



Economy of Love

Production Criteria

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*This document was composed by Demeter Egypt with support of the Economy of Love Committee,
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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 tables serve as the inspectors guide which can be used during announced and unannounced audits. The inspector should write all findings and observations down as documentation of the inspection. Additionally to this document, the inspector should collect all required documentation and information from the producer. A check list of all necessary documentation required will be shared with both the producer and the certification body.

Certification Guide:

Even though Economy of Love expects all licensees to comply with all the criteria listed below, 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 is not complying with all 'Major Criteria'.

Other criteria are marked as 'Minor' which means that a licensee can be granted the certification if he is not fulfilling a certain number of 'Minor Criteria', and provides plans for corrective actions to be undertaken to meet these criteria. The following guide for licensing requirements and compliance levels is directed to:

Level 1: Economy of Love Certified Members

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

Level 2: Economy of Love 'In Transition Member'

This level includes producers that are currently undergoing changes to comply with the EoL standards, this applies when they are in their initial year of the certification process or renewing the certificate. 'In Transition Members' are not granted the rights to use the EoL trademark. Nevertheless, they are allowed to use 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 producer provides a detailed **one year** plan of corrective actions in order to change their status into compliant with all 'Major Criteria' and non-compliance with maximum seven 'Minor Criteria'.

Environmental Criteria

Criterium	Specific Indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1 The producer meets the biodynamic production and processing standards, described in the international <u>Demeter production criteria</u> ¹		1. Does the producer follow biodynamic procedures? 2. Is the producer compliant with the Demeter standard? 3. 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	Sustainable water management is in place with the aim to reduce wastewater and protect the local environment from degradation and pollution.	1. Water usage is annually monitored and the results are submitted to CB.	<p>1. Are the water usage records made available to the inspector on site?</p> <p>2. Have there been any changes in the water usage over the past year?</p> <p>3. If applicable, specify if more or less water was used and provide reasons for the changed water usage.</p>		Major
		The closest, direct water source is annually tested on pesticide residues and results are made available to the CB.	<p>Does the farm or farmer association conduct regular residue tests of the respected water sources?</p> <p>Are the results made available before or during the audit?</p>		Minor
		All ground or river water abstraction must have the required governmental approval and certificate.	Is a license of water abstraction available to the inspector? (If applicable)		Minor

	<p>The use of fossil water is permitted only when a plan detailing the sustainable and responsible management and usage is approved by a third party expert².</p>	<p>Are the well licenses made available to the inspector? (if applicable)</p>		<p>Minor</p>
	<p>Irrigation systems that are appropriate to the climate and the irrigation needs, are in place to increase efficiency.</p>	<p>1. What irrigation systems are used? 2. Is the producer actively searching or testing alternative systems to increase higher efficiency irrigation methods?</p>		<p>Major</p>
	<p>High efficiency of the irrigation system through regular maintenance and repair is ensured to reduce water loss and water consumption.</p>	<p>1. What actions are being taken to improve efficiency? 2. What difficulties arise during the maintenance? 3. If applicable, how could they be solved?</p>		<p>Major</p>

² Third-party expert needs to be approved by Economy of Love.

		<p>No harmful or polluting substances are discharged into the groundwater or freshwater sources.³</p>	<p>1. Briefly describe the water and wastewater management on the production site.</p> <p>2. Are there no harmful or polluting substances discharged into the groundwater or freshwater sources?</p> <p>3. What substances are discharged?</p>		Major
		<p>Waste water from housing or farm processing is properly disposed of or cleaned and reused without harming the environment.</p>	<p>1. How is the housing waste water disposed of ?</p> <p>2. How is the mix of wastewater with fresh water avoided?</p>		Minor
3	<p>Agricultural production methods and extraction of raw materials does not contribute to the destruction of the environment.</p>		<p>1. Briefly describe the surrounding of the production site.</p> <p>a) Is the environment negatively affected by the producer?</p> <p>b) Can a visual inspection verify that the producer is</p>		Minor

