



Fair Trade USA

Factory Standard for Apparel and Home Goods¹

Version 1.2

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¹ This standard has been renamed to increase the scope of applicable products. The content has not changed in any substantive way from the 'CMT Facilities Standard, Apparel & Linens Version 1.0', which it replaces.

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Introduction

Purpose

This document contains the requirements that comprise the Fair Trade USA Factory Standard for Apparel and Home Goods and defines the rules for participation of Apparel and Home Goods category manufacturers in Fair Trade certification.

Goal and Objective

The Fair Trade USA Factory Standard serves workers in facilities that produce apparel and home goods. The objective of the standard is to increase empowerment, including leadership, economic development and organization of workers employed in these facilities, and to ensure fair working conditions and environmentally responsible production methods. The standard is based on the following four principles:

- 1. Economic Development.** Workers earn a Fair Trade Premium, paid by buyers and managed by the Fair Trade Committee, which can be distributed as a cash bonus or invested collectively in social needs identified by workers.
- 2. Empowerment.** Workers are able to represent themselves effectively in their negotiations with management for improved working conditions as well as partner with factory management to increase empowerment of all workers. Grievance procedures are in place to provide a worker-management communication mechanism.
- 3. Social Responsibility.** Factories commit to uphold internationally-recognized labor standards and to provide greater benefits to workers. Conditions of employment are in line with or exceed sector regulations, the regional average, and official minimums. Health and safety measures are established in order to avoid work-related injuries. Buyers commit to long-term purchases from factories, providing a stable business climate and allowing factories to invest in improved working conditions.
- 4. Environmental Responsibility and Management.** Factories put forth efforts to protect and restore the natural environment and drive continuous improvement toward cleaner production, which aims to reduce the impacts of industrial production by reducing waste, water, chemical, and energy use. Hazardous chemicals may not be used, and waste must be properly disposed of.

Fair Trade brings consumers, factories, and brands together to support a transformation to sustainable supply chains. Traditional sourcing practices can be very disadvantageous to laborers producing the product. By setting standards, establishing a rigorous certification system, and engaging the end consumer, Fair Trade provides a unique opportunity to change the nature of the sourcing relationships, add value throughout the supply chain and provide more benefits to workers.

References

The Fair Trade USA Factory Standard for Apparel and Home Goods (originally the CMT Facilities Standard) was developed with an aim to adopt or exceed best practice codes of conduct and labor standards set by global, multi-stakeholder initiatives such as Social Accountability International (SAI), the Fair Labor Association (FLA), Workers' Rights Consortium (WRC), the Ethical Trading Initiative (ETI), the

Joint Initiative on Corporate Accountability and Workers' Rights (Jo-In Code), and the Fair Wear Foundation (FWF).

The core labor standards of this standard, found in the Social Responsibility section, are sourced almost entirely from the most recent version of Social Accountability International (SAI)'s SA8000 standard, currently the 2008 version. For proof of compliance with these criteria, Fair Trade USA will accept valid SA8000 certificates and will aim to arrange joint Fair Trade/SA8000 audits wherever possible. Additionally, this standard follows minimum workplace conditions based on core conventions of the International Labour Organization (ILO), and requires legal compliance with national law and legislation as a baseline.

Structure of the Standard

The Fair Trade USA Factory Standard for Apparel and Home Goods takes a development approach in that it differentiates between minimum criteria and progress criteria. Minimum criteria are assessed during the first certification audit and represent minimum practices in social empowerment, economic development, and environmental responsibility. These criteria are met prior to initial certification (in as far as applicable). Progress criteria are fulfilled after initial certification and represent continuous development towards increased social empowerment and economic development as well as best practices in environmental responsibility. Details on which year requirements must be met are listed in the compliance criteria, which are available separately.

Implementation

In addition to this standard document, Fair Trade USA follows compliance criteria, which are reviewed through onsite audits conducted by organizations approved by Fair Trade USA. Certification decisions are made based on compliance with these criteria.

Some criteria are identified as "Major" requirements. Non-compliance with a Major Requirement may result in a decision to suspend the certification contract until compliance has been ensured, or even deny certification in the program, depending on the severity and extent of the Non-Conformity. Additionally, the compliance criteria reflect the difference between minimum criteria "year 0" and Progress criteria "year 1 / year 3" / "year 6". Additional information on implementation, e.g. program prerequisites, a step-by-step description of the certification process, and certification fees, can be found on the Fair Trade USA website: <http://www.fairtradeusa.org/certification/producers/apparel-linens>.

Fair Trade USA's standards are intended to be as inclusive as possible to different types of production, including artisan workshops. Our certification partners will complete audits upholding the rigorous certification requirements while also providing for some flexibility where warranted based on the size and structure of the operation.

Scope

The Standard contains the requirements for facilities interested in manufacturing Fair Trade Certified™ apparel and home goods products. In apparel, the scope of factories that can be certified is limited to the cut-make-trim (CMT) portion of the supply chain only.

A parallel standard entitled “Trade Standard for Apparel and Home Goods” outlines the expectations of importers, brands, and retailers interested in purchasing and selling Fair Trade Certified apparel and home goods products. Buyers commit to sourcing practices that enable manufacturers to uphold the highest labor standards and provide lasting benefits to workers.

Standard Development and Pilot Project

Fair Trade USA started to research the feasibility of certifying apparel in 2006, producing a feasibility study that consulted over 60 organizations globally and highlighted the key issues for Fair Trade certification in the category. From 2007-2009, Fair Trade USA reviewed existing standards and consulted with NGOs, trade unions, brands, retailers, suppliers, and artisan workshops to draft the first apparel manufacturing standard.

In November 2009, the draft standards were put out for consultation during a 45-day public comment period, and revised based on input received from 55 organizations in 15 countries. In March 2010, the first public version of the Pilot CMT Facilities Standard was published, and pilots were initiated. A [Multi-Stakeholder Group for Apparel](#) was established to evaluate the implementation of the Apparel Pilot, including impact to workers and lessons learned, and issued written recommendations to Fair Trade USA; their full report is available on the Fair Trade USA website: <http://www.fairtradeusa.org/sites/default/files/Apparel%20Pilot%20Report.pdf>. Fair Trade USA incorporated these recommendations into the Factory Standard for Apparel and Home Goods.

Certification

Certificates granted are valid for 18 months, with renewal of the certificate occurring in the second year of the audit cycle. Certificates are effective from the date of the certification decision.

Monitoring of Changes

Fair Trade USA is open to receiving comments and feedback on the standard at anytime (standards@fairtradeusa.org). As recommended by ISEAL, Fair Trade USA will regularly review the Factory Standard for Apparel and Home Goods.

Translations

Translations of this standard will be available on the Fair Trade USA website at <http://fairtradeusa.org/certification/standards>. In case of any conflict or disagreement between the English and translated versions, the English version prevails.

1.0 Empowerment (EM)

1.1 Fair Trade Management Systems (MS)

EM-MS 1

Corporate social responsibility is an integral part of the company's *written* mission or policy statement(s). The company can demonstrate its implementation with concrete evidence.

EM-MS 2

Factory management must appoint a Fair Trade Officer responsible for Fair Trade matters. The Fair Trade Officer reports to the Executive Manager and is sufficiently senior in the company to ensure a high profile of Fair Trade. He/she is responsible for the overall coordination of the Fair Trade program in the company, the grievance and complaints processes, and for ensuring all necessary communications. The Fair Trade Officer serves as a management representative on the Fair Trade Committee.

EM-MS 3

In addition to compliance with Fair Trade standards, factories and cooperatives must demonstrate progress towards having management systems in place that promote continuous improvement in compliance.

EM-MS 4

These management systems must include policies and procedures addressing worker communication and accountability.

EM-MS 5

Within one year of certification, management ensures access to primary education for the children of all workers. Management should also pay special attention to the education of workers' children in general.

