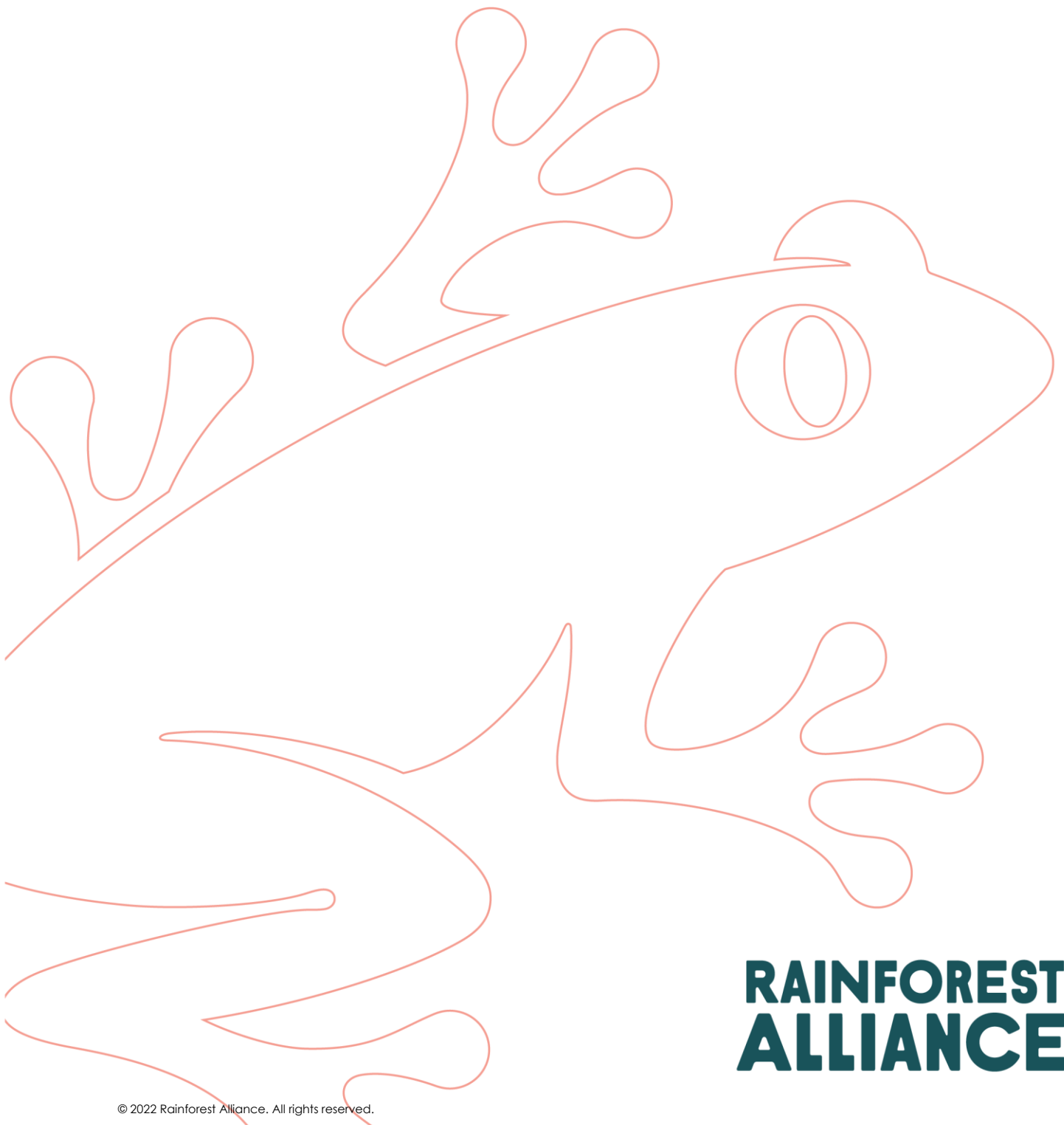


ANNEX S10

Living Wage Benchmarks per Country

Version 1.2



**RAINFOREST
ALLIANCE**



The Rainforest Alliance is creating a more sustainable world by using social and market forces to protect nature and improve the lives of farmers and forest communities.

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More information?

For more information about the Rainforest Alliance, visit www.rainforest-alliance.org, contact info@ra.org or contact the Rainforest Alliance Amsterdam Office, De Ruijterkade 6, 1013AA Amsterdam, The Netherlands.

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Applicable to:			
Farm certificate holders			
Country/Region:			
All			
Crop:		Type of Certification:	
All crops in the scope of the Rainforest Alliance certification system; please see Certification Rules		Farm certificate holders	

Annexes are binding and must be complied with for certification.

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KEY CHANGES

Overview of key adaptations in this document

SA-S-SD-11-V1.2 Annex S10 Living Wage Benchmarks per Country, published January 31st, 2022,

compared to the previous version

SA-S-SD-11-V1.1 Annex S10 Living Wage Benchmarks per Country, published January 31st, 2021

Page	Change
p. 5	The table with benchmarks is removed from this document and placed online to be more flexible in publishing new and updated benchmarks, see link on page 5.



OBJECTIVE

This Annex provides Living Wage benchmarks as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC).

Management of individually certified farms, large farms that form part of group certification, and group management with paid workers use these Living Wage benchmarks to:

- Assess the total remuneration (wages plus cash and in-kind benefits) for all types of workers yearly against the relevant Living Wage benchmark for their country. (Requirement 5.4.1)
- Determine the gap between the total remuneration of workers and the Living Wage benchmark to develop a wage improvement plan to progress towards the applicable benchmark for any type of worker whose remuneration is below the benchmark. (Requirement 5.4.2)
- Agree on the contribution to the wage improvement plan with any supply chain actor (SCA) who has committed to sharing responsibility to raise wages to the level of a Living Wage or beyond and to report progress. (Requirement 5.4.3)
- Measure progress in total remuneration of workers towards the targets in the wage improvement plan towards the applicable wage benchmark. (Requirement 5.4.4).

Important to note that the Living Wages requirements (5.4) are not applicable to small farms or small farms that hire workers.

LIVING WAGE BENCHMARK INFORMATION

Living Wage benchmarks in this Annex apply on a country level. This Annex will be updated on a regular basis, and new Living Wage benchmarks will be added as they become available through the GLWC. For updates on the latest benchmark projects in progress, visit <https://www.globallivingwage.org/>.

The Living Wage benchmark per country are displayed either:

1. **Gross wage in local currency:** These are wages measured before taxes are removed or other statutory payroll deductions (e.g. social security taxes or insurances, contributions to national health systems, pension schemes).
2. **Applicable wage:** The applicable wage per month is either the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. This is in line with Requirements 5.3.3. and 5.3.4, which state that Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher.

For countries where no Living Wage benchmark is provided, the applicable wage should be used to compare the total remuneration for all types of workers until a benchmark becomes available.

The Living Wage benchmarks are provided in the table below for countries with Rainforest Alliance certified producers.

The Living Wage Benchmarks are provided for each country in local currencies.



Methodology

For more information on the methodology used to calculate the Living Wage benchmarks, see Anker & Anker 2017; Anker Reference Values. Please, refer to the website of the Global Living Wage Coalition for more information about the Anker methodology (<https://www.globallivingwage.org/about/anker-methodology/>) and the Anker Reference Values (<https://www.globallivingwage.org/anker-living-wage-and-living-income-reference-values/>).

For the table with the actual applicable benchmarks, please refer to the table on the webpage that is regularly updated. [\[Link\]](#)