

**THE REVIEW COMMITTEE'S
BENCHMARK DOCUMENT
FOR THE CERTIFICATION ORGANISATIONS AND PROGRAMMES TO
BE USED FOR THE FAIR FLOWERS FAIR PLANTS LABEL**

PROPOSED BY:
Review Committee of Fair Flowers Fair Plants

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Including correction 'trade union committee' pointed out in letter of Review Committee dated 2 April 2007. Corrections done on 16 May 2007.

Version 9 April 2009:

Including removal of point 5.12, 2nd clause "The company should motivate and support the workers to have their own vegetable gardens."

Version 30 June 2010:

Revised version by FFP office regarding actual working procedures; affirmed by FFP board on the 25th of August 2010.

Table of Contents

Introduction	3
1. Certification organisations.....	4
2. Audit principles and procedures of the ICC	5
3. Framework for the ICC and its guidelines (version 2)	7
4. The Registraton system (MPS or similar standard)	23
Annex I: Code of Conduct.....	26
Annex II: Negative List of Pesticides (WHO Ia + Ib)	29
Annex III: List of pesticides and chemicals with carcinogenic potential	30
Annex IV: Wildlife Toxicity of Pesticides	31
Annex V: Protective measures and equipment	32

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More information on the flower campaign can be found at:
www.flowercampaign.org

¹ With the revision of 30 June 2010 and the Board's affirmation of 25 August 2010, the name of the Review Committee also has been changed in Social and Environmental Team (SET), according to the organisation structure within FFP.

Introduction

This Social and Environmental Team's document will serve to benchmark certification programmes of certification organisations, which express their interest to participate in Fair Flowers Fair Plants (FFP) label initiative.

Benchmarking is a process in which organisations evaluate various aspects of their processes in relation to best practice, usually within the floricultural sector. As for FFP, the best practice is the International Code of Conduct for the production of cut flowers in combination with the MPS or equal to MPS registration system and level MPS A or similar. The SET will check whether the programmes or certification organisations are complying with the benchmark and give an advice to the board on acceptance.

The benchmark of the certification programme will be done against:

1. the audit procedure;
2. the International Code of Conduct for the Production of Cut Flowers and its audit guidelines (version 2);
3. the Milieu Programma Sierteelt registration system, category MPS A.

Compliance to all three elements will be equally important to accept the certification programme and/or organisation for FFP.

The final decision to accept a certification organisation/programme will be taken by the board of FFP. A certification organisation applies for a benchmark to the SET. After the application, the SET benchmarks the standard of the certification programme against the FFP standards. For technical assistance, the SET can make use of a specialist to advise on compliance.

All relevant information will be given by the certification organisation (upon request) to the SET. This information will be dealt with confidentially. After the benchmark, the SET will hand over its conclusions and recommendations to the Board, that will take the final decision to accept or not accept the certification organisation and/or programme. This decision will be made public on the website in order to avoid abuse or confusion. Only successful attempts of the certification organisations for the benchmark will be placed on the website. On request, the SET is free to explain why some certification agents did not qualify.

Contents:

1. Basic remarks on certification organisations;
2. Description of the audit principles and procedures of the ICC;
3. The ICC standards and its guidelines;
4. The MPS registration system.

We welcome any suggestions or comments, which help improve this document on benchmarking with the FFP standards

1. Certification organisations

The Fair Flowers Fair Plants label will be open for all certification organisations that has been accepted by the Board of FFP. A list of accepted certification organisations will be published on the website of Fair Flowers Fair Plants.

In order to get accepted, a certification organisation should apply for a benchmark at the SET of FFP. After the benchmark by the SET, it will hand over its conclusions to the Board, that will take a final decision on the acceptance of the certification organisation.

Minimal conditions for the certification organisation are:

- the organisation is an independent certification body, that is not dependent on or influenced by third parties.
- the organisation accepts and endorses a multi-stakeholder approach towards the auditing procedure;
- the organisation is transparent;
- the organisation shares relevant documents to the SET;
- the organisation has a track record on audits;
- the organisation must appoint Auditors that are qualified and do handle themselves professionally, accountably and above reproach

After acceptance of the certification scheme, the certification organisation is entitled to carry out audits at growers using these schemes for their Fair Flowers Fair Plants participation. A floricultural producer is free to select a recognized certification organisation for the audits. The certification organisation is free to set its certification costs for producers, in that way competition between the acknowledged certification organisations is guaranteed.

In case of no compliance with the above mentioned FFP standards, the Board withdraws the FFP acceptance of the certification organisation. Floricultural producers, who were certified by the organisation that is not longer accepted in FFP, have to select another certification organisation within one year.

Benchmark questions

- Is the certification organisation an independent body?
- Has the certification organisation a proven track record on audits?
- Does the certification organisation accept and endorse a multi-stakeholder approach towards the auditing procedure?

2. Audit principles and procedures of the ICC

A floricultural producer voluntarily applies at the FFP office in order to sell its products under the FFP label after certification of the approved certification scheme. This implies that s/he accepts the audit principles and procedures that are defined in the International Code of Conduct for the Production of Cut Flowers (ICC). The ICC requires a participatory, multi-stakeholder audit and an independent certification, hence, local stakeholders of IUF-affiliated unions and NGOs recognized by the SET are entitled to designate one representative each as an Observer to the audit.

Initiation

When a producer decides to have its company certified for FFP participation, s/he contacts a certification organisation that is accepted by the Board. The certification organisation gives all necessary information on the standards, registration, audit, time frame, costs and other procedure in order to get certified.

When a producer wants to know if the farm is already complying, or which investments should be made in order to comply with FFP, s/he can request a pre-audit. From the pre-audit, no official or public status can be obtained. This will be explained by the certification organisation to the producer.

When a producer wants his company to be certified for FFP participation, s/he and the certification organisation set a date for the first audit. When the date is set, the certification organisation informs the FFP organisation. The FFP organisation provides the observers with the audit date and the producer's data (name of the company, contact person, location, telephone number and email). The period between the date for the audit and the announcement of interest to the SET's secretariat needs to be at least 1 month; this time is needed to inform local Observers to accompany the Auditor. The names of the Observers will be given by the secretariat of the SET to the certification organisation.

Before the audit

The Lead Auditor and the Observers will hold an informal meeting to brief each other on the situation, discuss a strategy for selecting, consulting and engaging workers / workers representative in the audit.

The audit

On arrival on the farm, the Lead Auditor shall select proportional samples of employees for the purpose of the audit. This shall be done in the absence of the owner, management and / or supervisors. The Lead Auditor and Observers shall then meet with management and selected workers / workers representatives separately to inform them about the audit and their role in the audit. The Lead Auditor has to involve existing workers representatives, however, where such trade union structures do not exist, the Lead Auditor can draw a random sample from the workforce. During the selection of workers for the audit, gender equality and vulnerability must be taken into account. The audit discussions with the workers is confidential and any negative consequences experienced by workers as a result of being part of the audit will have direct consequences in the granting of the certification. When the SET learns about this, it will strongly recommend to the Board to withdraw the certification of that particular company. The Board will take a decision on this within four weeks after receipt of the notification. The Observers have the right to look into all documents asked by the Lead Auditor, to accompany the Lead Auditor on his / her tour around the company.

The Observers get an allowance which covers the travel expenses, accommodation costs and the time worked as an Observer. The producer pays a certification fee to the certifying organisation, which will deposit the Observers allowance immediately to the secretariat of the SET. The secretariat of the SET will pay the allowance as was agreed in the Board. The SET's secretariat looks for local Observers operating in the neighbourhood of the company. All the costs will be paid for by the certification body.

After the audit

After completion of the audit, the Lead Auditor in the company of Observers will inform management and the workers key findings of the audit without compromising confidentiality of concerned workers. Thereafter, the Lead Auditor will hold a meeting (outside audited company premises) with Observers to hear their opinion about the audit and their remarks which to their opinion should be mentioned in the report. If they have remarks the opinion of the Observers will be noted by the Lead Auditor in the audit report. The decision on the granting of the certification will be taken by the Certification Organisation, however, in case of disagreement between Observers and the Lead Auditor, the Lead Auditor or the Observer(s) will notify the Secretariat of the SET on the disagreement. On receiving the disagreement, the Secretariat may take steps to resolve the matter failure of which it has to notify the Governing Board and the SET within a month after receipt of the disagreement.

In case of complaints by the workers, the workers should bring their complaints to the board of FFP.

Outcomes:

1. Certified: the company has fulfilled the certification scheme and thus met the FFP standard
2. Conditionally certified; there are some attention points in the certification scheme that can be solved within a reasonable time period in order to meet the full conditions and thus the FFP standard. These points are noted in the audit report with a timeframe, agreed upon by Auditor, producer and Observers to reach the full approval. This implies that the company can start supplying FFP. The company informs the certification organisation on the improvements and compliance based on the agreed timeframe. When the company is complying within the set timeframe, the company is certified. Compliance is checked during the next audit.
3. Not certified: the company is not complying with the certification scheme and thus not with the FFP standard.

In case of a certification, the company's FFP status will be adjusted on the publicly accessible website of Fair Flower Fair Plants within a month. The producer will have the status 'FFP Accepted'. In case of a conditional certification, the company's FFP status will be continued as 'FFP Conditional' as published on the website of Fair Flowers Fair Plants. The FFP organisation is in close contact with the certification organisations, regarding the valid dates of certification. In cases of no compliance, fraud or severe problems, the certification organisation withdraws the certification of the company and reports this immediately to the FFP secretariat and the SET secretariat. The company will be removed from the FFP website as soon as possible.

After the audit, the certification organisation has to provide a written report (in English or Spanish) to the FFP organisation and to the SET secretariat containing:

- Name of company and date of the audit;
- Result of the audit as agreed upon by lead Auditor and Observers;
- Recommendations of improvements with a timeframe;
- The final conclusion: certified, conditionally certified or not-certified.

Each year an audit of the company will take place. Before this audit takes place, the Observers will receive a copy of the previous audit report .

In the case of a dispute about an audit, the SET and the Board can ask the certification organisation for the complete audit report, this has to be provided within a week. The certification organisation is obliged to keep records of the audit reports for at least five years.

Benchmark questions

- Does the certification organisation agree with the audit principles of ICC?
- Are appointed Observers welcome to join audits?
- Does the certification organisation recognize the right of an Observer to agree or disagree with the lead Auditor?
- How is confidentiality assured for interviewed workers and for data?
- In which way keeps the certification organisation record of the data?
- How does the certification organisation check compliance/improvements of conditional certified companies according to the agreed time frame?
- How does the sanction and complaint procedure of the certification organisation work?

3. Framework for the ICC and its guidelines (version 2)

When a certification programme has to be benchmarked with the FFP standards, the owner (producers' organisation or certification organisation) of that programme has to fill out the below mentioned checklist for the ICC and its guidelines in detail and as accurate as possible. The SET is entitled to ask all relevant documents or information to carry out the benchmark.

1. Freedom of association and the right of collective bargaining

The rights of all workers to form and join trade unions and bargain collectively, shall be recognized (ILO conventions 87 and 98) Workers representatives shall not be subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions (ILO convention 135)

ICC	Text	Benchmarked system
1.1	All employees have the right to form and join trade unions and to bargain collectively.	
1.1	Workers' representatives shall not be subject to discrimination and shall have access to all workplaces to carry out their representation functions	
1.2	No other committee or management – worker- body can be accepted as a replacement for this basic human right. In other words, no management or workers body or committee in which employers are involved can be accepted as an replacement. They should be fully independent from the employer	
1.3	The union/workers committee must have the right to meet regularly during working hours, at least once a month for 2 hours.	
1.3	There should be regular meetings between the trade union committee and the management	
1.4	The workers must have the right to discuss during working hours at least twice a year the situation in the farm among themselves without participation of management	
1.5	Complaints regarding labour and working conditions should be forwarded, free of charge, to the Workers' Representatives or to an	

	external independent body accepted by all parties involved.	
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2. Equality of treatment

Workers shall have access to jobs and training on equal terms, irrespective of gender, age, ethnic origin, colour, marital status, sexual orientation, political opinion, religion or social origin (ILO conventions 100 and 111) Physical harassment of psychological oppression, particularly of women workers, must not be tolerated.

ICC	Text	Benchmarked system
2.1	Employees shall have access to jobs and training on equal terms, irrespective of gender, age, ethnic origin, marital status, sexual orientation, political opinion or social origin.	
2.2	In cooperation with representatives of the union and/or Workers Committee, the management is required to establish and implement a coherent policy with regard to access to work, training, working conditions, protection and promotion.	
2.3	Pregnancy, HIV and genetic tests are not allowed for recruitment	
2.4	Harassment and mental and/or physical repression, particularly of female workers, must be strictly prevented.	
2.5	The farm should preferably have an elected women committee of the workers, which looks into all matters of protection, non-discrimination and promotion of women workers	
2.6	The farm should draw up an equity plan, in cooperation with the workers and/or women committee, with regard to the women workers and traditionally discriminated groups	
2.7	It is highly recommended that the farm draws up, in close cooperation with the women, the trade union committee or in the absence of a trade union committee the independent workers committee, a plan to combat and prevent sexual harassment, which beside of elements of consciousness building includes also complaints procedures and sanctions.	

3. Living wages

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. Pay should be in cash, direct to the workers, promptly and in full. Information to wages shall be available to workers in an understandable and detailed form. (ILO conventions, in particular No. 110 art. 24,26,27)

ICC	Text	Benchmarked system
3.1	Wages and benefits paid for a standard working week shall meet at least legal or industry minimum, as for example according to a sector Collective Bargaining Agreement (CBA), and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income.	
3.2	Management with the trade union committee or in the absence of a trade union committee the independent workers committee should develop a plan, if not included in the CBA, to increase salary and other social benefits, like seniority, production or qualification bonus, assistance for the school career of the workers children, canteen, training courses, etc. to reach a living wage.	
3.3	The wages must be paid in cash (not in kind) to the employees, at the agreed time and in full. The associated information must be supplied to the employees in detail and in a readily understandable form. It means that other alternatives in transferring the money is available, this should be possible	
3.4	Companies are obliged to ensure that workers are included in an appropriate state of private social security scheme, covering especially invalidity, injury, maternity and old-age benefit. In case of subcontracted workers the farm should check if the subcontractors are ensured in similar scheme.	
3.5	The company shall promote the human and personal development of its employees with educational programmes in the productive, social and cultural field.	
3.6	The company shall pay special attention to sufficient and healthy nutrition of the workers and their families.	
3.6	Special subsidies for the food supply of the workers are encouraged in the program to fulfil the human right to food	
3.6	Where food is served in a canteen, the diet should be nutritious and varied.	
3.6	When workers are living on the farm, free vegetable gardens with sufficient irrigation should be offered to the workers families	

3.7	The company should assume responsibility for the education of the children of the workers. Support of crèche facilities inside or outside the compound is highly recommended. In case the workers and their families are living on the farm either schooling in the farm or transport to the next school has to be provided.	
3.8	Transport, if required, to and from the farm has to be provided by the company, free of charge; alternatively, an allowance has to be paid.	
3.9	The company shall support and encourage financially and with other means social and cultural projects in cooperation with the surrounding communities	

4. Working Hours

Hours of work shall comply with applicable law and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off every week. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

ICC	Text	Benchmark system
4.1	Working hours, overtime and paid leave must comply with applicable law and industry standards.	
4.2	Workers shall not be required to work in excess of 48 hours per week on a regular basis	
4.3	Overtime shall be voluntary, not exceed 12 hours per week, not be demanded on a regular basis and always be compensated at a premium rate.	
4.4	Agreed and legally stipulated midday and work breaks must be observed	
4.5	Workers must have at least 24 consecutive hours of rest per week	
4.6	Workers must have at least 3 weeks of paid leave per year.	
4.7	Employees must be protected from strain due to excessive and permanent work stress	

