



Economy of Love

Processing Criteria

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This document was composed by the EBDA with support of the Economy of Love Committee, Certivision Netherlands, and the Heliopolis University in Cairo, Egypt

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Introduction

The following document details the criteria on which the Economy of Love certification is granted. The following criteria are divided into four sections representing the Economy of Love wheel of balance that aims to create a balanced economic society that equally cares for the environment, the society, the economy and the culture, benefiting each to protect the people and the environment involved in any economic or business activity.

The below table serves as the inspectors guide which can be used during announced and unannounced audits. The inspector should write all findings and observations as documentation of the inspection. Additionally to this document the inspector should collect all required documentation and information from the company. A check list of all necessary documentation required will be shared with both the company and the certification body.

Certification Guide:

While Economy of Love expects all licensees to comply with all the criteria listed above, some criteria have higher importance than others. Therefore some criteria are marked as 'Major' which means a licensee cannot be granted the certification if he's not complying to all 'Major Criteria'. Other criteria are marked as 'Minor' which means that a licensee can be granted the certification if he is not compliant to a certain number of 'Minor Criteria', and provides corrective actions to be undertaken to change his status from compliant to non-compliant. The following is the guide to the licensing requirements and compliance level for

Level 1: Economy of Love Certified Member

The member of the first level is **EoL** certified and complies with the **EoL** values and criteria, and thus has the right to print the **EoL** trademark, and use the EoL impacTrace tool.

Requirement:

1. Compliant with all 'Major Criteria'.
2. A maximum of non-compliance with 7 'Minor Criteria'.
3. In case of non-compliance with a 'Minor Criteria', corrective actions are taken within a year to change status into compliant.

Level 2: Economy of Love 'In Transition Member'

This level is for companies that are undergoing changes to comply with the EoL standards if they are in their initial year or are renewing the certificate. In Transition Members are not granted the rights to use the EoL trademark, but are provided with the use of the impacTrace tool.

Requirements:

1. Non-compliant to a maximum of 3 Major Criteria.
2. A maximum of non-compliance with 10 Minor Criteria.
3. The company provides a detailed one year plan of corrective actions in order to change their status into compliant.

Environmental Criteria

Criterium		Specific Indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1	The processor meets the biodynamic production and processing standards, described in the international Demeter processing criteria ¹		1. Does the company follow biodynamic procedures? 2. Is the company compliant with the Demeter standard? 2. Please specify non-compliances if applicable.		Major

¹ Due to external factors the Demeter and/or organic standards may be decertified. The Economy of Love Standard is bound neither to the Demeter nor the organic standards and can still be granted. However, it requires compliance with the Demeter/biodynamic production and processing standards.

2	The processor reduces packaging and uses recycled or easily biodegradable materials.	A plan is in place to reduce packaging in general and plastic packaging material in specific, and to replace conventional packaging material with recycled or biodegradable materials.	1. Briefly summarize the strategy on packaging and give examples for implementation. 2. What percentage of packaging used is from alternative (recycled, biodegradable) sources? 3. What alternative packaging material is used? 4. Has the plan been sent to the CB?		Major
3	The factory has a sustainable water, wastewater and waste management system in place with an aim to reduce waste and protect the local environment from degradation and pollution.	A) Water Management			
		Water usage is monitored.	Are the records made available to the inspector on site?		Major
		A water management plan or strategy is in place.	1. Briefly describe the water and wastewater management plan? <ul style="list-style-type: none"> a. No harmful or polluting substances are discharged into the groundwater or freshwater sources.² b. Wastewater of the processing factory is properly disposed of or treated and reused without harming the environment? 2. Is the plan shown to the inspector on site?		Minor

² This can be shown by providing the auditors with proof of responsible waste management.

	Use of fossil water is permitted only when a plan detailing the sustainable and responsible management and usage, is approved by a third party expert. ³	1. Was a plan submitted to the CB?		Minor
	A permission for the extracting water from wells is in place (if applicable)	1. Are the well licensees made available to the inspector? (if applicable)		Minor
	B) Waste Management			
	Waste production is monitored.	1. Are the records made available to the inspector on site?		Major
	A sustainable waste management system is put in place that defines how facility waste (including industrial waste, hazardous material, toxic substances, and general waste) is being properly disposed of, treated, or recycled in efforts to protect the environment,	1. Briefly describe the waste management systems. 2. What are different types of waste produced by the processing facility? 3. How are the different types of waste being disposed of? 4. What percentage of waste is being recycled?		Minor

