

REEL LINEN

Code of Conduct: Requirements for Farming

Version 2.0

May 2022

KINGDOM
KINGDOM HOLDINGS LIMITED
金達控股有限公司

**COTTON
CONNECT**
REIMAGINING THE FUTURE FOR SUPPLY CHAINS

About REEL LINEN

Responsible Environment Enhanced Livelihoods Linen (REEL LINEN) is a business-driven initiative led by CottonConnect and Kingdom, for brands which are committed to sourcing more sustainable linen, including improving environmental, quality and traceability conditions in their supply chain factories and farms worldwide. CottonConnect and Kingdom unite committed brands and their supply chains around a development-oriented environment in the sourcing countries.

The present REEL LINEN Code of Conduct Version 1.0 aims at setting up the codes and conducts that the REEL LINEN stakeholders endeavour to implement in their supply chains. The present REEL LINEN Code of Conduct consists of three major sections: A. Introduction, Purpose, Scope and Applicability; B. Code of Conduct and C. Annexes, including a Glossary and List of Prohibited Chemicals, which are integral parts of the Code.

Where translations of this Code into different languages differ, this English version shall prevail.

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Foreword

CottonConnect is pleased to introduce the REEL Linen Code of Conduct, developed with Kingdom, as its first code for the sustainable production of linen. The REEL Linen Code follows the principles of the REEL Cotton Code, which is the core of agricultural training programmes for sustainable cotton and hemp production. These programmes have delivered positive results in the areas of increased yield and profits, and reductions in the use of water, chemical pesticides and chemical fertilisers.

The development of the REEL Linen Code began in 2019, with a CottonConnect project funded by Kingdom. CottonConnect drew on the expertise of agricultural and development experts in Europe and China, as well as flax producers in France to understand the sustainability challenges in the field.

The code consists of two parts: farming and processing, and outlines areas of good practice for traceability, quality, social and environmental impacts. Linen fibre produced according to the REEL Linen Code will be traceable from yarn to farm.

The REEL Linen Code can be used by all stakeholders from farmers to processors to brands, providing assurance of sustainable produced linen. It is hoped it will be chosen as part of brands' sustainable sourcing of textiles, contributing to sustainable and resilient supply chains.

**Alison Ward, CEO
CottonConnect**

Foreword

Established in 1978, dedicated to natural fibre manufacturing, Kingdom has become the largest linen yarn and hemp yarn supplier in the world. Today, we are proud of taking a lead role in promoting organic linen and hemp, and the sustainable development of the industry.

In order to further contribute to the United Nations' Sustainable Development Goals (SDGs), to combat climate change, and to support the "Paris Climate Agreement", we have closely worked together with CottonConnect -- a pioneer in sustainable agriculture -- to develop the REEL Linen Code of Conduct, a tool to protect land resources and biodiversity, and to practise ecologically sustainable and climate-smart linen and hemp production.

The REEL Linen Code of Conduct creates an opportunity for all players in the sector to work together closely to shape a sustainable linen/hemp supply chain that is traceable from seed to yarn, therefore, making the production process more transparent and more integral, and improving the quality of the produce and the ultimate sustainability of the industry as a whole. Kingdom and CottonConnect are going to implement a pilot project to launch the REEL Linen Code of Conduct.

Our vision is 'to protect our environment, and to meet the needs of the people'. We are committed to promoting the REEL Linen Code, and urge brands and retailers to put REEL Linen products in their list of sustainably supplied products. To do so, we will work closely with our suppliers, buyers and other stakeholders to drive industry-wide transformation, in order to reduce the industry's adverse impacts on the world's water, soil and air, and the human beings themselves, while making it more sustainable.

**Weiming Ren, Chairman and Executive Director
Kingdom Holdings Limited**

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A. Introduction

Purpose

The intent of the REEL LINEN Code is to provide a verifiable, private standard for sustainable linen from farm to yarn. The REEL LINEN Code contains good practice requirements for linen supply chain actors covering social, environmental and economic aspects of their operations.

It is envisaged that, by complying with the requirements of the REEL LINEN Code, linen supply chain actors contribute towards a sustainable development of their own business, while benefiting their workforce, local communities, customers and suppliers.

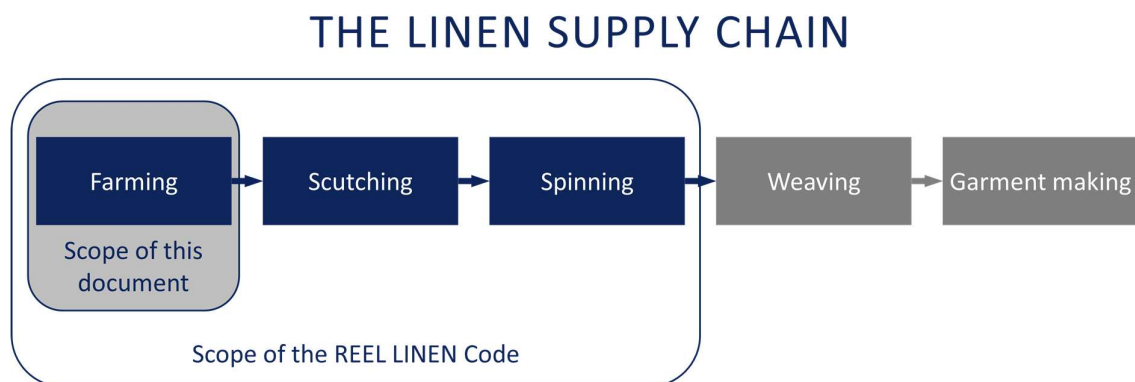
REEL LINEN, as produced to the requirements of this Code, enhances supply chain actors' economic resilience, fosters good relationships between supply chain actors, contributes positively to local communities in places where linen is produced and processed, and preserves natural resources like soils, water, biodiversity and our climate system.

