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## Fairtrade ANZ Protection Policy for Children and Vulnerable Adults

### Introduction and Purpose

**Fairtrade ANZ is committed to fighting the root causes of child and forced labour and proactively preventing the abuse, neglect and exploitation (including sexual exploitation) of children and vulnerable adults. The purpose of this Protection Policy for Children and Vulnerable Adults** is to identify and develop a common understanding of protection issues and good practice across the areas in which Fairtrade ANZ operates and thereby increase accountability in this crucial aspect of our work. This policy, when put into practice, will help to ensure that Fairtrade ANZ acts to safeguard children and vulnerable adults from the worst forms of child labour or forced labour, including gender based and other forms of violence and sexual exploitation and abuse. It also ensures that staff and other representatives involved in working with and protecting children and vulnerable adults are protected and have clear code of conduct protocols to follow.

### What is a Protection Policy?

A Protection Policy is an organisation's commitment to protect children and vulnerable adults from abuse, exploitation and/or negligence. This is reflected in the way an organisation conducts its activities. Protection Procedures are how an organisation puts its policy into action. Examples of typical organisational protection policy and procedures include codes of conduct for staff and those that represent the organisation in providing direct or indirect care for children and vulnerable adults, guidance on the appropriate information and requirements to report suspected or actual abuse, exploitation and/or negligence.

This Protection Policy sets out the broad framework and expectations, as well as implementation procedures for staff, partners and those that represent the organisation. Any questions regarding the application of this policy, concerns about possible breaches or difficulties in complying with the policy must be brought to the attention of Fairtrade ANZ's Fairtrade ANZ Chief Executive Officer, Molly Harriss Olson (molly@fairtrade.com.au) and the Protection Focal Points, currently Producer Support Program Manager Rachel Levine (r.levine@fairtrade.org.nz) and Gender Advisor Kahu Bennett (kahu@fairtrade.org.nz), and the line manager of the person not able to comply. Together they will report and liaise with Senior Advisor, Social Compliance and Development (a.sheth@fairtrade.net) to obtain advice and assist in finding safe alternative and practical solutions, including reporting to local national protection agency for follow-up.

Fairtrade ANZ is a signatory to Fairtrade International's Policy for the Protection of Children and Vulnerable Adults, dated 21 June 2017, to which this Fairtrade ANZ policy is aligned.

Fairtrade International provides the following support to Fairtrade ANZ in regard to this Policy:

- Receives timely protection and safeguarding reports from Fairtrade ANZ
- Fairtrade International may consult with the NAPP Social Compliance Officer to ensure any action taken is aligned with the NAPP Protection Policy for Children and Vulnerable Adults. This is decided on a case-by-case basis.
- Provides technical advice to Fairtrade ANZ's senior staff on protection/safeguarding matters.
- Provides guidance on procedures to be followed with regard to reporting allegations to Fairtrade International and supports coordination of the investigation, resolution and appropriate global reporting of safeguarding matters arising within the producer networks and

- supply chains.
- Ensures that actions taken and lessons learned are notified appropriately.
- Ensures that details of any perpetrators are notified to those responsible for recruitment decisions.

## Related Policies

- Fairtrade International Policy for the Protection of Children and Vulnerable Adults;
- Fairtrade ANZ Complaints and Whistleblowing Policy;
- Fairtrade ANZ Code of Conduct;
- Fairtrade ANZ Capacity Building Policy; and
- Fairtrade ANZ Partnerships Policy.

## Scope of Policy

This policy is mandatory for all staff at Fairtrade ANZ and all those who work on behalf of the organisation. For the purposes of this policy 'staff' is defined as anyone who works for Fairtrade ANZ either in a paid or unpaid, full or part time capacity. This includes directly employed staff, Fairtrade ANZ board members, consultants, volunteers and interns etc. This policy also covers implementing partners with whom we work.

This policy covers and positively benefits children and vulnerable adults that Fairtrade ANZ and its partners engage with through the work of the organisation.