5. Health and Safety

A safe and hygienic working environment shall be provided. Companies shall provide free and appropriate protective clothing and equipment, and comply with internationally recognized health and safety standards (ILO convention 170) Workers and their organisations must be consulted, trained and allowed to investigate safety issues. There should be regular monitoring of workers' health and safety. Companies shall supply drinking water, provide clean toilets and offer showers and washing facilities. Where housing is provided, it should comply at least with the minimum standards for size,

ventilation, cooking facilities, water supply and sanitary facilities. (ILO convention 110 art. 85-88)

ICC	Text	Benchmarked system
5.1	Together with the workers' representatives, the management shall establish a coherent policy for Occupational Safety, Health and Working Environment, according to ILO convention No. 155 art. 4 & 11 and to the international accepted health and safety standards. This policy includes also the handling of pesticides and chemicals.	
5.2	The free election of a Health and Safety Committee with management and workers representatives to constantly review the respective situation in the farm is highly recommended	
5.3	Employees and their organisations must be consulted, informed and trained on health and safety matters. Information and training courses must be held periodically, best twice, but a minimum once a year for workers.	
5.3	New employees, including temporary and subcontracted workers, must be specially informed and instructed on the risks at the workplace	
5.4	All work in the farm must be organized in such way as not to endanger the safety and health of the employees. High risk jobs and areas (e.g. spraying and handling pesticides, construction and maintenance work) must be specially indicated and supervised. Increased risk and danger areas and operations must be recorded in a Risk Register.	
5.5	A qualified Safety and Occupational Health Officer in cooperation with the Workers' Representatives shall keep a check on the observance on the labour and safety regulations and evaluate suggestions for improvements and complaints	
5.6	Workers have the right to remove themselves form danger resulting form their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health and so inform their supervisors immediately. They shall not be placed at any disadvantage as a result of these actions. (ILO 184)	
5.7	Employees are to be provided free of charge with regular medical care and	

	advice within the place of work at fixed times during working hours at regular intervals, also psychological and social assistance.	
5.7	The regular examinations and check-ups shall be carried out by a qualified physician, In case there is no physician on the farm, workers must feel free, in case of medical or health related complaints, to visit their general practitioner or any specialist for that matter, also during working hours.	
5.8	The farm must have a suitable, well-equipped, clean, social and sanitary infrastructure that conforms to the requirements of its employees and is adequate to their numbers	
5.9	Suitable rest rooms and canteen with cooking, eating and storage facilities for food and drinks strictly separated from the working area have to be provided by the company	
5.10	Clean drinking water must be available also during working hours to all workers within a reachable distance from the working place.	
5.11	Changing rooms with sufficient washing facilities, showers and clean toilets must be available for the workers	
5.12	If the company provides the workers with housing, this must comply with ILO convention N. 110 art. 85-88. The structural standard and the infrastructure must be such as to provide healthy and restful living conditions.	
5.13	The company must supply its employees, free of charge, with suitable clean working clothes that, preferably, are to be washed by the company in order to avoid contamination in the workers house.	
5.14	A small drugstore and basic medication has to be available on the site, free of charge for the workers.	
5.15	First aid facilities should be available at all operating sites, where at least one person trained in first aid procedures has to be present to offer their services if necessary. This means that in a farm a minimum of two persons have to be trained in first aid.	
5.16	For emergencies and accidents, rapid medical attention and an appropriate first aid organisation on site must be assured.	
5.16	The company has to arrange transport	

	to the nearest hospital when necessary	
5.17	Personnel working in the spraying, mixing, storing and handling of pesticides must be medically examined every 3 months (including cholinesterase- test) by an independent professional institute	
5.18	Workers in the cultivation, harvesting and finishing sections should be medically examined once a year and at the beginning and end of their employment. The findings must be communicated to the persons in readily understandable form. A complete documentary record of such examinations must be kept.	
5.19	Complete, continuously updated documentation and statistics are to be kept with regard to sickness, accidents and sickness related absences from work	
5.20	Special measures must be taken to avoid reproductive health risks. In particular, pregnant women may only perform work which is appropriate to their physical capacity and which excludes contact with pesticides and chemicals.	
5.21	Female employees are entitled to maternity leave of at least 3 months on full pay.	
5.21	It is highly recommended to pay maternity leave for 14 weeks (ILO 183) a minimum of 6 weeks has to be after childbirth.	
5.21	The employer will guarantee that these female employees will keep the privilege like annual paid leave on account of such leave.	
5.21	The prenatal portion of maternity leave shall be extended by any period elapsing between the presumed date of childbirth and the actual date, without reduction in any compulsory portion of postnatal leave.	
5.22	To replace maternity leave, or parts of it, by financial offers is not permitted.	
5.23	It is not permitted to terminate the employment of a woman during her pregnancy or maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences of nursing. The burden of providing that the reasons for dismissal are unrelated to pregnancy, birth of nursing rests on the employer.	
5.24	A woman is guaranteed the right to	

	return to the same or an equivalent position paid at the same or higher rate at the end of her maternity leave	
5.25	It is recommended that the farm develops a policy of considering the necessity of breast-feeding to mothers.	
5.26	A special clean rest room must be provided for pregnant women and nursing mothers, unless no other possibility exists near by the farm.	

6. Pesticides and chemicals

Every company should assess the risks of the chemicals used and apply measures to prevent any damage to the health of the workers. Companies shall record and reduce pesticides and fertilizer use by adequate techniques and methods. No banned, highly toxic (WHO 1) or carcinogenic pesticides and chemical should be used. Safety instructions and re-entry intervals must be strictly observed and monitored. Spraying, handling and storing pesticides and chemicals should be done by specially trained people with suitable equipment. Stores, apparatus and equipment must be clean, safe, handy and conforming to international standards.

ICC	Text	Benchmarked system
6.1	Recording and documentation of all pesticide applications must be done, indicating date and time, crop and pest/disease and information on the pesticide used, active ingredient, quantity and dosage rate. At the end of every month, the total consumption of pesticides used per crop has to be compiled and calculated as Kg. active material per hectare and per WHO toxicity class.	
6.2	The most appropriate combination of organic, cultural, mechanical and chemical methods shall be used. Organic methods should replace pesticide treatment wherever possible. Pesticides have to be applied only in a selective manner in accordance with the crop damage threshold. Pest or disease incidence and pressure shall be kept low.	
6.3	Pesticides banned or not registered in the country or which have reached their expiry date, are not allowed to be used.	
6.3	Persistent pesticides (e.g. chlorinated hydrocarbons), soil fumigants and herbicides must be strictly avoided.	
6.3	Highly toxic WHO 1 products (see negative list Annex 11) and/or carcinogenic/mutagenic pesticides (EPA list, Annex 111) should be replaced wherever possible by lower toxic ones. Recommendation: take steps/measures to phase-out endocrine disrupting and	

	cholinesterase inhibiting substances and WHO 1 in a period of two years.	
6.4	Use of methyl bromide or other gaseous or volatile fumigants for soil sterilisation is strictly forbidden. If necessary, alternative methods (steaming, solarisation, etc.) should preferably be used.	
6.5	Post-harvest treatment of the flowers and foliage is only permitted with non-toxic chemicals. Silver Thiosulfate is because of the harmfulness to the environment strongly recommended not to be used	
6.6	All spray operators must be thoroughly instructed and regularly trained by a recognized institution or by specialists on the safe application and the risks of pesticides and chemicals.	
6.7	Spray operators are not allowed to spray for more than 4 hours per day.	
6.7	Due to the high risk and exposure to toxic products, a job rotation scheme has to be implemented. Recommended is 1 week spraying and 2 weeks non-spraying.	
6.8	Pesticide application in the greenhouse is strictly forbidden, as long as unprotected workers are inside.	
6.8	Warning signs are required at each entrance of the areas sprayed, indicating the time and date when entry is safe.	
6.9	After spraying pesticides, the following re-entry intervals must be strictly observed. - High toxic pesticides (WHO Tox. 1) and carcinogenics (EPA): 24 hours - Toxic pesticides (WHO Tox. 11): 12 hours - Less toxic pesticides (WHO Tox. 111 + 1V): 6 hours.	
6.10	In any case, the foliage has to be completely dry before harvesting. During this time, the greenhouse should not be accessible And clearly marked so. In case the greenhouse is not totally locked, the area within 10 meters of the sprayed greenhouse is not accessible for workers.	
6.11	Suitable and properly calibrated spray equipment must be used for the application of pesticides.	
6.11	Equipment must receive regular maintenance and should be cleaned and tested after each application.	
6.12	All spray operators must wear suitable	

