

## C.A.F.E. Practices Summary of Scorecard and Field Note Updates, Version 3.4

### Scorecard Updates

All changes below apply to *both* the Generic and Smallholder Scorecards, unless otherwise specified.

Indicator	V3.3	V3.4
SR-HP1.4 (Generic Scorecards only)	Management maintains complete written earning records for at least the past year, which itemize all: wages, overtime worked, and deductions. <i>For wet and dry mills, hours AND days worked must also be included in the records.</i>	Management maintains complete written earning records for at least the past year, which itemize all: wages, overtime worked, and deductions. <i>For <b>warehouses</b> and mills, hours AND days worked must also be included in the records.</i>
	管理层保留完整的上一年的书面收入记录，该记录至少详细列出了全部工资、加班时间和扣除项。 <i>湿磨机和干磨机的工作小时和天数也必须包含在记录里。</i>	管理层保留完整的上一年的书面收入记录，该记录至少详细列出了全部工资、加班时间和扣除项。 <i><b>工厂和仓库</b>的工作小时和天数也必须包含在上述书面记录里。</i>
SR-HP1.17	<b>ZERO TOLERANCE:</b> Labor intermediaries are only used where legally permissible. If labor intermediaries are used, they can demonstrate compliance with all legal requirements at the time of the verification.	<b>ZERO TOLERANCE:</b> Labor intermediaries are only used where legally permissible. <b>Legal status of the intermediary can be demonstrated at the time of inspection. All necessary documentation from the labor intermediary is made available at the time of the inspection to support evaluation of relevant Social Responsibility indicators.</b>
	<b>零容忍:</b> 人力资源中介仅仅在法律允许的时候使用。如果人力资源中介被采用，他们在认证时可以展示所有符合法律要求的证明。	<b>零容忍:</b> 人力资源中介仅仅在法律允许的时候使用。 <b>中介的法律地位，需能够在检查时展示。所有必要的相关文件需在检查时备齐，以便对此中介进行相关社会责任指标的评估。</b>
SR-HP4.1	<b>ZERO TOLERANCE:</b> Employer does not directly or indirectly contract any persons under the age of 14.	<b>ZERO TOLERANCE:</b> Employer does not directly or indirectly <b>employ any persons who are under the age of 14 or the legal working age (ILO Conventions 10 and 138).</b>
	<b>零容忍:</b> 雇主不得直接或间接与任何年龄在14岁以下的人签订合同。	<b>零容忍:</b> 雇主不得直接或间接 <b>雇佣任何14岁以下或法定工作年龄以下的人（国际劳工组织公约10和138）。</b>