³ This can be shown by providing the auditors with proof of responsible waste management.

			not destroying or damaging natural ecosystems in or around the farm?		
	Textiles				
4	Agricultural products that are textile raw materials (wool, cotton, linen, silk, flax, etc.) comply with the principles of the Economy of Love and biodynamic methods of production.	The harvest of cotton products must be handpicked. The use of machine harvest is permitted only in the case that chemical use is excluded.	<ol style="list-style-type: none"> Does the producer comply with the economy of Love and biodynamic methods of production? Please specify non-compliances if applicable. 		
		Animal fibres are to be shorn or combed.			
5	Specific toxic products are excluded based on the Economy of Love and Demeter production standards	EoL products always meet the minimum standards for Demeter/organic textile products.			
6	A Carbon Assessment and the calculation of	Greenhouse gas (GHG) emissions are assessed and submitted to the	1. Was the report submitted to the CB or to Economy of Love?		Major

carbon sequestration and savings in soil, trees and compost on the production site is completed.	<p>CB⁴.</p> <p>The report should:</p> <ul style="list-style-type: none"> - Include a breakdown of the different sources of GHG emissions. - Indicate the percentage of GHG emissions of each source. 	<p>2. What are the producer's plans, goals and achievements with regards to reducing GHG emissions?</p> <p>3. What are the GHG sources percentage wise?</p> <p>4. What are the absolute amounts of GHG emissions (sector wise)?</p>		
	Licensee activities are described.	Please give an overview into the activities related to carbon saving, avoidance or sequestration on the licensee property.		Major
	Involved stakeholders in carbon fixation activities are listed.	Are any companies, organizations or local community members involved in carbon saving activities of the licensee?		Major
	The area approved for carbon saving activities is linked to the licensee for at least 10 years.	<p>1. What is the ownership status of the property?</p> <p>2. Is there a risk of change to the certified areaduring the crediting</p>		Major

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

		<p>period or the next 20 years?</p> <p>3. If there is a generational handover, what are the long-term arrangements?</p> <p>4. Who has the legal ownership status and who else is claiming the title of the land?</p>		
	<p>No carbon was released to the atmosphere by wildfire, change in field tillage or other circumstances with GHG emissions.</p>	<p>1. Is there any indication that timber, forests, or fields have been burned during the previous year?</p> <p>2. Is there any sign of a change in production site management and/or land use?</p> <p>E.g.towards more plowing?</p>		<p>Major</p>
	<p>A long-term carbon fixation plan is in place.</p>	<p>What is the time frame positive projectory for GHG sequestration (soil and plant based) and carbon avoidance through composting ?</p> <p>How is the licensee ensuring long-term commitment to their plan?</p>		<p>Major</p>

	<p>Activities to reduce carbon emissions are documented and made available to certifier.</p>	<p>What does the licensee actively do to reduce emissions on the production site? Are these actions documented?</p>		<p>Major</p>
	<p>Size of the licensed area is defined.</p>	<p>Was the area cross checked by satellite images (GIS)? Is a screenshot of the respected area enclosed?</p>		<p>Major</p>
	<p>A GIS map was downloaded and submitted to the CB.</p>	<p>Was a GIS map submitted? Does the map match the real appearance on site?</p>		<p>Minor</p>
	<p>The credited plots were photographed and documented by the inspector.</p>	<p>Were all authorized sites photographed and made available to the auditor?</p>		<p>Major</p>
	<p>Economy of Love Afforestation & Reforestation Requirements, the EoL Compost Requirements as well the Cool Farm Tool (CFT) Assessment were filled out and submitted to the CB.</p>	<p>1. Did the Licensee calculate the newly afforested trees using the Clean Development Mechanism (CDM) method and the existing trees by using the CFT method? Were both tree projects shown to the auditor?</p>		<p>Major</p>

