



## Sustainably Grown

*A Sustainable Agriculture Standard for Agricultural Crops*

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*Setting the standard for sustainability™*

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# 1. Overview of the Standard

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## 1.1 Purpose

The purpose of the Standard is to provide a comprehensive framework and common set of environmental, social, and economic requirements by which to demonstrate that agricultural crops have been produced in a sustainable manner. The major goals of this Standard are:

- To encourage agricultural producers to strive for the highest levels of sustainability performance in terms of environmental, social, and economic performance;
- To promote continuing improvement in sustainability performance over time;
- To stimulate innovation in agricultural production toward increasing sustainability;
- To provide a uniform assessment framework that can be applied when evaluating the sustainability performance of diverse agricultural production approaches;
- To enhance the degree to which agricultural operations contribute positively to the slowing of climate change, by improving agro-ecosystem structure and functioning, increasing terrestrial carbon sequestration on agricultural soils, improving overall energy efficiency, and reducing net greenhouse gas emissions;
- To increase food security;
- To promote sound and responsible working conditions and ensure adequate health and safety measures for worker protection;
- To encourage agricultural producers to be good neighbors in their engagement with the surrounding community;
- To raise public awareness about the significant sustainability issues and solutions associated with agricultural crop production; and
- To stimulate retailer and consumer purchases that reinforce sustainable agricultural production.

## 1.2 Scope of the Standard

This Standard applies to the Agricultural Production Operation – the farming enterprise engaged in the production of the agricultural crops to be certified – and includes all processes and inputs under the Producer’s management related to the production, harvesting, and handling of the crop(s) to be evaluated. The Agricultural Production Operation may include several non-contiguous areas or farm plots that are in different locations or sites. Partial certification of the crop(s) in scope at the Agricultural Production Operation is generally not allowed. The Standard does not address livestock production.

If the certified crop is labeled with a certification claim at the point of sale, or is used as an ingredient in a finished product with an on-product or ingredient certification claim, then traceability and compliance with the “Sustainably Grown V2.0 – Pesticide Policy and Prohibited Pesticide Reference List” must be demonstrated until the point where the product is in its final state (e.g., final consumer packaging).

### 1.3 Intended Users

Intended users of this Standard are agricultural crop producers of all sizes, located around the globe. Any producer of agricultural crops may apply for Sustainably Grown certification. In this Standard, the term “Producer” refers to the person or entity (individual Producer or Producer Group) that is legally responsible for the cultivation and sale of the crop(s) in scope. Additional supply chain players (e.g., distributors, wholesalers, retailers, foodservice providers) may also refer to this Standard.

### 1.4 Sustainable Agriculture Framework

The framework set forth in this Standard covers a full spectrum of sustainable agriculture practices grouped under four categories – general, environmental, social, and economic (Table 1).

**Table 1. Sustainable Agriculture Framework**

<b>General</b>	<ul style="list-style-type: none"> <li>▪ Administrative Requirements</li> <li>▪ Legal Compliance</li> <li>▪ Traceability, Chain of Custody, and Transparency</li> </ul>
<b>Environmental</b>	<ul style="list-style-type: none"> <li>▪ Production System</li> <li>▪ Soil Resources</li> <li>▪ Water Resources</li> <li>▪ Air Resources and Climate</li> <li>▪ Ecosystem Protection</li> <li>▪ Energy Efficiency</li> <li>▪ Integrated Waste Management</li> </ul>
<b>Social</b>	<ul style="list-style-type: none"> <li>▪ Work Agreements</li> <li>▪ Wages and Benefits</li> <li>▪ Working Hours</li> <li>▪ Child and Voluntary Labor</li> <li>▪ Non-Discrimination and Freedom of Association</li> <li>▪ Human Resource Management</li> <li>▪ Health and Safety</li> <li>▪ Community Relations</li> </ul>
<b>Economic</b>	<ul style="list-style-type: none"> <li>▪ Business Accounting, Reporting, and Planning</li> <li>▪ Continuity and Resilience</li> <li>▪ Community Economic Engagement</li> <li>▪ Product Quality and Safety</li> </ul>

### 1.5 Voluntary Standard

This Standard is voluntary. It is not intended to replace the legal or regulatory requirements of any country or geographic area in which agricultural crops are produced, handled, or sold.

