



# CERTIFICATE 2019

## Objective

[Forum Ethibel](#) is a Belgian not-for-profit organisation and recognized as an expert in **rating, independent control** and **certification** of products that meet ethical, societal, ecological and good governance standards. This audit and certification is carried out on behalf of Ressources.

[RESSOURCES](#) is the federation of social economy enterprises active in **waste reduction** through the **recovery, reuse and valorisation** of resources in a **circular economy**.

The Solid'R label is an ethical label for companies within the **social economy sector** active in the recycling, collection and sale of **second hand textiles and goods**. The label was created to differentiate from private players in the reuse and recycling market. RESSOURCES launched the Solid'R label for organisations that voluntarily respect certain ethical and solidarity principles and are audited annually. In 2018, Solid'R has been launched on **European level** in order to promote these solidarity principles and to apply the social economic criteria.

## Formacio I Treball (FIT)

The mission of FIT is two-fold: creating work experience for vulnerable people and increasing their chances on the labor market. Preserve the dignity of people in precarious financial situations by offering goods at democratic prices. FIT receives goods from private individuals but also from the private sector. Companies can donate unsold or slightly damaged goods.



## Scope

Practical information regarding audit:

- Type:
  - On Site
  - Remote
- Date: December 2019

Criteria(*)	CONTROL
1. Social purpose	✓
2. Autonomous management	✓
3. Sustainable development	✓
4. Organisation's interest versus general interest	✓
5. Non discrimination	✓
6. Democratic control	✓
7. Solidarity & responsibility	✓
8. Transparency & communication	✓
9. Integrity & moral	✓

### General remarks

FIT invests in the **talent development, wellbeing and safety of its employees** in various ways. FIT aims to empower and prepare their employees to participate in the regular labour market. An employer can rely on FIT's **mediative services** when employing someone who has been trained by FIT. Due to circumstances, the general director of FIT has a self-employed status. However, the allowances are transparent and in line with the remuneration policy of the rest of the organisation.

All requested documents were delivered and questions were answered in full. Forum Ethibel declares that, for the year 2018, **Formacio I Treball's activities are fully compliant** with SOLID'R Ethical Charter that is based on the **European criteria of social economy**.

Forum ETHIBEL asbl,

Laura Uwase,  
Research officer

Kenny Frederickx,  
Director



(\*) The criteria contain the following **underlying indicators**.

Criteria	Indicators
Social Purpose	<ul style="list-style-type: none"> <li>Return on capital is limited to a dividend of max 6 %.</li> <li>In case of cessation, the net assets are transferred to a social economy company.</li> </ul>
Autonomous management	<ul style="list-style-type: none"> <li>The majority of the shares or votes at the general meeting cannot be held by one or more public or capital-intensive private sector partners.</li> </ul>
Sustainable development	<ul style="list-style-type: none"> <li>No remuneration greater than 5 times the lowest salary of the structure.</li> <li>By allocating of surpluses, priority is given to the reserve, investments for maintenance of the production tool and improvement of working conditions.</li> </ul>
Own interest versus general interest	<ul style="list-style-type: none"> <li>Respect for social, tax and environmental legislation.</li> </ul>
Non discrimination	<ul style="list-style-type: none"> <li>No restrictions may be applied to the admission of a partner or staff member for political, philosophical or religious reasons.</li> </ul>
Democratic control	<ul style="list-style-type: none"> <li>General assembly decision making process based on "one member = one vote".</li> <li>The workers are represented and invited at the general assembly.</li> <li>Workers have the opportunity to take training in their interest and that of their organisation.</li> <li>A democratic process is existing (information - debate - decision).</li> </ul>
Solidarity & responsibility	<ul style="list-style-type: none"> <li>Each member is obliged not to put in place any strategy likely to harm the activity of another member. He is obliged to consult with the other members concerned.</li> </ul>
Transparency & communication	<ul style="list-style-type: none"> <li>Presentation of the annual accounts including balance sheets and profit and loss accounts.</li> <li>Transparency concerning the quantity of resources implemented as well as their origin and their assignment.</li> </ul>
Integrity & moral	<ul style="list-style-type: none"> <li>Guard against fraud and malfeasance, and to make sure that the structure is honest.</li> </ul>

## Notification

### Societal value

The principles and criteria queried and checked during the audit are set out by RESSOURCES. The importance of this audit is to make the public aware of the ethical, social and ecological principles that the organisation in question strives entirely voluntarily.

Based on the audit and the resulting certificate, RESSOURCES determines whether the Solid'R label could be assigned to the concerning organisation (or not).

### Procedure

Organisations that want to receive the Solid'R label for the **first time** are subject to an on-site audit. In the following years, a **remote audit** is carried out.

For 'old' member organisations, an on-site audit will be organized **every three years**. For the smallest organisations this is replaced by a skype call. This is important to discuss whether new developments or changes have taken place in terms of vision, strategy or long-term objectives.

By alternating on site audits and remote audits, a balance is respected between maintaining **in-depth views** about the organisations and pursuing **cost-efficiency**.

Forum ETHIBEL

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