

## Child and Forced Labor in UTZ CERTIFIED *Good Inside* Code of Conduct and Guidance documents for Coffee

- **Point 10.F.6** (mandatory from year 1 onwards):

Children under 15 years are not employed as permanent and seasonal workers. If local legislation has established a higher minimum age, this higher age applies. (Ref. ILO Convention 138 on Minimum Age and 182 on Child Labor)

- **Guidance comment to 10.F.6:** On family farms, children can participate in farming practices under the following conditions (and where local laws do not prohibit it): the work does not jeopardize their physical and mental well-being or interfere with their schooling. They do not conduct hazardous work as specified above and are always accompanied by an adult relative.

- **Point 10.G.1**

The certificate holder has records with a clear overview of the workers (including seasonal workers and subcontractors).

For permanent workers, the minimum records the overview contains are full names (gender), date of birth or age, date of entry, the period of employment

- **Point 10.F.5:** (mandatory from year 1 onwards)

Children or minors (below 18) do not conduct hazardous work or any work that jeopardizes their physical, mental or moral well being. They do not work in dangerous locations, in unhealthy situations, at night, or with dangerous substances or equipment, nor do they carry heavy loads. They are not exposed to any form of abuse and there is no evidence of trafficked, bonded or forced labor.

- **Guidance comment to 10.F.5:** If the certificate holder previous to certification has employed children, and stopped doing so in order to become certified, policies and procedures are in place to enable these children to attend and remain in quality education until no longer a child.

- **Point 10.G.3**

The certificate holder stimulates primary education of on-site living children of workers who have the age to go to primary school. The methods, such as awareness raising meetings, with their parents are documented.

## **Child and Forced Labor in UTZ CERTIFIED *Good Inside* Code of Conduct and Guidance documents for Cocoa:**

The Code for Cocoa was developed in thorough consultation with more than 100 cocoa stakeholders worldwide, including farmers, farmer organizations, government officials, NGOs, traders, chocolate companies. Because more than 95% of the cocoa is grown by smallholders, UTZ CERTIFIED has developed a specific Code of Conduct for smallholders and a separate one for Cocoa estates; both with explicit requirements based on internationally accepted ILO conventions. The following control points in the code were developed:

- **Point 70:**

No forced, bonded, trafficked or otherwise involuntary labor is used at any stage of production. Workers of all types are not required to lodge their (original) identity papers with anyone and no part of their salary, benefits or property shall be retained in order to coerce workers. Spouses and children of contracted workers are not required to work on the farm. (Ref. ILO Convention 29 on Forced Labor and 105 on Abolition of Forced Labor)

- **Point 71:**

Children and minors (below 18) do not conduct hazardous work or any work that jeopardizes their physical, mental or moral well being. They do not work in dangerous locations, in unhealthy situations, at night, or with dangerous substances or equipment, nor do they carry heavy loads. They are not exposed to any form of abuse and there is no evidence of trafficked, bonded or forced labor. (Ref. ILO Convention 138 on Minimum Age and 182 on Worst Forms of Child Labor)

- **Point 72:**

Children below the age of 15 are not employed, whether as permanent, seasonal or casual workers. If local legislation has established a higher minimum age, this higher age applies. (Ref. ILO Convention 138 on Minimum Age)

- **Point 73:**

On family farms, children can participate in farming practices under the following conditions (and where local laws do not prohibit it), only for light work, for a limited number of hours (max. 14 hours a week) and if the work does not jeopardize their physical and mental well-being or interfere with their schooling. They do not conduct hazardous work as specified above in point 71 and are always accompanied by an adult relative.

- **Point 74:**

The date of birth or age of workers is documented.

• **Point 75:**

Where there are indicators of exploitation/trafficking of children (children working under threat, not free to leave etc.), the certificate holder reports these cases to the relevant authorities. Actions and reports are documented.

- **Guidance comments to 75:** Children who have been trafficked may:
  - Have no access to their parents or guardians
  - Look intimidated and behave in a way that does not correspond with behavior typical of children their age
  - Have no friends of their own age outside of work
  - Have no access to education
  - Have no time for playing
  - Live apart from other children and in substandard accommodations
  - Eat apart from other members of the "family"
  - Be given only leftovers to eat
  - Be engaged in work that is not suitable for children
  - Travel unaccompanied by adults
  - Travel in groups with persons who are not relatives (UN Office for Drugs and Crime)

• **Point 110:**

The certificate holder shall appoint a responsible person for labor conditions. The responsible person must be able to demonstrate awareness of and access to national regulations concerning:

- (...)
- child labor
- (...)

• **Point 124:**

The certificate holder appoints a person responsible for coordinating training of producers on all topics relevant for implementation of this code, including at least:

- (...)
- Labor rights, including child labor and informal workers;
- (...)

• **Point 146:**

The certificate holder organizes awareness raising meetings for producers and their families to inform them on:

- Worst forms of child labor (incl. hazardous work and trafficking);
- Child labor and the importance of education;
- (...)

• **Point 147:**

If there are indicators of children not attending school, the certificate holder takes appropriate action to stimulate school attendance. Such actions are documented.

## Child and Forced Labor in UTZ CERTIFIED *Good Inside* Code of Conduct and Guidance documents for Tea:

- **Point 9.F.1** The certificate holder has records with a clear and accurate overview of all workers (including seasonal workers) and subcontractors. For permanent workers, the overview contains at least full names, gender, date of birth or age, date of entry, duration of employment and wages. For seasonal workers, the overview contains at least the number of workers, gender, dates of birth or age and wages.
- **Point 9.F.4** The certificate holder and group members do not use forced, bonded or involuntary labor. The certificate holder and members do not require workers to lodge deposits or their identity papers with them or retain any part of the workers' salary, benefits or property to force workers to remain on the farm. Workers are free to leave the employer after reasonable notice. Spouses and children of contracted workers are not required to work on the farm. (Ref. ILO Convention 29 on Forced Labor and 105 on Abolition of Forced Labor)
- **Point 9.F.5** Children or minors (below 18) do not conduct hazardous work or any work that jeopardizes their physical, mental or moral well being. They do not work in dangerous locations, in unhealthy situations, at night, or with dangerous substances or equipment, nor do they carry heavy loads. They are not exposed to any form of abuse and there is no evidence of trafficked, bonded or forced labor. (Ref. ILO Convention 182 on Worst Forms of Child Labor).
  - **Guidance:** If the certificate holder previous to certification has employed children, and stopped doing so in order to become certified, policies and procedures are in place to enable these children to attend and remain in quality education until no longer a child.
- **Point 9.F.6** Children under 15 years are not employed or made to work. If local legislation has established a higher minimum age, this higher age applies. The date of birth of workers is documented. (Ref. ILO Convention 138 on Minimum Age )
  - **Guidance:** On family farms, children can participate in farming practices under the following conditions (and where local laws do not prohibit it): the work does not jeopardize their physical and mental well-being or interfere with their schooling. They do not conduct hazardous work as specified above and are always accompanied by an adult relative.
- **Point 9.G.3** The certificate holder stimulates the primary education of on-site living children of workers who are of the age to go to primary school. The methods, such as awareness raising meetings with parents, are documented.

**Since UTZ CERTIFIED is a multi-stakeholder organization, we value any feedback to our Codes of Conduct. Please direct your comments to [certification@utzcertified.org](mailto:certification@utzcertified.org)**