³ Fossil water, or “paleowater,” is most commonly defined as water that seeped into the ground during the last Ice Age. The water filled the porous cracks between rocks and grains of sand in a process known as recharging. Modern groundwater also recharges. Third-party expert needs to be approved by Economy of Love.

		ground water, fresh water and air from pollution.			
4	A Greenhouse Gas (GHG) Emissions reduction strategy is in place.	<p>Report on Greenhouse Gas (GHG) Emissions is submitted to the CB⁴.</p> <p>The report should:</p> <ul style="list-style-type: none"> - Include a breakdown of the different sources of GHG emissions (including transportation). - Indicate the percentage of GHG emissions of each source. 	<p>1. Was the report submitted to the CB / EoL?</p> <p>2. What are the company's plans, goals and achievements with regards to reducing GHG emissions?</p>		Major
5	In textiles the processor meets the Demeter standard regulations for aids, additives, enzymes, and filtering material.				
6	In textiles, the	EoL-certified textile products	<p>1. Is the proof for these requirements presented to</p>		

⁴ The GHG emissions report should be developed by a specialized third party.

	<p>processor abides by the Demeter, the International Association of Natural Textiles (IVN) as well as the Global Organic Textile Standard (GOTS), in the exclusion of specific toxic products.</p>	<p>always meet the minimum standards for Demeter/organic textile products by supplying proof of the following:</p> <ul style="list-style-type: none"> • Minimum organic ingredient content of 50% of the agricultural ingredients • No ingredients in parallel (Demeter with organic/conventional) • No GMO • No nanoparticles 	the inspector?		
7	<p>Demeter certified fibers (wool, cotton, flax etc.) may be used in the production of EoL textiles.</p>	<p>Fibers originating from farms in conversion to Demeter and EoL are to be used if their share does not exceed one third of the overall content.</p>			
8	<p>Fiber mixtures are</p>				

	permitted on the bases that they come from Demeter certified agricultural sources and that Demeter silk or other natural fiber is unavailable, where the mixing with organic fibres is permitted.				
9	The EoL labelling of products containing mixed fibers, must contain a minimum weight of 66% Demeter fibres.				
10	The safety of the workers is ensured by the processor, where processes that may endanger the safety				

	of the workers are prohibited during any step of the textile processing.				
11	Ecological awareness is fostered through a minimum of 15 training hours per year. ⁵		<p>1. Was an attendance sheet and agenda of training submitted to the CB?</p> <p>a) Please give a brief description of the training content.</p>		Minor

Economic Criteria

	Criterion	Specific indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1	Required data for calculating the natural capital and full cost of processing operations is made accessible to EoL ⁶		1. Was all necessary data provided to the CB or the authorized third party?		Major
2	A long-term, fair, and	The trading parties (producer,	1.How are prices negotiated with suppliers?		Major

⁵ The training hours can be arranged individually, but must reach 15 hours at the end of the year, for at least 75% of full time employees in the company.

⁶ Full cost reflects the cost of the products if the external damage cost on the environment is taken into account.

sustainable trading relationship is maintained between trading parties, by establishing solidarity agreements and trading practices that protect the fair compensation and common benefit of both parties.	processor, distributor, and consumers) openly, transparently and fairly negotiate prices, and are willing to diverge from market price to come to a fair and solidaric agreement that ensures all costs/needs are covered in order to continue doing business in a sustainable manner. <ul style="list-style-type: none"> - The prices must be documented. - The fair prices agreed upon must at least be 15% higher than market price. 	2.How are the price, quantity and quality of the product agreed upon and why? 3. Are there problems arising when negotiating a price 15% higher than the market price? If so, please specify. 4. Is a sample of written contracts shown to the inspector?		
	Products (or services) are delivered on time and to the agreed upon quality and specification.	1. How is the quality of delivered products being checked?		Minor
	Problems are communicated in a timely manner with trade parties and worked out as far as possible.	1. Give an example of a situation where there was a problem that needed communication with the trading party. <ul style="list-style-type: none"> a. When was the problem communicated? b. What measures were taken to address this 		Minor