	and intact personal protective equipment and clothing provided by the company.	
6.13	After spraying, the operators have to rinse off all equipment, have to wash themselves thoroughly, have to change clothes in an adequate place.	
6.13	Respirators with suitable filters have to be controlled and changed regularly. A checklist has to be used for control	
6.14	For the workers in the cultivation, harvesting and finishing sections the company has to provide free of charge suitable protective clothing appropriate for the task, e.g. overall, apron, gloves, adequate shoes, cap	
6.15	Eating, drinking and smoking in the working areas have to be strictly forbidden.	
6.16	Pesticides and chemicals must be stored in separate, lockable, well-ventilated rooms that conform to the safety regulations (clean, cool, dry, no drain, fire protection, original containers).	
6.16	A supervisor responsible for the pesticides and chemical storage has to be nominated. Only authorized personnel, that is instructed in handling pesticides and dealing with spillage should have access to the store.	
6.17	All products and packages must be clearly labelled and stored in the original container. Highly toxic and inflammable pesticides and chemicals should be stored separately.	
6.17	The inventory, with a record of all incoming and outgoing pesticides and chemicals, must be documented and continuously updated.	
6.18	Storing, dispensing and mixing pesticides and chemicals has to be done in a separate well-ventilated room or area with accurate and clean measuring equipment by a trained and well protected person.	
6.18	A spill-containment trough not draining to the sewer must be installed.	
6.19	On entering the service of the company and on regular intervals (at least every 6 months), all workers must be informed about the risks and safety measures relating to pesticides and chemicals used in the farm. This also applies for temporary and subcontracted workers as well as to visitors.	

6.20	The safety instructions, re-entry intervals and hygiene recommendations should be displayed clearly visible in the workplaces.	
6.21	Recording and documentation of all fertilizers and chemical application must be done, giving responsible person, date and time, crop, quantity and dosage rate.	
6.22	Chemical fertilizers should be applied only selectively on the basis of careful observation of the crop together with the soil and (periodical) leaf analysis. The input should be optimally adapted to the needs of the plants.	
6.23	Suitable and properly calibrated fertilizer application machinery must be used .	
6.23	The application machinery type and the method, (e.g. via irrigation or mechanical distribution) have to be recorded.	
6.24	Losses and drainage of the fertilizers through leaching into the soil should be kept at a minimum.	
6.24	Nitrogen and water supply should only cover the plants', flowers', ferns' or foliage's need to growth. The nitrogen quantity used must be calculated per hectare on a monthly basis and documented.	
6.25	Fertilizer must be stored in a clean, dry and lockable room, separated from the pesticides, or other chemicals and fresh produce. Stock records have to be documented.	
6.26	Whenever possible, low toxic and biodegradable chemicals have to be used.	
6.27	Recording and documentation of quantities used, supplier and type of substrate have to be done.	
6.27	Substrate should not come from designated conservation area.	
6.28	Recording and documentation of recycled substrate, quantity, type and date is required . If no recycle program exists, it must be justified	
6.29	Steaming should be the preferred option for sterilisation of substrate. If chemicals are used, the trade name, active ingredient, consumption and date must be recorded. Also application methods like drenching or fogging has to be recorded.	
6.30	When the substrates are sterilized on the farm, the name/number of the field	

	and date must be recorded. If sterilisation is done outside, the name and location of the company has to be recorded.	
6.31	Substrate, that is no longer reusable, should be send to a professional recycling or waste disposal company. Substrate type, quantity, date and the name of the company must be recorded.	

7. Security of employment

Work, which is by its nature not seasonal or temporary, shall be done by workers on permanent contracts. Provisions for non-permanent and seasonal workers, including freedom of association, should be not less favourable than for permanent workers. Every worker shall get a copy of his or her contract.

ICC	Text	Benchmarked system
7.1	All employees must have a legally valid written contract of employment signed by employees and employers, which safeguards them from loss of pay in case of illness, disability and accident.	
7.1	In case of dissolution of the contract, the period of notice must be identical for employer and employee.	
7.2	These provisions also apply to temporary, part-time, casual and subcontracted workers, for whom ILO conventions 110 and 170 must also be observed and complied with.	
7.3	Time-limited contracts and sub contraction are permitted only during peak periods and in case of special tasks.	
7.4	Permanent employees and temporary workers must also be included in a provident or pension fund	
7.5	In case of subcontracted workers the farm should do every thing possible to check that the subcontractors have made contracts with at least a CBA or a similar agreement and guarantees for the payment of social security .	
7.6	Each farm should have legally validated internal regulations of working and labour conditions, if not provided for by CBAs or by national law, which should include, amongst others, proper regulation of warnings and procedure of dismissals.	

8. Protection of the environment

Companies should make every effort to protect the environment and the residential areas, avoid pollution and implement sustainable use of natural resources (water, soil, air etc.)

ICC	Text	Benchmarked system
8.1	Pollution of soil, water and air with pesticides, fertilizers, chemicals and waste must be avoided wherever possible.	
8.2	A program has to be elaborated by the company for conserving the environment and the sustainable use of natural resources (water, soil, air)	
8.3	Organic fertilizer and composted organic waste should be used for the improvement and care of the soil in the plantation in order to reduce chemical fertilizer input.	
8.4	A specially appointed and instructed environmental protection officer shall evaluate suggestions for improvements and keep check on compliance with the regulations, in cooperation with the workers' representatives	
8.5	Workers are to be informed on the envisaged measures and instructions, in order to motivate them to assisting implementation thereof.	
8.6	Special and effective measures have to be taken to protect drinking water sources, springs, ground water, surface water, rivers, dikes and lakes have to be taken.	
8.7	Special attention must be given to the protection of the fauna and flora inside the farm and the surrounding area.	
8.8	Wildlife toxicity (Annex IV) has to be taken into account, especially when spraying pesticides in the open field	
8.9	For the supply of irrigation water, the company must implement an environmental water management system, which minimizes water consumption and conserves ground and surface water.	
8.10	The consumption of water and energy has to be recorded and documented for the various greenhouses and sectors.	
8.11	Irrigation must be done with methods and systems minimizing water consumption as far as possible (e.g. drip irrigation, water application direct to the root zone etc.) and by using adequate measuring and controlling methods. (tension meters etc.)	
8.12	Where possible rainwater should be collected in water reservoirs of adequate capacity.	
8.12	The lowering of the ground water level or any other negative effect on the availability and quality of drinking and	

