



Social Responsibility Self-Declaration

Social responsibility, which includes respect for and observance of human rights, is one of the basic principles of the Demeter standards. The labor laws in the United States are valid for all people and govern all human resource relations also in Demeter certified enterprises. People working on a Demeter operation receive equal opportunities independent of their ethnic background, creed, and gender.

Management of Demeter certified enterprises have policies in place to address the health and security of the workers. All co-workers have the possibility to avail themselves of their rights. They have the right to congregate, to participate in collective bargaining and to make representation to management without discrimination. Demeter enterprises have to eliminate social inequity including lack of social rights, forced or inappropriate child labor, below standard working conditions and/or wages, and to provide occupational safety, and healthy working environments. The enterprise has to inform the workers about their rights.

As part of the annual inspection and certification process all licensees shall make a self- declaration in their Biodynamic System Plan or separately confirming that these guidelines have been met.

From the Biodynamic Farm Standard: Introduction Section page 6 - 7

Meeting the standard requires confirmation of the following:

- We confirm that labor laws in the United States apply to all individuals and govern all aspects of human resource relations within our Demeter-certified enterprise.
- We ensure that all individuals working on a Demeter operation are given equal opportunities, regardless of their ethnic background, creed, or gender.
- We have established policies that address and support the health and safety of all workers.
- All co-workers are fully able to exercise their rights without obstruction.
- All workers have the right to assemble, participate in collective bargaining, and communicate with management without fear of discrimination or retaliation.
- We are actively committed to eliminating social inequities, including denying social rights, the use of forced or inappropriate child labor, substandard working conditions or wages, and to ensuring occupational safety and healthy working environments.
- Our operation has clearly communicated and informed all workers of their rights.

In the absence of separate equivalent documentation demonstrating adherence to Demeter’s social responsibility requirements and reviewed at the annual inspection, the licensee may affirm compliance by signing and dating this self-declaration.

Name:

Signature:

Title:

Date: