



Sustainable Supply Chain Initiative (SSCI)
SSCI Benchmarking Requirements
Version 1.0

SOCIAL SUSTAINABILITY BENCHMARK - PRIMARY PRODUCTION



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Introduction

This section is the third part (Part III) of the SSCI Benchmarking Requirements, which has been developed by the CGF Sustainable Supply Chain Initiative (SSCI) and the Global Sustainable Seafood Initiative (GSSI) with support from the Sustainable Trade Initiative (IDH). CGF SSCI would like to thank the GSSI Team and IDH Team for their continued support through this development.

Part III – AI – Primary Production Scope (Social) covers all benchmarking requirements exclusively intended for voluntary sustainability standards whose scope of activities fall within land-based agriculture and aquaculture activities. Documentation related to the benchmarking process can be found in Part I. A glossary of relevant terms can be found in Part IV.

All requirements in Part II – Requirements for the Management of Schemes and Part III – BI – Primary Production Scope must be met in order to receive CGF SSCI recognition.

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CHAPTER 1.

Management System

NUMBER	SSCI BENCHMARKING REQUIREMENTS
1.01	The standard shall require that a written human rights policy statement is in place, approved at the most senior level.
1.02	The standard shall require that the human rights policy statement is communicated to all personnel.
1.03	The standard shall require that clear responsibility is assigned for the implementation of the human rights policy statement.
1.04	The standard shall require that personnel in relevant business functions receives adequate training on human rights. Training attendance shall be documented.
1.05	The standard shall require that the requirements on human rights are communicated to relevant business partners and other relevant parties.
1.06	The standard shall require that records and documentation are maintained to demonstrate compliance with the standards' requirements in accordance with the national legal requirements, whichever affords the highest level of adherence.

CHAPTER 2.

Legislation

NUMBER	SSCI BENCHMARKING REQUIREMENTS
2.01	The standard shall require that all applicable national legal requirements are complied with.
2.02	The standard shall require that if applicable national legal requirements set a different level of adherence than set by the scheme, the scheme shall require that whichever affords the highest level of adherence for workers is audited against.



CHAPTER 3.

Forced Labour

NUMBER	SSCI BENCHMARKING REQUIREMENTS
3.01	The standard shall require that the producer does not engage in, support or tolerate forced labour. All workers shall enter into employment voluntarily and may terminate employment with reasonable notice.
3.02	The standard shall require that the producer does not force any person to work under the menace of any penalty or sanction.
3.03	The standard shall indicate whether prison labour is used by the producer. The standard shall require that no involuntary prison labour is used. Where voluntary prison labour is used, such workers shall be subject to the same terms and conditions as other workers as provided by the standard.
3.04	The standard shall require that no fees or related costs are charged (directly or indirectly, in whole or in part) to applicants and workers for services directly related to recruitment that may lead to situations of forced or compulsory labour.
3.05	The standard shall require that no monetary deposits, financial or collateral guarantees or personal possessions are demanded as a condition of employment.
3.06	The standard shall require that workers are not held in debt bondage, or forced to work for an employer, or any other entity to pay off debt.
3.07	The standard shall require that if the possibility of advances and loans to workers is provided, a written policy about the terms and conditions is in place that is communicated to workers in an understandable manner. These terms (and related interest rates) shall not be used to bind workers to employment.
3.08	The standard shall require that no personal documents or any valuable possessions, such as identity or immigration papers, work permits or travel documents are confiscated, or retained, nor shall workers be required to lodge them with the employer and/or recruiter.
3.09	The standard shall require that if a secure storage option for personal documents and valuable possessions is provided, it shall be ensured that: (a) it is the choice of the worker to utilise the storage, and (b) storage is documented, and (c) workers have free access to their possessions

3.10	The standard shall require that the producer demonstrates that, when employment agencies are used, they are required to: (a) be licensed or certified by the competent national authority, if applicable, and (b) be compliant with applicable national legal requirements, and (c) be compliant with the standards' requirements on forced labour and recruitment fees, and (d) do not engage in fraudulent or corrupt recruiting practices. Where an employment agency recruits and hires employees to make them available to the producer under the agency's supervision, the standard shall require that the employment agency is compliant with all the requirements of the standard.
3.11	The standard shall require that the producer does not restrict worker's freedom of movement. The producer shall not require workers to remain at the workplace at the conclusion of their working hours or confine them in any worker accommodation.
3.12	The standard shall require that if cases of forced or compulsory labour have been found, the producer shall implement effective remediation, such as compensation for personal and material damages. The remediation actions taken shall be verified and recorded.
3.13	The standard shall require that spouses, children, or any other family members of workers are not required to work. Where family members are allowed to work, they shall be separately and voluntarily contracted in accordance with the standards' requirements.
3.14	The standard shall require that the producer does not compel workers to make use of stores or services operated by the employer. Where access to other stores or services is not possible, producers shall ensure that goods or services are sold or provided at fair and reasonable prices, without the aim of indebting or otherwise coercing the workers concerned.