SR-HP4.2	<p><u>ZERO TOLERANCE:</u> Employment of authorized minors of age 14 or older follows <b>all</b> legal requirements, including, but not limited to, work hours, wages, education, working conditions, and does not conflict with or limit their access to education.</p>	<p><u>ZERO TOLERANCE:</u> Employment of authorized minors follows <b>all</b> legal requirements, including, but not limited to, work hours, wages, education, working conditions, and does not conflict with or limit their access to education (<b>ILO Convention 10</b>).</p>
	<p>零容忍：经许可雇佣最小 14 岁或 14 岁以上的未成年人，应遵循所有的法律要求，包括但不限于以下内容：工作时长、工资、教育、工作条件，并不得冲突或限制雇员接受教育的权利。</p>	<p>零容忍：经许可雇佣未成年人时，应遵循所有的法律要求，包括但不限于以下内容：工作时长、工资、教育、工作条件，并不得冲突或限制雇员接受教育的权利(<b>国际劳工组织公约 10</b>)。</p>
SR-HP4.3 (Generic Scorecards only)	<p><u>ZERO TOLERANCE:</u> Employer enforces a policy of prohibiting discrimination on the basis of gender, race, ethnicity, age or religion as per ILO Convention 111. <i>Written policy required for large/medium farms and mills with more than 5 employees.</i></p>	<p><u>ZERO TOLERANCE:</u> Employer enforces a policy of prohibiting discrimination on the basis of gender, race, ethnicity, age or religion (<b>ILO Convention 111</b>). <i>Written policy required for large/medium farms, mills, and <b>warehouses</b> with more than 5 employees.</i></p>
	<p>零容忍：管理层有一个强制执行的政策，根据国际劳工组织大会 111，禁止性别歧视、种族歧视、民族歧视、年龄歧视或宗教歧视。 <i>对拥有超过 5 名员工的大/中型农场和工厂的书面政策规定。</i></p>	<p>零容忍：雇主执行禁止性别歧视、种族歧视、民族歧视、年龄歧视或宗教歧视的政策（<b>国际劳工组织公约 111</b>）。 <i>拥有超过 5 名员工的大/中型农场，工厂，和<b>仓库</b>须有书面形式的政策规定。</i></p>
SR-HP4.4	<p><u>ZERO TOLERANCE:</u> Employer enforces a policy that prohibits the use of forced, bonded, indentured, convict or trafficked labor. <i>Written policy required for large/medium farms and mills with more than 5 employees.</i></p>	<p><u>ZERO TOLERANCE:</u> Employer enforces a policy that prohibits the use of forced, bonded, indentured, convict or trafficked labor (<b>ILO Conventions 29, 97, 105 and 143</b>). <i>Written policy required for large/medium farms, mills, and <b>warehouses</b> with more than 5 employees.</i></p>
	<p>零容忍：雇主禁止使用被强迫的、被抵押的、受契约束缚的、囚犯或非法买卖的劳动力。 <i>对拥有超过 5 名员工的大/中型农场和工厂的书面政策规定。</i></p>	<p>零容忍：雇主执行禁止使用被强迫的、被抵押的、受契约束缚的、囚犯或非法买卖的劳动力的政策(<b>国际劳工组织公约 29, 97, 105 和 143</b>)。 <i>拥有超过 5 名员工的大/中型农场，工厂，和<b>仓库</b>须有书面形式的政策规定。</i></p>
SR-WC2.1	<p><u>ZERO TOLERANCE:</u> Children of legal school age attend school and do not work during school hours.</p>	<p><u>ZERO TOLERANCE:</u> Children of legal school age <b>who live onsite or accompany family members who are working onsite attend school.</b></p>
	<p>零容忍：到了法定上学年龄的儿童应入校学习，不应在上课时段工作。</p>	<p>零容忍：居住于工作现场或陪伴现场工作的家庭成员的儿童，如达到法定入学年龄应入校学习。</p>

SR-WC4.5 (Generic Scorecards only)	For all enclosed work areas, there is a documented fire and emergency evacuation plan. <i>Applicable to both farms and mills.</i>	For all enclosed work areas, there is a documented fire and emergency evacuation plan. <i>Applicable to farms, mills, and warehouses.</i>
	所有封闭的工作区应出具火灾和紧急情况疏散预案文件。 <i>应用于农场和工厂。</i>	所有封闭的工作区具有火灾和紧急情况疏散预案的书面文件。 <i>适用于农场, 工厂, 和仓库。</i>
SR-MS1.1	n/a	<b>ZERO TOLERANCE:</b> Entity provides transparency into their operations, policies, processes, and relevant records to Starbucks or its designated third party. Payroll records and time cards provided by management are true and accurate.
	n/a	<b>零容忍:</b> 实体向星巴克或星巴克指定的第三方机构展示其运营, 政策, 流程和相关记录的透明度。管理层提供的工资记录和考勤记录是真实准确的。
SR-MS1.2	n/a	<b>ZERO TOLERANCE:</b> Money and/or gifts of any type are not offered to Starbucks or its designated third party.
	n/a	<b>零容忍:</b> 不得向星巴克或其指定的第三方机构提供金钱或任何形式的礼物。
SR-MS1.3	<i>n/a. This indicator is a program principle that will not be evaluated by inspectors.</i>	<b>ZERO TOLERANCE:</b> Entity demonstrates a commitment to continuous improvement and engages in the improvement process.
		<b>零容忍:</b> 实体展示持续改善的承诺并付诸于行动。
CG-CB1.5	Canopy cover has a diversity of tree species.	Canopy cover in the productive area has a diversity of tree species.
	遮盖植物由多种不同种类的树木组成。	<b>生产区</b> 的遮盖植物由多种不同种类的树木组成。
CG-CB1.6	Invasive species are not used for canopy cover.	Invasive species are not used for canopy cover in the productive area.
	不要将具有侵略性的外来物种用作遮盖植物。	具有侵略性的外来物种没有被用作 <b>生产区</b> 的遮盖植物。
CG-CB1.7	Where conditions permit, locally native epiphytes, lianas and woody vines are retained in the canopy cover.	Where conditions permit, locally native epiphytes, lianas and woody vines are retained in the canopy cover in the productive area.
	在条件允许的情况下, 当地本土的附生植物、藤本植物和木本藤蔓植物被保留在遮盖植物之中。	在条件允许的情况下, 当地本土的附生植物、藤本植物和木本藤蔓植物被保留在 <b>生产区</b> 的遮盖植物之中。