Scope

The REEL LINEN Code covers linen production from farm to yarn, with requirements for different supply chain actors set out in separate documents, as shown in the below diagram:

1. REEL LINEN Requirements for Farming (this document)
2. REEL LINEN Requirements for Processing

'Processing' here refers to scutching and spinning.



The REEL LINEN Code covers twelve areas of good practice for farmers and nine for processors:

Area of good practice	Farming	Processing
1. General Good Management Practices		
2. Field Management (farm only)		
3. Nutrient Management (farm only)		
4. Crop Protection (farm only)		
5. Chemicals and other Hazardous Substances		
6. Water Management		
7. Biodiversity		
8. Air Quality, Greenhouse Gas Emissions and Waste Management		
9. Traceability		
10. Human Rights and Labour Conditions		
11. Health & Safety		
12. Local Community		

External References

The REEL LINEN Code aligns with two global reference standards.

1. The SAI Platform’s Farm Sustainability Assessment (FSA, <https://saiplatform.org/fsa/>), version 2.1 (March 2018 release). Farmers complying with the REEL LINEN Code would achieve the Silver level (or above) in an FSA assessment.
2. The ETI Basecode (as of November 2019, <https://www.ethicaltrade.org/eti-base-code>). Processors complying with the REEL LINEN Code also comply with the ETI Basecode and similar standards based on it.

The REEL LINEN Code is applicable globally, though it was developed with a strong focus on flax farming and scutching in France; and spinning in China, reflecting the global centres of these activities.

This is a voluntary Code of Conduct. It does not replace an organisation’s obligation to ensure compliance with applicable legal and regulatory requirements or contractual obligations towards its business partners. As part of this Code, organisations following it need to demonstrate compliance with all applicable laws and regulations, including but not limited to labour practices, human rights, land rights and land title, the environment, anti-bribery and general business practices.

Type of Requirements

The REEL LINEN Code contains two levels of requirements:

Basic: These are requirements that are fundamental to running a sustainable business. Basic requirements must be met at all times. Any non-compliances must be remedied immediately.

Advanced: These are continuous improvement criteria of sustainable management of which verified organisations must meet an increasing percentage in each verification cycle to demonstrate continuous improvement. Non-compliances may be remedied within a set period of time.

Detailed rules will be published in a separate document, *REEL LINEN Verification Guidelines*.

Continuous Improvement

The users of this Code are the forerunners of sustainable linen production and it is expected that they make continued efforts to further improve their practices, develop more sustainable ways of production and contribute to the overall sustainability of the industry. This Code includes specific continuous improvement requirements for farmers. *The Scheme Rules for the REEL LINEN Code* set out further improvement requirements for all certified organisations.

Verification

A system for 2nd party verification will be developed for the REEL LINEN Code and published in a separate document, *REEL LINEN Verification Guidelines*. Third party certification will be introduced when all the stakeholders reach such an agreement.

Revisions

This Code shall be reviewed every five years, in line with ISEAL Alliance's Code of Practice for Standard Setting, which includes a public consultation process. If you would like to be notified of the beginning of the Code review process, including the public consultation, please e-mail info@cottonconnect.org with your contact details and affiliation and "REEL LINEN Code review" in the subject line.

Translations

The REEL LINEN Code is available in English. Translations into other languages relevant to the linen industry may be published by CottonConnect. If you would like to translate the REEL LINEN Code into an additional language, please contact CottonConnect at info@cottonconnect.org for guidance on translations. All translations will be free to access at www.cottonconnect.org.

Where different language versions of this Code diverge, this English version shall prevail.

Related Documents

This Code is to be interpreted in conjunction with

1. The REEL LINEN Verification Guidelines in its current version
2. The REEL LINEN Guidance Notes in its current version

The first version of both documents was published in 2020. Additional normative and supporting documents may be added to the REEL LINEN Scheme later, as need be.

Feedback

Comments and questions on the REEL LINEN Code Version 1.0 are welcome and can be sent to CottonConnect at info@cottonconnect.org.

CottonConnect

CottonConnect is committed to developing a more robust and resilient supply chain of natural fibres, such as cotton and flax, through connecting brands and retailers to farmers to create responsible supply chains, training farmers in agro-economic practices and supporting the enhancement of farmers' livelihoods and resilient farming communities. CottonConnect is a standard neutral organisation that works with a range of certification standards and verification codes, including its own REEL COTTON and REEL LINEN Codes of Conduct.

TraceBale

TraceBale is an online system owned by CottonConnect. It allows farmers, processors and buyers of linen yarn to participate electronically in the REEL LINEN supply chain for verified sustainable linen from farm to yarn. Access to the platform is restricted to verified participants of REEL LINEN supply chains, though key information like participating organisations and their certification status will be publicly available.

Acknowledgements

This Code has been developed with the help and support of

- Coopérative Agricole Linière du Nord de Caen (France)
- Dr Jun Zhao (China)
- Control Union (global)
- Christof Walter Associates (Germany/UK)
- CARAH

B.Code

Each requirement is labelled with 'Basic' or 'Advanced', depending on the type of requirement (see [here](#)).

F 1. General Good Management Practices

F 1.1. Farmers comply with all applicable national and local laws and regulations.	Basic
F 1.2. Farmers conduct their business with integrity and avoid all forms of bribery, conflicts of business interest and fraudulent practices.	Basic
F 1.3. Farmers keep themselves informed of relevant national and local laws and regulations and their updates.	Basic
F 1.4. Farmers plan their activities to support the long-term economic viability of their business. Where commercial and sustainability interests conflict, farmers can explain their choice and demonstrate due consideration of both.	Basic
F 1.5. Farmers keep records of productivity, yields, costs, income and profitability of their business.	Basic
F 1.6. Farmers have an up-to-date Management Plan (see Glossary for a definition) that addresses all relevant sustainability risks and opportunities in their business operations.	Basic
F 1.7. Farmers maintain their equipment and machinery to ensure their proper, efficient functioning.	Basic
F 1.8. Farmers have a Business Plan (see Glossary for a definition) to optimise the long-term economic viability of their business.	Advanced
F 1.9. Farmers regularly seek advice, training and collaboration on more effective production, technologies and human resource management.	Advanced

F 2. Field Management

F 2.1. Farmers make an assessment of all land used for flax cultivation for its suitability to support the rotation containing flax.	Basic
F 2.2. Farmers grow flax in crop rotations.	Basic
F 2.3. When selecting and using crop varieties, farmers make an informed choice to select suitable varieties.	Basic

F 2.4. Farmers make sure that their seeds are of high quality and from trustworthy sources.	Basic
F 2.5. Farmers avoid the cultivation and use of invasive species on their farm.	Basic
F 2.6. Farmers keep records of seed origin and varieties used.	Basic
F 2.7. Farmers take measures to avoid soil erosion.	Basic
F 2.8. To improve the productivity of their soil, farmers take measures to prevent soil erosion, soil compaction and contamination and to improve soil health and fertility.	Basic
F 2.9. Farmers regularly consult technical advisors (agronomists) and technical bulletins etc. on flax agronomy and retting.	Basic
F 2.10. Farmers take into account the optimum seed rate for their local situation.	Advanced
F 2.11. Farmers perform periodic soil sampling to monitor the changes in soil condition and keep the sampling records.	Advanced
F 2.12. Farmers avoid soil compaction by farm machines.	Advanced

F 3. Nutrient Management

F 3.1. Farmers store fertiliser in a safe and secure way for humans and environment.	Basic
F 3.2. Farmers choose fertiliser type, quantity and application method according to crop needs, ideally determined by soil tests, whilst reducing environmental impacts.	Basic
F 3.3. Farmers obtained their organic and inorganic fertilisers from a trustworthy source to ensure they are of a high quality.	Basic
F 3.4. Farmers prevent the use of untreated sewage sludge on their fields.	Basic
F 3.5. Farmers ensure that the composition and application of organic manure and treated sludges, treated sludge water and/or industrial waste residues are not harmful.	Basic
F 3.6. Farmers keep records of organic and inorganic fertiliser applications in accordance with local legislation.	Basic
F 3.7. Farmers store fertiliser in a safe and secure way for humans and environment.	Basic
F 3.8. Farmers have a nutrient management plan.	Advanced

F 4. Crop Protection

F 4.1. Farmers use only crop protection products that are officially registered and permitted in their country for use on the respective crops and ensure that the crop protection products they use are from trustworthy sources.	Basic
F 4.2. Farmers respect the maximum authorised rates of crop protection products, the label recommendations and the appropriate pre-harvest intervals and re-entry times.	Basic
F 4.3. Farmers handle and store crop protection products safely for humans and environment and ensure accurate labelling of stored crop protection products. Pesticide stores must comply with legal requirements and follow general good practice.	Basic
F 4.4. Farmers apply precautionary measures to protect workers, neighbouring communities and the environment during the mixing and application of crop protection products.	Basic
F 4.5. Farmers received training, education or advice on Integrated Pest Management (IPM, see Glossary for a definition) from a qualified source.	Basic
F 4.6. Farmers apply chemical crop protection products only when absolutely necessary and use alternative methods where possible.	Basic
F 4.7. Farmers prevent the spread of disease in their crop by managing sources of contamination.	Basic
F 4.8. Farmers protect non-target areas and crops from agro-chemical use.	Basic
F 4.9. Farmers keep records of crop protection products in storage and of application.	Basic
F 4.10. Farmers do not use any of the crop protection products classified by the WHO as class I-a or I-b, including any of the crop protection products classified as Persistent Organic Pollutants (POPs) under the Stockholm Convention or included in Annex III of the Rotterdam Convention. Any crop protection products must be officially registered and permitted for use on the crop in the country of usage.	Basic
F 4.11. Farmers apply the principles of Integrated Pest Management (IPM) or use IPM based pest management advisors or services when controlling weeds, pests and disease on their farm.	Advanced

F 4.12. Farmers avoid the use of pesticides classified as Highly Hazardous Pesticides (HHP) by PAN International and where they use such pesticides, have a plan to phase out their use within six years from their first verification.	Advanced
F 4.13. Farmers minimise the impact/harm to non-target organisms of crop protection product use by using selective pesticides (rather than broad spectrum), targeted application and/or seed dressing.	Advanced
F 4.14. Farmers prevent pest, disease or weed resistance by varying the types of crop protection products (including active ingredient) used.	Advanced

F 5. Chemicals and other Hazardous Substances

F 5.1. Farmers ensure that anyone who handles or is exposed to chemicals or other hazardous substances, including agro-chemicals, is provided with effective instructions and training.	Basic
F 5.2. Farmers provide and ensure the use of appropriate personal protective equipment to all those who handle or are exposed to chemicals or other hazardous substances, including agro-chemicals.	Basic
F 5.3. Farmers store fuel in a way that is safe and secure for humans and environment and complies with applicable laws and regulations.	Basic
F 5.4. Farmers follow the recommended maintenance and calibration requirements of crop protection product and fertiliser application equipment.	Basic
F 5.5. Farmers handle and store chemicals and other hazardous substances safely for humans and environment with accurate labelling.	Basic
F 5.6. Farmers safely clean and store equipment and empty containers contaminated with chemicals and other hazardous substances, including agro-chemicals, to minimise the risk to humans and environment.	Basic
F 5.7. Farmers manage and dispose waste, including hazardous materials and agro-chemicals and their containers, in a manner to avoid risks to humans and the environment. Empty containers of hazardous chemicals must not be reused, and must be triple-rinsed, punctured and stored safely.	Basic
F 5.8. Farmers have procedures and equipment to deal with accidents and spills of chemicals and other hazardous substances, including crop protection products, fertilisers, dyes and fuels.	Basic