CHAPTER 4.

Child Labour

NUMBER	SSCI BENCHMARKING REQUIREMENTS
4.01	The standard shall require compliance with the minimum age for work as defined by applicable national legal requirements or the age of completion of compulsory education, whichever is higher. The minimum age for work shall not be less than 15 years. If however, local minimum age law is set at 14 years of age in accordance with ILO Convention 138, this lower age may apply. The Scheme may allow for the exceptions of performing light work when in accordance with ILO Convention C138 and in line with applicable national legal requirements. The Scheme shall require that details on any children under the age of 15 years that are found to be present and/or working for the producer are reported in the audit or assessment report.
4.02	The standard may allow for training/apprenticeship schemes and shall verify that these are not exploitative and are in line with applicable national legal requirements.
4.03	The standard shall require that young workers under 18 are not employed at night or in hazardous conditions or hazardous work.
4.04	The standard shall require that age verification mechanisms are established for all workers and valid age verification records are maintained.
4.05	The standard shall require that if child labour was found, effective remediation procedures are in place that put the best interest of the child first. The remediation plan shall be documented and verified and actions put in place to avoid recurrence.
4.06	The standard shall require that if the employment of children 13 to 15 years of age on light work is allowed: (a) it is not likely to be harmful to the health or development of the child, and (b) it does not prejudice their education, and (c) it is in line with applicable national legal requirements.

4.07	The standard shall require that if family labour by children living on small-scale family farms is allowed, it (a) consists of light, age-appropriate duties that give them an opportunity to develop skills, and (b) does not classify as child labour provided that the activities are safe and not harmful to their health and development, and (c) does not interfere with schooling and leisure time, and (d) provides that children are under the supervision of an adult.
4.08	The standard shall require that children of contracted workers living on-site, including children of migrant and temporary/seasonal workers are not prevented from attending schools by the producer.

CHAPTER 5.

Freedom of Association

NUMBER	SSCI BENCHMARKING REQUIREMENTS
5.01	The standard shall require that all workers have the right to join or form trade unions or other worker organisations of their own choosing - or refrain from doing so - and to bargain collectively in accordance with applicable national legal requirements
5.02	The standard shall require that worker representatives or members of trade unions are not discriminated against or otherwise penalised because of their membership in or affiliation with a trade union or worker organisation in accordance with applicable national legal requirements.
5.03	The standard shall require that duly elected worker representatives of trade unions and other worker organisations have access to where the employee is working to carry out their representative functions in accordance with applicable national legal requirements.
5.04	The standard shall require that where there are no legal protections for the right to collective bargaining or freedom of association, the producer strives to engage workers through alternative lawful mechanisms of engagement to allow worker representatives to enter into a dialogue about workplace issues.



CHAPTER 6.

Discrimination/Fair Treatment of Workers

NUMBER	SSCI BENCHMARKING REQUIREMENTS
6.01	The standard shall require that equal opportunities and treatment in employment and occupation are respected. Workers shall not be discriminated in recruitment or employment practices based on any legally protected characteristics, and any personal characteristics that do not interfere with a workers' ability to do a specific job.
6.02	The standard shall require that the producer does not engage in, support or tolerate the use or threat of corporal punishment, mental or physical coercion, bullying, harassment, including sexual harassment, or abuse of any kind.
6.03	The standard shall require that written disciplinary procedures are in place and they are effectively communicated to workers.
6.04	The standard shall require that records of all disciplinary action are kept.

CHAPTER 7.