1.2 Worker Participation, Transparency and Financial Accountability (PTA)

EM-PTA 1

All facilities must have systems for strong participation by workers in all aspects of implementation of the Fair Trade standard. Specifically, workers shall participate in and be given the opportunity to review and comment on findings of third-party assessments.²

EM-PTA 2

Workers, the union (where applicable), and management shall together form a Fair Trade Committee for the purpose of deciding how to allocate Fair Trade Premium funds. The workers decide democratically

² Sensitive information that may impinge on the privacy of workers, such as individuals involved in a sexual harassment case, need not be revealed in the audit report shared with workers. However, the need to safeguard sensitive information should not be used as a pretext to keep non-sensitive information from workers.

whether to distribute the Premium as a cash bonus, deposit the Premium into a collective workers' account for social investment, or some combination of the two.

EM-PTA 3

A separate Fair Trade Premium bank account is established and worker representatives from the Fair Trade Committee, together with management are joint signatories.

EM-PTA 4

A legal body is established before any assets are acquired using the Fair Trade Premium. This body comprises and represents all employees of the company as the owner of any property acquired with the Fair Trade Premium.

EM-PTA 5

Workers shall comprise a majority of members on the Fair Trade Committee and shall be elected democratically and independently of management influence.

EM-PTA 6

Management participates actively and responsibly in the Fair Trade Committee through its representatives and assists and supports the workers in the management of the premium. Management representatives do not have voting rights, but are allowed to veto Fair Trade Committee decisions where these are clearly illegal or go against the Fair Trade standards.

EM-PTA 7

The Fair Trade Committee shall liaise with all employees in order to allocate the Fair Trade Premium funds that are directed to the Committee from Fair Trade orders.

EM-PTA 8

The Fair Trade Committee is accountable to the workers and certification body for the administration and use of the Fair Trade Premium. Payment and distribution of the Premium must be transparent and verifiable.³

EM-PTA 9

Within one year of certification, the rules, regulations and procedures of the Fair Trade Committee, established as part of the constitution required by EM-PTA 2, are in place and available to workers.

EM-PTA 10

Within two years of certification, the Fair Trade Committee makes use of the Fair Trade training tools in its preparation of the *written* Fair Trade Committee premium work plan.

EM-PTA 11

The Fair Trade Committee has access to administration and communication tools – telephone, email and/or fax – and has its own independent email account where infrastructure allows it.

³ Facilities should post notices informing workers of details of buyers' Fair Trade Premium payments, including the amounts and frequencies of payments.

1.3 Grievance Procedure (GP)

EM-GP 1

Management ensures the right of workers to gather to discuss workplace grievances without fear of reprisal or other negative consequences. Meeting space is provided on request to enable the worker representatives to carry out their functions. All grievances must be documented and addressed by management in a clear fashion to the person who presents the grievance, as well as to other workers if relevant.

EM-GP 2

A written grievance procedure is established which ensures that workers have the right to be heard and the right to appeal. Management does not discipline, dismiss or discriminate against workers for using any grievance procedure.

2.0 Economic Development (ED)

2.1 Fair Trade Premium (FTP)

ED-FTP 1

Buyers pay a Fair Trade Premium on all Fair Trade orders, to benefit all production workers.⁴ Buyers are responsible for paying the current premium as listed in the Fair Trade Premium requirements in the Appendix.

2.2 Conditions of Employment (CE); SA 8000: Working Hours and Remuneration

This section is taken in whole from the Social Accountability Requirements of the Social Accountability International (SAI) SA8000 Standard (2008 version). It has been re-numbered to align with Fair Trade USA's standard system. Where Fair Trade USA's standard requires qualifications beyond those in SA8000, these are identified as "Additional Fair Trade Requirements." Definitions of specific SA8000 terms can be found in the Fair Trade Glossary, which is available on the Fair Trade USA website.

ED-CE 1

The company shall treat all personnel with dignity and respect. The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of personnel. No harsh or inhumane treatment is allowed.

ED-CE 2

The company shall comply with applicable laws and industry standards on working hours and public holidays. The normal work week, not including overtime, shall be defined by law but shall not exceed 48 hours.

