



Social Fairness Affidavit for Supply Chain Actors & Processors

This affidavit serves for SCAs and/or processing operations applying for ROC registration or certification. Fill this form out so ROA may review for compliance to the Worker Fairness Pillar outlined in the Framework for Regenerative Organic Certification. A ROC-approved social certification must be attained at one or more major stages of manufacturing and processing in order to be eligible for GOLD level ROC claims. Bronze and Silver ROC claims require the submission of this Social Fairness Affidavit to the ROA for review. A risk assessment and fee estimate will be conducted based on type of commodity, size and scope of operations. A remote desk audit may be conducted based on the risk assessment. Further documentation may be requested to verify eligibility for each of the sections below.

Operator Name:	
Operator Address:	

A. Operations wishing to make a Bronze or Silver ROC claim must complete the following information about their worker practices:

Requirement	True	False
Labor Laws & Compliance:		
1. Operation is in compliance with all Freedom of Association and Collective Bargaining laws, as outlined by the International Labor Organization (ILO). <i>(ROC Worker Fairness Section 1 &6)</i>	<input type="checkbox"/>	<input type="checkbox"/>
Child Labor:		
1. No children below the lowest of 15, legal age, or age of compulsory schooling are employed. Children under 18 do not perform work that jeopardizes health, safety, education, and emotional or physical development. <i>(ROC Worker Fairness Section 2)</i>	<input type="checkbox"/>	<input type="checkbox"/>
Forced Labor & Hiring:		
1. Workers are not forced to work or remain on premises against their will and hiring practices are not deceptive and do not result in forced labor.	<input type="checkbox"/>	<input type="checkbox"/>
2. Human Trafficking: Operator does not facilitate human trafficking	<input type="checkbox"/>	<input type="checkbox"/>
3. Contractors: If recruited or contracted labor is used, employer pays any fees associated with recruitment and employees have same rights and benefits as direct employees. <i>(ROC Worker Fairness Section 3)</i>	<input type="checkbox"/>	<input type="checkbox"/>
Harassment and Discrimination:		
1. Operation is in compliance with ILO Standards on Equality of Opportunity and Treatment, including harassment and violence, discrimination and equal pay. <i>(ROC Worker Fairness Section 4&5)</i>	<input type="checkbox"/>	<input type="checkbox"/>

Employment Relationship:			
1. Employment contracts are negotiated and executed in good faith and the operator honors any commitments made in a contract. <i>(ROC Worker Fairness section 7)</i>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Interns & Apprentices: Operator has clear and comprehensive written contract explaining terms of internship/apprentice, including compensation structure. <i>(ROC Worker Fairness Section 7)</i>	<input type="checkbox"/>	<input type="checkbox"/>	

Wages & Benefits:			
1. Operation pays wages and benefits in accordance with the law with any deductions also in accordance with the law and formally agreed in advance with the worker concerned.	<input type="checkbox"/>	<input type="checkbox"/>	
2. Operation is committed to pay a living wage and intends to progress towards paying a living wage as defined in Appendix A-3.	<input type="checkbox"/>	<input type="checkbox"/>	
3. Operation has system in place to ensure timely payment of wages to employees no less than every two weeks unless agreed in writing with the employee. <i>(ROC Worker Fairness Section 8)</i>	<input type="checkbox"/>	<input type="checkbox"/>	

Hours of Work:			
1. Operator does not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. Regular work week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. <i>(ROC Worker Fairness Section 9)</i>	<input type="checkbox"/>	<input type="checkbox"/>	

Health & Safety:			
1. Operation minimizes number of immediate threats to workers lives, provides at least two exits in buildings, and maintains all health and safety related incidents and is committed to the reduction and elimination of such incidents over time. <i>(ROC Worker Fairness Section 10).</i>	<input type="checkbox"/>	<input type="checkbox"/>	

B. Operations purchasing directly from ROC Producers with the intent to carry a ROC claim must commit to fair purchasing agreements and complete the following:

Requirement	True	False	N/A
Buyers:			
1. Operator ensures all contracts between ROC producers and buyers are fair and equitable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Buyers make timely payments and provide sourcing plan to producers with estimates of future purchases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Buyers enter long-term commitments when desired by farmers or are transparent with farmers and ROA if long-term commitments are not in place.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Buyers do not break commitments that adversely affect producers. <i>(ROC Worker Fairness section 12.1)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Bargaining:			
1. All farmers have the right to freedom of association and to organize and engage in collective bargaining, free from retaliation of any kind by the buyer or his/her agents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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- 2. If farmers so choose, contracts between buyers and farmers are negotiated using a collective bargaining process.
 - 3. If a farmer chooses to select a representative, the buyer recognizes and negotiates with representatives chosen by the farmer or democratically chosen by the farmer's association in the case of collective bargaining.
- (ROC Worker Fairness section 12.2)*

Fair Pricing:

- 1. Pricing between buyers and producers is mutually agreed through dialogue and participation by both to provide fair pay to producers.
- 2. Where Fair Trade pricing structures exist, these are used as a minimum.
- 3. Where Fair Trade pricing structures don't exist, pricing is based on socially acceptable remuneration (in the local context) considered by producers themselves to be fair.

*Fair Pricing and Fair Payments guidelines are not applicable to producers acting as buyers when buying organic or non-organic commodities on an open market.
(ROC Worker Fairness section 12.3)*

Fair Payments:

- 1. Payments received by farmers always meet the cost of production which includes paying living wages.
- 2. 10% premium is added when real cost is unknown or when price doesn't cover cost of production.

*Fair Pricing and Fair Payments guidelines are not applicable to producers acting as buyers when buying organic or non-organic commodities on an open market.
(ROC Worker Fairness section 12.4)*

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- Transparent Negotiations:** Negotiations with producers include:
- 1. Transparent communication of pricing and contracting terms
 - 2. Openness to exploring and negotiating all terms of contract and clarifying expectations clearly
 - 3. Providing market information on demand, supply, pricing and transfer of value in the chain

(ROC Worker Fairness section 12.5)

Capacity Building:

- 1. Operation works towards an increase in the capacities of its members and the organization. Mechanisms for training are developed to facilitate the process of building capacities in the productive, technical, social, organizational, commercial and public impact areas.

(ROC Worker Fairness section 12.6)

I am qualified to assess the validity of these statements and are true to the best of my knowledge.

Representative's Name & Title

Representative's Signature

Date