



International Rubber Study Group

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6 June 2014

International Rubber Study Group (IRSG)
Voluntary Sustainable Natural Rubber (SNR) Initiative's
Criteria and Performance Indicators

Sustainable Natural Rubber Criteria, Indicators and KPIs

1. References

The SNR Criteria, Indicators and KPIs are following a number of internationally recognized definitions, standards and conventions such as the FAO definitions for protected areas and the International Labour Organisation (ILO) Conventions with regards to child labour, forced labour and freedom of association.

Whenever national legal requirements may differ from or conflict with the relevant international agreement, the national requirements in the country where the organisation is legally established shall prevail.

2. Definitions

Buffer zones: A strip of land adjacent to forested areas or watercourses where disturbances are prohibited in order to preserve environmental and aesthetic characteristics and avoid any potential environmental impact.

Child labour: Work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. Not all work done by children should be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive (according to International Labour Organisation: <http://www.ilo.org/ipecc/facts/lang--en/index.htm>).

Customary use rights: Traditional common rule or practice that has become an intrinsic part of the accepted and expected conduct in a community, profession, or trade and is treated as a legal requirement.

Forced labour: All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily (according to International Labour Organisation: <http://ilo.org/global/standards/subjects-covered-by-international-labour-standards/forced-labour/lang--en/index.htm>).

Freedom of association: The right for workers and employers to establish and join organisations of their own choosing without previous authorization (according to International Labour Organisation: <http://www2.ilo.org/global/standards/subjects-covered-by-international-labour-standards/freedom-of-association/lang--en/index.htm>).

High yielding clones: Clones that has been selected in order to produce the highest possible yield under specific circumstances and local context. High yielding clones are generally selected, tested and approved by the relevant local authorities or by an approved research or development institute.

Industrial waste water: Any water carrying material/wastes that result from the processing of natural rubber.

Large SNR grower: Individual holder of natural rubber plantation that is above the maximum area limit defined as a smallholding and that has been verified to be in compliance with the SNR Criteria and Indicators. See definition of small SNR grower below.

Protected area: Area/forest especially dedicated to the protection and maintenance of biological diversity and of natural and associated cultural resources, and managed through legal or other effective means – Definition from UN FAO (<http://www.fao.org/docrep/014/am665e/am665e00.pdf>). Countries may use different legal terminologies to name and define protected areas covered under relevant national legal requirements.

Representative sample: A subset of a statistical population that accurately reflects the members of the entire population. A representative sample should be an unbiased indication of what the population is like.

Small SNR grower: Holder of natural rubber plantation that is relatively small in size and that has been verified to be in compliance with the SNR Criteria and Indicators.

Each country has different definition on small growers, the threshold area of not more than 20 ha is set to define a small SNR grower for the purpose of the SNR Criteria and Indicators.

SNR Corporate plantation: A natural rubber plantation that is owned and/or managed by a company and where the rubber plantation is being managed on a large scale and that has been verified to be in compliance with the SNR Criteria and Indicators.

SNR downstream user: Organisation that manufactures finished or semi-finished products made of natural rubber that has been verified to be in compliance with the SNR Criteria and Indicators.

SNR processor: Organisation that processes raw natural rubber that has been verified to be in compliance with the SNR Criteria and Indicators.

SNR trader: Trading organisation that is involved in the national or international trade of natural rubber that has been verified to be in compliance with the SNR Criteria and Indicators.

Sustainable Natural Rubber (SNR): Natural rubber that has been verified to comply with the SNR Criteria and Indicators.

3. Sustainable Natural Rubber Criteria, Indicators and KPIs

Voluntary SNR Criterion 1: Support Improvement of Productivity

SNR Criterion 1: Support Improvement of Productivity		
SNR Performance Indicators	Priority level	Objective of Performance indicator and related Guidance
1.1 Optimizing the planting of recommended clones	P1	<p>The Organisation should ensure that only clones recommended by the relevant authority, or clones recommended by a research or development institute, are being planted when establishing a new plantation or renewing an existing plantation.</p> <p>Proposed KPI to measure performance under SNR Indicator 1.1:</p> <ul style="list-style-type: none"> - KPI 1.1.1: Planting of recommended clone(s) <input type="checkbox"/> 0% <input type="checkbox"/> 25% <input type="checkbox"/> 50% <input type="checkbox"/> 75% <input type="checkbox"/> 100% <p>Target for small SNR growers: at least 25% at time of next plantation renewal</p> <p>Target for large SNR growers: at least 50% at time of next plantation renewal</p> <p>Target for SNR Corporate Plantations: at least 75%</p> <ul style="list-style-type: none"> - KPI 1.1.2: For corporate plantations, planting of a diversity of recommended