⁴ All production workers currently employed in the factory will benefit from the Fair Trade Premium, regardless if they worked on the actual product. "Production workers" includes all line staff/operators working on products on an hourly wage.

ED-CE 3

Personnel shall be provided with at least one day off following every six consecutive days of working. Exceptions to this rule apply only where both of the following conditions exist:

- a) National law allows work time exceeding this limit; and
- b) A freely negotiated collective bargaining agreement is in force that allows work time averaging, including adequate rest periods.

ED-CE 4

All overtime work shall be voluntary, except as provided in ED-CE 5 below, shall not exceed 12 hours per week, nor be requested on a regular basis.

ED-CE 5

In cases where overtime work is needed in order to meet short-term business demand and the company is party to a collective bargaining agreement freely negotiated with worker organizations (as defined above) representing a significant portion of its workforce, the company may require such overtime work in accordance with such agreements. Any such agreement must comply with the requirements above.

ED-CE 6

The company shall respect the right of personnel to a living wage and ensure that wages paid for a normal work week shall always meet at least legal or industry minimum standards and shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

ED-CE 7

The company shall ensure that deductions from wages are not made for disciplinary purposes. Exceptions to this rule apply only when both of the following conditions exist:

- a) Deductions from wages for disciplinary purposes are permitted by national law; and
- b) A freely negotiated collective bargaining agreement is in force.

ED-CE 8

The company shall ensure that personnel's wages and benefits composition are detailed clearly and regularly in writing for them for each pay period. The company shall also ensure that wages and benefits are rendered in full compliance with all applicable laws and that remuneration is rendered either in cash or check form, in a manner convenient to workers.

ED-CE 9

All overtime shall be reimbursed at a premium rate as defined by national law. In countries where a premium rate for overtime is not regulated by law or a collective bargaining agreement, personnel shall be compensated for overtime at a premium rate or equal to prevailing industry standards, whichever is more favorable to workers' interests.

ED-CE 10

The company shall not use labor-only contracting arrangements, consecutive short-term contracts, and/or false apprenticeship schemes to avoid fulfilling its obligations to personnel under applicable laws pertaining to labor and social security legislation and regulations.

Additional Fair Trade Requirements:

ED-CE 11

All workers are aware of their rights and duties, responsibilities, salaries, and work schedules.

ED-CE 12

All permanent workers must have a legally binding written contract of employment with a job description, signed by worker and employer.

ED-CE 13

The premium rate for overtime shall be agreed upon in writing and in advance.

ED-CE 14

Annual leave, not including sick and casual leave, shall include at least two weeks of paid leave per year.

ED-CE 15

Local and migrant, seasonal and permanent workers receive equivalent wage and overtime provisions for equal work performed.

3.0 Social Responsibility (SR) / SA8000 Standard

This section is taken in whole from the Social Accountability Requirements of the Social Accountability International (SAI) SA8000 Standard (2008 version). It has been re-numbered to align with our standard system. Where Fair Trade USA's standard requires qualifications beyond those in SA8000, these are identified as "Additional Fair Trade Requirements." Definitions of specific SA8000 terms can be found in the Fair Trade Glossary, which is available on the Fair Trade USA website.

3.1 Protection of Children and Young Persons (PC); SA8000: Child Labor

SR-PC 1

The company shall not engage in or support the use of child labor.

SR-PC 2

The company shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labor above, and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child as defined above.

SR-PC 3

The company may employ young workers, but where such young workers are subject to compulsory education laws, they may work only outside of school hours. Under no circumstances shall any young

worker's school, work, and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours.

SR-PC 4

The company shall not expose children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.

3.2 Freedom from Forced Labor and Human Trafficking (FL); SA8000: Forced and Compulsory Labor

SR-FL 1

The company shall not engage in or support the use of forced or compulsory labor as defined in ILO Convention 29, nor shall personnel be required to pay 'deposits' or lodge identification papers with the company upon commencing employment.

SR-FL 2

Neither the company nor any entity supplying labor to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.

SR-FL 3

Personnel shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer.