F 5.9. Farmers ensure that everyone who uses or is in close proximity to chemicals or other hazardous substances, such as crop protection products, fertilisers, dyes and fuels receives training on procedures to deal with accidents and spills.	Basic
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F 6. Water Management

F 6.1. Farmers take measures to avoid water and soil pollution from wastewater.	Basic
F 6.2. Farmers employ practices to prevent the run-off of any chemical, mineral and organic substances (including crop protection products, fertilisers and manure) from fields and hard surfaces, which may pollute the environment.	Basic
F 6.3. If irrigation or water retting is used, farmers ensure that any water use, other than rain, is approved by the relevant authorities and that water is extracted at a sustainable rate. Farmers may have access to information and advice on the sustainability of the water sources from local authorities, universities or organisations.	Basic
F 6.4. If irrigation is used and/or incoming water is treated on farm, farmers ensure that the water use complies with applicable regulations including water supply and national legislation.	Basic
F 6.5. If irrigation or water retting is used, farmers have a water use plan to optimise water usage and to reduce water loss.	Basic
F 6.6. Farmers establish buffer zones adjacent to water courses to control erosion, prevent pollution, create and protect a wildlife habitat.	Basic
F 6.7. Farmers regularly consult weather forecasts during retting period to be able to respond quickly if needed and thus ensure good fibre quality.	Basic
F 6.8. Farmers use dew retting where the weather conditions are favourable. Whenever chemical or water retting are used, farmers must be able to justify choosing this practice over dew retting.	Advanced
F 6.9. If irrigation is used, farmers periodically assess irrigation water quality and manage irrigation water quality based on the analysis results.	Advanced
F 6.10. If irrigation is used, farmers have a water management plan to optimise water usage, water quality, and water availability and to reduce waste water.	Advanced
F 6.11. If irrigation is used, farmers use an optimised irrigation method.	Advanced

F 6.12. If irrigation or water retting is used, farmers maintain water use records.	Advanced
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F 7. Biodiversity

F 7.1. Farmers left all primary forest, wetland, peatland, and protected grassland or other native eco-systems in its original condition within the last five years.	Basic
F 7.2. If having deforested secondary forest or cleared grassland, farmers ensure that they acted legally and that they had the necessary permits.	Basic
F 7.3. Farmers assess biodiversity and identified priority actions to preserve biodiversity on their farm.	Basic
F 7.4. If working next to or in protected areas, farmers work with legal permits and ensure that their activities do not harm the integrity or biodiversity values protected.	Basic
F 7.5. Farmers have a Biodiversity Action Plan (see Glossary for a definition) for their farm to maintain or improve Biodiversity (see Glossary for a definition).	Advanced
F 7.6. Farmers practice habitat restoration and compensate for areas on their farm that have been subject to habitat destruction or deterioration.	Advanced

F 8. Air Quality, Greenhouse Gas Emissions and Waste Management

F 8.1. Farmers take measures to maximise energy use efficiency such as optimising their farm and processing equipment, optimising electricity use, etc.	Basic
F 8.2. Waste materials are properly and legally stored on the premises.	Basic
F 8.3. Farmers reduce, reuse, and recycle waste.	Basic
F 8.4. Farmers identify main sources of greenhouse gas emissions from their farm and measures to reduce them.	Basic
F 8.5. Farmers periodically assess the risks to humans and the environment of air pollution and take appropriate measures to mitigate possible risks.	Advanced
F 8.6. If there is a significant risk that their business activities may cause air pollution, farmers identify sources and monitor the air quality at their premises and its surroundings.	Advanced

F 8.7. Farmers quantify greenhouse gas emissions and monitor emissions over time with the aim of reducing emissions.	Advanced
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F 9. Traceability

F 9.1. Farmers are able to track each bale of flax straw back to the field, in a way which is coordinated and agreed with their buyers.	Basic
F 9.2. Farmers discuss with customers the best timing for product deliveries to ensure good prices and to maintain quality.	Basic
F 9.3. Farmers maintain a current list of all their flax straw buyers, and records of flax consignments delivered to them that clearly identify volume delivered, delivery date and field of origin.	Basic

F 10. Human Rights and Labour Conditions

To ensure good working conditions for workers, the Code regards the core ILO conventions as the main reference for good working conditions. The following criteria apply to all growing and processing stages which are employing workers.

F 10.1. If employing people, farmers prevent discrimination of workers in hiring, compensation, access to training, promotion, termination or retirement, based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Measures should be taken to raise awareness of such rights among workers.	Basic
F 10.2. If employing people, farmers ensure that workers are not exposed to behaviour, gestures, language, and physical contact that are sexually abusive, coercive, threatening or intimidating. Physical punishment or discipline is prohibited.	Basic
F 10.3. If employing people, farmers provide workers with written labour contracts and understandable information about their employment conditions and particulars, including wages and pay periods, before they enter employment, in accordance with national laws.	Basic
F 10.4. If employing people, farmers ensure that they are not using any form of forced, involuntary, prison or bonded labour (ILO 29 and 105).	Basic
F 10.5. If employing people, workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.	Basic