### Who is defined as a child?

In this policy, a child is defined as anyone who has not yet reached their 18th birthday.

### Who is defined as a vulnerable adult?

In this policy, a vulnerable adult is a person who is 18 years of age or over, and who is or may be unable to protect against significant abuse, neglect or exploitation (including sexual exploitation). Vulnerability may arise due to their gender, mental or physical health, disability, ethnicity, religious identity, sexual orientation, economic or social status, or as a result of disasters and conflicts or any other factors that give rise to such risk.

### What are our responsibilities?

Everyone shares responsibility for safeguarding and promoting the welfare of children and vulnerable adults irrespective of individual roles.

All staff are responsible for implementing this policy, including complying with the reporting procedure if they receive information regarding, suspect or otherwise become aware of:

- Any allegation of or concern about actual or suspected situations of abuse, neglect or exploitation involving a child or vulnerable adult in Fairtrade operations.
- Any allegation of or concern about actual or suspected staff or partner misconduct or criminal activity in the field of Fairtrade operations involving the abuse, exploitation or negligence of a child or vulnerable adult.

## Underpinning Principles

The principles underpinning the protection of children in this policy are:

- The best interests of the child are paramount and shall be the primary consideration in our decision making.
- Child centred and rights-based approach to keep children sharply in focus in all the direct work we do to ensure compliance to Fairtrade relevant standards.

- Equality of opportunity to ensure that all children have the opportunity to participate in (when appropriate) and benefit from our activities safely regardless of their gender, sexual orientation, ability, race, ethnicity, circumstances or age.
- Vulnerable adults and children will require particular attention in order to optimise their safety needs and promote their access to important opportunities.
- Taking responsibility to meet our obligations regarding our duty to act to protect children and taking action where we believe that a child is at risk or has been abused, exploited or neglected in Fairtrade operations.
- Recognising and acknowledging that an element of risk exists, and while we may never be able to totally guarantee protection of all persons, we need to do all we can to reduce it or limit the risk and impact. Honesty and transparency by informing those we work with, including children, about our Protection Policy, and the principles it is based on forms an important aspect of seeking to protect children.
- Confidentiality to protect sensitive personal data. Information should only be shared and handled on a need to know basis, that is, access to the information must be necessary for the conduct of one's official duties. Only individuals who have legitimate reasons to access the information are allowed to receive it.
- Supporting and training to those working in or representing our organisation to recognise and respond to child protection risks and incidences.
- Working with others to protect children. This includes involving specialist national child welfare agencies or child rights experts where necessary.
- Monitoring the implementation of the Protection Policy.

The principles underpinning the protection of vulnerable adults in this policy are:

- Empowerment - Presumption of person led decisions and informed consent.
- Prevention - It is better to take action before harm occurs.
- Proportionality - Proportionate and least intrusive response appropriate to the risk presented.
- Protection - Support and representation for those in greatest need
- Partnership - Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting abuse, exploitation and/or neglect.
- Accountability - Accountability and transparency in delivering protection and prevention.

## Understanding Protection Issues

It is important when considering protection that we have a shared understanding of protection and what it means. If we do not fully understand what we are protecting children and vulnerable adults from, then it is unlikely that we will be successful in our efforts.

### What are we protecting children and vulnerable adults from?

We are referring specifically to the protection of children and vulnerable adults from all forms of abuse, exploitation (including sexual exploitation) and/or neglect that come from unacceptable labour or related practices in the area where Fairtrade operates, including gender based sexual violence.

**Physical Abuse:** This may involve hitting, throwing, pushing, drowning, suffocating, or otherwise causing physical harm to a person.

**Emotional Abuse:** This is the persistent emotional ill-treatment of a child or vulnerable adult such as to cause severe and long-lasting effects on emotional development and/or well-being. In the case of children, it may involve conveying to children that they are worthless and unloved, inadequate, or valued only so far as they meet the needs of another person (for example producers or workers). It can also involve age or developmentally inappropriate expectations being imposed on children or causing children frequently to feel frightened or in danger. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.

