

PAN AFRICAN ASSOCIATION OF RECYCLING AND SECONDHAND TEXTILES (PARST)



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2.0 ETHICAL SOURCING AND FAIR-TRADE POLICY

2.1 Introduction

The Pan African Association of Recycling and Secondhand Textiles (PARST) is dedicated to promoting ethical practices in the sourcing and distribution of secondhand textiles and recycled materials across Africa. This policy outlines our commitment to fair labor practices, non-exploitative working conditions, and environmental responsibility throughout our supply chain.

2.2 Objectives

- **Fair Labor Practices:** Ensure all workers involved in the collection, processing, and resale of textiles are treated with dignity, receive fair wages, and work in safe conditions.
- **Non-Exploitative Working Conditions:** Prevent any form of forced labor, child labor, or discrimination in our operations and those of our partners.
- **Environmental Responsibility:** Promote sustainable practices that minimize environmental impact in all stages of textile processing and distribution.

2.3 Fair Labor Practices

PARST commits to upholding the following labor standards:

- **Wages and Benefits:** Workers shall receive fair compensation that meets or exceeds the legal minimum wage in their respective countries, along with any mandated benefits.
- **Working Hours:** Adhere to local laws regarding working hours, ensuring that overtime is voluntary and compensated appropriately.
- **Safe Working Conditions:** Provide a safe and healthy workplace by implementing necessary safety measures, regular training, and access to protective equipment.

2.4 Non-Exploitative Working Conditions

To prevent exploitation, PARST will:

- **Prohibit Forced Labor:** Ensure that all employment is freely chosen, without coercion, and that workers have the right to leave after reasonable notice.
- **Eliminate Child Labor:** Comply with national laws and international standards regarding the minimum age for employment, ensuring that no child labor is used.
- **Prevent Discrimination:** Promote equality by ensuring no discrimination based on race, gender, religion, or other status in hiring, compensation, or promotion.

2.5 Environmental Responsibility

PARST is committed to environmental stewardship through:

- **Sustainable Sourcing:** Prioritize suppliers who demonstrate environmentally friendly practices, such as reducing waste and conserving resources.

- **Pollution Prevention:** Implement measures to minimize air, water, and soil pollution resulting from textile processing activities.
- **Resource Efficiency:** Encourage the use of recycled materials and the efficient use of energy and water in all operations.

2.6 Implementation and Monitoring

To enforce this policy, PARST will:

- **Supplier Assessment:** Evaluate and select suppliers based on their adherence to ethical labor practices and environmental standards.
- **Audits and Inspections:** Conduct regular audits of our operations and those of our partners to ensure compliance with this policy.
- **Training and Capacity Building:** Provide training for employees and partners on ethical sourcing, fair trade principles, and environmental sustainability.
- **Reporting Mechanisms:** Establish channels for workers and stakeholders to report unethical practices without fear of retaliation.

2.7 Continuous Improvement

PARST is dedicated to the ongoing enhancement of our ethical sourcing and fair-trade practices by:

- **Stakeholder Engagement:** Collaborate with workers, suppliers, customers, and communities to gather feedback and improve our practices.
- **Policy Review:** Regularly review and update this policy to reflect evolving best practices and regulatory requirements.
- **Transparency:** Communicate our progress and challenges in ethical sourcing and fair trade to stakeholders through regular reports.

2.8 Conclusion

By implementing this Ethical Sourcing and Fair-Trade Policy, PARST aims to lead by example in the secondhand textile and recycling industry, ensuring that our operations contribute positively to society and the environment.