			<p>clones <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> More than 3</p> <p>Target for small and large SNR growers: N/A</p> <p>Target for SNR Corporate Plantations up to 5,000 ha: at least 2 recommended clones</p> <p>Target for SNR Corporate Plantations of more than 5,000 ha: at least 3 recommended clones</p>
1.2	Optimizing planting density	P1	<p>The Organisation should ensure that the planting density recommended by the relevant authority is followed (generally between 420 to 600 plants per hectare) and that the saplings/trees/plantlets that do not survive within 12 months after planting are replaced with new plants as soon as possible in order to ensure that once mature the plantation is homogeneous and can reach optimum productivity.</p> <p>Proposed KPI to measure performance under SNR Indicator 1.2:</p> <ul style="list-style-type: none"> - <u>KPI 1.2.1:</u> Planting density follows the recommendation from relevant authority <input type="checkbox"/> Planting density recommended by relevant authority is followed <input type="checkbox"/> <input type="checkbox"/> Planting density recommended by relevant authority is not followed <p>Target for small and large SNR growers: follows planting density recommended by relevant authority</p> <p>Target for Corporate plantations: follows planting density recommended by relevant authority</p>

			<ul style="list-style-type: none"> - KPI 1.2.2: Replacement of dead saplings/trees/plantlets within 12 months after initial planting: <input type="checkbox"/> 0% <input type="checkbox"/> 30% <input type="checkbox"/> 50% <input type="checkbox"/> 90% <input type="checkbox"/> 100% <p>Target for small and large SNR growers: at least 30% of dead saplings/trees/plantlets replaced within 12 months following initial planting</p> <p>Target for SNR Corporate Plantations: at least 90% of dead saplings/trees/plantlets replaced within 12 months following initial planting</p>
1.3	Optimizing fertilizers and chemical use	P1	<p>The Organisation should ensure that the use of natural fertilizers is optimized, that biological pest and disease control methods are used and that the use of chemicals is minimized.</p> <p>Proposed KPI to measure performance under SNR Indicator 1.3:</p> <ul style="list-style-type: none"> - KPI 1.3.1: Optimizing the use of natural fertilizers <input type="checkbox"/> Natural fertilizers are preferred <input type="checkbox"/> Natural fertilizers are not used <p>Target for small and large SNR growers: the use of natural fertilizers is preferred and the use of other fertilizers is minimized</p> <p>Target for Corporate plantations: the use of natural fertilizers is preferred and the use of other fertilizers is minimized</p>

			<ul style="list-style-type: none"> - KPI 1.3.2: Biological pest and disease control methods are used <input type="checkbox"/> Biological pest and disease control methods are used <input type="checkbox"/> Biological pest and disease control methods are not used <i>Target for small and large SNR growers:</i> the use of biological pest and disease control methods are preferred <i>Target for Corporate plantations:</i> the use of biological pest and disease control methods are preferred - KPI 1.3.3: The use of chemicals is minimized <input type="checkbox"/> The use of chemicals is minimized <input type="checkbox"/> The use of chemicals is not controlled <i>Target for small and large SNR growers:</i> the use of chemicals is minimized <i>Target for Corporate plantations:</i> the use of chemicals is minimized
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Voluntary Sustainable Natural Rubber Criterion 2 – Enhance Natural Rubber quality

SNR Criterion 2: Enhance Natural Rubber Quality		
SNR Performance Indicators	Priority level	Objective of Performance indicator and related Guidance
2.1 Commitment to Natural Rubber Standard Quality	<i>P1</i>	<p>The Organisation should ensure that a clear and transparent commitment to produce and source quality Sustainable Natural Rubber has been formalised.</p> <p>Proposed KPI to measure performance under SNR Indicator 2.1:</p> <ul style="list-style-type: none"> - <u>KPI 2.1.1:</u> Formal quality commitment, quality policy or ISO 9001 certification <input type="checkbox"/> No formal commitment <input type="checkbox"/> Formal commitment <input type="checkbox"/> Corporate Quality Policy <input type="checkbox"/> ISO 9001 <input type="checkbox"/> Other quality certification (specify): <p><i>Target for small and large SNR growers:</i> N/A</p> <p><i>Target for SNR Corporate plantations:</i> ISO 9001 or Quality Policy and related procedures</p> <p><i>Target for SNR Processors:</i> ISO 9001 or Quality Policy and related procedures</p> <p><i>Target for SNR Traders:</i> ISO 9001 or Quality Policy and related procedures</p> <p><i>Target for SNR downstream users:</i> ISO 9001 or Quality Policy and related procedures</p>