**Neglect:** This is the persistent failure to meet a child's and or vulnerable adult's basic physical and/or psychological needs, likely to result in the serious impairment of physical or cognitive development and/or functions.

Sexual Abuse/Exploitation: This involves forcing or enticing a child or adult to take part in sexual activities. The activities may involve physical contact, including penetrative (e.g. rape) or non-penetrative acts. In the case of children, they may also include non-contact activities, such as involving children in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Other types of abuse commonly recognised, such as commercial sexual exploitation and trafficking, are complex manifestations of a combination of the above four categories. It should be remembered that although we commonly think of adults as those who abuse children, children can also be perpetrators against other children.

## Protection Focal Points

To assist with the implementation of the Protection Policy, Fairtrade ANZ has appointed Producer Support Program Manager, Rachel Levine (r.levine@fairtrade.org.nz) and Gender Advisor, Kahu Bennett (kahu@fairtrade.org.nz), as the Protection Focal Points. Should there be a conflict of interest in the role of these individuals and the allegations reported, the Fairtrade ANZ Chief Executive Officer will nominate a replacement. This person needs to be a senior person within the organisation who has the experience and necessary skills and is able to ensure the policy is implemented effectively.

Broad areas of responsibility for the Protection Focal Points include:

- Ensuring the FANZ and Fairtrade International Protection Policy is implemented by Fairtrade ANZ and all those who work on behalf of the organisation.
- Acting as a first point of contact for staff or those who represent the organisation on all protection issues.
- Enabling Fairtrade ANZ and producer organisations within Fairtrade ANZ's geographical scope of producer support services to maintain a list of local specialist protection welfare agencies or experts.
- Providing advice and support to staff, representatives and/or producer organisations concerned about a protection issue and deciding what action to take.
- Escalating all concerns regarding a breach or potential breach of this policy to the Fairtrade ANZ Chief Executive Officer, Fairtrade International Chief Executive Officer and the Fairtrade International Senior Advisor, Social Compliance and Development in a timely and safe manner.
- Under the overall direction of the Fairtrade International Senior Advisor, Social Compliance and Development, referring cases directly or through the producer organisations to local specialist protection welfare agencies or experts as appropriate.
- Keeping accurate records that are data protection compliant.

## Professional Code of Conduct

All staff and those that represent Fairtrade ANZ must sign a code of conduct regarding the protection of children and vulnerable adults, the behaviour expected of them and their responsibilities in relation to the children and vulnerable adults they come into contact with as a result of their work with Fairtrade ANZ. The Code of Conduct is located at the end of this Policy.

## Reporting on Protection

When abuse, exploitation or neglect towards children or vulnerable adults is suspected or has occurred, Fairtrade ANZ requires that the employee or party working on behalf of the organisation immediately reports the case to their line manager and Fairtrade ANZ's Protection Focal Points. A Protection Reporting Form (See Appendix A) is provided and must be used. All concerns raised will be treated seriously and with sensitivity and confidentiality. Fairtrade ANZ ensures that no adverse action will be taken against staff and/or any person acting on behalf of Fairtrade ANZ who raises a concern in good faith, even if a further investigation finds the concern to be unfounded. However, if this person makes an intentionally false or malicious accusation, they could face disciplinary action by Fairtrade ANZ in consultation with Fairtrade International.

Fairtrade ANZ's Protection Focal Points in turn must report the case to Fairtrade ANZ Chief Executive Officer, and Fairtrade International Senior Advisor, Social Compliance and Development. The Fairtrade International Senior Advisor, Social Compliance and Development will report it further to the Fairtrade International's Protection Committee which is made up of the Chief Executive Officer and Chair of its Board. Fairtrade ANZ and Fairtrade International will undertake a rights-based assessment and act in the best interests of the child and/or vulnerable adult. This will include working in consultation with expert organisations or representatives and safely reporting the case(s) to a designated protection agency or agent where available, ensuring the prolonged safety of the impacted persons.