	irrigation water for the surrounding communities and farmers must be avoided	
8.13	The consumption of energy (electricity, heating oil, natural gas) must be kept at a minimum. Wherever possible renewable and energy recycling should be used.	
8.14	Waste and pollution reduction must be given high priority. A proper waste management system for the separation and disposal must be established in the company.	
8.14	Waste deposit must conform to the requirements of the law. Monitoring must be carried out by a proper instructed supervisor.	
8.15	Organic waste, particularly flower waste material, should be composted in an appropriate manner and reused on the farm.	
8.15	It is strictly forbidden to feed animals with pesticide-contaminated material (flower, foliage, ferns etc.)	
8.16	Waste of all kinds, especially pesticide, fertilizer and chemical residues must not be disposed of into the soil, drains and watercourses.	
8.16	Pesticide residues should be diluted (e.g. 1:10) and sprayed under the crops inside the greenhouse	
8.17	Empty pesticide or chemical containers or drums must be triple rinsed at a safe place before returning to the supplier. If returning is not possible, containers must be punctured after being cleaned and should be disposed off by incineration or burial, taking precautions for the environment and health and strictly controlled.	
8.18	The re-use of pesticide and chemical containers and drums for drinking water or food storage is strictly prohibited.	
8.19	Paper, plastic, metal, wood and other waste material are to be separated and whenever possible recycled.	
8.20	All wastewater, especially those contaminated with pesticides and/or chemicals have to specially treated (e.g. setting basins, carbon filters, chemical detoxification with sodium-hydrochloride NSOCl) before safe disposal in accordance with the law.	
8.21	Air pollution and unpleasant smells due to pesticide or chemical application or incineration in the open air near houses	

	must be strictly avoided.	
8.22	The company should make efforts to protect the environment and the residential areas inside and surrounding the farm together with their inhabitants from harmful effects and nuisance.	
8.23	To protect the surroundings and to encourage wildlife, trees and bushes should be planted especially at the farms boundaries.	
8.24	A safety distance of not less than 100 meters from the residential areas and houses to the greenhouse or pesticide/chemical application areas must be maintained. Existing farms must proof that there are no medical or health risks involved.	
8.25	Expansion of the farm, building alterations, supply of water, waste disposal and other environmentally relevant measures must conform to the law and the existing zoning/building master plan of the regional and/or local authorities.	
8.26	Within its capacity, the company shall support the environmental and infrastructural projects of the local and regional authorities, which improves the situation of the workers (e.g. drinking water supply, roads, (re)forestation, sewage treatment, transportation, community infrastructure etc.)	

9. Child labour is not used

There shall be no use of child labour. There shall be no workers under the age of 15 years or under the compulsory school-leaving age, whichever is higher. Children under 18 shall not work in hazardous conditions (ILO convention 138). Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any replaced child workers.

ICC	Text	Benchmarked system
9.1	There shall be no use of child labour. No workers under the age of 15 years or under the compulsory school-leaving age, whichever is higher, shall be engaged.	
9.1	Children under 18 shall not work at night and in hazardous conditions	
9.2	It is highly recommended not to employ children under 18 (ILO convention 184)	
9.3	Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any replaced child worker	

9.4	It has to be prohibited that workers bring along their children to the workplace, to assist the parents or to do any other work.	
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10. No forced labour

There shall be no forced labour, including bonded or involuntary prison labour (ILO conventions 29 and 105). Nor shall workers be required to lodge "deposits" or their identity papers with their employer.

ICC	Text	Benchmarked system
10.1	There shall be no forced labour, included bonded or involuntary prison labour.	
10.1	Workers shall not be required to lodge "deposits" or their identity papers with their employer.	

Any other relevant asset, precaution or policy not mentioned in ICC and its guidelines.

4. The Environmental Registration system (MPS ABC or similar program)

Producers are required to comply with the MPS A level or equivalent. This does not mean that MPS is the only possible environmental registration system or should be the only auditing organisation. In the following explanation however the environmental registration system MPS-ABC serves as an example.

At the MPS website, there will be a registration form for producers. After application MPS provides each applicant with a unique MPS registration number. By entering this number, the participant can enter their used pesticides, energy, fertilizers, waste and water use.

Each participant enters this data every at least three months at the MPS website. After entering the data, the producer will receive a qualification expressed in A, B or C. In order to sell products under the FFP label, the producer has to comply with the MPS A level or similar. Occasionally, a producer with a MPS B or similar qualification might be accepted conditionally by FFP, but only in case that the producer can assure the certification agent that within one year he/she will be at A level.

The registration is set up in such a way that the certification organisation will be able to check the data during an audit. In the event that a producer has dropped from an A level to a B level the certification agent has to report this within fourteen days to the FFP secretariat.

If a producer does not provide his data at least every three months, it will be marked by the certification organisation as a violation of rules and may result in withdrawing of a qualification. The certification organisation notifies FFP secretariat, that might decide, after consultation with the Board and the secretariat of the SET, to deny participation for this violation of rules. It might be a reason to withdraw the FFP producer's profile from the website.

Registration procedure:

When a producer is interested in certification for FFP participation and contacts MPS, s/he will be provided with a unique number. For FFP participation the producer has to show that s/he fulfils the ICC standard and MPS A level or similar. Before a producer can sell its products under the FFP label, s/he should make a baseline or company standard for the farm, thus the greenhouse and/or crops, environmental impact assessment in the greenhouse and/or in the crop.

During the first year the producer has to register the use of pesticides, energy, fertilisers, waste and water every 4 weeks for thirteen periods.

The information to be registered for the entire farm:

- Pesticide use (list of pesticides used, period and quantity)
- Energy consumption
- Fertilisers use (list of fertilisers used, period and quantity)
- Water use
- Waste production, separation and disposal

The total area should be registered as well. This includes not only the area under production (greenhouse and/or field), but also fallow area. In addition, a leaf, soil and water analysis by a specialised laboratory will be required for the start of the registration process. At least every two years, a new analysis has to be done. This analysis can take place without prior notification to the producer.

This registration is the basis for a calculation that is made for the five different components: an average individual use will be defined in order to judge the performance

of the company so far and to be able to check improvements in future. The outcome is the individual baseline of the farm for the five components. An approved certification organisation is allowed to carry out the analysis with regard to the baseline. It is highly recommended that farms are stimulating and are open for active participation in environmental impact assessments in surrounding communities. This to be sure that the floricultural sector does not pollute the ground, water and air of the surrounding communities.

Registration

By pesticides is understood: All pesticides that are allowed to be used in the country where the company is located and which are not mentioned as forbidden in the MPS A level and/or ICC guidelines. This includes chemical pesticides, all growth inhibitors, biological agents, wetters, sticker agents, pre-treatment and cleaning agents, etc. Also natural enemies must be registered. The registration of pesticides is as follows: the full trade name, chemical formulae and composition, the approval numbers found on the packaging, the form (liquid, aerosol, powder, etc.), the quantity (in grams, millilitres, or the number of pieces).

By fertilizers is understood: Solid and liquid fertilizers, (in) organic and biological fertilizers, trace elements, base dressing, fertilizers into potting ground and compound fertilizers. The registration of fertilizers is as follows: the full trade names, chemical formulae and composition (N, P2O5, K2O, MgO, CaO and Fe contents in percentage by weight), the approval numbers, the form (liquid, aerosol, powder etc., the quantity).

The registration form holds a number of questions regarding water management. There should be facilities for collecting rainwater from the roofs of all greenhouses on the premises. Measures have been taken to prevent any leakage and/or contamination by chemicals. Water use is measurable and is registered. The quantity of total irrigation, drainage water reused is registered (in cubic meters). Use of drip irrigation or micro-jets for all greenhouse cultivation is required.

The registration of energy is as follows: electricity (kilowatt-hour kWh), 'green' electricity use (kWh), heat (gigajoules: GJ), returned electricity (kWh), other non renewable energy sources (gas, diesel, coal, etc.) The total amount of energy used by the company during the period in question.

Fuel used for transportation does not need to be registered.

By waste is understood: organic waste (residual plant matter, potting soil, peat blocks etc.), paper, (paper and cardboard), plastic (insulation and screening material, sleeves, bubble plastic, plastic sheeting, plastic tubes, pots etc.), chemical waste.

A number of questions is asked on the registration form regarding waste management. There is composing of all residual plant matter, potting soil, peat blocks etc. either on the premises or carried out by a third party. Reusing or burying all paper and cardboard, either on the premises or carried out by a third party. Plastic matter is reused or separately collected for recycling by a third party. Chemical waste is disposed of, processed or stored in a responsible manner.

The qualification

After determination of the baseline, (see page 23) of the farm, the actual data will be compared to the baseline. If the actual use remains below the lower limit that is determined by the baseline, the producer will score the maximum number of points for that specific component. If use exceeds the upper limit, the producer will score no points for that specific component. If use is between the lower and upper limit, the producer will score a proportion of the points. For regions with different restraints, the components have a different weight.

The points achieved per component are added together. This way the producer is awarded a qualification.

Qualification A: a score between 70 and 100 points

Qualification B: a score between 55 and 69,9 points

Qualification C: a score between 10 and 54,9 points.

Further information with regard to the procedure can be obtained at the FFP secretariat.

Audit & certification

The initial audit: a producer can ask any appointed certification organisation for an initial audit against the environmental level of the FFP standard. This audit will not result in a certification for the producer that meets FFP participation but is to indicate the situation of the producer and what should be improved in order to become certified for FFP participation.

The desk audit, following the MPS-ABC system: every three months, the producer has to fill out the registration. The certification organisation will check pesticides use, energy consumption, fertilizers use, water use and waste production, separation and disposal. It also includes the examination of extreme entered data, the use of prohibited pesticides and the use of products which are not permitted for a particular crop.

The company audit: every year an FFP accepted farm will be audited by an independent audit organisation for the certification programs that meet with the FFP standard. This organisation visits the farm and carries out the audit by using checklists that are reviewed by the SET and approved by the board. The company audit is always announced.

The FFP secretariat has the authority to ask for random analysis, through leaf, soil or water samples in case of suspicion that a participant has violated the rules for registration.

Sanctions

In case of non-compliance, sanctions can be imposed by the certification organisation and/or by the FFP secretariat. In case of a disagreement or complaint the producer can turn to the FFP secretariat that will share the complaint immediately with the secretariat of the SET and the Board.

Annex I: Code of Conduct

INTERNATIONAL CODE OF CONDUCT FOR THE PRODUCTION OF CUT FLOWERS

Preamble

The following code aims to guarantee that flowers have been produced under socially and environmentally sustainable conditions.

The code provides a concise statement of minimum labour, human rights and environmental standards for the international cut-flower industry. Companies should pledge to require their suppliers, contractors and sub-contractors to observe these standards. The code is concise in order to display it in workplaces and in order to avoid any confusion between these basic principles and the application of principles.

An independent body, established to provide independent verification of compliance with the code and to assist companies to implement the code, will provide an auditable checklist of practices and conditions that are consistent with the standards set forth in the code.

The company pledges to observe the core ILO standards, the universal human rights standards and basic environmental standards, which are the base for this code. The company pledges to make observance of the code a condition of any agreement that it makes with contractors and suppliers and to require them to extend this obligation to their sub-contractors. The company accepts that the implementation of the code is subject to independent verification.

The code establishes only minimum standards that must not be used as a ceiling or to discourage collective bargaining. The company shall comply with all national laws and legal regulations. When national law and these criteria address the same issue, that provision which is most stringent applies.

The text of the code, which is intended to be posted where workers can see it, shall also include a means by which workers can report failure to comply with the code in a confidential manner.

Code of Conduct

1. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The rights of all workers to form and join trade unions and to bargain collectively shall be recognised (ILO Conventions 87 and 98). Workers representatives shall not be subject of discrimination and shall have access to all workplaces necessary to enable them to carry out their representation functions. (ILO Convention 135)

2. EQUALITY OF TREATMENT

Workers shall have access to jobs and training on equal terms, irrespective of gender, age, ethnic origin, colour, marital status, sexual orientation, political opinion, religion or social origin (ILO Conventions 100 and 111). Physical harassment or psychological oppression, particularly of women workers, must not be tolerated.

3. LIVING WAGES

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. Pay should be in cash, direct to the

workers, promptly and in full. Information to wages shall be available to workers in an understandable and detailed form.

4. WORKING HOURS

Hours of work shall comply with applicable law and industry standards. In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off every week. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.

5. HEALTH AND SAFETY

A safe and hygienic working environment shall be provided. Companies shall provide free and appropriate protective clothing and equipment, and comply with internationally recognised health and safety standards. (ILO Convention 170) Workers and their organisations must be consulted, trained and allowed to investigate safety issues. There should be regular monitoring of workers' health and safety. Companies shall supply drinking water, provide clean toilets and offer showers and washing facilities. Where housing is provided, it should comply at least with the minimum standards for size, ventilation, cooking facilities, water supply and sanitary facilities. (ILO Convention 110, Articles 85-88)

6. PESTICIDES AND CHEMICALS

Every company should assess the risks of the chemicals used and apply measures to prevent any damage to the health of their workers. Companies shall record and reduce pesticide and fertilizer use by adequate techniques and methods. No banned, highly toxic (WHO I) or carcinogenic pesticide and chemical should be used. Safety instructions and re-entry intervals must be strictly observed and monitored. Spraying, handling and storing pesticides and chemicals should be done by specially trained people with suitable equipment. Stores, apparatus and equipment must be clean, safe, handy and conforming to international standards.

7. SECURITY OF EMPLOYMENT

Work, which is by its nature not seasonal or temporary, shall be done by workers on permanent contracts. Provisions for non-permanent and seasonal workers, including freedom of association, should be not less favourable than for permanent workers. Every worker shall get a copy of his or her contract.

8. PROTECTION OF THE ENVIRONMENT

Companies should make every effort to protect the environment and the residential areas, avoid pollution and implement sustainable use of natural resources (water, soil, air, etc.).

9. CHILD LABOUR IS NOT USED

There shall be no use of child labour. There shall be no workers under the age of 15 years or under the compulsory school-leaving age, whichever is higher. Children under 18 shall not work in hazardous conditions. (ILO Convention 138) Adequate transitional economic assistance and appropriate educational opportunities shall be provided to any replaced child workers.

10. NO FORCED LABOUR

There shall be no forced labour, included bonded or involuntary prison labour (ILO Conventions 29 and 105). Nor shall workers be required to lodge "deposits" or their identity papers with their employer.

Section of Implementation

1. To overview the implementation of the Code of Conduct an independent body, accepted by all parties involved (for example trade unions, NGOs, employers), shall be formed.
2. This body will set the terms for an independent process of verification of compliance with the Code of Conduct.
3. The companies shall report regularly about the progress made in the implementation of the Code.
4. The independent body shall make provisions for workers, trade unions and other concerned groups to lodge complaints about violations of the Code, which if serious, have to be followed-up.
5. The Code shall be translated into local languages and prominently displayed in the place of work.

Language:

The English version of the text of this Code is the authoritative version.

August 1998

Proposed by:

- IUF - International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations, Geneva
- Flower Campaign, Germany (Bread for the World, FIAN, terre des hommes)
- IG BAU - Trade Union for Construction, Agriculture and Environment, Germany
- FNV - Trade Union Confederation, The Netherlands
- OLAA - Organisatie Latijns Amerika Activiteiten, The Netherlands
- INZET (Both ENDS – environment and development service for NGOs), The Netherlands
- Fair Trade Center, Sweden
- Flower Coordination, Switzerland
- Christian Aid, UK

Annex II: Negative List of Pesticides (WHO Ia + Ib)

WORLD HEALTH ORGANISATION CLASSIFICATIONS

The WHO classification measures acute toxicity. FAO recommends that WHO Ia and Ib pesticides should not be used and if possible, class II should also be avoided. Note that a 'weaker' formulation will move these active ingredients into a lower hazard classification.