		<p>2. Did the Licensee evaluate the compost production with the EoL Compost tool?</p> <p>3. Was bought-in compost calculated using CFT?</p> <p>4. Was the CFT requirements filled and do the inputs match reality?</p> <p>Is all CFT information made available to the auditor?</p>		
	<p>The Economy of Love Carbon Saving documentation and supporting documents were reviewed and verified by the CB.</p>	<p>Are all EoL Carbon Credit supporting documents handed in and made available to the auditor?</p> <ul style="list-style-type: none"> ● EoL A/R Requirements ● EoL Compost Requirements ● EoL Soil Sampling ● CFT 		<p>Major</p>
	<p>A long-term plan for maintaining tree growth is in place.</p>	<p>1. Was the plan shown to the auditor?</p> <p>2. Is the plan feasible and target-oriented?</p> <p>What kind of afforestation/</p>		<p>Major</p>

		<p>reforestation is done?</p> <p>3. What is the form of use of the forest?</p> <p>4. What kind of forest? Monoculture or natural/ local forest?</p>		
	A long-term plan for maintaining continuous compost production is in place.	<p>1. Was the plan shown or discussed with the auditor?</p> <p>2. Is the plan feasible?</p> <p>3. What is the compost production size?</p>		Major
	A long-term plan for maintaining crop rotation and activities for a continuous increase of carbon in the soil is guaranteed.	<p>1. Was the plan shown or discussed with the auditor?</p> <p>2. Is the plan realistic and covering the needs of the entire farm?</p>		Major
Soil				
	The Cool Farm Tool questionnaire was filled and results were submitted to the CB.	Does the auditor have access to the CFT Soil results?		Major
	Representative soil samples were	Was the soil sample taken		Major

	taken on site.	according to the supporting document: EoL Soil Sampling & Methods of Analysis?		
	Soil samples are analyzed according to the EoL Soil Sampling & Methods of Analysis.	Has a verified soil analysis been submitted that meets the requirements of the supporting document (EoL Soil Sampling & Methods of Analysis)?		Major
Compost				
	The compost questionnaire was filled out and the data obtained was submitted to the respective CB.	Does the auditor have access to the results of the EoL Compost Tool?		Major
	The results of the questionnaire are consistent with what was monitored on the farm.	Is the EoL Compost Tool result matching the reality on site?		Major
Trees				
	The genotypes of the tree species planted are adapted to the licensee location.	Does the reforestation and population plan show sufficient reference to local varieties?		Minor

	A selection of at least five different tree varieties per acre are planted.	How many different tree varieties per acre are visible on site? What are the percentages?		Minor
	The trees planted do not originate from Genetically Modified Organisms (GMOs) as defined by FSC.	1. Is information of the origin from newly planted trees made available to the auditor? 2. Is the origin non-GMO?		Major
	New afforestation of EoL Licensee was calculated by the Clean Development Mechanism.	1. Were the new planted trees counted separately from the already existing ones? 2. Were the newly afforested trees calculated using the existing EoL Tree Tool based on the CDM method?		Major
Biodiversity				
	As described in the Demeter Production criteria (Criteria 1, Ecology), at least 10% of the certified EoL area should be identified to protect or enhance the biological diversity of the native	What percentage of the land is dedicated to biodiversity?		Major

	ecosystem			
	Existing patches of trees or single solitary stems of native tree species shall always be identified and managed to protect or enhance the biological diversity	What is the percentage of local tree varieties? Share of non-local varieties?		Major
	Habitats of endangered species shall always be identified and managed to protect or enhance the biological diversity	Are Habitats created to protect endangered species?		Minor
Leakage -				
	Collected or cut wood is actively recirculated, e.g. composting.	In what form does the harvested wood re-enter the cycle without releasing CO2?		Major
	The Licensee can prove that trimmed timber is not burned on own or other property.	In case it was not sold, what evidence is in place to prove that the wood was used in a sustainable and circular manner?		Minor
	In case of selling the wood, it is	1. Has any wood been sold within		Minor

	ensured that the wood is not used for combustion.	the past year? 2. If it was sold: to whom, under what conditions, for what intended purpose?		
	Retroactive Impact			
	The revenues from previous EoL Carbon Credit Certificates were received by the licensee.	1. Has the licensee received the income of previous EoL Carbon Credit Certificates (CCC)? 2. What was the carbon sequestration from the previous audit? 3. What was the revenue from EoL carbon credit certificates?		Major
7	Ecological awareness is fostered through a minimum of 15 training hours per year. ^{5,6}	Was a representative of the farm attending the ecological awareness training? Please give a brief description of the training content.		Minor

⁵ The training hours can be arranged individually, but must reach 15 hours at the end of the year.