The reporting party must assure the protection of the impacted persons when reporting the case and all care must be given to ensure that the determination of the abuse, exploitation and/or neglect when reporting does not cause further harm. It is the responsibility of the national protection agency to investigate, with the police if necessary, and decide on the best plan to remove the child or vulnerable adult and ensure prolonged safety. It is important to note that while the child or vulnerable adult needs to be removed from the abusive or exploitative condition, care must be taken to ensure the removal does not put the impacted persons at risk of being further abused, exploited or ending up in even worse situations. In some cases, further investigation and engagement with the impacted child or vulnerable adult will be necessary prior to further action being undertaken or the case being referred to the relevant national protection agency in order to ensure the best interests of the child or vulnerable adult are protected.

## What to Report

Grounds for concern that must be reported to the Fairtrade ANZ Protection Focal Points include, but are not limited to, abuse, exploitation or neglect relating to:

- All forms of slavery or practices similar to slavery, such as the sale and trafficking of children or adults, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- The use, procuring or offering of a child or adult for prostitution, for the production of pornography or for pornographic performances;
- The use, procuring or offering of a child or adult for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
- Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, growth, safety or morals of children or adults;
- Work which prevents the child or adult from enjoying their rights to a name and nationality;
- A specific indication from a person that they are being physically or sexually abused or harassed or gives reason to suspect that they or another person or persons are being abused or harassed;
- A specific indication from a person that their movement is being restricted or is isolated, they face intimidation or threats, their wages or identity papers are being withheld, or that they are working in significant abusive working and living conditions, including working unreasonably and unpaid overtime;
- A statement from a person who witnessed, heard of, is concerned about, or suspects that abuse is happening;
- A breach of this Protection Policy.

## Duty to Report

Every Fairtrade ANZ staff member, or person acting on behalf of Fairtrade ANZ who discovers that a child and vulnerable adult is being or at risk of being abused, exploited and/or neglected, including a subject of human trafficking or bonded labour, must report it to their line manager and the Protection Focal Points. The Protection Focal Points will report it to Fairtrade ANZ Chief Executive Officer, and Fairtrade International Senior Advisor, Social Compliance and Development. The Fairtrade International Senior Advisor, Social Compliance and Development will report it further to the Fairtrade International's Protection Committee which is made up of the Chief Executive Officer and Chair of its Board.

**If there is any doubt, it is better to discuss the matter with the Protection Focal Points or**

Fairtrade International's Senior Advisor, Social Compliance and Development rather than disregard it.

### Storage of information

Files are kept in a secure location and are protected with the security measures that safeguard confidential files. **Any concerns, allegations or disclosure must be written down at the time or as soon as possible after the concern has been raised. Records must be signed and dated by the reporting party, the Protection Focal Points and the relevant line managers. Records must be kept in a safe place which is not accessible to those outside the reporting process or structure. Records must be locked away. Information may only be shared with relevant parties, including expert organisation and/or national protection agencies or their representatives and it must always be done in such a way that confidentiality is maintained.**

### Communications

All information related to protection of children and vulnerable adults is privileged information of Fairtrade ANZ and Fairtrade International and as such, communication (internally and externally) on this information will follow strict procedures as indicated in this Policy.

**At no time can any one person decide alone to disclose protection information to another party**, even if the person providing the information may deem it in the best interest of the child or vulnerable adult to disclose this information to an additional party. Any person with privileged protection information must first discuss the wish to share the information with Fairtrade ANZ's Protection Focal Points, who will pass this request to Fairtrade International Senior Advisor, Social Compliance and Development for a decision.

