



CERTIFICATE 2024

Objective

[Forum Ethibel](#) is a Belgian not-for-profit organisation and recognised 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.

Verification

Formació i Treball (FiT)

FIT aims to create work experience for people at risk of social exclusion in order to enhance the chances to (re) integrate on the labor market. FIT develops commercial establishments where basic needs (like food, clothing and furniture) can be obtained at an affordable price, by which it also helps waste prevention. FIT is a big player in the job insertion sector in Spain, with jobs in several sectors such as second hand clothing, catering, cleaning and laundry services. It is a non-profit organization, meaning that all possible profits or surpluses are reinvested in the company itself.



Scope

Practical information regarding audit:

- Type:
 - On Site
 - Remote

Criteria(*)	CONTROL
1. Social purpose	✓
2. Managerial Autonomy	✓
3. Sustainable development	✓
4. Organisation's interest versus general interest	✓
5. Voluntary -based and open-based membership	✓
6. Democratic control	✓
7. Transparency & communication	✓
8. honest and with moral integrity	✓

Certificate legend: Green for compliance, Orange for caution, Red for breach.

General remarks:

Activities: The social goals of the organisation are well-defined. These are monitored and evaluated using the strategic plan. The results are published in the annual activity report. Furthermore, FIT has pioneering activities in technologies for improved sorting of textiles.

Employees: FIT has well-developed framework to monitor vulnerable workers, involving technical staff. The focus lies on coaching and trainings to assist them in reestablishing or cultivating work habits that facilitate their reintegration into the labour market. Contracts for these insertion workers span a minimum of six months. An internal training system with trainings for each quarter of the working year ensures that all employees (insertion workers and permanent staff) can attend at least one training every year, in various relevant topics. Lastly, employees have various channels available to report (personal) challenges or to give suggestions within the organisation, whether anonymously or not.

Governance: The organisation has two directors that co-direct the operations. The board of trustees applies the 'one person, one vote'-rule. However, it should be remarked that board of trustee members can only be external volunteers, and admission criteria are not described in detail. Workers can be invited if necessary to give specific input and are informed yearly about results and strategic decisions, during which they also can give (anonymous) feedback. To end, the workers can discuss working conditions in the "comite d'empresa", but this committee is not represented in the board of trustees.

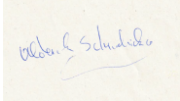
Documentation and additional information was transparently shared with the auditor.

Result

All requested documents were delivered and questions were answered in full. Forum Ethibel declares that, for the year 2023, the **activities of Formació i Treball are compliant** with SOLID'R Ethical Charter that is based on the **European criteria of social economy**.

Date: 22/11/2024

Forum ETHIBEL asbl,



Alderik Scheirlinckx,
Research officer



Kenny Frederickx,
Director



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 organised **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**.

Commitments and underlying indicators (*):

Commitment	Criteria
Commitment 1: Social purpose	<ul style="list-style-type: none"> The social goals are defined and the way of meeting them is evaluated at least once a year (activity or management report) Limitation of the return on Capital to a dividend must not exceed SE national limitation. If such international limit doesn't exist, capital remuneration cant' exceed European inflation rate of consumption prices. In case of commercial companies shares transfer, their revaluation in relation to the nominal value may not exceed the rate of inflation of the European consumption prices. In the event of cessation of activity, the net assets may not be distributed among the associates, partners or cooperators in any case, but must be transferred to a social economy company.
Commitment 2: Managerial Autonomy	<ul style="list-style-type: none"> The majority of the shares or votes, at the general meeting, can not be held by one or more public or capital / private sector partners. Otherwise, workers have a blocking minority at the general assembly.
Commitment 3: Sustainable development	<ul style="list-style-type: none"> Surplus Assignment in priority to the reserve or equity funds, investments for the maintenance of the production tool and the improvement of working conditions, and support of social goals No gross remuneration (statutory and extra-legal benefits included) nor billing for freelance (in case of freelance management) greater than 5 times the structure lowest salary.
Commitment 4: Own interest versus general interest	<ul style="list-style-type: none"> Compliance with the social, tax and environmental legislation
Commitment 5: Voluntary -based and open-based membership	<ul style="list-style-type: none"> No restrictions may be applied to the admission of a partner, worker or staff member for political, philosophical or religious reasons
Commitment 6: Democratic control	<ul style="list-style-type: none"> No physical person can hold more than 50% of the capital The general meeting decisions are taken according to the rule "one person, one vote" or, in case of '1 share/1 vote", by limiting the votive power to 49,5%. The workers are represented at the GA : <ul style="list-style-type: none"> - either they are invited to be a member, - either shares, at a price defined by national legislation relating to the ES, are accessible to them, - or by any other ways. Workers are regularly informed and consulted on the results of the organization and its strategic choices. Workers have the opportunity to attend training courses in their interest and in the interest of their organization
Commitment 7: Transparency and communication	<ul style="list-style-type: none"> Keep regular accounts / financial statements and prepare the statutory annual accounts: Presentation of annual accounts including balance sheets as well as profit and loss Transparency concerning the means used (provenance and allocation): The quantity of resources used as well as their origin (s) and their assignment (s) according to specific objectives, must be able to be determined in financial reports, completed if necessary with comments, and within activities report, This annual activity report is made available on the enterprise website.
Commitment 8: honest and with moral integrity	<ul style="list-style-type: none"> To guard against fraud and malfeasance, and to make sure that the structure is honest