⁶ Small scale farmers can reach out to associations such as the Egyptian Biodynamic Association EBDA for support with the training.

Economic Criteria

Criterium	Specific indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1 Required data for calculating the natural capital and full cost of production operation is made accessible to EoL.⁷	Detailed data on costs of production are made transparent to record the true price including externalized costs	1. Is all necessary data provided to the CB or the authorized third party about the natural capital and the full cost? Is da		Major
	Detailed data on production costs are communicated transparently to calculate a national minimum price.			
2 A long-term, fair, and sustainable trading relationship is maintained between trading parties, by establishing solidarity agreements and trading practices that protect the fair compensation and	1. The trading parties (producer, processor, distributor and customers) 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	1. How are prices negotiated with buyers? 2. How are the price, quantity and quality of the product agreed upon? 3. Are samples of the two written contracts shown to the inspector? (if applicable)		Major

⁷ Full cost reflects the cost of the products if the external damage cost on the environment is taken into account.

common benefit of both parties.	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. 	4. Are there problems arising when negotiating a price 15% higher than the market price? If so, please specify.		
	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 problem? 		Minor
	A written agreement between the producer and the buyer is established.	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 		Minor

		<p>reason?</p> <p>2. Did the processor/producer terminate any trading relations this year ?</p> <p>a) If yes, how many? And for what reasons?</p>		
	<p>The collaboration of different trading parties is encouraged in the purchasing of machinery, or services that create common benefit, or through pre-finance agreements based on binding contracts.⁸</p>	<p>1. Are there any forms of pre-finance, or collaboration in purchasing of machinery or services that serve the benefit of the producer?</p> <p>a) If yes, please present the pre-finance agreements to the inspector.</p>		Minor
<p>3 Production employees receive a salary that allows for a decent standard of living.</p>	<p>The permanent employees receive a wage that allows for a decent standard of living and the wages are at least 15% above local/national minimum wage⁹ or above collective bargaining agreements for the industry (if available).</p>	<p>1. Is the required data on salaries submitted to the CB?</p> <p>a) What are the sources of the data?</p> <p>2. Is the lowest wage at least 15% above the local minimum?</p> <p>3. Did collective bargaining</p>		Major

⁸ This criteria only apply for producers/ processors engaged in pre-finance agreements.

⁹ The Egyptian national minimum wage is 1200 Egyptian Pounds.

		influence the salary scheme?		
	Wages must be paid on time.	1. Are there occasions where wages were not paid on time, over the last year? a) If so, what is the justification?		Major
	It is prohibited to use wage deductions as a disciplinary measure, unless, in extreme cases. ^{10, 11}	1. 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 producer does not discriminate between its employees by ensuring that people doing the same job get	1. Are certain women or minorities or other groups disadvantaged in terms of their wage?		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.

	paid equal salaries.	(E.g. Are women paid less salary or the same as men?) a) Please ask for an example. during the audit.		
4 Transparency in the disclosure of documents and stakeholder relationships	The selection of buyers, partners, suppliers, is transparent, and based on competency, compatibility and does not discriminate against any groups.	1. Was a list of all trading partners, cooperation-partners handed to the CB? 2. On which criteria are buyers, partners selected?		Minor
	The website and published information corresponds to the truth (if applicable).	1. The inspector should briefly check the website and verify the information on the company website (if applicable).		Minor
5 Sustainable economic awareness is fostered through a minimum of 15 training hours per year. ¹² ¹³		1. Did a representative of the farm attend the economical awareness training? a) Please give a brief description of the training		Minor