All information on protection issues is sensitive by its very nature and all care must be taken when communicating this information with those approved to receive it, especially when communicating via email. Password protection is essential if parties not permitted to have this information are accessing this information on behalf of those permitted to have it. It is responsibility of both the provider(s) and receiver(s) of protection information to ensure that only the intended recipients of the information are able to access it.

### Approval and Review

This policy has been viewed and is recommended for approval by Molly Harriss Olson



Molly Harriss Olson, Chief Executive Officer, Fairtrade ANZ



Katherine Rich, Board Chair, Fairtrade ANZ

This policy will be reviewed once every 3 years.

Board Approval Date	Version	Notes
30 August 2019	v.2	Updated to reflect Fairtrade International Policy and the Protection Policy against Sexual Exploitation

## CODE OF CONDUCT

Fairtrade ANZ is committed to fighting the root causes of child and forced labour and proactively preventing the abuse, neglect and exploitation (including sexual exploitation) of children and vulnerable adults. As outlined in Fairtrade ANZ's Policy on the Protection of Children and Vulnerable Adults (to which this code of conduct is attached), all staff and those that represent Fairtrade ANZ must sign a code of conduct regarding the protection of children and vulnerable adults, the behaviour expected of them and their responsibilities in relation to the children and vulnerable adults they come into contact with as a result of their work with Fairtrade ANZ.

Thus all staff and those that represent Fairtrade ANZ commit to the following:

- Provisions regarding acceptable behaviour in the workplace - for example, not to use physical punishment, however acceptable or moderate it may seem, not to use language intended to belittle or humiliate children and vulnerable adults, not to abuse children and vulnerable adults in any way (including not to engage in any sexual activity with anyone below the legal age of sexual consent).
- To report any concerns they may have about the protection of children and vulnerable adults, in accordance with this policy.
- To observe confidentiality and not talk about any situations of actual or suspected abuse, exploitation and/or neglect that occurs except in accordance with this policy. This is necessary to protect the privacy of those involved.
- Not to pay for sexual services, of any kind, with anyone under the age of 18 years old, even if the age of sexual consent is under 18 years.
- To comply with all relevant Australian, New Zealand, and local legislation, including labour laws in relation to child labour.

### *Specific Commitments for Persons who come in Contact with Children and Vulnerable Adults*

In general, it is inappropriate to:

- Spend excessive time alone with children, young people and vulnerable adults.
- Take children, young people and vulnerable adults to places where they will be alone with them (e.g. interviews with children must be undertaken with a guardian and/or adult caretaker in view of the interview but not within hearing distance).
- The identification of children, young people and vulnerable adults is in general discouraged i.e. any image or report on children should avoid using their full names and location. This is to protect these individuals from possible negative consequences. When a child or adult may be or at risk of being abused, exploited and/or neglected, identity is always hidden. This includes taking care not to directly or indirectly identify the child or adult. If a child or adult is in an especially vulnerable situation, such as victims of abuse or exploitation (including labour exploitation), the name must be changed and no photographs taken of the individual.

One must never:

- Hit or otherwise physically assault or physically abuse children, young people or adults.
- Develop physical/sexual relationships with children or young people
- Engage in non-consensual behaviour of any kind with an adult, even if consent is granted Fairtrade ANZ will weigh the behaviour based on power differences between the parties and reserves the right to make a determination on the voluntary nature of the consent.
- Develop relationships with children, young people or adults which in any way can be deemed exploitative or abusive.
- Act in ways that may be abusive or may place a child, young person or adult at risk of abuse.
- Act in ways that could be construed as poor practice or potentially abusive. For example, they should never:
  - Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.

- Behave physically in a manner which is inappropriate or sexually provocative.
- Have a child, young person or vulnerable adult they are working with to stay overnight in the adult's room.
- Sleep in the same room or bed as a child, young person or vulnerable adult with whom they are working.
- Do things for a child, young person or adult of a personal nature that they can do for themselves.
- Condone, or participate in behaviour of children, young people or adults which is illegal, unsafe or abusive.
- Discriminate against, show differential treatment or favour a particular child, young person or adult to the exclusion of others.
- Take photos or audio tape children and/or vulnerable adults in child and or forced labour, including gender based or other forms of violence.