			<ul style="list-style-type: none"> - KPI 2.1.2: Whenever available, participation in producers' local initiative or official group committed to ensuring quality of Natural Rubber <input type="checkbox"/> No participation <input type="checkbox"/> local initiative <input type="checkbox"/> official group Target for small and large SNR growers: Active participation in a local initiative or official group committed to ensuring quality of Natural Rubber Target for SNR Corporate Plantations: N/A - KPI 2.1.3: Formal procedure to reject Natural Rubber out of quality specification <input type="checkbox"/> No such commitment <input type="checkbox"/> Informal commitment <input type="checkbox"/> Commitment included in Quality Policy Target for small and large SNR growers: N/A Target for SNR Corporate Plantations: N/A Target for SNR Processors: Formal procedure to reject Natural Rubber out of quality specification included in Quality Policy Target for SNR Traders: Formal procedure to reject Natural Rubber out of quality specification included in Quality Policy Target for SNR downstream users: Formal procedure to reject Natural Rubber out of quality specification included in Quality Policy
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2.2	Compliance with testing and grading	P1	<p>The Organisation should ensure compliance with relevant grading and testing industry standards (i.e. Greenbook and/or similar national standard) and should ensure that appropriate testing and grading is carried out before shipment.</p> <p>Proposed KPI to measure performance under SNR Indicator 2.2:</p> <ul style="list-style-type: none"> - <u>KPI 2.2.1:</u> Visual testing is systematically performed throughout production process for RSS grades (and other relevant grades) <ul style="list-style-type: none"> <input type="checkbox"/> No visual assessment <input type="checkbox"/> Visual assessment but not systematic <input type="checkbox"/> Systematic visual assessment supported by relevant procedures <p>Target for SNR Processors: Systematic visual quality assessment implemented supported by relevant procedures</p> <p>Target for SNR Traders: Visual assessments are performed according to Corporate Quality control procedure.</p> <p>Target for SNR downstream users: Visual assessments are performed according to Corporate Quality control procedure.</p> <ul style="list-style-type: none"> - <u>KPI 2.2.2:</u> Lab testing taking place for TSR and latex <ul style="list-style-type: none"> <input type="checkbox"/> Systematic lab testing based on relevant procedures & standards <p>Target for SNR Processors: Systematic lab testing implemented supported</p>
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			<p>by relevant procedures (e.g. lab homologation, etc).</p> <p>Target for SNR Traders: Lab testing implemented according to Corporate Quality Control procedure supported by relevant procedures (e.g. lab homologation, etc).</p> <p>Target for SNR downstream users: Lab testing implemented according to Corporate Quality Control procedure supported by relevant procedures (e.g. lab homologation, etc).</p>
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Voluntary Sustainable Natural Rubber Criterion 3 – Support forest sustainability

SNR Criterion 3: Support forest sustainability			
SNR Performance Indicators		Priority level	Objective of Performance indicator and related Guidance
3.1	Compliance with relevant local legal requirements	<i>P1</i>	<p>The Organisation should demonstrate compliance with relevant local legal requirements and ensure that rubber tree plantations are only established on land that has been officially identified as suitable for rubber plantations or agricultural purposes.</p> <p>The Organisation should ensure that legally protected areas and protected species habitats are respected.</p>