F 10.6. If employing people, farmers that have identified cases of forced labour in their workforce (a) take remediation steps and ensure the safety of the affected workers and (b) implement policies and procedures to prevent future cases of forced labour.	Basic
F 10.7. If employing people, farmers ensure that daily and weekly working hours for workers do not exceed the maximum number of hours set by national law, collective agreements or international labour standards, whichever provides greater protection.	Basic
F 10.8. If employing people, farmers ensure that working (a) hours are defined by contract (b) hours, excluding overtime, do not exceed 48 hours per week, and (c) the total hours worked in any seven-day period do not exceed 60 hours, except under in Exceptional Circumstances (see definition in Glossary). Workers must be entitled to adequate breaks during the working day.	Basic
F 10.9. If employing people, farmers give workers at least one day off in every seven-day period or, where allowed by law, two days off in every 14 day period.	Basic
F 10.10. If employing people, farmers ensure that overtime work is voluntary, used responsibly and not to replace regular employment, and is compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.	Basic
F 10.11. If employing people, farmers ensure that wages and benefits meet or exceed the minimum national legal standards or industry benchmark standards, whichever is higher, and that they are paid on a regular basis.	Basic
F 10.12. If employing people, farmers pay their workers a living wage (see definition in the Glossary).	Basic
F 10.13. Female workers' pay is equal to male workers pay for the same type of work provided.	Basic
F 10.14. Where deductions from wages are made, their use is transparent for the workers, allowed by national law and never used for disciplinary purposes. All disciplinary measures should be recorded.	Basic
F 10.15. If employing people, farmers allow all workers the right to establish, join or actively participate in an association of their choice.	Basic
F 10.16. If employing people, farmers ensure that effective functioning of labour organisations is not opposed.	Basic

F 10.17. If employing people, workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.	Basic
F 10.18. Farmers ensure that workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.	Basic
F 10.19. Where the right to freedom of association and collective bargaining is restricted under law, farmers facilitate, and do not hinder, the development of parallel means for independent and free association and bargaining.	Basic
F 10.20. If employing people, farmers do not employ children under 16 years or a higher minimum age set by national law. Under no circumstances is there new recruitment of child labour (ILO 138).	Basic
F 10.21. Farmers prohibit the worst forms of child labour, according to ILO 182. There must be no evidence of trafficked, bonded, forced or abused labour.	Basic
F 10.22. Incidences of the worst of regular forms of child labour shall be documented. An action plan to prevent, monitor and remediate child labour must be implemented, documented and followed up.	Basic
F 10.23. Farmers ensure that children and workers between 16 and 18 years of age do not conduct hazardous work or any work that jeopardises their physical, mental or moral well-being, even more so than any other workers.	Basic
F 10.24. Farmers ensure that any child found to be performing child labour in their business can transition to attending school and remain in education until no longer a child.	Basic
F 10.25. Farmers provide regular employment where possible, and do not avoid obligations to workers that arise in regular employment relationships, such as social security, tenure or benefits.	Basic
F 10.26. If employing people, farmers ensure that their workers have the right to freely practice their religion and fulfil needs relating to cultural background, disability, gender and sexual orientation.	Basic
F 10.27. If employing people, farmers ensure that workers can safely and without facing repercussions report complaints and that appropriate action is taken.	Basic
F 10.28. If employing people, farmers follow national law and/or international standards (ILO Conventions) for paid holiday leave, paid sick leave and paid parental leave for their workers.	Basic

F 10.29. Workers receive appropriate payment for their tasks and abilities while having equal work opportunities.	Basic
F 10.30. Farmers ensure that all children under 16 years living on the premises can go to school or receive schooling at home.	Basic
F 10.31. If employing people, farmers compensate workers that became ill due to work related activities.	Advanced
F 10.32. If employing people, farmers encourage and support their workers to have health insurance.	Advanced
F 10.33. Farmers consider language and cultural barriers in the communication on the farm.	Advanced

F 11. Health & Safety

F 11.1. Farmers provide a safe and hygienic working environment, taking into account prevailing industry knowledge of health and safety risk and hazards.	Basic
F 11.2. Farmers have identified health and safety risks posed to workers and visitors and take adequate steps to prevent accidents, injuries or health issues.	Basic
F 11.3. Farmers assign responsibility for health and safety to a senior management representative (this can be the farmer themselves).	Basic
F 11.4. Farmers organise regular and recorded health and safety training for all people working on the premises, including suppliers, contractors, agency workers, farmers themselves and family members working on the farm. Training is repeated for new or reassigned workers. Visitors receive health and safety instructions to the extent necessary to safeguard them and others.	Basic
F 11.5. Farmers ensure adequate first aid supplies are available and easily accessible at the farm to meet all reasonably foreseeable emergency medical situations.	Basic
F 11.6. Farmers ensure that all accidents are reported, that appropriate medical treatment was received, and that corrective action is taken to prevent similar accidents in the future.	Basic
F 11.7. Someone with first aid skills is present at all times when people are working on the farm.	Basic

F 11.8. Farmers provide regular medical checks for all people working on their premises that have a higher risk of health issues associated with their work (including farmers themselves and family members working on the farm).	Advanced
F 11.9. Farmers ensure that workers who handle hazardous materials are not younger than 18 years old, pregnant or breastfeeding, and do not suffer from chronic or respiratory diseases.	Basic
F 11.10. Farmers undertake activities to promote the prevention of diseases and encourage personal hygiene (including themselves and family labour).	Advanced
F 11.11. Farmers ensure that anyone who has been injured or is ill, does not perform activities that are detrimental to their health and safety or that of the others in the workplace.	Basic
F 11.12. Farmers ensure that all people in the workplace have access to safe drinking water, hygienic toilet and hand-washing facilities and, if appropriate, sanitary facilities for food storage.	Basic
F 11.13. Farmers provide workers and their families living on the premises with access to appropriate cooking facilities and safe accommodation. Accommodation, where provided, is clean, safe, and meets the basic needs of the workers.	Basic

F 12. Local Community

F 12.1. Farmers ensure that acquiring their land did not involve involuntary resettlement and coercion, that they have legitimate land use rights according to formal and customary laws and that they used Free, Prior and Informed Consent with any communities affected by their land acquisition.	Basic
F 12.2. Farmers contribute actively to the neighbouring communities.	Advanced
F 12.3. Farmers take measures to reduce disturbance from noise and odour to the neighbouring community.	Advanced

C. Annexes

Annex I: Glossary

Biodiversity: The variability among living organisms from all sources including, *inter alia*, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems (UN Convention on Biological Diversity, Article 2).

