



***No Exploitation
of workers***
12 principles

January 2016

Introduction

TFT's No Exploitation Principles aim to respect the rights of communities, indigenous people and workers throughout all supply chains.

TFT's No Exploitation of workers – 12 principles deals specifically with workers' rights and safeguarding health and safety at worksites. A series of No Exploitation Guidelines describes in greater detail what is expected at sites, according to product groups.

The principles:

- apply to the company, its suppliers and sub-contractors
- apply to all workers, including contract, temporary, subcontracted and migrant workers
- apply to all sites, although their application at smallholder plantations will differ (the forthcoming No Exploitation toolkit will detail how implementation can be adapted based on the size of the site)
- are in line with local laws applicable in many countries and with international standards.

These principles recognise and respect the Universal Declaration of Human Rights.



Principles

1. *Child labour is not used*

Child labour is not used or promoted, and appropriate measures are taken to prevent the use of such labour.

2. *There is no forced or bonded labour*

Forced labour, bonded labour and human trafficking are not used or promoted, and appropriate measures are taken to prevent the use of such labour. Remedial actions are in place in the event that such labour or trafficking is found, to ensure that victims are referred to existing services for support and assistance.

3. *Ethical recruitment practices are used*

Recruitment practices are transparent and fair, and direct recruitment is encouraged.

4. *The health and safety of workers is protected*

Workers are protected from exposure to occupational health and safety hazards that are likely to pose a risk of permanent injury, illness or death.

5. *Employment contracts are provided to all workers*

All workers are given in writing, in a language they understand, the details of their working conditions, including as a minimum, the nature of the work to be undertaken, rate of pay and pay arrangements, working hours, vacation and other leave, and other benefits of employment.

6. *Wages meet legal requirements or national norms as a minimum*

All workers are paid a wage equal to or exceeding the legal minimum wage.

7. *Working hours meet legal requirements and are not excessive*

All workers (including workers paid piece rate) do not work more than national legal maximum hours; overtime hours are worked on a voluntary basis, and workers have at least one day off in seven.

8. *The company respects diversity within its workforce*

Workers are protected from any discrimination that would constitute a violation of their human rights; working practices are established that safeguard against any unlawful or unethical discrimination; and migrant workers are treated no less favourably than other workers performing similar tasks.



9. Harassment and abuse is not tolerated

Policies are in place and implemented to prevent and remediate harassment and abuse, including sexual harassment and abuse.

10. There is clear and readily accessible access to remedy

Workers at all levels have access to judicial remedy and to credible grievance mechanisms without fear of reprimand or dismissal.

11. Accommodation is safe and hygienic

Where accommodation is provided, it is safe, hygienic and conditions are acceptable.

12. Freedom of Association and the right to collective bargaining is respected

All workers, regardless of rank or job grade, have the right to form and join trade unions of their choice, and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining are made available to all workers.