Operational Health and Safety (OHS)

NUMBER	SSCI BENCHMARKING REQUIREMENTS
7.01	The standard shall require that safe, healthy and clean conditions are provided in all workplaces, worker accommodation, and other facilities as provided or mandated.
7.02	The standard shall require that clear responsibility for the development, implementation and performance of the occupational health and safety management system and the achievement of the relevant occupational health and safety objectives is allocated. The standard shall indicate the person(s) and/or entities responsible for this system on the audit report.
7.03	The standard shall require that any person working on the farm receive effective health and safety training as required to carry out the duties and responsibilities of the job. Health and safety training is provided timely and repeated on a regular basis. It shall also be repeated for new or reassigned members of the producer and when changes in the process or machinery present new risks. All trainings shall be documented.
7.04	The standard shall require that health and safety training is provided to all workers of the producer at no cost. Trainings shall take place during remunerated working hours.
7.05	The standard shall require that risk assessments are performed as appropriate to detect and assess potential threats to the health and safety of workers and effective measures are taken to address the findings from the risk assessment.
7.06	The standard shall require that the producer maintains written records of all health and safety incidents including near misses in the workplace and all other facilities, as provided or mandated.
7.07	The standard shall require that the cause of health and safety incidents is determined when they occur. Appropriate corrective actions are taken to prevent recurrence of similar incidents.
7.08	The standard shall require that appropriate and effective personal protective equipment (PPE) is provided and used as needed. PPEs shall be provided free of charge to the workers. PPEs shall be maintained and replaced as necessary. Workers shall be instructed and monitored on its proper use.
7.09	The standard shall require that arrangements are in place for providing first aid and medical assistance for any workplace incidents.



7.10	The standard shall require that all workers are provided with free and accessible potable water along with accessible, clean, and private toilet facilities. Workers are allowed to use these facilities when needed.
7.11	The standard shall require that if transport to the employment site is provided or mandated, the vehicle(s) used for the transport are safe and suitable, in good sanitary condition and not overcrowded, and comply in accordance with applicable national legal requirements.
7.12	The standard shall require that the machinery and equipment is: (a) compliant with national or other recognised safety and health standards, and (b) appropriately installed, maintained and safeguarded, and (c) operated only by trained workers
7.13	The standard shall require that appropriate safety and health procedures are taken around bodies of water that are involved in the production or directly connected to the production (where applicable), including oceans, lakes, irrigation canals, wastewater ponds, and water storage facilities. The procedures are appropriate to the size and type of production and level of risk, and comply in accordance with all applicable national legal requirements. Emergency evacuation equipment and survival gear are accessible and of sufficient quantity and quality.

CHAPTER 8.

Chemical Management

NUMBER	SSCI BENCHMARKING REQUIREMENTS
8.01	The standard shall require that chemical safety procedures are in place to protect workers from exposure to pesticides and hazardous substances.
8.02	The standard shall require that only officially registered products are used. Where no official registration exists, the standard shall require that guidance is provided based on Material Safety Data Sheets in accordance with applicable national legal requirements.
8.03	The standard shall require that pesticides and other hazardous substances are safely stored in a way that minimizes risks, especially so they cannot be reached by children. All pesticides and hazardous substances are clearly labelled.
8.04	The standard shall require that the OHS training program includes appropriate and adequate training in the safe application and the risks of pesticides and hazardous substances for all workers that handle or come into contact with pesticides or other hazardous substances.
8.05	The standard shall require that workers who are under 18 years do not handle pesticides or hazardous substances.
8.06	The standard shall require that workers who are pregnant, breastfeeding or have other relevant medical restrictions shall not be obliged to perform work using pesticides or hazardous substances.
8.07	The standard shall require that people that handle or come into contact with pesticides or other hazardous substances have ready access to changing and washing facilities
8.08	The standard shall require that all workers that handle or come into regular contact with identified pesticides or hazardous substances shall undergo relevant or appropriate medical examinations as needed by applicable national legal requirements.



CHAPTER 9.

Building Safety and Emergency Preparedness

NUMBER	SSCI BENCHMARKING REQUIREMENTS
9.01	The standard shall require that adequate documented emergency and fire safety procedures are in accordance with the standard and/or applicable national legal requirements, whichever affords the highest level of adherence, including in worker accommodation and other buildings or permanent structures as provided or mandated.
9.02	The standard shall require that all employees are informed or made aware of emergency and fire safety procedures.
9.03	The standard shall require that fire exits, escape routes, firefighting equipment and fire alarms in buildings or permanent structures are properly marked according to national and industry standards. Fire exits and escape routes are open, accessible and clear of obstacles so as to permit safe evacuation in case of an emergency.
9.04	The standard shall require that workers have the right to remove themselves from imminent serious danger without seeking permission nor facing retaliation
9.05	The standard shall require that the construction, maintenance and repairing of building or permanent structures, including worker accommodation where provided or mandated, shall be in compliance with national laws, regulations and safety and health requirements.
9.06	The standard shall require that if accommodation facilities are provided or mandated, these are located to prevent exposure to pesticides, hazardous substances and/or other hazards.
9.07	The standard shall require that if accommodation facilities are provided or mandated, these meet the basic needs of workers and are in accordance with local laws and regulations.