		problem?		
	<p>A written agreement is established to:</p> <ul style="list-style-type: none"> a. Ensure compensation for the producer in case of cancellation or rejection of orders for a reason that is not the fault of the producer. Likewise the compensation of the processor in case delivered quantities and qualities do not match those invoiced. b. Prohibit the termination of trading relations or cessation of buying without appropriate notice and reason. 	<ol style="list-style-type: none"> 1. Is the written agreement viewed by the inspector? 2. Give an example of a situation where cancellation or rejection occurred. <ul style="list-style-type: none"> a) What was the compensation scheme? b) What was the reason? 2. Did the processor/producer terminate any trading relations this year ? <ul style="list-style-type: none"> - If yes, how many, and what were the reasons? 		Minor
	Payment is happening on receipt or within an agreed short period of time which allows for quality checks.	<ol style="list-style-type: none"> 1. Are payments happening upon receipt/shortly after or is there a delay? 		Minor
	The collaboration of different trading parties is encouraged in the	<ol style="list-style-type: none"> 1. Are there any forms of pre-finance, or collaboration in purchasing of machinery or services that serve the 		Minor

	purchasing of machinery, or services that create common benefit, or through pre-finance agreements based on binding contracts. ⁷	<p>benefit of both parties, occurring?</p> <p>a) If yes, please present the pre-finance agreements to the inspector.</p> <p>2. Have trading partners actively approached the company for pre-finance affairs?</p> <p>a. Amount of partners requested</p> <p>b. Amount of partners that benefited from pre-finance.</p>		
3 Factory employees receive a salary that allows for a decent standard of living.	The employees receive a wage that allows for a decent standard of living and the wages are at least 15% above local/national minimum wage ⁸ or above collective bargaining agreements for the industry (if available).	<p>Is the required data on salaries submitted to the CB?</p> <p>a) What are the sources of the data?</p> <p>Is the lowest wage at least 15% above the local minimum?</p> <p>Did collective bargaining influence the salary scheme?</p>		Major
	Wages should not undercut the amount of the local calculated Living Wage. ⁹	<p>Was a local Living Wage considered?</p> <p>Is the lowest wage within the scope of the calculated Living Wage?</p>		Minor

⁷ This criteria is only applicable for producers/ processors engaged in pre-finance agreements.

⁸ The Egyptian national minimum wage is 1200 Egyptian Pounds.

⁹ A living wage is defined as the minimum income necessary for a worker to meet their basic needs which are defined to include education, food, housing, and other essential needs such as clothing.

	Wages must be paid on time.	Are there occasions where wages were not paid on time, over the last year? If so, what is the justification?		Major
	It is prohibited to use wage deductions as a disciplinary measure, unless in extreme cases. ^{10, 11}	Were wage deductions used as a disciplinary measure over the last year? a) If yes, then what is the justification? b) Were other disciplinary measures such as written warnings, appraisals, deduction of profit sharing or incentives utilized first?		Minor
	The organization does not discriminate between its employees by ensuring that people doing the same job get paid equal salaries.	Are certain minorities/gender any other kind of group neglected in terms of their wage? (For instance, are women paid less or the same as men?) - Please check an example during the audit.		Major
4 Transparency in the disclosure of documents and stakeholder relationships	The selection of producers, partners, suppliers, is transparent, and based on competency, compatibility and does not	1. Was a list of all trading partners, cooperation-partners handed to the CB? 2. How are producers/ partners/ suppliers selected, based on which criteria?		Major

¹⁰ Salary deduction should be used, when the action of an employee is detrimental to the profitability of the company, or the safety of others.

¹¹ Salary deduction should only be used as a last resort for disciplinary measures; other measures such as written warnings, appraisals and deduction of profit sharing should be utilized first.

		discriminate against any groups.		
		The website and published information corresponds to the truth.	1. The inspector should briefly check the website and verify the information on the company website.	Minor
		An annual report or bylaw is published and available online. The document contains a vision and mission statement, details about suppliers and producers, and describes objectives about all four EoL dimensions (ecological criteria, economic criteria, social criteria and cultural criteria).	1. The inspector should check the report, and comment on whether it reflects his observations in the company. 2. Is the report including all four dimensions of EoL?	Minor
5	Sustainable economic awareness is fostered through a minimum of 15 training hours per year.¹²		1. An attendance sheet and agenda of training was submitted to the CB? a) Please give a brief description of the training content.	Minor

¹² The training hours can be arranged individually, but must reach 15 hours at the end of the year.

