

Social Standards - Trade Guidelines of Weleda Naturals GmbH

As an international company we strive to maintain long-term partnerships with all our suppliers based on mutual trust and respect. Acknowledging the notion of fair trade, we support an ecologically, economically and socially sustainable development. In this respect, transparency and social equity are paramount.

Wherever possible we prefer direct trade and seek the personal contact with our suppliers. Longer-term agreements provide a high degree of liability that enables adequate planning with respect to harvesting and processing („crop to crop“) as well as to our own sourcing security. Price agreements reflect real production costs rather than speculation on the world market. We always aim for a fair balance of interests.

We also offer market opportunities to producers who are disadvantaged in conventional world trade and support them in strengthening their self-sufficiency and autonomy.

To guarantee a long-term successful trading relationship we expect that our suppliers comply with the following minimum standards (in recognition of the ILO core labour rights¹ as well as in line with the social standard SA 8000²):

- ❖ Working hours, wages and social security relating to sick leave, holiday leave, maternity leave and pension are regulated according to national law
- ❖ Every employee has at least one full day of rest per week
- ❖ Overtime³ is recorded; premium overtime⁴ is compensated at better terms than regular working hours
- ❖ Health and safety at the workplace are guaranteed

¹ ILO Declaration on Fundamental Principles and Rights at Work, 1998 and relating core labour rights, see <http://www.ilo.org>

² Social Accountability 8000 is an international standard and certifying system for social workplace standards, see <http://www.sa-intl.org/>

³ Shall be defined here as overtime accumulated during the working week.

⁴ Shall be defined here as overtime accumulated on Sundays and holidays as well as during night-shifts.

- ❖ The right to assembly and the right to collective bargaining, that is the right to join or found a labour union or similar form of representative body, is acknowledged
- ❖ Any kind of physical, verbal or financial discrimination due to ethnic or national origin, gender, religious or political affiliation is ruled out
- ❖ The employment of children and young workers must neither entail any heavy physical or hazardous work nor reduce school attendance; the regular employment of children under 15 is allowed only in exceptional cases⁵ subject to a substantial reduction of maximum working hours
- ❖ All employees are bound by a voluntary contract which they can terminate at any time subject to national law

Our suppliers agree to identify and adequately address weak points in the social conditions at the workplace within their means.

At our discretion, we will verify compliance with our standards during application and assessment of our suppliers.

We will inform our staff and the general public about both the social quality of our trading relationships and about current developments in individual cultivation projects via the Weleda homepage, our quarterly “Weleda News” and our environmental declaration “Transparency”.

Name, position.....

Date.....Signature.....

⁵ Work on the family farm constitutes an exception. As for the issue of minimum age see ILO convention 138.