*Specific Commitments for Persons taking Photography and Videos*

The following minimum standards must be observed to ensure that human dignity and the right to personal privacy are respected when taking photos and videos of those with whom Fairtrade ANZ works, especially children.

- Always check what photography and filming is appropriate with a Fairtrade ANZ representative before taking photos or videos.
- Always ask permission from adults, children and children's guardians if you wish to take photos or videos and explain how they will be used.
- Fairtrade ANZ requires written permission (See Appendix B for the Photography Consent Form) from the individual concerned or their guardians when a photo, video or story:
  - Clearly identifies and provides substantial information about a particular person,
  - And/or places a person in a situation that could be damaging to their dignity, safety or reputation. For example, information about HIV status, involvement in prostitution or armed conflict.
- Be extremely sensitive to a person's vulnerability at times of trauma or grief, and always assess how a photo, video or story will impact on the safety, dignity and well-being of the person concerned.
- Do not portray people as helpless victims. Balance human needs with positive language about what people are doing to help themselves.
- Photos and stories must not use real names of children or real locations, especially when communicating sensitive information.
- Treat with the utmost importance the confidentiality of children and vulnerable adults in Fairtrade ANZ's projects.

I, \_\_\_\_\_, confirm that I have read Fairtrade ANZ's Protection Policy for Children and Vulnerable Adults and its associated Code of Conduct, and I agree to comply.

Signature:

Date:

## APPENDICES

A: Protection Reporting Form

B: Photography Consent Forms

*APPENDIX A - Protection Reporting Form 1<sup>1</sup>*

**Initial Report**

**CONFIDENTIAL – THE  
FOLLOWING WILL BE SHARED ON  
A ‘NEED TO KNOW’ BASIS ONLY**

**Complete form including as much information as possible.**

**What is being reported?**

- Allegation of abuse - general suspicion/concern that abuse may be occurring
- Incident of abuse – witnessed actual abuse
- Protection complaint – disclosure by child and/or adult

**Report details:**

Time: \_\_\_\_\_ Date: \_\_\_\_\_ Place: \_\_\_\_\_ -  
\_\_\_\_\_

**Reporter’s details:**

Name: \_\_\_\_\_ Nationality: \_\_\_\_\_

Address/ Contact details: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Age: \_\_\_\_\_ Gender: Male/Female

Relationship to victim: \_\_\_\_\_

Occupation: \_\_\_\_\_ Employer \_\_\_\_\_

<sup>1</sup> This form has been adapted from a child rights organization’s child protection reporting documents, specific reference should be made to Plan International 2009

**Alleged Victim's Details:** *(complete as much as possible if known)*

Name: \_\_\_\_\_ Age: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Gender: Male/Female

Address:

\_\_\_\_\_

Ethnicity/Tribe \_\_\_\_\_ Language/s spoken \_\_\_\_\_ Any  
Disability \_\_\_\_\_

School \_\_\_\_\_ Class \_\_\_\_\_ Teacher  
\_\_\_\_\_

Name and contact details of parents/legal guardians/care takers (delete as appropriate):

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Alleged Victim's behaviour at the time of interview?** *(List any)*

**Any other information?** *(What else is known about the child and or adult)*

**Details of the issue:** *(Use alleged victim's own words, where possible – include details of incident, people involved, place, time, (what, who, where, when), physical and emotional state of child or adult (describe any cuts, bruises, behaviour and mood). If the reporter is not the alleged victim, did the reporter speak directly to the child or adult? Did the child or adult report or disclose abuse? If so, what were the exact words used? If not, what made the referrer suspicious? Details of any witnesses.) Use additional page if necessary.*