Social Criteria

Criterium	Specific indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1 Fair and dignified working conditions for all employees are created and enforced.	Forced Labor			
	No form of forced labor, slave labor or involuntary labor is taking place.	1. The inspector should report on the working conditions of the factory based on his personal impression? - Are there any indications of forced labor, or unfree and involuntary employment?		Major
	Employees are not required to pay a deposit to the employer.	Are there any cases of employees paying money to the organization?		Major
	Discrimination and Sexual Harassment			
	Discrimination in working life and hiring process based on ethnicity, religion, age, disability, gender, marital status, sexual orientation, trade union membership, nationality,	1. Describe the hiring and selection process? 2. What policies are in place to prevent discrimination? a) Are these policies written down? b) Were employees made aware of the existence of these policies?		Major

	<p>race, color of skin, disease, social background, caste or political affiliation is prohibited.</p> <ul style="list-style-type: none"> - Employees with similar skill set, level of experience and competency, performing similar jobs must be in the same salary level in the organization. - The hiring process should be based on a fair evaluation mechanism that measures competency and compatibility of the employee. - The termination of employment on unjustifiable grounds, is prohibited (e.g. marriage, pregnancy, parenthood or HIV status). 	<p>3. In the case of firing an employee in the last year, what were the reasons?</p> <p>4. What measures are in place to raise awareness of these issues on discrimination?</p>		
	Measures are established to protect employees from sexually intrusive,	1. What measures are taken to protect employees from sexually intrusive, threatening, insulting or		Major

	threatening, insulting or exploitative behavior.	<p>exploitative behavior?</p> <p>2. What measures are in place to raise awareness of these issues?</p> <p>3. How are sexually intrusive, threatening, insulting or exploitative behavior dealt with in the organization?</p>		
	<p>All disciplinary measures taken, are appropriate and reflect the extent of the cause. All measures should be transparent and documented.</p> <p>Physical punishment, verbal insult or psychological or physical coercion are neither exercised nor supported or tolerated by the organization.</p>	<p>1. What kind of disciplinary measures are taken and when/why?</p> <p>2. Are they appropriate?</p> <p>a) Was there physical violence?</p> <p>b) Was there psychological violence such as humiliation and threatening, or bullying used as a measure to enforce organization rules?</p> <p>c) Was there salary deduction taken as a disciplinary measure?</p> <p>3. How are employees being informed about potential disciplinary measures?</p>		Major

		4. How are the cases for disciplinary measures monitored and documented and who has access to these records?		
	Employment Conditions			
	<p>Full and part time employees have a written contract of employment, in a language that is comprehensible by the employees. The contract is presented to employees before work begins, and contains all relevant information on job conditions; such as:</p> <ul style="list-style-type: none"> - Position, rights and duties of the employee. - Wages, as well as the modalities of how and when wages are to be paid. - Working hours - A yearly paid vacation of a minimum length of 3 working weeks. - Unpaid vacation conditions. 	<p>1. Were sample contracts provided to the CB?</p> <p>2. Does the contract include statements of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Job position <input type="checkbox"/> Rights and duties <input type="checkbox"/> Salary <input type="checkbox"/> Working hours <input type="checkbox"/> Amount of vacation days <input type="checkbox"/> Maternity leave (if applies) <input type="checkbox"/> Disciplinary measures <input type="checkbox"/> What other conditions are included? 		Major

	<ul style="list-style-type: none"> - 4 months of paid maternity leave. - Disciplinary measures. Employees have prior information about disciplinary measures. - Other conditions. 			
	Regulations of international conventions and/or national legislation and regulations concerning regular employment are not avoided by using short-term contracts (such as contract labor, casual labor or day labor), subcontractors or other labor relationships.	<ol style="list-style-type: none"> 1. Are the short-term contracts in line with the international regulations of employment? 2. How many employees are working on long-term contracts ? 3. How many employees are working on short-term contracts ? 4. How often are short-term contracts being renewed? 5. How often are long-term contracts being renewed? 6. What is the organization's justification to use short-term contracts? 		Major
	Periodic employment or labor is only used in exceptional circumstances (e.g. harvesting season, weather	<ol style="list-style-type: none"> 1. If seasonal labor is being used, in what circumstances are seasonal workers employed rather than employees with longer-term 		Major

	<p>changes, sudden demand peaks).</p> <ul style="list-style-type: none"> - Periodic employees work under 30 hours per week for a period less than 120 days, if an employee works more than the indicated hours they should be provided with a full-time/part-time contract. 	contracts?		
	Working hours			
	<p>Working hours conform with national legislation and the ILO¹³ conventions and are reflecting the following points¹⁴:</p> <ul style="list-style-type: none"> - Working hours do not exceed 48 hours per week and eight hours per day. - In no case is a worker working more than 18 days in a row without having a 	<ol style="list-style-type: none"> 1. How are weekly working hours recorded? Is proof of this shown to the CB? 2. Are employees allowed a break? 3. How long are the daily breaks? 4. Are there cases where employees are not allowed to take a break? 		Major

¹³ ILO: International Labor Organization; www.ilo.org

¹⁴ Only exceptional circumstances like seasonal harvests or processing allow for an exception on the above mentioned points.

	<p>free day.</p> <ul style="list-style-type: none"> - Workers have at least one day of rest after 6 working days.. - A minimum of 30 minutes break is given after 6 working hours. 			
	<p>Overtime of employees is voluntary, and must:</p> <ul style="list-style-type: none"> - Comply with local legislation and the ILO conventions. - Not be requested on a regular basis. - Be paid according to national law or collective bargaining agreements. 	<ol style="list-style-type: none"> 1. What is done to ensure overtime is voluntary and compliant with national/international legislation? How is overtime being tracked? 2. How are employees being compensated for the overtime? <ol style="list-style-type: none"> a) Is there evidence? 		Minor
	Freedom of Association and Collective Bargaining			

	Employees have the right to join or establish trade unions by their own choice, and to bargain collectively.	<ol style="list-style-type: none"> 1. How are employees made aware of their right to join or establish trade unions and to bargain collectively? 2. How can you prove they are being made aware of this? 3. Are the employees engaged in any collective bargaining or labor unions? <ol style="list-style-type: none"> a) If yes, what is the organizational structure of the union. 		Major
	Workers are free to elect an empowered worker representation for collective bargaining and regular meetings (at least once a year) with the management to discuss topics related to them.	<ol style="list-style-type: none"> 1. What is done to ensure that workers are free to elect a representative? 2. Are there meeting records to prove that a workers' representation is regularly meeting with the management? 		Minor
	Clear ways to raise complaints or make suggestions face-to-face and in an anonymous process are in place.	<ol style="list-style-type: none"> 1. What are the complaint procedures and protocols that are in place? 		Minor
	Child Labor			
	The employment of young people	Is there a hiring policy, and does it include a point on:		Major

	<p>should comply with the following requirements:</p> <ul style="list-style-type: none"> - The minimum age of employees is 15 or higher. - Employees between 15 and 18 years <ul style="list-style-type: none"> - Are not assigned to night shifts. - Are not engaged in work that puts their physical health or moral well-being at risk. - Do not engage in labor that may be detrimental to their education. - Are only working 8 hours per day and a maximum of 6 days in a row. - In case of family labor involving children, the 	<ul style="list-style-type: none"> <input type="checkbox"/> Minimum age of employment? <input type="checkbox"/> Regulation on working conditions of employees between 15-18 years old? <input type="checkbox"/> Regulations on parents taking their childrens to work? <input type="checkbox"/> Prohibits conflict between access to education and work duties. 		
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	<p>following criteria are followed:</p> <ul style="list-style-type: none"> - Parents are allowed to take children to work, in order to perform their supervisory duties. - The work does not expose the children to violence or abuse. - There is no conflict between the children's education and it's work. 			
	Work Safety & Health of Employees			
	<p>The following measures are taken to ensure work safety and health of employees:</p> <ul style="list-style-type: none"> - All hazardous machines are marked. - Activities of high risk are only undertaken by 	<p>Does the company / factory applies to the following safety measures:</p> <ol style="list-style-type: none"> 1. Are there any safety certificates already issued? <ul style="list-style-type: none"> - If yes, is it shown to the inspector? 2. Are high risk activities identified and communicated to the inspector? 3. A training-safety plan for employees working in 		Major