Biodiversity Action Plan: A plan that captures a farm's effort to preserve and enhance biodiversity on its land and on land affected by its operations. The plan can be a separate plan or a chapter in an overall farm management plan. It can apply to a single farm or a group of farms under one management system. Small-scale farmers in lower income countries should be able to explain their plan verbally or, if they are organised in a group, could have a collective plan for the group. A biodiversity action plan should include:

- A map of the farm location and fields, showing important natural features on and around the farm, such as protected areas, natural areas, water courses, bogs and wetlands, individual landscape elements (such as hedgerows, large single trees, large rocks, banks) as well as infrastructure (building, roads, reservoirs)
- Details of any protected or ecologically sensitive areas on and around the farm, including High Conservation Values (HCV)¹, Key Biodiversity Areas (KBA)², High Carbon Stocks (HCS)³
- Measures to avoid destruction, degradation and deforestation of such areas.
- Details of any rare, endangered or threatened species or that might be found on and around the farm.
- Measures to protect such species.
- How provision is made for wildlife habitats and food sources through hedges, field margins, extensive pasture, etc.
- Assessment of possible disruption of biological corridors because of farm activities and if required, based on the assessment mitigation measures.

This plan can be managed at landscape or group level and the review can be made by public or private bodies.

Business plan: A formal statement of businesses goals and how they will be met. A business plan could have a number of purposes such as setting out goals, securing investment or documenting progress. It can apply to a single farm or a group of farms under one management system. Small-scale farmers in lower income countries should be able to explain their plan verbally or, if they are organised in a group, could have a collective plan for the group. A business plan can include:

- A short statement how the business makes money (business model).

¹ For an introduction to High Conservation Values see <https://hcvnetwork.org/>.

² For an introduction to Key Biodiversity Areas see <http://www.keybiodiversityareas.org/>.

³ For an introduction to High Carbon Stocks see <https://highcarbonstock.org/>.

- Goals for production and sales revenue over the next 3 to 7 years (goals may be monthly, quarterly, per season or annual, depending on the type of business).
- An explanation of who are the business's customers, what requirements each of these customers has with regards to the linen, and how important each customer is to the business.
- An explanation how the business reaches these customers.
- An explanation of what makes the business a valuable supplier to each of these customers, and how this might distinguish the business from others.
- If credit is required (e.g. for buying inputs), a computation how much money the business needs to borrow, how and when the business can repay the borrowed money plus any interest, and who it could borrow the money from.
- A risk mitigation strategy to survive shocks such as environmental shocks (e.g. drought), social shocks (e.g. riots) and economic shocks (e.g. price fluctuations).

Child(ren): Persons under the age of 18.

Child labour: Work that is mentally, physically, socially or morally dangerous and harmful to children or their development; or that interferes with their schooling, e.g. by depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work. *Hazardous child labour* is work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Children helping on farms, supporting the family business or earning money outside school hours or during school holidays is not child labour, unless it meets the above definition.

Employ, employment: To hire or engage the services of a person, whether formally or informally, in exchange for payment. According to the ILO's definition, a person is employed if working for any amount of time, if only for one hour, in the course of the reference week (ILO Definition, Publication date: 13 Oct 2016).

Endangered species: Species of plants, animals, and fungi designated as threatened or endangered by national laws or classification systems or listed as endangered or critically endangered by the IUCN Red List of Threatened Species™ and/or listed in Appendices I, II, or III of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

Exceptional circumstances (with regards to working hours): Working hours may exceed 60 hours in any seven-day period only when all of the following are met:

- a) this is allowed by national law
- b) this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce
- c) appropriate safeguards are taken to protect the workers' health and safety; and
- d) the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

Farmer: Supply chain actor who grows, harvests, rets and cures linen (flax) fibres to flax straw that is ready for scutching.

Free, Prior and Informed Consent (FPIC): The right of indigenous peoples and other local communities to make free and informed choices about the use or development of their lands and resources. FPIC is implemented through a participatory process involving all affected groups that is carried out prior to the finalisation or implementation of any development plans. An FPIC process ensures that communities are not coerced or intimidated; that decisions are reached through communities' own chosen institutions or representatives; that communities' consent is sought and freely given prior to the authorisation or start of any activities; that communities have full information about the scope of any proposed development and its likely impacts on their lands, livelihoods and environment; and that ultimately their choices to give or withhold consent are respected.

Integrated Pest Management (IPM): The careful consideration of all available pest control techniques and subsequent integration of appropriate measures that discourage the development of pest populations and keep pesticides and other interventions to levels that are economically justified and reduce or minimise risks to human health and the environment. IPM emphasises the growth of healthy crops and cattle with the least possible disruption to agro-ecosystems and encourages natural pest control mechanisms⁴. Application of pesticides is based on documented thresholds for disease or pest infestations.

