



ECIP

WELCOME



Los Angeles Times

Hardship on Mexico's farms, a bounty for U.S. tables

By **RICHARD MAROSI**

Photography & Video by **DON BARTLETTI**

DEC. 7, 2014

A Times reporter and photographer find that thousands of laborers at Mexico's mega-farms endure harsh conditions and exploitation while supplying produce for American consumers.

First of four stories



Product of Mexico

Shone a light
on labor
abuse in
produce
supply
chains

Ethical Charter on Responsible Labor Practices

We believe that everyone deserves to be treated with dignity and respect. We are committed to respecting workers' rights and protecting their safety and health, while recognizing the cultural and legal differences found throughout the industry and the world. As an industry, we care about the wellness, respect and safety of the workers who help us offer the wide variety of fresh fruit, vegetables and flowers consumers enjoy.

The guiding values and principles set out in this Ethical Charter provide a framework for coordinated, focused action across the industry. When growers, labor agencies, packers, distributors, foodservice operators, marketers and retailers of fresh produce and flowers work together to assure ethical working standards, everyone in the supply chain benefits and consumer confidence in our products is enhanced. Responsible labor practices are the right thing to do and our success as an industry depends on it.

Our Values

- We believe that work in the fresh produce and floral industries should provide economic opportunity for all involved. Employers, workers, their families and communities should benefit financially as a result.
- We respect, value and encourage mutually beneficial efforts and a positive relationship between the employer and the employee, and intend to support efforts that strengthen that relationship.
- We operate in a spirit of cooperation, learning and transparency with our workers, trading partners and other stakeholders.
- We support transparency in our supply chains about labor conditions, policies and practices, as permitted by law, with the aim of improving the work environment and giving workers opportunities for success.
- We seek to inspire continual learning and progress across the produce and floral supply chain, through education and an exchange of ideas and best practices in implementation of these principles.
- We believe in accountability throughout the supply chain and among all stakeholders to deliver our shared vision of responsible labor practices. These values can only flourish because of our day-to-day behavior and actions, with each of us working within our individual area of responsibility and strengths.

Joint Committee on Responsible Labor Practices

Ethical Charter on Responsible Labor Practices Owned by IFPA

ETHICAL CHARTER ON RESPONSIBLE LABOR PRACTICES

Respect for Laws at Work

- Legal Compliance
- Occupational Safety & Health
- Wages & Benefits
- Working Hours



Respect for Human Rights

- Employment is Freely Chosen
- Freedom of Association; Humane Treatment and Non-Harassment
- Non-Discrimination
- Protection of Children and Young Workers

Respect for Professional Conduct

- Communication and Worker Protections
- Ethical Recruitment
- Responsible Purchasing Practices
- Management Systems
- Continuous Improvement



IMPLEMENTING THE CHARTER

- How would the industry demonstrate that the Charter was both understood and implemented?
- 2020-21 pilot led to an approach that was:
 - Supplier-owned
 - Focused on strengthening management systems
 - Capacity-building tool rather than a compliance test
 - Scalable
 - Non-audit based





“FROM
ENDORSEMENT
TO ACTION”



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LEARN

Resources for
describing &
operationalizing
optimal Management
Systems

ASSESS

- Credible Starting Point
- Appreciative Inquiry
 - Safe Harbor

BENCHMARK

- Prioritization & Sequencing Tools
- Presentation of Continuous Improvement & Engagement

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POWERED BY

Learn

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Learn

Principle
Ethical Recruitment

Respect for Professional Conduct

Terms of employment are clearly and consistently communicated to prospective employees, in a language they understand; and upon hiring these same terms are documented in a written employment agreement.

Resources for this question:

- [Recruitment and Employment Benchmarks: Contracts of Employment](#)
- [Worker Terms of Employment](#)
- [Recruitment and Employment Benchmarks \(Contracts of Employment\)](#)
- [Employer Self-Assessment Tool](#)

● **We are struggling in this area** Update ▾

Having an awareness of where external support might be needed is vital for ensuring wellness across the entire organization. This is an area where action should be prioritized.

Take time to explore the external resources, tools and organizations that could support your development.

When you reflect upon actions that are needed to improve, remember the other areas of your organization that are already performing well; understanding the core strengths of your organization can help guide your improvements. Consider reviewing the **Management Systems Dashboard** to explore strengths within your organization that can support improvement and development here.

Priorities

High ▾

Medium ▲

Communication loops are established, and employees are able and encouraged to provide insights, raise concerns and engage with management.

There is a non-retaliation policy in place that guides and directs all priorities, goals, efforts and practices contributing to a work environment that assures psychological and physical safety.

Terms of employment are clearly and consistently communicated to prospective employees, in a language they understand; and upon hiring these same terms are documented in a written employment agreement.

All staff members that are responsible for recruitment, hiring and supervising employees are trained in how to avoid discriminatory practices, and are confident that the procedure and approach they take is non-discriminatory.

Low ▾

Principles

Legal Compliance ▾

Occupational Safety & Health ▾

Wages & Benefits ▾

Working Hours ▾

Communication and Worker Protections ▾

Ethical Recruitment ▲

Terms of employment are clearly and consistently communicated to prospective employees, in a language they understand; and upon hiring these same terms are documented in a written

Notes:

Reflect on what you're doing well here and how you might improve.

Review with the Salinas Team

Notes are private and will not be shared outside of your organization.

Priority: Medium ▾

Internal priority setting

Description of management system as it relates to principle

Resources for each management system

Internal communication & reflection

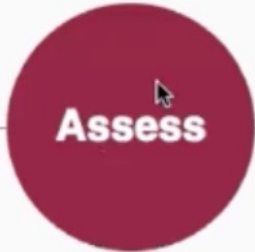
Principles of the Ethical Charter

Management system benchmark statement

Click access to Ethical Charter principle language

Principle: Ethical Recruitment

Respect for Professional Conduct



Terms of employment are clearly and consistently communicated to prospective employees, in a language they understand; and upon hiring these same terms are documented in a written employment agreement.

- We are setting an example for our peers
- We are doing well in this area
- We are improving in this area
- We are learning and developing in this area
- We are struggling in this area

Help choosing an answer?

Your answers are private to your organization and never shared with others.

Back

Question 27 of 54

Continue



Appreciative inquiry response set

Click access to resources and internal reflections

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Ethical Charter Assessment | [Switch to Learning View](#) Continue

Overall Completion 67%
54 Questions

[Hide Principles](#)

Principles

Respect for Laws at Work:
Legal Compliance 100%
2 Questions

Respect for Laws at Work:
Occupational Safety & Health 45%
11 Questions

Respect for Laws at Work:
Wages & Benefits 4
Questions

Respect for Laws at Work:
Working Hours 100%
3 Questions

Items You've Prioritized

When periodically assessing the effectiveness of the non-retaliation policy and the grievance mechanism, there is an internal assessment of how proactively employees communicate suggestions and concerns to supervisors, management and/or through other available channels.

Answer: We are improving in this area
Priority: High

[Resources](#) [Detailed Information](#)

The Employer Pays Principle has been adopted and integrated in the recruitment and hiring process; a detailed, forward-facing policy is in place, employees are not charged recruitment fees in accordance with this policy, and employer-paid costs vs. employee-paid costs are clearly documented.

Priority: High

[Resources](#) [Detailed Information](#)

[View All Priorities](#)

Items to Revisit

There are clear and complete documented policies and procedures in place that align with the requirements of each of these Principles and all local/national legal requirements.

Answer: We are improving in this area

[Resources](#) [Detailed Information](#)

There is a non-retaliation policy in place that guides and directs all priorities, goals, efforts and practices contributing to a work environment that assures psychological and physical safety.

Answer: We are improving in this area
Priority: Medium

[Resources](#) [Detailed Information](#)

[View More](#)

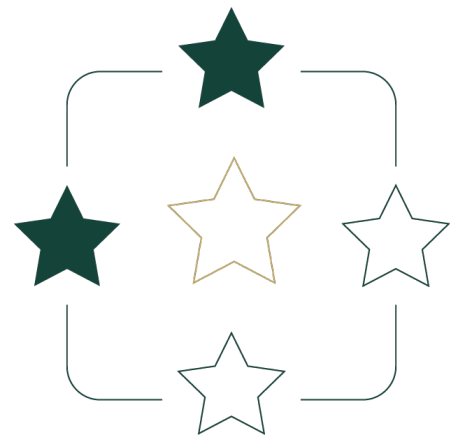
Response profile by principle

Benchmark

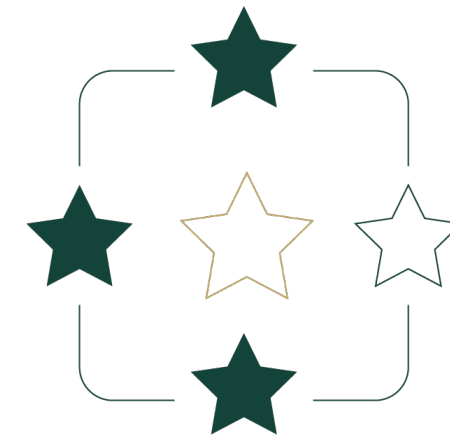
Risk-based and worker identified priorities