	<p>employees that received adequate training and are aware of the potential risks.</p> <ul style="list-style-type: none"> - The working environment is safe and conducive to good health, bearing in mind the prevailing knowledge of the industry and of any specific hazards. - Workplaces and working equipment are safe and subject to regular safety inspections, and employees are trained on their safe usage. - General safety instructions are given to all factory employees. - At least two employees per factory receive a certificate of completion of a First-Aid Training. 	<p>high risk equipment or Workplaces is shown to the inspector?</p> <ol style="list-style-type: none"> 4. Are hazardous machinery marked and easily identifiable by employees? 5. Is there emergency equipment in place? 6. Are safety instructions given to factory workers? - an example should be provided. 7. Are First-Aid training certificates of at least two employees per factory handed to the CB? 8. Are there at least two employees, per factory, who are trained on the use of emergency equipment? 9. Are factory employees equipped with the required safety clothes or personal protective equipment, if needed? 10. Are there cases of occupational injuries to employees? - Can the company clarify how compensation is handled in these cases? 11. Please describe your individual visual impression of the local production facilities in regard to specific hazards for human health. - Is there evidence of a violation of the EoL 		
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	<ul style="list-style-type: none"> - Emergency equipment is in place and at least two employees, per factory, are trained on their use. - Safety clothes and equipment are provided complimentary to all workers when undertaking potentially harmful activities. - In case of occupational injuries employees are compensated in accordance with national legislation. 	guidelines?		
	Housing Safety and Hygiene			
	<p>The following measures are taken to ensure housing safety and hygiene:</p> <ul style="list-style-type: none"> - Accommodation of workers offers enough space and access to clean drinking water. - In case housing is provided by the employer, a maximum 	<ol style="list-style-type: none"> 1. How many workers live in the same room? 2. Does the housing facility have access to clean drinking water? 3. Are sanitary facilities separated by gender? 4. Are evacuation maps clearly visible in the houses? 5. Were there any complaints about the housing facility? 		Minor

		<p>of 4 persons share one room.</p> <ul style="list-style-type: none"> - The living space has no safety deficiencies that could endanger the safety of people. - Well provided sanitary facilities are accessible at any time and are separated by gender. 	<ul style="list-style-type: none"> - If yes, what concerns were communicated? <ol style="list-style-type: none"> 1. The inspector should describe individual impressions of the housing facility. 		
2	All permanent employees have health & social insurances		<ol style="list-style-type: none"> 1. Briefly describe the national healthcare system. 2. Briefly describe the health and social insurance plans provided for the employees by the company. 3. Are all employees provided with health and social insurance? 4. What evidence is provided to the inspector on spot? 		Major
3	Actively engage with	Monthly roundtable meetings	<ol style="list-style-type: none"> 1. Briefly describe how the company is engaging its 		Major

	<p>different stakeholders through round tables.¹⁵</p>	<p>between different stakeholders are being conducted and documented in meeting minutes that include the attendees, agenda, meeting transcript, as well as the resulting action plan.</p> <p>Such roundtables can be conducted between producers, processors, distributors and, end-consumers to</p> <ul style="list-style-type: none"> - Discuss challenges and needs of the different parties, - Formulate protocols and agreements to implement resulting suggestions and improvement 	<p>partners in round table meetings.</p> <ol style="list-style-type: none"> 1. The roundtables are conducted with which stakeholders and in what intervals? 2. Are the meeting minutes/protocols of round table meetings made available to the inspector? 3. Give an example of a recent round table meeting conducted, what were the points of discussion and actions resulting from the meeting? 4. How are prices made transparent? How are you communicating with the supply chain? 5. Is an action plan formulated after each round table meeting? 		
4	<p>Measures are taken to ensure a sustainable impact on and engagement with the</p>	<p>Individual and collective rights of local communities and people to land and other resources based on common custom or tradition shall be</p>	<ol style="list-style-type: none"> 1. Is the company aware of the local marginalized population? 2. Is the company aware of the local community 		<p>Minor</p>

¹⁵ Regular dialogues and reflection meetings with producers, other processors, distributors and consumers.

local community.	respected, including in cases where such rights have not been formally registered.	<p>and its culture?</p> <p>3. Is there a communication channel between the company and the local community?</p> <p>5. Are there any conflicts between the company and the local community?</p> <p>a) Have there been conflicts in the past?</p> <p>6. Please describe the individual, visual impression of the site and surroundings.</p>		
	The company engages in a two-way communication to include the local community on issues/ challenges/ matters that directly or indirectly affect them. ¹⁶	<p>7. What actions is the company taking to engage in conversations about challenges and company related topics on a local level?</p> <p>8. Are there documentation of communication efforts with local communities?</p>		Minor
	The company does not contribute to the destruction of the resource and income base for marginalized population groups, for example by	<p>9. Is there evidence of destruction or pollution of the natural environment?</p> <p>10. What resources do local communities rely on?</p>		Major

