



SOCIETAL
IMPACT
FORUM ETHIBEL

CERTIFICATE 2021

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.

Di Mano in Mano

Di Mano in Mano wants to offer new perspectives to vulnerable and isolated people. The organisation aims to create a new habitat for its employees. By offering not only work but also structure and stability, they hope to create employment experience in order to enhance (re)integration on the regular job market.



Scope

Practical information regarding audit:

- Type:
 - On Site
 - Remote
- Date: October 2021

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
Di Mano in Mano aims to be more than a working environment; it aspires to create a **safe and healthy community** for its employees. The size and location of the organisation emanate this goal. Given the specific structure and entity of the organisation, the wage gap will be followed up closely. **Communication and exchange is rather informal** which is in line with the spirit of the organisation.

All requested documents were delivered and questions were answered in full. Forum Ethibel declares that, for the year 2020, **Di Mano in Mano'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"> Return on capital is limited to a dividend of max 6 %. In case of cessation, the net assets are transferred to a social economy company.
Autonomous management	<ul style="list-style-type: none"> 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.
Sustainable development	<ul style="list-style-type: none"> No remuneration greater than 5 times the lowest salary of the structure. By allocating of surpluses, priority is given to the reserve, investments for maintenance of the production tool and improvement of working conditions.
Own interest versus general interest	<ul style="list-style-type: none"> Respect for social, tax and environmental legislation.
Non discrimination	<ul style="list-style-type: none"> No restrictions may be applied to the admission of a partner or staff member for political, philosophical or religious reasons.
Democratic control	<ul style="list-style-type: none"> General assembly decision making process based on "one member = one vote". The workers are represented and invited at the general assembly. Workers have the opportunity to take training in their interest and that of their organisation. A democratic process is existing (information - debate - decision).
Solidarity & responsibility	<ul style="list-style-type: none"> 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.
Transparency & communication	<ul style="list-style-type: none"> Presentation of the annual accounts including balance sheets and profit and loss accounts. Transparency concerning the quantity of resources implemented as well as their origin and their assignment.
Integrity & moral	<ul style="list-style-type: none"> Guard against fraud and malfeasance, and to make sure that the structure is honest.

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**.

Forum ETHIBEL

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