			<p>Proposed KPI to measure performance under SNR Indicator 3.1:</p> <ul style="list-style-type: none"> - <u>KPI 3.1.1:</u> Compliance with local legal requirements <input type="checkbox"/> Evidence of breach of local legal requirements <input type="checkbox"/> No evidence of breach of local legal requirements <p><i>Target for SNR small and large growers:</i> N/A</p> <p><i>Target for SNR Corporate plantations:</i> No evidence of breach of local legal requirements</p> <p><i>Target for SNR Processors:</i> Monitor representative sample of SNR suppliers to ensure that there is no breach of local legal requirements</p> <p><i>Target for SNR Traders:</i> Obtain the guarantee from SNR suppliers to ensure that there is no breach of local legal requirements</p> <p><i>Target for SNR downstream users:</i> Obtain the guarantee from SNR suppliers that there is no breach of local legal requirements.</p> <ul style="list-style-type: none"> - <u>KPI 3.1.2:</u> Rubber tree plantation takes place only on land that has been officially identified as suitable for rubber plantations or agricultural purposes. <input type="checkbox"/> Evidence of breach with requirement <input type="checkbox"/> No evidence of breach with requirement <p><i>Target for SNR small and large growers:</i> SNR tree plantation should not take place on land that has been officially identified as restricted for rubber</p>
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			<p>plantations</p> <p>Target for SNR Corporate plantations: SNR tree plantation should not take place on land that has been officially identified as restricted for rubber plantations</p> <p>Target for SNR Processors: Monitor representative sample of SNR suppliers to ensure that SNR tree plantation should not take place on land that has been officially identified as restricted for rubber plantations</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that SNR tree plantation should not take place on land that has been officially identified as restricted for rubber plantations</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that SNR tree plantation should not take place on land that has been officially identified as restricted for rubber plantations</p> <p>- KPI 3.1.3: Rubber tree plantations are not established within legally protected areas or within habitats of protected species <input type="checkbox"/> Evidence of breach with requirement <input type="checkbox"/> No evidence of breach with requirement</p> <p>Target for SNR small and large growers: SNR tree plantation have not been established within legally protected areas or within habitats of protected species</p>
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			<p>Target for SNR Corporate plantations: SNR tree plantation have not been established within legally protected areas or within habitats of protected species</p> <p>Target for SNR Processors: Monitor representative sample of SNR suppliers to ensure that SNR does not come from rubber plantations that have been established within legally protected areas or within habitats of protected species</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that SNR does not come from rubber plantations that have been established within legally protected areas or within habitats of protected species</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that SNR does not come from rubber plantations that have been established within legally protected areas or within habitats of protected species.</p>
3.2	Protection/conser- vation of protected areas	P1	<p>The Organisation should ensure that new natural rubber plantations are not established within protected areas.</p> <p>Proposed KPI to measure performance under SNR Indicator 3.2:</p> <ul style="list-style-type: none"> - KPI 3.2.1: Rubber tree plantations are not established within protected areas <input type="checkbox"/> Evidence of breach with requirement <input type="checkbox"/> No evidence of breach with requirement <p>Target for SNR small and large growers: SNR tree plantations are not</p>

			<p>established in protected areas</p> <p>Target for SNR Corporate plantations: SNR tree plantations are not established in protected areas</p> <p>Target for SNR Processors: Monitor representative sample of SNR suppliers to ensure that SNR tree plantations are not established in protected areas</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that SNR tree plantations are not established in protected areas</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that SNR tree plantations are not established in protected areas</p> <p>- KPI 3.2.2: Buffer zones are established and maintained around protected areas to ensure that these areas are not impacted by the SNR plantations and related management activities <input type="checkbox"/> Evidence of breach with requirement <input type="checkbox"/> No evidence of breach with requirement</p> <p>Target for SNR small and large growers: Whenever relevant, buffer zones are established around SNR tree plantations to ensure that protected areas are not impacted by the SNR plantations and related management activities</p> <p>Target for SNR Corporate plantations: Whenever relevant, buffer zones are established around SNR tree plantations to ensure that protected areas are not impacted by the SNR plantations and related management activities</p>
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			<p>Target for SNR Processors: Monitor representative sample of SNR suppliers to ensure that whenever relevant, buffer zones are established around SNR tree plantations to ensure that protected areas are not impacted by the SNR plantations and related management activities</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that whenever relevant, buffer zones are established around SNR tree plantations so that protected areas are not impacted by the SNR plantations and related management activities</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that whenever relevant, buffer zones are established around SNR tree plantations so that protected areas are not impacted by the SNR plantations and related management activities</p>
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Voluntary Sustainable Natural Rubber Criterion 4 – Water management