CHAPTER 10.

Wages

NUMBER	SSCI BENCHMARKING REQUIREMENTS
10.01	The standard shall require that workers are informed about their employment terms and conditions in writing and in an understandable manner to the worker before they enter into employment.
10.02	The standard shall require that work be performed by individuals with a formal verifiable working relationship in accordance with applicable national legal requirements.
10.03	The standard shall require that no employment arrangements are used in order to avoid obligations to workers under applicable national labour and social security laws and that the producer pays social security for all workers according to applicable national legal requirements.
10.04	The standard shall require that compensation for standard working hours meets or exceeds applicable legal minimum wages, industry standards or collective bargaining agreements (where applicable).
10.05	The standard shall require that wages are paid regularly, in a timely manner and in full. All payments are made directly to the employee in legal tender or into a bank account in their name. The standard shall indicate whether and to what extent employees receive any in-kind payment or benefits. Any allowable in-kind payment or benefits shall be written in the employment terms and conditions.
10.06	The standard shall require that where a producer establishes a pay rate for production, quota or piece work, it allows workers to earn at least a wage which respectively meets or exceeds applicable legal minimum wages, industry standards, or collective bargaining agreements (where applicable) within standard working hours.
10.07	The standard shall require that written payslips are maintained for all workers, and available upon request for the pay period concerned each time that they are paid.
10.08	The standard shall require that no deductions from wages are made unless permitted by applicable national legal requirements or a collective agreement. Workers are informed about any deductions in writing and in an understandable manner to the worker.
10.09	The standard shall require that no deductions from wages are made as a disciplinary measure unless allowed by applicable national legal requirements.

SSCI Benchmark Requirements

PART III – Social: Version 1.0

BI: Primary Production Scope



10.10	The standard shall require that workers are compensated for all overtime as required by applicable national legal requirements or a collective bargaining agreement.
10.11	The standard shall require that all workers are covered by an insurance or social security scheme protecting against occupational injuries and diseases according to applicable national legal requirements.

CHAPTER 11.

Working Hours

NUMBER	SSCI BENCHMARKING REQUIREMENTS
11.01	The standard shall require that standard working hours conform to applicable national legal requirements, collective agreements, or industry standards, but shall not exceed 48h per week, excluding overtime. If applicable national legal requirements set total working hour limits greater than 60h per week, including overtime, the Scheme shall require that total hours worked are reported in the audit report.
11.02	If the standard grants exceptions to the limit of total weekly working hours, these shall: (a) be allowed only in clearly defined exceptional circumstances, (b) be in line with applicable national legal requirements, and (c) require that the producer demonstrates that appropriate safeguards are taken to protect the worker's health and safety. The standard shall require that, if averaging of working hours is acceptable during peak periods, averaging shall be: (a) clearly defined, (b) in line with applicable national legal requirements, and (c) require that the producer demonstrates that appropriate safeguards are taken to protect the worker's health and safety.
11.03	The standard shall require that workers agreed to work overtime and that overtime requirements do not result in forced labour.
11.04	The standard shall require that overtime is not requested on a regular basis and that overtime records are maintained.
11.05	The standard shall require that all workers have the right to breaks during work shifts.
11.06	The standard shall require that workers have the right to at least one rest day of consecutive 24 hours in every week.
11.07	If the standard grants exceptions to the number of rest days, these shall be clearly defined, in line with applicable legal requirements and it is demonstrated that appropriate safeguards are taken to protect the worker's health and safety. At a minimum, workers shall be granted 2 rest days, each of consecutive 24 hours, in a 14 days period.
11.08	The standard shall require that workers are granted paid leave (public and annual holidays, maternity/paternity leave, sick leave, etc.) in accordance with applicable national legal requirements.



CHAPTER 12.

Grievance Mechanisms

NUMBER	SSCI BENCHMARKING REQUIREMENTS
12.01	The standard shall require that a written procedure to address complaints or concerns is established. The grievance mechanism shall be accessible and understandable to all workers and external parties.
12.02	The standard shall require that the confidentiality of any complaint raised is provided, and information is revealed only as necessary to investigate and handle the complaint.
12.03	The standard shall require that no worker or external party that lodged a complaint in good faith is retaliated against.

CHAPTER 13.