CG-CB1.8	<p><b>EXTRA POINT:</b> Canopy cover is kept at biologically significant levels (i.e., the level of canopy cover changes the farm's micro-climate, produces a noticeable leaf layer on the ground and creates an obvious habitat for a range of plant and animal species, etc.).</p>	<p><b>EXTRA POINT:</b> Canopy cover <b>in the productive area</b> is kept at biologically significant levels (i.e., the level of canopy cover changes the farm's micro-climate, produces a noticeable leaf layer on the ground and creates an obvious habitat for a range of plant and animal species, etc.).</p>
	<p><b>额外点:</b> 遮盖植物被保留在具有生物重要性的程度（该程度即指，遮盖植物改变了农场的微气候，在地表上产生明显的枯枝落叶层，为一系列植物和动物提供了栖息地，等等）。</p>	<p><b>额外点:</b> <b>生产区的</b>遮盖植物被保留在具有生物重要性的程度（该程度即指，遮盖植物改变了农场的微气候，在地表上产生明显的枯枝落叶层，为一系列植物和动物提供了栖息地，等等）。</p>
CG-CB1.10	<p><b>EXTRA POINT:</b> <b>At least 75%</b> of the canopy cover is comprised of locally native species <b>and/or</b> the canopy consists of at least 10 species that are locally native or can be shown to contribute to the conservation of native biodiversity.</p>	<p><b>EXTRA POINT:</b> <b>At least 75%</b> of the canopy cover <b>in the productive area</b> is comprised of locally native species <b>and/or</b> the canopy consists of at least 10 species that are locally native or can be shown to contribute to the conservation of native biodiversity.</p>
	<p><b>额外点:</b> 至少 75% 的遮盖植物由当地本土物种组成，且/或遮盖植物由至少 10种当地的本土物种或对保护本土生物多样性展现出贡献作用的物种组成。</p>	<p><b>额外点:</b> <b>至少 75% 的生产区的</b>遮盖植物由当地本土物种组成，且/或遮盖植物由至少 10种当地的本土物种或对保护本土生物多样性展现出贡献作用的物种组成。</p>
CG-CB1.11	<p><b>EXTRA POINT:</b> Shade canopy consists of <b>at least 2</b> identifiable canopy layers.</p>	<p><b>EXTRA POINT:</b> Shade canopy <b>in the productive area</b> consists of <b>at least 2</b> identifiable canopy layers.</p>
	<p><b>额外点:</b> 遮荫树由至少 2层可辨别的遮盖植物组成。</p>	<p><b>额外点:</b> <b>生产区的</b>遮荫树由<b>至少 2</b>层可辨别的遮盖植物组成。</p>
CP-EC1.2	<p>Parchment coffee is patio (sun) dried or dried in other energy efficient ways (e.g., greenhouses, raised beds, radiant solar drying systems).</p>	<p><b>At least 25%</b> of parchment coffee is patio (sun) dried or dried in other energy efficient ways (e.g., greenhouses, raised beds, radiant solar drying systems).</p>
	<p>带壳咖啡豆放在平台上或以其他的节能方式（比如，温室、高起床、太阳辐射干燥系统）进行干燥。</p>	<p><b>至少 25%的</b>带壳咖啡豆放在<b>晒豆场</b>（以日光）或以其他的节能方式（比如，温室、架高晒床、<b>太阳能辐射干燥系统</b>）进行干燥。</p>
CP-MT1.1 (Generic Scorecards only)	<p><b>ZERO TOLERANCE:</b> Mill has a system and is tracking C.A.F.E. Practices coffee from initial purchase through point of export.</p>	<p><b>ZERO TOLERANCE:</b> <b>Entity</b> has a system and is tracking C.A.F.E. Practices coffee from initial purchase through point of export.</p>
	<p><b>零容忍:</b> 加工厂建立系统，追踪产品从起始时期的采购到出口的整个过程。</p>	<p><b>零容忍:</b> <b>加工厂或仓库</b>建立系统，追踪产品从采购到出口的整个过程。</p>