Invasive species: A plant or vertebrate species or subspecies that is not native to a given place, and whose presence or introduction in that place causes or is likely to cause economic harm, environmental harm, or harm to human health. For the purpose of this standard, invasive species are the ones referenced by IUCN/SSC Invasive Species Specialist Group (ISSG) as 100 of the World's Worst Invasive Alien Species (http://www.issg.org/worst100_species.html) and crop or cattle species are not considered invasive species.

Hazardous work (in relation to children working): see *Child labour*.

Highly Hazardous Pesticides (HHP): Pesticides that have particularly harmful properties for humans or the environment, specifically: High acute toxicity; Long term toxic effects; Endocrine disruptor; High environmental concern; Hazard to ecosystem services; Known to cause a high incidence of severe or irreversible adverse effects. The list is compiled and published by Pesticide Action Network (PAN) and regularly updated. HHPs are also included in PAN International's Consolidated List of Banned Pesticides (CL), which contains a column that identifies HHPs. The latest versions of both lists can be downloaded from the PAN International website (<https://pan-international.org/>).

Living wage: Remuneration received for a standard 48 hours work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, housing, education, health care, water, transport, clothing, other essential needs

⁴ FAO definition: <http://www.fao.org/agriculture/crops/thematic-sitemap/theme/pests/ipm/en/>.

including provision for emergencies and unexpected events (*Global Living Wage Coalition*, www.globallivingwage.org).

Management plan: A documented plan listing business opportunities, risks and targets where possible. Risks and opportunities may refer to:

- Legal requirements
- Worker welfare and health and safety
- Natural habitat degradation and destruction
- Rare and endangered species (including hunting and wild collection by farm workers and visitors)
- Soil pollution and erosion (storm events or dust from cultivation, steep slopes)
- Water pollution (soil, leakage or run-off from storing or applying nutrients and pesticides and from fuel or waste storage/disposal)
- Water availability (prevent loss of water, respecting the water requirements of the surrounding area)
- Pesticide drift
- Air pollution, including fire and smoke
- Potential off-site contaminants (e.g. pollutants or invasive species; Protection against off-site contaminants can be managed through buffer zones).

Premises: Generic term used to mean a farm, a scutching mill or spinning mill, including all areas, building and fields belonging to it, whether owned or rented or otherwise under its control.

Processor: Supply chain actor who process linen (flax) fibres, referring in this Code to actors who cover the scutching and spinning stages of the linen supply chain.

Protected area: An area of land declared or designated by local authorities as protected because of its recognised natural, ecological and/or cultural values to achieve the long-term conservation of nature with associated ecosystem assets and cultural values. Examples include national parks, wildlife refuges, biologic, forestry or private reserves, and areas within UNESCO Biosphere reserves or World Heritage Sites.

Rotterdam Convention: Formally, the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, is a multilateral treaty to promote shared responsibilities in relation to importation of hazardous chemicals. The convention promotes open exchange of information and calls on exporters of hazardous chemicals to use proper labelling, include directions on safe handling, and inform purchasers of any known restrictions or bans. Signatory nations can decide whether to allow or ban the importation of chemicals listed in the treaty, and exporting countries are obliged to make sure that producers within their jurisdiction comply. See Annex II.

Stockholm Convention: Stockholm Convention on Persistent Organic Pollutants is an international environmental treaty, that aims to eliminate or restrict the production and use of persistent organic pollutants (POPs), see Annex II.

WHO I-a and I-b: Groups of pesticides classified by the World Health Organization (WHO) as extremely hazardous (class I-a) and highly hazardous (class I-b). See Annex II.

Worker: Any person who works for a farmer, scutcher or spinner and is paid for his or her work. Encompasses all types of workers, including permanent, temporary, documented, undocumented, migrant, and transitory, and also persons temporarily absent from a job or enterprise at which they recently worked for illness, parental leave, holiday, training, or industrial dispute.

Annex II: List of Prohibited Chemicals

WHO Class 1a and 1b Chemicals

There is no officially published list of chemicals with their WHO chemical classification. Rather, the WHO publishes its criteria for classifying pesticide formulations in the [WHO Recommended Classification of Pesticides by Hazard](#).

Secondary publications, such as the [Pesticide Action Network \(PAN\) List of Highly Hazardous Pesticides](#) list a large number of active ingredients with their respective WHO classification (along with other hazard classifications, including the Rotterdam and Stockholm Conventions).

Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (PIC). All currently listed substances can be found on the Rotterdam Convention [website](#). The following version was current as of 21 November 2019 and is printed for convenience. However, relevant for this Code is the official list of PIC substances in its current version.

Annex III Chemicals

Chemical	CAS number	Category
2,4,5-T and its salts and esters	93-76-5 (*)	Pesticide
Alachlor	15972-60-8	Pesticide
Aldicarb	116-06-3	Pesticide
Aldrin	309-00-2	Pesticide
Azinphos-methyl	86-50-0	Pesticide
Binapacryl	485-31-4	Pesticide
Captafol	2425-06-1	Pesticide
Carbofuran	1563-66-2	Pesticide
Chlordane	57-74-9	Pesticide
Chlordimeform	6164-98-3	Pesticide
Chlorobenzilate	510-15-6	Pesticide
DDT	50-29-3	Pesticide
Dieldrin	60-57-1	Pesticide
Dinitro-ortho-cresol (DNOC) and its salts (such as ammonium salt, potassium salt and sodium salt)	534-52-1	Pesticide
Dinoseb and its salts and esters	88-85-7 (*)	Pesticide
EDB (1,2-dibromoethane)	106-93-4	Pesticide
Endosulfan	115-29-7	Pesticide
Ethylene dichloride	107-06-2	Pesticide
Ethylene oxide	75-21-8	Pesticide
Fluoroacetamide	640-19-7	Pesticide
HCH (mixed isomers)	608-73-1	Pesticide
Heptachlor	76-44-8	Pesticide
Hexachlorobenzene	118-74-1	Pesticide
Lindane (gamma-HCH)	58-89-9	Pesticide
Mercury compounds, including inorganic mercury compounds, alkyl mercury compounds and alkyloxyalkyl and aryl mercury compounds	Various	Pesticide
Methamidophos	10265-92-6	Pesticide
Monocrotophos	6923-22-4	Pesticide
Parathion	56-38-2	Pesticide
Pentachlorophenol and its salts and esters	87-86-5 (*)	Pesticide
Phorate	298-02-2	Pesticide
Toxaphene (Camphechlor)	8001-35-2	Pesticide