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

¹³ Small scale farmers can reach out to associations such as the Egyptian Biodynamic Association EBDA for support with the training.

			content.		
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Social Criteria

Criterium	Specific indicators	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1 Fair and dignified working conditions for all production employees are created and enforced.	Forced Labor			
	No form of forced labor, slave labor or involuntary labor is taking place.	1. Briefly report on the working conditions of the production site based on personal impression: a) Are there any indications of forced labor, or unfree and involuntary employment?		Major
	Employees are not required to pay a deposit to the employer.	1. 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,	1. Please, describe the hiring and selection process.		Minor	

	<p>religion, age, disability, gender, marital status, sexual orientation, trade union membership, nationality, race, color of skin, disease, social background, caste or political affiliation is prohibited.</p> <ul style="list-style-type: none"> - Employees with a similar skill set, level of experience and competency, performing similar jobs must be in the same salary level in the organization. - The termination of employment on unjustifiable grounds, is prohibited (e.g. marriage, pregnancy, parenthood or HIV status). 	<p>2. What policies are in place to prevent discrimination?</p> <ul style="list-style-type: none"> a) Are these policies written down? b) Were employees made aware of the existence of these policies? <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? (E.g. signs, dialogues, training)</p> <ul style="list-style-type: none"> a) What measures are taken if any kind of discrimination happens between the employees? b) Please provide an example, if possible. 		
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	<p>Measures are established to protect employees from sexually intrusive, threatening, bullying, insulting or exploitative behavior.¹⁴</p>	<ol style="list-style-type: none"> 1. What measures are taken to protect employees from sexually intrusive, threatening, insulting or exploitative behavior? 2. What measures are in place to raise awareness of these issues? 3. How are sexually intrusive, threatening, bullying, insulting or exploitative behavior dealt with in the production? 		<p>Minor</p>
	<p>All disciplinary measures taken, are appropriate and reflect the extent of the cause. All measures should be transparent and documented. Physical punishment, verbal insult or</p>	<ol style="list-style-type: none"> 1. What kind of disciplinary measures are taken and when/why? 2. Are they appropriate? <ol style="list-style-type: none"> a) Was there physical 		<p>Major</p>

¹⁴ Applicable to large scale producer

psychological or physical coercion are neither exercised nor supported or tolerated by the producer.

- violence?
- b) Was there psychological violence such as humiliation and threatening, or bullying used as a measure to enforce organization rules?
 - c) Was there salary deduction taken as a disciplinary measure?

3. How are employees being informed about potential disciplinary measures?

4. How are the cases for disciplinary measures monitored and documented and who has access to these records?

Employment Conditions

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:

- 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 three working weeks.
- Unpaid vacation conditions.
- Four months of paid maternity leave.
- Disciplinary measures.

Were sample contracts provided to the CB?

Does the contract include statements of:

- Job position
- Rights and duties
- Salary
- Working hours
- Amount of vacation days
- Maternity leave (if applies)
- Disciplinary measures
- What other conditions are included?

Major

	<p>Employees have prior information about disciplinary measures</p> <ul style="list-style-type: none"> - Other conditions. 			
	<p>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.</p>	<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 producer's justification to use short-term contracts? 		<p>Major</p>
	<p>Periodic employment or labor is only</p>	<ol style="list-style-type: none"> 1. If seasonal labor is being 		<p>Major</p>

	<p>used in exceptional circumstances (e.g. harvesting or seeding season, weather 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. 	<p>used, in what circumstances are seasonal workers employed rather than employees with longer-term contracts?</p>		
Working hours				
	<p>Working hours conform with national legislation and the ILO¹⁵ conventions and are reflecting the following points¹⁶:</p> <ul style="list-style-type: none"> - Working hours do not exceed 48 hours per week and eight hours per day. 	<ol style="list-style-type: none"> 1. How are weekly working hours recorded? 2. Is proof of this shown to the inspector? 3. Are employees allowed a break? 4. How long are the daily 		Major

¹⁵ ILO: International Labor Organization; www.ilo.org

¹⁶ Only exceptional circumstances like seasonal harvests or processing allow for an exception on the above mentioned points.

	<ul style="list-style-type: none"> - In no case is a worker working more than 18 days in a row without having a free day. - 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>breaks?</p> <p>5. Are there cases where employees are not allowed to take a break?</p>		
	<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? 2. How is overtime being tracked? 3. How are employees being compensated for the overtime? Is there evidence? 		<p>Minor</p>

	Freedom of Association and Collective Bargaining			
	<p>Farm employees have the right to join or establish trade unions by their own choice, and to bargain collectively.</p>	<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
	<p>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</p>	<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' 		Minor

	related to them.	representation is regularly meeting with the farm management?		
	Clear ways to raise complaints or make suggestions face-to-face and in an anonymous process are in place.	1. What are the complaint procedures and protocols that are in place?		Minor
Child Labor				
	<p>The employment of young people 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 	<p>Is there a hiring policy, and does it include a point on:</p> <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 children to work? <input type="checkbox"/> Prohibits conflict between access to education and work duties. 		Major

	<p>risk.</p> <ul style="list-style-type: none">- 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. <p>- In case of family labor involving children, the 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			
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	<p>children's education and its work.</p>			
	<p>Work Safety & Health of Employees</p>			
	<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 employees that received adequate training and are aware of the potential risks. - The working environment is safe and conducive to good health. - Workplaces and working equipment are safe and subject to regular safety inspections, and employees are trained on their safe usage. 	<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? <ol style="list-style-type: none"> a) If yes, is it shown to the inspector? 2. Are high risk activities identified and communicated to the inspector? 3. Is a training-safety plan for employees working in high risk equipment or workplaces shown to the inspector? 4. Are hazardous machinery marked and easily 		<p>Minor</p>

	<ul style="list-style-type: none"> - General safety instructions are given to all factory employees. - At least two employees, per farm receive a certificate of completion of a First-Aid Training.¹⁷ - Emergency equipment is in place and at least two employees, per farm, 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. 	<p>identifiable by employees?</p> <ol style="list-style-type: none"> 5. Is there emergency equipment in place? 6. Are safety instructions given to farm workers? - an example should be provided. 7. Are First-Aid training certificates of at least two employees per farm handed to the CB? 8. Are there at least two employees, per farm, who are trained on the use of emergency equipment? 9. Are farm employees equipped with the required safety clothes or personal protective equipment, if needed? 10. Are there cases of occupational injuries to 		
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¹⁷ Not necessary for small scale farms.

		<p>employees?</p> <p>11. Please describe your individual visual impression of the local production area in regard to specific hazards for human health.</p> <p>a) Is there evidence of a violation of the EoL guidelines?</p>		
	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 of 4 persons share one room. 	<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? 		Major

	<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. 	<p>5. Were there any complaints about the housing facility?</p> <p style="padding-left: 40px;">a) If yes, what concerns were communicated?</p> <p>6. The inspector should describe individual impressions of the housing facility.</p>		
<p>2 All permanent employees have health & social insurances¹⁸</p>		<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 producer. 3. Are all employees provided with health and social insurance? 		<p>Major</p>

¹⁸ Applicable for large scale producers.

		4. What evidence is provided to the inspector on spot?		
3 Actively engage with different stakeholders through round tables ¹⁹	<p>Monthly roundtable meetings 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 should 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. 	<ol style="list-style-type: none"> 1. Briefly describe how the producer is engaging its partners in round table meetings. 2. The roundtables are conducted with which stakeholders and in what intervals? 3. Are the meeting minutes/protocols of round table meetings made available to the inspector? 4. Give an example of a recent round table meeting conducted, what were the 		Major

¹⁹ Regular dialogues and reflection meetings with producers, other processors, distributors and consumers.