Business Ethics

NUMBER	SSCI BENCHMARKING REQUIREMENTS
13.01	The standard shall require that the producer prohibits any involvement in any act of corruption, extortion, embezzlement, nor in any form of bribery - either directly or indirectly.
13.02	The standard shall require that the producer does not falsify any information regarding their activities, structure and performance and is not involved in any act of misrepresentation in the supply chain.

CHAPTER 14.

Community Impact/Responsible Farming Practices

NUMBER	SSCI BENCHMARKING REQUIREMENTS
14.01	The standard shall require that the producer can demonstrate the right to use the land and water. Where there is a transfer of ownership or usage of land from local people to producer, the standard shall require that such transfer is carried out through a free, prior, informed, consent (FPIC) consultations with the local populations. Where there is conflict over land and/or water use, the producer shall show evidence that the necessary action to resolve the conflict with relevant parties has been or is being taken.
14.02	The standard shall require that the producer avoids, remedies or mitigates negative impacts, which may arise from the producer's activities, on protected areas and in areas with high conservation value within or outside the production sites, which affect the livelihood of the local and/or indigenous population.
14.03	The standard shall require that appropriate measures are taken to maintain the quality and availability of surface and groundwater used by local and/or indigenous populations.



Annex

I. List of sources/mapping

The SSCI Benchmarking Requirements Part III – BI – Primary Production Scope (Social) are mapped with various international references. The list of references can be found below.

REFERENCES OF THE SSCI BENCHMARKING REQUIREMENTS – PART III – CI: AT-SEA OPERATIONS SCOPE (SOCIAL)
CGF Priority Industry Principles ETI Base Code Food and Agricultural Organisation of the United Nations Guidelines on Good Practice for Ground Application of Pesticides GSCP Reference Code International Finance Corporation and European Bank for Reconstruction and Development (EBRD) Workers' Accommodation: Processes and Standards ISO 9001:2015 OECD Guidelines for Multinational Enterprises United Nations Declaration on Human Rights Education and Training United Nations Guiding Principles on Business and Human Rights United Nations Convention on the Rights of the Child International Labour Organization (ILO): C001 - Hours of Work (Industry) Convention, 1919 (No. 1) C010 – Minimum Age (Agriculture) Convention, 1921 (No. 10) C011 - Right of Association (Agriculture) Convention, 1921 (No. 11) C014 - Weekly Rest (Industry) Convention, 1921 (No. 14) C029 - Forced Labour Convention, 1930 (No. 29) C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) C095 - Protection of Wages Convention, 1949 (No. 95) C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) C105 - Abolition of Forced Labour Convention, 1957 (No. 105) C110 – Plantations Convention, 1958 (No. 110) C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) C131 - Minimum Wage Fixing Convention, 1970 (No. 131) C132 - Holidays with Pay Convention (Revised), 1970 (No. 132) C135 - Workers' Representatives Convention, 1971 (No. 135) C138 - Minimum Age Convention, 1973 (No. 138) C141 – Rural Workers' Organisations, 1975 (No. 141) C155 - Occupational Safety and Health Convention, 1981 (No. 155) C169 – Indigenous and Tribal Peoples Convention, 1989 (No. 169) C181 - Private Employment Agencies Convention, 1997 (No. 181) C183 - Maternity Protection Convention, 2000 (No. 183) C184 – Safety and Health in Agriculture Convention, 2001 (No. 184) C190 – Violence and Harassment Convention, 2019 (No. 190) Declaration on Fundamental Principles and Rights At Work

General principles & operational guidelines for fair recruitment
 Guidelines on Occupational Safety and Health Management Systems (ILO-OSH 2001)
 Guiding Principles to Combat Forced Labour
 R085 - Protection of Wages Recommendation, 1949 (No. 85)
 R110 – Plantations Recommendation, 1958 (No. 110)
 R115 - Workers' Housing Recommendation, 1961 (No. 115)
 R116 - Reduction of Hours of Work Recommendation, 1962 (No. 116)
 R117 - Vocational Training Recommendation, 1962 (No. 117)
 R149 – Rural Workers’ Organisations, 1975 (No.149)
 R163 - Collective Bargaining Recommendation, 1981 (No. 163)
 R164 - Occupational Safety and Health Recommendation, 1981 (No. 164)
 R190 - Worst Forms of Child Labour Recommendation, 1999 (No. 190)
 R192 – Safety and Health in Agriculture Recommendation, 2001 (No. 192)
 R198 – Employment Relationship Recommendation, 2006 (No. 198)