¹⁶ Decisions that might affect the local community

	laying claim to large land areas or other natural resources upon which such population groups depend.	<ul style="list-style-type: none"> - Is the company using these resources also in their operations? - How does the company ensure that local communities are not harmed by the company's activities? <p>11. What activities take place in order not to expose these communities to negative influences from the processing site?</p>		
	The company supports the employment or training of local people whenever possible.	<p>12. How does the company support the local community in terms of employment?</p> <p>13. If training is given to promote local employment, please briefly describe this training.</p>		Minor
5	Company employees receive awareness training of a minimum of 15 hours per year.¹⁷	<p>14. Are the training agenda and participants list submitted to the CB?</p> <p>a) Please give a brief description of the training content.</p>		Minor

¹⁷ This can include training on employee rights, duties and gender equality, women empowerment or entrepreneurship.

Cultural Criteria

	Criterion	Specific indicator	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1	Company supervisors and managers receive training twice a year on coordinating and creating space for cultural events. ¹⁸		<ol style="list-style-type: none"> 1. What proof of training was provided to the inspector? 2. Please give a brief description of the training content. 		Minor
2	Cultural training and collective creative activities are regularly taking place with employees of processing entities. These activities must be at least 2 hours a month for each employee.		<ol style="list-style-type: none"> 1. Please give a brief description of the training content. 2. Is there a plan for the cultural activities and training the company aims to conduct for the coming year? 		Minor
3	Local traditions/cultures of the employees are		<ol style="list-style-type: none"> 1. Are there any designated places for prayer? 		Major

¹⁸ EoL is delivering training to the processor (ToT and multiplier training).

	respected and opportunities are provided for them to follow their individual and diverse religious or spiritual practices. ¹⁹		<p>2. Are employees allowed to practice their religious activities when they need to?</p> <p>3. Are vacations given for employees on local, religious celebrations and holidays?</p>		
4	Space and time is provided for learning about and encouragement of individual well-being, self-development and creative expression. The minimum is 1 hour a month for each employee.	A plan is in place for these activities, with a person responsible for organizing, announcing these activities and motivating the employees to take part. ²⁰	<p>4. Who is responsible for creating a plan for such activities?</p> <p>5. What is the company's plan?</p> <p>6. Are employees motivated to attend such activities?</p> <p>7. If not then what are the reasons?</p>		Major
5	A cooperation with local initiatives (schools, kindergarten, research- & environmental institutes, NGO's) is built up in regular and longer-term	The processing company has a set budget and plan for CSR activities that benefit and meet the needs of the local community.	<p>1. What is the CSR plan of the company and is there a set budget for this plan?</p> <p>2. Was the CSR plan of the previous year successfully conducted?</p>		Minor

¹⁹ This can include the provision of a space and time for employees to follow their religious practices.

²⁰ While attendance is mandatory as part of the company culture, employees are not to be penalized, through salary deductions, for non-attendance.

	cultural activities²¹.		<p>3. Give a brief description of the company's CSR activities and how it impacts the local community?</p> <p>4. Is there any feedback from the local community on CSR activities conducted by the company? If yes, is there evidence of this feedback?</p>		
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²¹ The processor is establishing longer-term collaborations with local initiatives, EoL grants a transition period of 2 years to slowly develop/build up the relations by permitting the processor to start with individual, smaller events during the year. After those 2 years a minimum of 4 activities is organized.

Product Labelling :

Criterion	Question	Finding	Compliance
Products are correctly labeled			
<ul style="list-style-type: none"> The EoL trademark is only used on products that ensure an EoL certification of the supply chain that produced the goods. 	Only products that are certified throughout the entire value chain are entitled to use the logo.		
<ul style="list-style-type: none"> A license agreement is in signed and submitted to the CB 	Is the License Agreement submitted to the CB?		
<ul style="list-style-type: none"> In case of no license agreement, a written permission of the use: "Economy of Love" or the Economy of Love trademark is available and submitted to the CB 	Is another written permission of the use of the label name handed to the CB?		

<ul style="list-style-type: none">● Economy of Love in Transition Members are not allowed to use the trademark	<ol style="list-style-type: none">1. Does the company purchase processed resources from an EoL operation in transition?2. Is this product labeled as EoL?		
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