			<p>points of discussion and actions resulting from the meeting?</p> <p>5. Is an action plan formulated after each round table meeting?</p>		
4	<p>Measures are taken to ensure a sustainable impact on, and an engagement with the local community.</p>	<p>Individual and collective rights of local communities and people to land and other resources based on common custom or tradition shall be respected, including in cases where such rights have not been formally registered.</p>	<ol style="list-style-type: none"> 1. Is the producer aware of the local marginalized population? 2. Is the producer aware of the local community and its culture? 3. Is there a communication channel between the producer and the local community? 4. Are there any conflicts between the producer and the local community? 		Minor

		<p>a) Have there been conflicts in the past?</p> <p>5. Please describe the individual, visual impression of the site and surroundings.</p>		
	<p>The producer engages in a two-way communication to include the local community on issues/ challenges/ matters that directly or indirectly affect them.²⁰</p>	<p>1. What actions is the producer taking to engage in conversations about challenges and farm related topics on a local level?</p>		Minor
	<p>The producer does not contribute to the destruction of the resource and income base for marginalized population groups, for example by laying claim to large land areas or other natural resources upon which such population groups depend.</p>	<p>1. Is there evidence of destruction or pollution of the natural environment in the local community?</p> <p>2. What resources do local communities rely on?</p> <p>3. Is the producer using these resources also in their operations?</p>		Major

²⁰ Decisions that might affect the local community

		4. How does the producer ensure that local communities are not harmed by the production activities?		
	The producer supports the employment or training of local people whenever possible.	<ol style="list-style-type: none"> 1. How does the producer support the local community in terms of employment? 2. If training is given to promote local employment, please briefly describe the training. 		Minor
5 Production employees receive awareness training of a minimum of 15 hours per year. ^{21 22}		<ol style="list-style-type: none"> 1. Are the training agenda and participants list submitted to the CB? <ol style="list-style-type: none"> a) Please give a brief description of the training content. 		Minor

²¹ This can include training on employee rights, duties and gender equality, women empowerment or entrepreneurship.

²² Small scale farmers can reach out to associations such as the Egyptian Biodynamic Association EBDA for support with the training.

Cultural Criteria

Criterium	Specific indicator	Inspector's Questions & Actions	Inspector's Findings	Criteria Level
1 Production supervisors and managers receive training twice a year on coordinating and creating space for cultural events. ²³		What proof of training was provided to the inspector? Please give a brief description of the training content.		Minor
2 Cultural training and collective creative activities are regularly taking place with production employees. These activities must be at least two 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 producer aims to conduct for the coming year? 		Minor
3 Local traditions/cultures of the employees are		<ol style="list-style-type: none"> 3. Are there any designated places for prayer? 		Major

²³ EoL is delivering training to the processor (ToT and multiplier training).

<p>respected and opportunities are provided for them to follow their individual and diverse religious or spiritual practices.²⁴</p>		<p>4. Are employees allowed to practice their religious activities when they need to?</p> <p>5. Are vacations given for employees on local, religious celebrations and holidays?</p>		
<p>4 Space and time is provided for learning about and encouragement of individual well-being, self-development and creative expression. The minimum is one hour per month for each employee.</p>	<p>A plan is in place for these activities, with a person responsible for organizing, announcing these activities and motivating the employees to take part.²⁵</p>	<p>1. Who is responsible for creating a plan for such activities?</p> <p style="padding-left: 40px;">a) Please describe the plan.</p> <p>2. Are employees motivated to attend such activities?</p> <p>3. If not then what are the reasons?</p>		<p>Major</p>

²⁴ This can include the provision of a space and time for employees to follow their religious practices.

²⁵ While attendance is mandatory as part of the company culture, employees are not to be penalized, through salary deductions, for non-attendance.

5	Cooperation with local initiatives (schools, kindergarten, research- & environmental institutes, NGO's) is built up through regular and longer-term cultural activities.²⁶	The producer has set a plan for activities that benefit and meet the needs of the local community.	<ol style="list-style-type: none"> 1. Give a brief description of the producer's social activities and how it impacts the local community? 2. Is there any feedback from the local community on the activities conducted by the producer? 3. If yes, is there evidence of this feedback? 		Minor
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²⁶ 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.