**Alleged Perpetrators details: (complete as much as possible if known)**

Name: \_\_\_\_\_  
Nationality \_\_\_\_\_

Address/Current Location: \_\_\_\_\_

Language/s spoken \_\_\_\_\_ Age: \_\_\_\_\_ Gender: Male/Female Relationship to victim: \_\_\_\_\_

Occupation: \_\_\_\_\_ Employer \_\_\_\_\_

Any other details (including physical description) :

**Current Safety of the alleged victim?** *(Include any immediate safety concerns such as access of perpetrator to the safety within the family, any emergency needs)*

**Has any emergency medical or other support been required? If so what was provided, when and by whom?**

*(Include any immediate safety concerns such as access of perpetrator to the safety within the family, any emergency needs)*

**Does the report or presentation of the child or adult (if present) suggest emergency medical attention is needed?**

**Who else knows?** *(e.g. other agencies, family members, other individuals)*

**Actions taken to date?** *(e.g. referral to the police, social welfare etc)*

**Completed by (name and sign):** ..... **Date** .....

**Signed off by (reporter):** ..... **Date** .....

**Name and Signature of Line Manager:** ..... **Date** .....



## PHOTOGRAPHY CONSENT FORM/MODEL RELEASE/MEDIA RELEASE

I, (*print full name*) \_\_\_\_\_, hereby grant permission to Fairtrade Australia & New Zealand, its employees or representatives, to take and use:

- photographs/digital images
- videotape
- audio recording or quoted remarks

of me for use in promotional or educational materials and for commercial purposes. These materials might include printed or electronic publications, websites or other electronic communications. I further agree that my name and identity may be revealed in descriptive text or commentary in connection with the image(s).

I authorize the use of these materials indefinitely without compensation to me. All negatives, positives, prints, digital reproductions and video and audio recordings shall be the property of Fairtrade.

\_\_\_\_\_  
(*Date*)

\_\_\_\_\_  
(*Signature of adult subject*)

\_\_\_\_\_  
*Name of Producer organization*



**Fairtrade International (FLO)**

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Fairtrade Labelling Organizations International e.V. German Register of Associations, No.VR 7795

**RELEASE FOR MINOR CHILDREN (Under 18)**

I, *(print name)* \_\_\_\_\_, parent or official guardian of  
*(child's name)* \_\_\_\_\_ hereby grant permission to  
Fairtrade Australia & New Zealand, its employees or representatives, to take and use:

- photographs/digital images
- videotape
- audio recording or quoted remarks

of **my child** for use in promotional or educational materials and for commercial purposes. These materials might include printed or electronic publications, websites or other electronic communications.

I agree that my child's name and identity:

may be revealed

may **not** be revealed

in descriptive text or commentary in connection with the image(s).

I authorize the use of these materials indefinitely without compensation to me. All negatives, positives, prints, digital reproductions and video or audio recordings shall be the property of Fairtrade.

\_\_\_\_\_  
*(Date) (Date)*

\_\_\_\_\_  
*(Signature of Parent or Guardian)*

\_\_\_\_\_  
*(Signature of Witness for FLO)*

\_\_\_\_\_  
*Name of Producer organization*

Fairtrade International (FLO)

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**PHOTOGRAPHY CONSENT FORM/MODEL RELEASE/MEDIA RELEASE**

I, *(print full name)* \_\_\_\_\_, hereby grant permission to Fairtrade Australia & New Zealand, its employees or representatives, to take and use:

- photographs/digital images
- videotape
- audio recording or quoted remarks

of members and employees of *(full name of Producer organization)* \_\_\_\_\_  
\_\_\_\_\_

for use in promotional or educational materials and for commercial purposes. These materials might include printed or electronic publications, websites or other electronic communications.

I authorize the use of these materials indefinitely without compensation to the organization. All negatives, positives, prints, digital reproductions and video and audio recordings shall be the property of Fairtrade.

\_\_\_\_\_  
*(Date)*

\_\_\_\_\_  
*(Signature)*

\_\_\_\_\_  
*(Job / Position)*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_