Chemical	CAS number	Category
Tributyl tin compounds	1461-22-9, 1983-10-4, 2155-70-6, 24124-25-2, 4342-36-3, 56- 35-9, 85409-17- 2	Pesticide
Trichlorfon	52-68-6	Pesticide
Dustable powder formulations containing a combination of benomyl at or above 7%, carbofuran at or above 10% and thiram at or above 15%	137-26-8, 1563- 66-2, 17804-35- 2	Severely hazardous pesticide formulation
Methyl-parathion (Emulsifiable concentrates (EC) at or above 19.5% active ingredient and dusts at or above 1.5% active ingredient)	298-00-0	Severely hazardous pesticide formulation
Phosphamidon (Soluble liquid formulations of the substance that exceed 1000 g active ingredient/l)	13171-21-6	Severely hazardous pesticide formulation
Actinolite asbestos	77536-66-4	Industrial
Anthophyllite asbestos	77536-67-5	Industrial
Amosite asbestos	12172-73-5	Industrial
Crocidolite asbestos	12001-28-4	Industrial
Tremolite asbestos	77536-68-6	Industrial
Commercial octabromodiphenyl ether (including Hexabromodiphenyl ether and Heptabromodiphenyl ether)	36483-60-0, 68928-80-3	Industrial
Commercial pentabromodiphenyl ether (including tetrabromodiphenyl ether and pentabromodiphenyl ether)	32534-81-9, 40088-47-9	Industrial
Hexabromocyclododecane	134237-50-6, 134237-51-7, 134237-52-8, 25637-99-4, 3194-55-6	Industrial
Perfluorooctane sulfonic acid, perfluorooctane sulfonates, perfluorooctane sulfonamides and perfluorooctane sulfonyls	1691-99-2, 1763-23-1, 24448-09-7, 251099-16-8, 2795-39-3, 29081-56-9, 29457-72-5, 307-35-7, 31506-32-8, 4151-50-2, 56773-42-3, 70225-14-8	Industrial

Chemical	CAS number	Category
Polybrominated Biphenyls (PBBs)	13654-09-6, 27858-07-7, 36355-01-8	Industrial
Polychlorinated Biphenyls (PCBs)	1336-36-3	Industrial
Polychlorinated Terphenyls (PCTs)	61788-33-8	Industrial
Short-chain chlorinated paraffins (SCCP)	85535-84-8	Industrial
Tetraethyl lead	78-00-2	Industrial
Tetramethyl lead	75-74-1	Industrial
Tributyltin compounds	1461-22-9, 1983-10-4, 2155-70-6, 24124-25-2, 4342-36-3, 56- 35-9, 85409-17- 2	Industrial
Tris (2,3 dibromopropyl) phosphate	126-72-7	Industrial

* Only the CAS numbers of parent compounds are listed. For a list of other relevant CAS numbers, reference may be made to the relevant Decision Guidance Document.

Stockholm Convention on Persistent Organic Pollutants (POPs). All currently listed substances can be found on the Stockholm Convention [website](#). The following version was current as of 21 November 2019 and is printed for convenience. However, relevant for this Code is the official list of POPs in its current version.

Annex A (Elimination)

Parties must take measures to eliminate the production and use of the chemicals listed under Annex A. Specific exemptions for use or production are listed in the Annex and apply only to Parties that register for them.

- Aldrin
- Alpha hexachlorocyclohexane
- Beta hexachlorocyclohexane
- Chlordane
- Chlordecone
- Decabromodiphenyl ether (commercial mixture, c-decaBDE)
- Dieldrin
- Endrin
- Heptachlor
- Hexabromobiphenyl
- Hexabromocyclododecane (HBCDD)
- Hexabromodiphenyl ether and heptabromodiphenyl ether
- Hexachlorobenzene (HCB)
- Hexachlorobutadiene
- Alpha hexachlorocyclohexane
- Beta hexachlorocyclohexane
- Lindane
- Mirex
- Pentachlorobenzene
- Pentachlorophenol and its salts and esters
- Polychlorinated biphenyls (PCB)
- Polychlorinated naphthalenes
- Short-chain chlorinated paraffins (SCCPs)
- Technical endosulfan and its related isomers
- Tetrabromodiphenyl ether and pentabromodiphenyl ether
- Toxaphene

Annex B (Restriction)

Parties must take measures to restrict the production and use of the chemicals listed under Annex B in light of any applicable acceptable purposes and/or specific exemptions listed in the Annex.

- DDT
- Perfluorooctane sulfonic acid, its salts and perfluorooctane sulfonyl fluoride

Annex C (Unintentional production)

Parties must take measures to reduce the unintentional releases of chemicals listed under Annex C with the goal of continuing minimisation and, where feasible, ultimate elimination.

- Hexachlorobenzene (HCB)
- Hexachlorobutadiene (HCBD)
- Pentachlorobenzene
- Polychlorinated biphenyls (PCB)
- Polychlorinated dibenzo-p-dioxins (PCDD)
- Polychlorinated dibenzofurans (PCDF)
- Polychlorinated naphthalenes

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