

## YOUR BENEFITS



**A living wage for workers – peace of mind and higher compliance scores for you:**

- Position your business as a sustainability leader and strengthen your brand image.
- Improve your ESG scores.
- Be more confident to meet requirements of existing and upcoming living wage and human rights due diligence.
- Gain transparency on your investments and confidence that they really reach the workers.
- Increase the credibility of your living wage claims through third-party verification.



## WHY WORK WITH FLOCERT?

Certifier for



We're the mission-driven global certifier for Fairtrade.



We partner with IDH, the creator of the Salary Matrix.



We service all actors of the supply chain, from multi-national brands to small cooperatives.



With six offices on four continents we support customers from 120 countries, combining global reach and local expertise.



We use and develop cutting-edge methodologies and tools for smart, data-driven assurance.



We are the first ethical certifier with ISO 17065 accreditation for the Fairtrade Standards, ensuring impartiality and the highest quality.

For your personalised offer, contact [business@flocert.net](mailto:business@flocert.net)



# LIVING WAGE SMARTCHECK

## Our service in a nutshell



## FOCUS TURNS TO LIVING WAGE

In many food supply chains, the workers who grow the crops continue to live in poverty. The concept of “living wage” attempts to achieve a decent standard of living for households and is increasingly the focus of legislation and consumer demands. With the Living Wage SmartCheck, FLOCERT offers a service to help retailers and businesses support agricultural communities and put fair wages for workers into practice.

## OUR SERVICE OFFER

- We assess the wages paid to the workers, applying the renowned IDH Salary Matrix tool.
- In on-site audits we verify that the data in the IDH Salary Matrix tool is accurate and complete.
- If additional payments are needed to reach the living wage, we verify that these payments actually get to the workers.

### How the Living Wage SmartCheck works



### AT A GLANCE: LIVING WAGE AND IDH

A “living wage” covers the basic needs of workers and their families, including food, clothing, shelter, healthcare, education, transport to work, and a little extra to cover unforeseen circumstances.

IDH is working to secure living wages through the > [Roadmap on Living Wages](#). This platform works to strengthen international alignment and to build tangible solutions regarding living wage.

IDH has developed a > [Salary Matrix tool](#) which evaluates how the total remuneration received by farm workers compares with the relevant living wage benchmarks in that particular region.



#### 1 Definition of the scope

You provide us with information about your supply chain and which of the plantations you buy from you want to include in the check. In order to be in scope, plantations need to have filled in – or plan to fill in – the IDH Salary Matrix tool.

#### 2 Onsite audit of the IDH Salary Matrix

The auditor visits the plantations and checks the correctness and completeness of the data provided by the plantations in the IDH Salary Matrix. They review documents and interview the management and workers, thus triangulating information. The results are documented in an “IDH Base Report” which is sent to you as well as the plantation.

If the report shows that the workers are paid a living wage, no further interventions are needed. If we identify a wage gap, we can support you with the following steps:

#### 3 Interventions to reduce the living wage gap

You decide on an intervention – IDH has collected a range of > [possible actions](#). You can, for example, make additional cash payments or use in-kind benefits or one-off bonuses. This needs to happen in dialogue with the plantations to ensure the intervention is accepted and impactful.

#### 4 Onsite verification of the interventions

Once you inform us about your intervention of choice and have made your transfers, our auditor visits the plantations to verify that these reached the workers. For this purpose, the auditor checks documents, talks to the management and interviews the workers.

#### 5 Final Report and future planning

In the “Final Report”, you receive an assessments overview and a review of the achievements and challenges. It also includes suggestions for improvements and activities for further monitoring. You can use this report to demonstrate credible, third-party-verified information and, for example, to back up living wage claims.