WHO Ia Extremely Hazardous	WHO Ib Highly Hazardous	
Aldicarb	3-chloro-1,2-propanediol	Lead arsenate
Brodifacoum	Acrolein	Mecarbam
Bromadiolone	Allyl alcohol	Mercuric oxide
Bromethalin	Azinphos ethyl	Methamidophos
Calcium cyanide	Azinphos-methyl	Methidathion
Captafol	Blasticidin-S	Methiocarb
Chlorethoxyfos	Butocarboxim	Methomyl
Chlormephos	Butoxycarboxim	Monocrotophos
Chlorophacinone	Cadusafos	Nicotine
Difenacoum	Calcium arsenate	Omethoate
Difethialone	Carbofuran	Oxamyl
Diphacinone	Chlorfenvinphos	Oxydemeton methyl
Disulfoton	Coumaphos	Paris green
EPN	Coumatetralyl	Penthachlorophenol
Ethoprophos	Demeton-s-methyl	Pindone
Flocoumafen	Dichlorvos	Pirimiphos ethyl
Fonofos	Dicrotophos	Propaphos
Hexachlorobenzene	Dinoterb	Propetamphos
Mercuric chloride	DNOC	Sodium arsenite
Mevinphos	Edifenphos	Sodium cyanide
Parathion	Ethiofencarb	Strychnine
Parathion methyl	Famphur	Tefluthrin
Phenylmercury acetate	Fenamiphos	Thallium sulfate
Phorate	Flucythrinate	Thiofanox
Phosphamidon	Fluoroacetamide	Thiometon
Sodium Fluoroacetate	Formetanate	Triazophos
Sulfotep	Furathiocarb	Vamidothion
Tebupirimfos	Heptenophos	Warfarin
Terbufos	Isazofos	Zeta cypermethrin
	Isofenphos	Zinc phosphide
	Isoxathion	

Reference: The WHO Recommended Classification of Pesticides by Hazard, 2002-2002

Annex III: List of pesticides and chemicals with carcinogenic potential

These pesticides and chemicals should not be used in cut flower, fern, plants and foliage production (based on EPA-List dated August 15, 2002)

- 1) Acetochlor
- 2) Acifluorfen sodium
- 3) Acrylonitrile
- 4) Alachlor
- 5) Aldrin
- 6) Amitrole
- 7) Aramite
- 8) Arsenic compounds
- 9) Azobenzene
- 10) Baygon/Propoxur
- 11) Benzene
- 12) Bis(chlorethyl)ether (BCEE)
- 13) Butachlor (Machete)
- 14) Cacodylic acid
- 15) Cadmium
- 16) Captafol
- 17) Captan
- 18) Carbontetrachloride
- 19) Chlordane
- 20) Chlordimeform
- 21) p – Chloroaniline
- 22) Chloroform
- 23) Chlorothalonil
- 24) Chromic Acid
- 25) Sodiumdichromate
- 26) Clodinafop-propargyl
- 27) Cocamide Diethanolamine
- 28) Creosote
- 29) Cyproconazole
- 30) Daminozide (Alar)
- 31) DDD
- 32) DDE
- 33) DDT
- 34) Di(2-ethylhexyl)phtalate
- 35) Dibromochloropropane (DBCP)
- 36) 1,2 – Dibromoethane
- 37) 1,2 – Dichloroethane
- 38) Dichloromethane
- 39) 1,3 – Dichloropropene (Telone II)
- 40) Diclofop-methyl (Hoelon)
- 41) Dicrotophos (Bidrin)
- 42) Dieldrin
- 43) Diuron
- 44) Epichlorhydrin
- 45) Ethoprop (Ethoprophos)
- 46) Ethylene oxide
- 47) Ethylene thiourea (ETU)
- 48) Febram
- 49) Fenoxycarb
- 50) Fluthiacet-methyl (Action)
- 51) Folpet
- 52) Formaldehyde
- 53) Furmecyclox (Xyligen B)
- 54) Haloxyfop-methyl (Verdict)
- 55) Heptachlor
- 56) Heptachlorepoxyde
- 57) Hexachlorobenzene (HCB)
- 58) Hexachlorocyclohexane
- 59) Imazalil
- 60) Iprodione (Glycophene)
- 61) Iprovalicarb
- 62) Isoxaflutole
- 63) Kresoxim-methyl
- 64) Lactofen (Cobra)
- 65) Lindane
- 66) Malathion
- 67) Mancozeb
- 68) Maneb
- 69) Metam sodium
- 70) Methylisothiocyanate
- 71) Metiram
- 72) MON 13900 (Furilazole)
- 73) MON 4660
- 74) Nitrapyrin
- 75) Orthophenylphenol & Na-Salt
- 76) Oxadiazon
- 77) Oxythioquinox (Morestan)
- 78) Pentachlorophenol
- 79) Phosmet (Imidan)
- 80) Polychlorinated biphenyls
- 81) Procymidone (Sumilex)
- 82) Pronamide (Karb)
- 83) Propachlor
- 84) Propanil
- 85) Propargite (Omite)
- 86) Propylene oxide
- 87) Pymetrozine
- 88) Pyrethrins
- 89) Sulfosulfuron (MON 31500)
- 90) Terrazole
- 91) Tetraconazole
- 92) Thiabendazole
- 93) Thiamethoxam
- 94) Thiodicarb (Larvin)
- 95) Thiophanate-methyl
- 96) Toxaphene (Camphechlor)
- 97) Tribufos (Tribuphos / DEF)
- 98) Trichlorfon (Trichlorphon)
- 99) 2,4,6 – Trichlorophenol
- 100) Triphenyltin hydroxide
- 101) UDMH
- 102) Ziram
- 103) Zineb

Annex IV: Wildlife Toxicity of Pesticides

A) Toxic to Fish

Acetochlor, Alachlor, Aldicarb, Aldrin, Allethrin, Amitraz, Azamethiphos, Azinphos-methyl, Azocyclotin, BAP, Benzfuracarb, Bifenox, Bifenthrin, Bromadiolone, Bromophos, Bromophos-methyl, Bromoxynil, Butylate, Cadusafos, Captafol, Captan, Chlordane, Chlorethoxyfos, Chlorfenvinphos, Chlormephos, Chlorpicrin, Chlorothalonil, Chlorpyrifos, Cloethocarb, Copper Oxychloride, Copper Oxide, Cyanofenphos, Cyhalothrin, Cypermethrin, Dazomet, DDT, Diazinon, Dichlofenthion, Dichlofluanid, Dichlorvos, Diclobutrazol, Diclofop-methyl, Dicolfol, Dieldrin, Dienochlor, Difenconazole, Dinobuton, Dinocap, Dinosep, Dinoterp, Diphenylamine, Dodine, Drazoxolon, Edifenphos, Endosulfan, Endothal, EPTC, Esfenvalerate, Ethion, Ethoprop, Fenbutatin-oxide, Fenoxaprop-ethyl, Fencpiclonil, Fenpropidin, Fensulfothion, Fenvalerate, Fludioxonil, Fluvalinate, Folpet, Fonofos, Heptenophos, Jodfenphos, Malathion, Maneb, Mephosfolan, Metam-Sodium, Methasulfocarb, Methomyl, Methylisothiocyanate, Monocrotophos, Naled, Niclosamide, Nitrofen, Oxadiazon, Oxamyl, Oxyfluorfen, Parathion, Parathion-methyl, PCNB, Pendimethalin, Permethrin, Phosalone, Phosmet, Pirimiphos-methyl, Promecarb, Prometryn, Propachlor, Propargite, Propiconazole, Prothiophos, Pyrazophos, Quizalofop-ethyl, Resmethrin, Rotenone, Sodium arsenite, Tebufenpyrad, Tefluthrin, Terbutryn, Tetramethrin, Thiophanate-methyl, Thiram, Thiodicarb, Tralomethrin, Triazophos, Tribufos, Triflumizole, Tolyfluanid, Zineb.

B) Toxic to Bird

Aldicarb, Aldoxycarb, Aldrin, Azamethiphos, Azinphos-ethyl, Cadusafos, Carbofuran, Chlorethoxyfos, Chlorfenvinphos, Chlorpyrifos, Demeton-S-methyl, Diazinon, Dicamba, Dichlorvos, Dimethoate, Dinobuton, Dinoseb, Diphacione, Drazoxolon, Endosulfan, EPN, Ethoprop, Fensulfothion, Fonofos, Formetanate, Isazofos, Lindane, Metaldehyde, Methamidophos, Mevinphos, Monocrotophos, Oxydisulfoton, Parathion, Parathion-methyl, Phorate, Phosphamidon, Phoxim, Pirimiphos-methyl, Propaphos, Sodium arsenite, Thiodicarb.

