



VINMONOPOLET

**The requirements put forward by
Vinmonopolet, in December 2016, to all
importers of South African wines:**

1. Producers and farms must take specific steps to make workers aware of their rights and responsibilities according to the BSCI Code of Conduct. The information shall be presented verbally and in a language that workers understand.
2. Producers and farms must establish or participate in effective operational-level grievance mechanisms for workers to inform or to put forward a grievance regarding conditions that does not comply with the BSCI Code of Conduct.
3. Producers and farms must follow up on any grievance and shall document what follow up activities that have been done from the producers/farms side.
4. Producers and farms shall ensure access to, and make sure that personal protective equipment are being used.
5. Producers and farms shall build sufficient competence among workers that work with pesticides. Such training shall address how spraying with pesticides shall be done without exposing other workers in the vineyard.
6. Producers and farms shall ensure access to clean drinking water. If necessary, water samples must be analyzed.
7. Producers and farms shall comply, as a minimum, with wages mandated by governments' minimum wage legislation, or industry standards approved on the basis of collective bargaining, whichever is higher.
This applies for all workers, regardless if they are permanent workers or seasonal workers. In cases where producers and farms hire workers from a contractor, it is still the producer/farm that are responsible to make sure these requirements are met.
8. Producers and farms shall respect the right of workers to form unions in a free and democratic way and not discriminate against workers because of trade union membership or activity. Producers and farms shall not prevent workers' representatives from having access to workers in the workplace or from interacting with them.