SNR Criterion 4: Water management			
SNR Performance Indicators		Priority	Objective of Performance indicator and related Guidance
4.1	Compliance with relevant local legal requirements and local customary water use rights	P1	<p>The Organisation should ensure compliance with all relevant legal requirements and customary rights regarding water use. The Organisation should ensure that industrial wastewater is not discharged in the environment without demonstrating that it complies with all relevant legal requirements.</p> <p>Proposed KPI to measure performance under SNR Indicator 4.1:</p> <ul style="list-style-type: none"> - KPI 4.1.1: Compliance with local legal requirements and customary rights regarding water use <input type="checkbox"/> Evidence of breach of local legal requirements <input type="checkbox"/> No evidence of breach of local legal requirements <p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantations: No evidence of breach of local legal requirements and customary rights regarding water use</p> <p>Target for SNR Processors: No evidence of breach of local legal requirements for own processing activities and monitor relevant sample of SNR suppliers to ensure that there is no breach of local legal requirements</p>

			<p>and customary rights regarding water use</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that there is no breach of local legal requirements and customary rights regarding water use</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that there is no breach of local legal requirements and customary rights regarding water use</p> <p>- KPI 4.1.2: Industrial wastewater is not discharged in the environment without demonstrating that it complies with legal requirements <input type="checkbox"/> Evidence of breach with requirement <input type="checkbox"/> No evidence of breach with requirement</p> <p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantations: No evidence of breach of local legal requirements related to the discharge of wastewater from own processing activities (whenever relevant).</p> <p>Target for SNR Processors: No evidence of breach of local legal requirements related to the discharge of wastewater</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that there is no breach of local legal requirements related to the discharge of wastewater</p>
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			<p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that there is no breach of local legal requirements related to the discharge of wastewater</p>
4.2	Treatment of industrial waste water	P1	<p>The Organisation should ensure that Industrial waste water is treated in full compliance with all relevant administrative and legal requirements (and whenever possible that it is recycled).</p> <p>Proposed KPI to measure performance under SNR Indicator 4.2:</p> <ul style="list-style-type: none"> - KPI 4.2.1: Treatment of industrial wastewater in compliance with local legal requirements <input type="checkbox"/> 0% <input type="checkbox"/> 25% <input type="checkbox"/> 50% <input type="checkbox"/> 75% <input type="checkbox"/> 100% <p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantations: Industrial wastewater used during processing is treated in compliance with relevant requirements before being discharged in the environment (whenever relevant)</p> <p>Target for SNR Processors: Industrial wastewater used during processing is treated in compliance with relevant requirements before being discharged in the environment</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that industrial wastewater is treated in compliance with relevant requirements before being discharged in the environment</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that industrial wastewater is treated in compliance with relevant</p>

			<p>requirements before being discharged in the environment</p> <p>- KPI 4.2.2: Recycling of industrial wastewater whenever possible <input type="checkbox"/> 0% <input type="checkbox"/> 25% <input type="checkbox"/> 50% <input type="checkbox"/> 75% <input type="checkbox"/> 100%</p> <p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantation: N/A</p> <p>Target for SNR Processors: Whenever possible, at least 50% of industrial wastewater used during processing is recycled</p> <p>Target for SNR Traders: Obtain the guarantee from SNR suppliers that whenever possible at least 50% of the industrial wastewater resulting from processing is recycled</p> <p>Target for SNR downstream users: Obtain the guarantee from SNR suppliers that whenever possible at least 50% of the industrial wastewater resulting from processing is recycled</p>
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Voluntary Sustainable Natural Rubber Criterion 5 – Respect Human & Labour Rights

SNR Criterion 5: Respect of Human & Labour Rights		
SNR Performance Indicators	Level (Requirement or Recommendation)	Objective of Performance indicator and related Guidance
5.1 Child labour and minimum age for workers (ILO Convention 138 on Minimum Age and 182 on Worst Forms of Child Labour)	Requirement	<p>The Organisation should ensure that children below the age of 15 are not employed, whether as permanent, seasonal or casual workers. If the local legislation has established a minimum age higher than 15 years of age, the legal requirement should be complied with.</p> <p>The Organisation should ensure that minors of age (below 18 years old) do not conduct hazardous work or any work that may jeopardize their physical, mental or moral well-being. They should not work in dangerous locations, in unhealthy situations, at night, or with dangerous substances or equipment, nor should they carry heavy loads. They should not be exposed to any form of abuse.</p> <p>Proposed KPI to measure performance under SNR Indicator 5.1:</p> <ul style="list-style-type: none"> - KPI 5.1.1: Child labour and minimum age for workers <input type="checkbox"/> Evidence of child labour or that minimum age for workers is not respected <input type="checkbox"/> No evidence of child labour or that minimum age for workers is not respected