Internally identified priorities

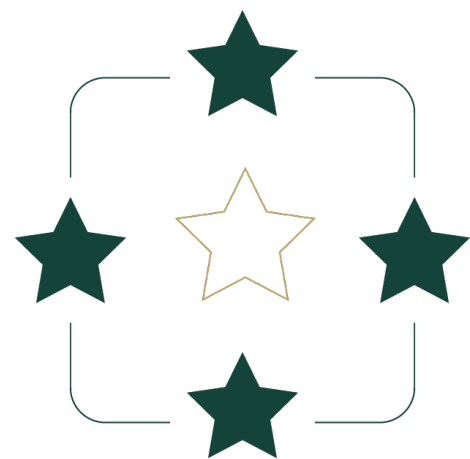
ENGAGEMENT PROFILE



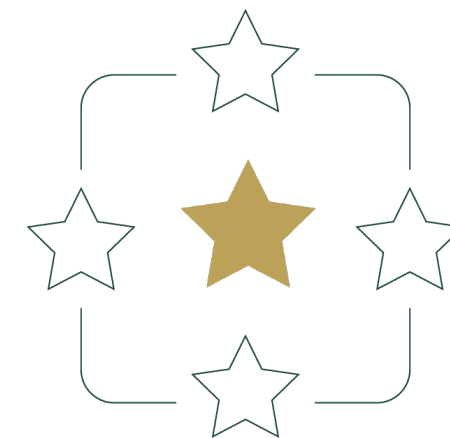
The first two green stars are earned by sharing the platform and information internally, and prioritizing which management systems and Ethical Charter principles to focus on



The third green star is earned by completing a full self-assessment



The fourth green star is earned by surveying the workforce for input on how they experience the impact of stronger labor management systems



The gold star indicates that the grower has been certified by one of 15 third-party audits benchmarked to the Ethical Charter