C) Toxic to Bee

Abamectin, Acephate, Azinphos-ethyl, Bacillus thuringiensis BT, BAP, Bifenthrin, Bromophos-ethyl, Carbaryl, Carbosulfan, Chlorfenvinphos, Chlormephos, Chlorpyrifos, Cloethocarb, Copper sulfate, Cypermethrin, DDVP, Deltamethrin, Demeton, Demeton-S-methyl, Diazinon, Dichlorvos, Dicrotophos, Dieldrin, Dimethoate, Dinobuton, Dinoseb, Dinoterb, DNOC, Esfenvalerate, Ethron, Etrimfos, Fenitrothion, Fenpropathrin, Fensulfothion, Fenvalerate, Fonofos, Heptachlor, Heptenophos, Jodfenphos, Lindane, Malathion, Mephosfolan, methamidophos, Methidathion, Methomyl, Mexacarbate, Monocrotophos, Naled, Omethoate, Oxadiazon, Oxamyl, Oxydemeton-methyl, Oxydisulfoton, Parathion, Parathion-methyl, Permethrin, Phenothrine, Phenthoate, Phosmet, Phosphamidon, Pirimiphos-methyl, Promecarb, Pyrazophos, Quinalphos, Resmethrin, Tetrachlorvinphos, Tetramethrin, Thiometon, Tralomethrin, Triaziphos, Triflumuron.

Ref: Crop Protection Handbook 2004

Annex V: Protective measures and equipment

1. Management

The risk of poisoning by pesticides or other agrochemicals can be reduced substantially by the following measures:

- Reducing pesticide sprays/quantities by e.g. scouting
- Not using high toxic and/or carcinogenic pesticides and chemicals
- Strictly observing re-entry time after spraying
- Thorough instruction of spray operators and workers
- Monitor implementation of safety instructions

2. Spray Operators

It is important to follow strictly the safety and operating instructions and the information on the product label. For handling and spraying pesticides and other chemicals, the following equipment is necessary:

- Respirator (control filter regularly!)
- Protective overall (with long sleeves)
- Apron (plastic or rubber)
- Impermeable Gloves (long enough!)
- Gumboots (rubber)
- Goggles (closed to face!)
- Cap / Hat (water-proof or plastic)

3. Cultivation and Grading Workers

It is important to be informed by the safety officer on the risk of pesticides and how to avoid contact. Skin contact is the most common cause of poisoning. Therefore do not enter the greenhouse before the re-entry time (6 or 12 or 24 hours) has elapsed and the flowers and foliage are dry.

The following equipment is necessary:

- Overall (with long sleeves)
- Apron (plastic or rubber)
- Gloves (plastic or leather)
- Boots or intact shoes (water-proof)
- Cap / Hat (water-proof or plastic)

Annex VI: Point schemes MPS registration for different regions

Points scheme for Belgium, Canada, Denmark, Germany, France, Ireland, The Netherlands, Poland, Portugal

Covered cultivation	Outdoor cultivation
<p><u>Pesticides</u>: maximum of 40 points Green: maximum of 12 points Amber: maximum of 16 points Red: maximum of 12 points <u>Energy</u>: maximum of 30 points <u>Fertilisers</u>: maximum of 20 points Nitrogen: maximum of 10 points Phosphorus: maximum of 10 points <u>Waste</u>: maximum of 10 points Separation of paper/cardboard: maximum of 2 points Separation of plastics: maximum of 2 points Separation of organic waste: maximum of 6 points <u>Water</u>: 0 points</p>	<p><u>Pesticide</u>: maximum of 50 points Green: maximum of 15 points Amber: maximum of 20 points Red: maximum of 15 points <u>Energy</u>: maximum of 10 points <u>Fertilisers</u>: : maximum of 30 points Nitrogen: maximum of 15 points Phosphorus: maximum of 15 points <u>Waste</u>: maximum of 10 points Separation of paper/cardboard: maximum of 2 points Separation of plastics: : maximum of 2 points Separation of organic waste: maximum of 6 points <u>Water</u>: 0 points</p>

Points scheme for Spain

Covered cultivation	Outdoor cultivation
<p><u>Pesticides</u>: maximum of 40 points Green: maximum of 12 points Amber: maximum of 16 points Red: maximum of 12 points <u>Energy</u>: maximum of 20 points <u>Fertilisers</u>: maximum of 20 points Nitrogen: maximum of 10 points Phosphorus: maximum of 10 points <u>Waste</u>: maximum of 10 points Compost from organic waste: maximum of 3 points Reusing or burying paper: maximum of 2 points: Reusing or recycling plastic: maximum of 2 points: Proper treatment of chemical waste: maximum of 3 points <u>Water</u>: maximum of 10 points: Collecting rainwater: maximum of 2 points Collecting leakage water from preparation of chemicals: maximum of 2 points Recording use of water: maximum of 2 points Drip irrigation or recirculation: maximum of 4 points</p>	<p><u>Pesticide</u>: maximum of 50 points Green: maximum of 15 points Amber: maximum of 20 points Red: maximum of 15 points <u>Energy</u>: maximum of 10 points <u>Fertilisers</u>: maximum of 20 points Nitrogen: maximum of 10points Phosphorus: maximum of 10 points <u>Waste</u>: maximum of 10 points Compost from organic waste: maximum of 3 points Reusing or burying paper: maximum of 2 points: Reusing or recycling plastic: maximum of 2 points: Proper treatment of chemical waste: maximum of 3 points <u>Water</u>: maximum of 10 points: Collecting rainwater: maximum of 2 points Collecting leakage water from preparation of chemicals: max. of 2 points Recording use of water: maximum of 2 points Drip irrigation or recirculation: maximum of 4 points</p>

Points scheme for Brazil, Colombia, Costa Rica, Ecuador, El Salvador, Ethiopia, Guatemala, Honduras, India, Kenya, Malaysia, Nicaragua, Sri Lanka, Tanzania, Uganda, Zambia, Zimbabwe, South Africa

Covered cultivation
<p><u>Pesticides</u>: maximum of 50 points Green: max, of 15 points Amber: maximum of 20 points Red: maximum of 15 points</p> <p><u>Energy</u>: maximum of 10 points</p> <p><u>Fertilisers</u>: maximum of 20 points Nitrogen: maximum of 10 points Phosphorus: maximum of 10 points</p> <p><u>Waste</u>: maximum of 10 points Compost from organic waste: maximum of 3 points Reuse or burying paper: maximum of 2 points Reuse or recycling plastics: maximum of 2 points To dispose of chemical waste in a responsible way: maximum of 3 points</p> <p><u>Water</u>: maximum of 10 points Collecting rainwater: maximum of 2 points Collecting leakage water from preparation of chemicals: maximum of 2 points Recording the use of water: maximum of 2 points Drip irrigation or recirculation: maximum of 4 points</p>

Points scheme for Israel

Covered cultivation
<p><u>Pesticides</u>: maximum of 45 points Green: max, of 13.5 points Amber: maximum of 18 points Red: maximum of 13.5 points</p> <p><u>Energy</u>: maximum of 15 points</p> <p><u>Fertilisers</u>: maximum of 20 points Nitrogen: maximum of 10 points Phosphorus: maximum of 10 points</p> <p><u>Waste</u>: maximum of 10 points Reuse or paper: maximum of 2 points Reuse or recycling plastics: maximum of 2 points Separate organic waste: maximum of 6 points</p> <p><u>Water</u>: maximum of 10 points Collecting rainwater: maximum of 2 points Automatic watering: maximum of 2 points Recording the use of water: maximum of 2 points Drip irrigation or recirculation: maximum of 4 points</p>