SR-FL 4

Neither the company nor any entity supplying labor to the company shall engage in or support trafficking in human beings.

3.3 Occupational Health and Safety (OH); SA8000: Health and Safety**SR-OH 1**

The company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.

SR-OH 2

The company shall appoint a senior management representative to be responsible for ensuring a safe and healthy workplace environment for all personnel, and for implementing the Health and Safety elements of this standard.

SR-OH 3

The company shall provide to personnel on a regular basis effective health and safety instructions, including on-site instruction and, where needed, job-specific instructions. Such instructions shall be repeated for new and reassigned personnel and in cases where accidents have occurred.

SR-OH 4

The company shall establish systems to detect, avoid, or respond to potential threats to the health and safety of personnel. The company shall maintain written records of all accidents that occur in the workplace and in company-controlled residences and property.

SR-OH 5

The company shall provide at its expense appropriate personal protective equipment to personnel. In the event of a work related injury the company shall provide first aid and assist the worker in obtaining follow-up medical treatment.

SR-OH 6

The company shall undertake to assess all the risks to new and expectant mothers arising out of their work activity and to ensure that all reasonable steps are taken to remove or reduce any risks to their health and safety.

SR-OH 7

The company shall provide, for use by all personnel, access to clean toilet facilities, access to potable water, and, where applicable, sanitary facilities for food storage.

SR-OH 8

The company shall ensure that any dormitory facilities provided for personnel are clean, safe, and meet the basic needs of the personnel.

SR-OH 9

All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the company.

Additional Fair Trade Requirements:

SR-OH 10

Workers must have access to appropriate secondary healthcare.

SR-OH 11

Necessary and appropriate work clothes must be provided free of charge.

3.4 Freedom of Association (FA); SA8000: Freedom of Association and Right to Collective Bargaining

SR-FA 1

All personnel shall have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the company. The company shall respect this right, and shall effectively inform personnel that they are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them, or retaliation, from the company. The company shall not in any way interfere with the establishment, functioning, or administration of such workers' organizations or collective bargaining.

SR-FA 2

In situations where the right to freedom of association and collective bargaining are restricted under law, the company shall allow workers to freely elect their own representatives.

SR-FA 3

The company shall ensure that representatives of workers and any personnel engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation for reason of their being members of a union or participating in trade union activities, and that such representatives have access to their members in the workplace.

Additional Fair Trade Requirement:

SR-FA 4

Workers must be provided with information on their rights and worker's organizations from an independent source within a year of certification. The factory must grant access to labor rights experts and representatives of NGOs and trade unions to conduct the program of worker training. Training must be paid for by management.

3.5 Non-Discrimination (ND); SA8000: Discrimination

SR-ND 1

The company shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.

SR-ND 2

The company shall not interfere with the exercise of personnel's rights to observe tenets or practices, or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions, or any other condition that could give rise to discrimination.

SR-ND 3

The company shall not allow any behavior that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact, in the workplace and, where applicable, in residences and other facilities provided by the company for use by personnel.

SR-ND 4

The company shall not subject personnel to pregnancy or virginity tests under any circumstances.

Additional Fair Trade Requirements:

3.6 Women's Rights (WR)

Given the context of women working in factories, especially apparel production facilities, Fair Trade USA believes it is important to place additional focus on social responsibility and empowerment of women. While some of these criteria are covered under general non-discrimination and social responsibility requirements, they are repeated here for emphasis. Women's rights are a key aspect of all auditor training and capacity building on the production site.

SR-WR 1

Equal remuneration is provided for female workers.

SR-WR 2

Pregnancy tests are not allowed for hiring, firing, or promotion practices.

SR-WR 3

Maternity leave shall not be shorter than eight weeks on full pay, not including annual leave. After returning to work, breastfeeding breaks during work time must be granted.

SR-WR 4

Wage deduction or dismissals of workers on maternity leave are prohibited. Upon their return, workers will have the same positions as prior to their leave, with same or equivalent pay and benefits.

SR-WR 5

There is no pressure on workers to use contraception.

SR-WR 6

Management provides appropriate services and accommodation to pregnant workers and ensures they are given work which does not risk the health of the women or children they are carrying.

SR-WR 7

Management implements a policy that outlines necessary qualifications for staff and worker positions. The needs of disadvantaged/minority groups (including women) are targeted with training and other programs.

4.0 Environmental Responsibility and Management (ERM)

4.1 Monitoring Systems (MS)

ERM-MS 1

Facilities have an environmental commitment and put forth efforts to protect and restore the natural environment. At a minimum, all local legal requirements are adhered to. There is a continuous effort to improve environmental performance along a defined path towards cleaner production.

ERM-MS 2

Facilities must develop a management system demonstrating environmental commitment, with a timeline and plan for its implementation.

ERM-MS 3

Facilities must develop and implement a plan, with measurable progress, aimed at: increasing efficiency and thereby minimizing pollution and waste; reducing the use of natural resources including raw materials, energy and water; and properly managing waste and any environmental problems associated with disposal of wastes.

4.2 Hazardous Materials (HM)

ERM-HM 1

All chemicals are stored, used, and disposed of in such a way as to minimize potential risk and exposure to workers, the environment, and the products being manufactured.

ERM-HM 2

Facilities must eliminate toxic and hazardous substances from products and operations. They will abide by the Restricted Materials List in the Appendix.

4.3 Waste Management (WM)

ERM-WM 1

All waste is disposed of properly, including chemical, solid sewage, and liquid wastes.

5.0 Trade Requirements (TR)

5.1 Basic Requirements (BR)

TR-BR 1

The company facilitates both announced and/or unannounced Fair Trade audits carried out by Fair Trade USA-approved certifiers and reports to Fair Trade USA on its Fair Trade transactions (according to the frequency determined by Fair Trade USA: quarterly, bi-annually or monthly).

TR-BR 2

The facility maintains a single set of verifiable, accurate, and complete documentation of all employment-related practices and records (including those for wages paid and hours worked) for each worker, for a period of at least three years.

5.2 Supply Chain Traceability (ST)

TR-ST 1

The facility has knowledge of its subcontractors who will be handling Fair Trade products as well as any Fair Trade material suppliers (if applicable), and discloses the information to Fair Trade USA before production begins. This includes packing facilities, dye houses, embroiderers, accessory and embellishment facilities, homeworkers, subcontractors, forests and farms. Any changes in a factory's supply chain for the sourcing and manufacturing of Fair Trade products must be reported to Fair Trade USA in a timely manner.

5.3 Subcontracting (SC)

TR-SC 1

The factory is responsible for ensuring that its subcontractors and homeworkers handling Fair Trade product are in accordance with ILO core labor standards and legal minimum wages and benefits. Subcontractors may be subject to third-party inspections to verify compliance.

TR-SC 2

Records must be maintained and regularly updated with name of each subcontracted unit (including homeworkers), the name of person in charge, location and number of work contracts given.

TR-SC 3

In case of repeated serious violations, the subcontractor will no longer be authorized to handle Fair Trade product.

Appendix 1: Fair Trade Premium

The Fair Trade Premium is a minimum of 1% and maximum of 10% of the Free-on-Board (FOB) value of the order, depending on the wage level assessed in the factory. If the wages assessed meet the living wage benchmark, the Fair Trade Premium is 1%. If the wages assessed are closer to the living wage benchmark than to the minimum wage, the Fair Trade Premium is 5%. If the wages assessed are closer to the minimum wage than to the living wage, the Fair Trade Premium is 10%.

Appendix 2: Restricted Materials List

1. The following substances may not be used in the manufacture of Fair Trade products:

Substances on the American Apparel and Footwear Association's Restricted Substances List, available at: <https://www.wewear.org/industry-resources/restricted-substances-list/>.

2. In addition, if the factory is using any of the chemicals on the European Union's REACH List of Substances of Very High Concern (available at: <http://echa.europa.eu/web/guest/candidate-list-table>), the factory has produced and is implementing a plan to phase out the use of that chemical by the third year of certification.