



Fairtrade Standard for Flowers and Plants Main Changes February 2025

Fairtrade Standard for Flowers and Plants

The revised Fairtrade Standard for Flowers and Plants is the result of a review undertaken between April 2023 and December 2024.

The revised Fairtrade Standard for Flowers and Plants was approved by the Standards Committee in September and December 2024.

This document identifies the key changes made to the standard and includes a table describing in more detail the extent of the changes made, following the structure of the revised standard.

This document does not describe the content of the changes in full detail. It does not replace a detailed study of the revised standard and is not part of the standard.

Key changes:

- **Partial review focusing on wage improvement towards living wages.**
- **New requirements on partial distribution of Fairtrade Premium(FP) as cash, reporting to trade unions and worker representatives on wages, remuneration and on cash payments from the Fairtrade Premium made by the Fairtrade Premium Committee, negotiating on wage increase with trade unions and clarification of the floor wage requirement.**
- **FairInsight reporting link included to requirement 3.2.4.**
- **Addition to the definition section and changes in the numbering of requirements.**

Overview of the 2025 revised Fairtrade Standard for Flowers and Plants:

This table shows the most important changes, specifying if these are modifications, deletions or new additions.

Revised standard section	Type of change	Revised Standard 2025	Comments
Introduction	Modified	Addition of definitions on basic wage, floor wage, living wage, living wage gap and remuneration	To ensure that the definitions related to wages are clearly understood.
3. Labour conditions	Intent: To ensure decent working conditions.		
3.2.1 Floor wages	Modified	Modified to clarify that the floor wage is the minimum level of basic wages, before taxes. The section that states that cash allowances issued regularly to all workers count towards the base wage has been deleted.	This will help to support wage improvement through collective bargaining and create a level playing field between companies.
3.2.2 Negotiating wage increase with trade unions	New	New requirement included to ensure that Fairtrade continues to promote the rights of collective bargaining to ensure wage improvement for workers earning less than the living wage.	The requirement ensures that companies do not refuse to enter into negotiations with trade unions.
3.2.3 Partial distribution of Fairtrade Premium as cash	New	New requirement to allocate 30 % of the Fairtrade Premium to workers as cash on Fairtrade flower plantations as long as living wages have not yet been reached.	This will help to reduce the wage gap, proportionally to Fairtrade sales.
3.2.4 Mandatory Wage Reporting	Modified	FairInsight reporting link included.	

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3.2.5 Reporting to Trade Unions or worker representatives	New	New requirement requires companies to report on wages, remuneration and on cash payments from the Fairtrade Premium made by the Fairtrade Premium Committee to Trade Unions or worker representatives.	This will enable transparency and openness in the progress towards living wages.