

ETHICAL TRADE FORUMS ASSOCIATION (ETFA)

COMMITMENT TO PARTICIPATION 2024

I. Background

In June 2015, a group of retailers, importers, exporters and producers met to launch the Ethical Trade Forums (ETF).

In 2022, this initiative has evolved into the members only Ethical Trade Forums Association (ETFA), with the aim that companies in the sector are the ones that lead the actions of the association, setting its objectives, integrating its organizational structure, and financing through their membership fees its operation.

The Ethical Trade Forums Association (ETFA) aims at the well-being of workers and their families, and the social, economic and environmental sustainability of the Spanish agri-food sector, through the promotion of better working conditions, professionalization and the transformation of the sector, through the collaborative development of tools aimed at the implementation of best practices.

To this end, the Ethical Trade Forums Association (ETFA) establishes a non-competitive space for members of the supply chain of the agri-food sector and its stakeholders that allows them to share good practices and work together, in a collaborative and sustainable way, for the improvement of working conditions, ethical trade and the protection of Human and Environmental Rights in the industry.

The operation and participation of members in the Ethical Trade Forums Association (ETFA) is regulated in its Statutes and Regulations approved for this purpose.

2. Benefits of being a member of the Ethical Trade Forums Association (ETFA):

The ETFA offers tools and services to its members to support them in improving working conditions in the Spanish agri-food industry, organizing the formalized participation into an ethical trade initiative throughout the industry, providing an opportunity to drive improvements at the industry level.

The ETFA creates a space to share problems, best practices, and develop practical solutions to work challenges, among others, through online member area reports, newsletters, and events.

The ETFA offers seven different models of participation depending on the type of organization, number of workers and objectives pursued. Each model will pay an annual fee based on which free services will be received and may also enjoy discounts on other services that the Association offers to its members.

SERVICES AND ACTIVITIES INCLUDED ANNUALLY FOR ALL ASSOCIATE MEMBERS:

1. Free access to 3 events (2 local and 1 international)
2. Access to Working Groups
3. Access to the private members' area on the website: events and webinars presentations, and webinars recordings
4. Canal Foros (grievance mechanism)
5. Annual results analysis report
6. Use of the Forums logo
7. Quarterly Newsletter
8. Quarterly follow-up group calls participation
9. Visibility at WEB (www.foroscomercioetico.com)

DISCOUNTS ON THE SERVICES OFFERED BY THE ETFA ACCORDING TO TYPE OF MEMBERSHIP:

1. Face-to-face training
2. Online training
3. Worker Survey (&Wider)
4. Consulting on social and environmental aspects including legislation, standards and customer requirements

3. Commitment required by the members of the Ethical Trade Forums Association:

The membership period for all types of members is indefinite.

Associate status will be lost by:

- a. voluntary resignation, notified in writing to the Governing Board.
- b. default of the annual fee previous irrefutable claim.
- c. loss of any of the statutory or legal requirements to become a member.
- d. serious or repeated failure to meet the obligations as a member of the association and particularly behaviors that contravene the interests and aims of the Association.

The associated companies subscribe to the following Principles of the Ethical Trade Forums Association:

1. We respect the legislation and current labor regulations.
2. We advocate the resources to improve working conditions protecting health & safety, and workers welfare.
3. We offer and guarantee adequate training as defined by the Ethical Trade Forums to our workers including legal obligations and aspects provided by the Ethical Trade Forums Association related to human, environmental and labor rights.
4. We actively participate in the Ethical Trade Forums Association and advocate the resources within the working groups, training sessions and events when these are relevant.
5. We meet the expectations of our stakeholders and collaborate with them actively.

These principles have been designed to create a solid foundation that reflects the commitment of the associated members to continuous improvement and their involvement in carrying them out.

The aim of the ETFA is for all partners to adopt these guiding principles together with the necessary measures to ensure practices within the law and to promote best practices where possible through collaboration between member organizations.

4. Authorization of the use of the logo of the associates

The companies associated with the ETFA will authorize the use of their logo on the website www.foroscomercioetico.com, or in any communication material prepared in the association, for information and divulgation of the activities and members of the association. To do this, companies will provide the image in .jpg or .png format to the General Secretariat (afce@conexionsocial.com).

In case of requesting the cancellation as an associate, this consent will be automatically rescinded.

5. Fees

The annual fees of the different types of members that can join the Ethical Trade Forums Association (ETFA) set for the year 2024 are the following:

1.- Members A: 6.300€ / annual

Retailers or large corporations (companies that make available to the consumer the products sourced through their supply chain).

2.- Members B: 2.100 €/annual

Groups or large companies and importers (Spanish or foreign companies that make available to the retailer or big corporation the products that the supply chain provides. Single quota independent of the number of workers at peak season (company + seasonal + agencies)

3.- Members B1: 600 €/annual

Companies belonging to a group (When the main company is B Member, companies that are part of this legal group, or intermediary agents will enjoy the same services).

4.- Members C:

Companies, cooperatives, or agents that provide products to Members A and B. They can be the producers or purchase the products from Members D).

According to the number of workers at peak season (permanent, temporary and agency workers) they are divided into:

- **Members C1: 800 €/annual** - Impact equal to or more than 1,000 workers
- **Members C2: 550 €/annual** - Impact less than 1,000 workers

5.- Members D:

Producers and service providers; Other companies providing products or services to Members A, B or C and not previously included in these typologies.

According to the number of workers at peak season (permanent, temporary and agency workers), they are divided into

- **Members D1: 500 €/annual** - Impact more than 500 workers
- **Members D2: 300 €/annual** - Impact between 100 - 500 workers
- **Members D3: 150 €/annual** - Impact less than 100 workers

By signing this commitment, our organization agrees to the above terms.

Name and surname:

Position:

Company:

Date:

Signature: