addressing Human Rights Violations)
- Refer to Equity and Social Inclusion as this goes beyond gender and includes all disadvantaged groups, indigenous people etc
- Include governance requirements such as a legal constitution under strong producer organisations
- Include Grievance mechanism under strong management & due diligence systems

To be further explored how to address the following topics:

- Pricing differentials eg organic differentials
- Strengthen Trader Commitments
- Unfair trading practices

Process:

- Standards Committee members will provide further comments in the next week
- We are at a right time to engage NFOs and PNs on revising the principles
- Further engagement with the FI members in the General Assembly
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Next Steps

Request for Project Team to provide a suggestion for the process to engage with internal stakeholders on the principles