			<p>Target for SNR small and large growers: No evidence of child labour or that minimum age for workers is not respected. Local legislation regarding child work must be respected.</p> <p>Target for SNR Corporate plantation: No evidence of child labour or that minimum age for workers is not respected by the organisation</p> <p>Target for SNR Processors: No evidence of child labour or that minimum age for workers is not respected by the organisation and a monitoring program is in place to ensure that suppliers are not using child labour.</p> <p>Target for SNR Traders: No evidence of child labour or that minimum age for workers is not respected by the organisation and obtain the guarantee from SNR suppliers that child labour is not being used</p> <p>Target for SNR downstream users: No evidence of child labour or that minimum age for workers is not respected by the organisation and obtain the guarantee from SNR suppliers that child labour is not being used</p>
5.2	Forced labour (ILO Convention 29 on Forced Labour and 105 on Abolition of	<i>Requirement</i>	<p>The Organisation should ensure that no forced or bonded labour is used at any stage of production, including plantation management, processing and/or manufacturing activities.</p> <p>Proposed KPI to measure performance under SNR Indicator 5.2:</p> <ul style="list-style-type: none"> - KPI 5.2.1: Forced or bonded labour <input type="checkbox"/> Evidence of forced or bonded labour <input type="checkbox"/> No evidence of forced or

	Forced Labour)		<p>bonded labour</p> <p>Target for SNR small and large growers: No evidence of forced labour</p> <p>Target for SNR Corporate plantation: No evidence of forced labour by the organisation</p> <p>Target for SNR Processors: No evidence of forced labour by the organisation and a monitoring program is in place to ensure that suppliers are not using forced labour</p> <p>Target for SNR Traders: No evidence of forced labour by the organisation and obtain the guarantee from SNR suppliers that forced labour is not being used</p> <p>Target for SNR downstream users: No evidence of forced labour by the organisation and obtain the guarantee from SNR suppliers that forced labour is not being used</p>
5.3	<p>Freedom of association and collective bargaining</p> <p>(ILO Convention 87 on Freedom of Association and 98 on Right to Organise and</p>	<i>Requirement</i>	<p>The Organisation should ensure that all workers involved in plantation management, processing and/or manufacturing activities have the right to establish and/or join an organisation of their choice.</p> <p>The Organisation should ensure that workers' Unions or similar organisations are not under undue pressure and that representatives of such organisation are not subject to discrimination and have access to all their members in the workplace.</p> <p>The Organisation should ensure that all workers have the right to collective</p>

	<p>Collective Bargaining)</p>		<p>bargaining.</p> <p>Proposed KPI to measure performance under SNR Indicator 5.3:</p> <ul style="list-style-type: none"> - KPI 5.3.1: Freedom of Association <input type="checkbox"/> Evidence that Freedom of Association is not respected <input type="checkbox"/> No evidence that Freedom of Association is not respected <p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantation: No evidence that Freedom of Association is not respected by the organisation</p> <p>Target for SNR Processors: No evidence that Freedom of Association is not respected by the organisation and a monitoring program is in place to ensure that suppliers are respecting Freedom of Association</p> <p>Target for SNR Traders: No evidence that Freedom of Association is not respected by the organisation and obtain the guarantee from SNR suppliers that Freedom of Association is respected</p> <p>Target for SNR downstream users: No evidence that Freedom of Association is not respected by the organisation and obtain the guarantee from SNR suppliers that Freedom of Association is respected</p> <ul style="list-style-type: none"> - KPI 5.3.2: Collective Bargaining <input type="checkbox"/> Evidence that right to Collective Bargaining is not respected <input type="checkbox"/> No evidence that right to Collective Bargaining is not respected
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			<p>Target for SNR small and large growers: N/A</p> <p>Target for SNR Corporate plantation: No evidence that right to Collective Bargaining is not respected by the organisation</p> <p>Target for SNR Processors: No evidence that right to Collective Bargaining is not respected by the organisation and a monitoring program is in place to ensure that suppliers are respecting the right to Collective Bargaining</p> <p>Target for SNR Traders: No evidence that right to Collective Bargaining is not respected by the organisation obtain the guarantee from SNR suppliers that Collective Bargaining rights are respected.</p> <p>Target for SNR downstream users: No evidence that right to Collective Bargaining is not respected by the organisation and obtain the guarantee from SNR suppliers that Collective Bargaining rights are respected.</p>
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