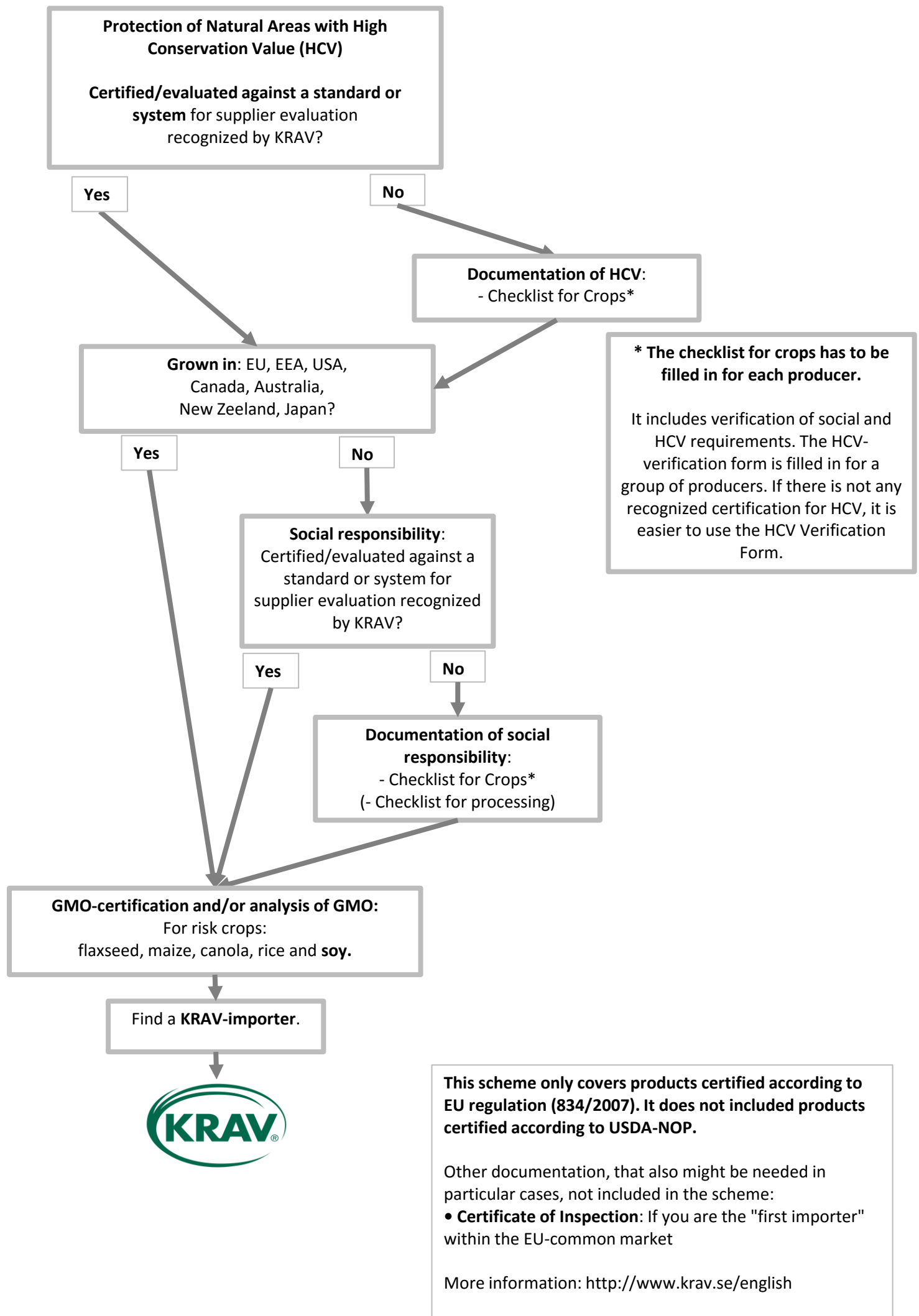


Decision Scheme KRAV Certification of Imported and Brought-in Products

**Coffee, cacao, sugar cane,
coconut palm, oil palm and soy**



HCV:

Cultivation or other enduring changes in areas with natural ecosystems with a **high conservation value (HCV)** is prohibited.

For oil palm and soy:

it must be verified that this has not taken place in the last **five years**.

For sugar cane, coffee, cocoa or coconut palm:

it must be verified that this has not taken place **since the certification began**.

16.4 Extra Requirements for Social Responsibility for All Products

- National legislation on **labour law** must be complied with.
- Products cannot be KRAV-certified if there are **human rights violations associated with the production**. Activities where production takes place must comply with the ILO core conventions, the UN Convention on the Rights of the Child, and the UN Universal Declaration of Human Rights.
- **Forced or involuntary labour** is prohibited.
- Employees must be treated equally, provided with the same opportunities and **not be subjected to discrimination**.
- **Child Labour** It is prohibited to employ children under 15 years of age.
- Special Conditions for Children and Young Employees
- Employees must have the opportunity to **organize and the right to collective bargaining**.
- Employers must comply at the least with the alternative which follows that **most benefits employees**.
- National legislation regarding **working hours and overtime** must be complied with.
- The work environment must be **safe and not present a health risk**.
- All employees must have a **binding employment contract**.