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SUPPLIER VIEW

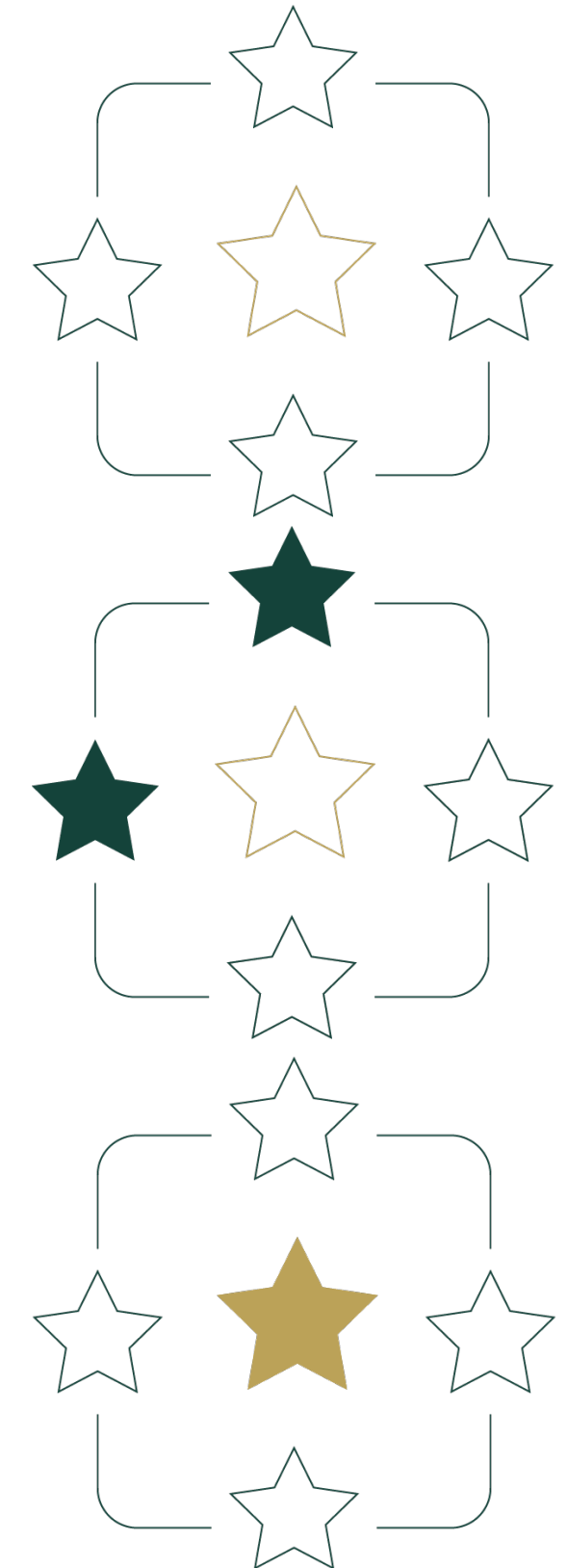
Grower

Grower 1

Grower 2

Grower 3

Engagement





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RETAILER VIEW

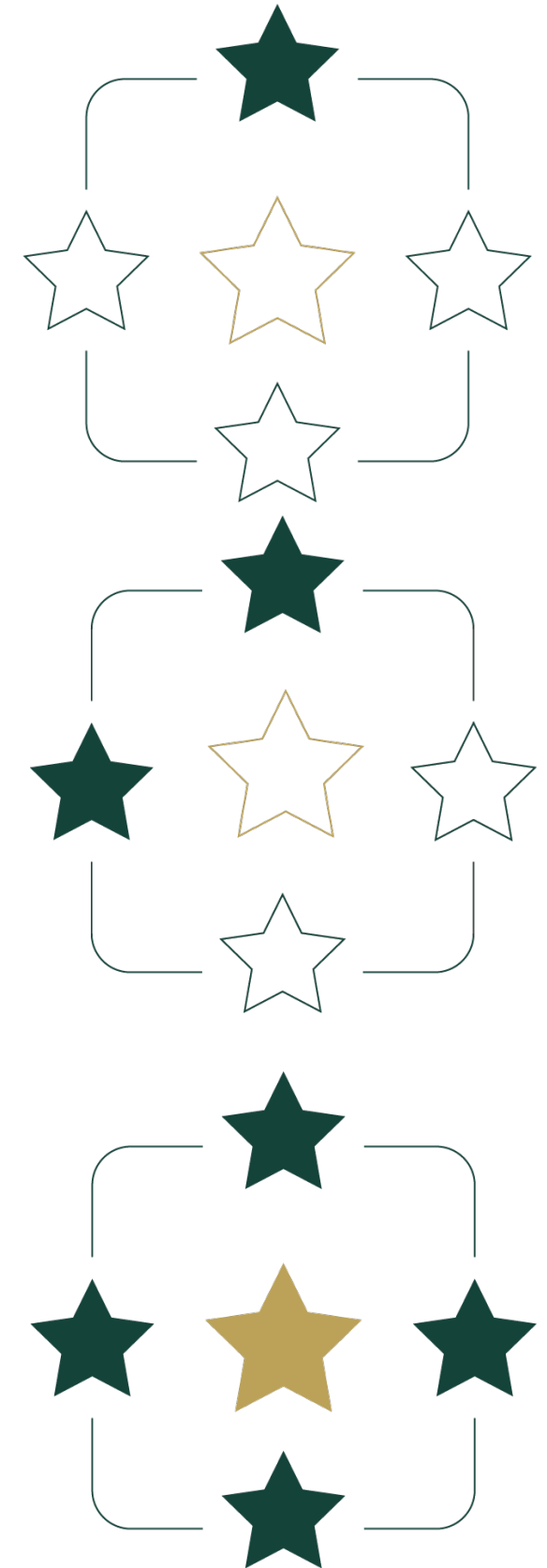
Supplier

Supplier 1

Supplier 2

Supplier 3

Engagement



GETTING STARTED



Receive information about ECIP from a buyer



ECIP LAB officially opens November 1



Invite from ECIP LAB to set up an account



Visit ethicalcharterprogram.org to request an invite

HOW MUCH WILL ECIP COST?

The Ethical Charter is an industry-wide commitment to responsible labor practices, so all stakeholders contribute to ECIP development and scaling.

BUYERS	SUPPLIERS	GROWERS
<p>Buyers in the ECIP advisory group make an initial contribution of \$100K for ECIP LAB platform development and a subsequent annual subscription of \$25K to access their suppliers' engagement profiles</p>	<p>Suppliers pay an annual subscription to access ECIP and engage their growers, with the amount determined by their annual sales:</p> <ul style="list-style-type: none">• Less than \$10M: \$1800/year• \$10M - 50M: \$3,600/year• \$50M - 250M: \$6,000/year• \$250M - \$999M: \$7,200/year• More than \$999M: \$9,000/year	<p>Growers pay an annual fee of \$200 to access ECIP, regardless of how many suppliers access their data</p>

HOW IS ECIP GOVERNED?

Since August 2022, EFI and TSC have met monthly with an advisory group:

BUYERS



FLC & SUPPLIERS



The IFPA board appointed a representative to the advisory group in January 2023. IFPA is an observer to the ECIP process.



ECIP

QUESTIONS?