## 2. Conformance, Producer Group Requirements, Benchmarking, and Equivalency

### 2.1. Conformance Levels

For each indicator, the Standard specifies one of three conformance levels (Table 2).

**Table 2. Degree of Conformance by Level**

Conformance Level	Percentage Conformity Needed to Meet Minimum Requirements	General Indicators	Environmental Indicators	Social Indicators	Economic Indicators	OVERALL POOL OF POTENTIAL INDICATORS
Required	100% of applicable indicators	22	44	92	6	164
General	80% of applicable indicators	0	31	32	6	69
Optional	20% of applicable indicators	1	50	68	20	139
<b>OVERALL NUMBER OF INDICATORS BY CATEGORY</b>		<b>23</b>	<b>125</b>	<b>192</b>	<b>32</b>	<b>372</b>

Only applicable indicators are factored into the calculation of conformance level, as determined by the approved third-party certification body. For example, the following factors would influence applicability:

- Use or absence of a soil medium to grow the crop(s) in scope;
- Use of overhead covering;
- Perennial cropping systems; or
- Use of irrigation.

### 2.2. Producer Group Requirements

Of the 372 total indicators in this Standard, Producer Groups consisting of small-scale producers are audited to 96 of the overall indicators, as indicated in Table 3. The Producer Group can be organized independently as a cooperative or association, or by a trader or other supply chain actor.

In addition, the Group Manager of the Producer Group must comply with a distinct set of indicators, developed to ensure an effective Internal Control System (ICS) is in place and adherence on the part of Producer Group members to the overall standard, as indicated in Appendix 3. In order for a Producer Group to be eligible for certification, the following criteria must be met:

- Distinct producers form a Producer Group and adhere to an Internal Control System (ICS) that governs the production and sale of the crop(s) elected to be certified;
- Producer Group members are responsible for their respective production sites, and cannot make a certification claim about their product(s) unless sold through the Producer Group;
- The Group Manager is responsible for the development and effective implementation of the ICS, and for compliance with applicable requirements;

- The crop(s) in scope must be shipped from Producer Group member sites, aggregated at collection points, and subsequently sold by the Group Manager;
- The maximum production area per Producer Group member site used to produce the crop(s) in scope must not exceed 20 hectares<sup>1</sup>; and
- The number of workers contracted or employed by the Producer Group members does not exceed 5 permanent workers<sup>2</sup>.

**Table 3. Producer Group Requirements in Sustainably Grown V2.0**

3.1.1.1.	4.2.1.1.	4.7.1.1.	5.1.2.3.	5.2.9.2.	5.4.2.1.	5.7.1.7.
3.1.1.2.	4.2.1.3.	4.7.1.4.	5.1.2.4.	5.2.9.3.	5.4.2.2.	5.7.1.11.
3.1.1.3.	4.2.2.1.	4.7.1.5.	5.2.1.1.	5.2.9.4.	5.4.2.3.	5.7.2.3.
3.1.2.3.	4.2.4.1.	4.7.2.1.	5.2.1.2.	5.2.9.5.	5.4.2.4.	5.7.2.5.
3.2.1.3.	4.2.4.2.	4.7.2.2.	5.2.1.4.	5.3.1.1.	5.5.1.1.	5.7.3.1.
3.2.1.4.	4.2.5.2.	4.7.3.1.	5.2.2.1.	5.3.1.2.	5.5.2.3.	5.7.3.2.
3.3.1.1.	4.2.5.4.	4.7.3.2.	5.2.2.3.	5.3.1.3.	5.5.2.4.	5.7.3.3.
4.1.1.2.	4.4.3.1.	4.7.3.5.	5.2.2.4.	5.3.2.1.	5.5.2.6.	5.7.4.3.
4.1.2.1.	4.5.1.1.	4.7.3.6.	5.2.3.1.	5.3.3.1.	5.5.2.7.	5.7.5.6.
4.1.2.2.	4.5.1.2.	4.7.3.7.	5.2.4.1.	5.3.3.2.	5.5.3.1.	6.1.1.1.
4.1.2.5.	4.5.1.4.	4.7.3.8.	5.2.4.2.	5.4.1.1.	5.5.3.2.	6.2.1.1.
4.1.2.6.	4.5.1.5.	4.7.3.10.	5.2.6.2.	5.4.1.2.	5.7.1.3.	6.4.1.1.
4.1.2.8.	4.5.1.6.	5.1.2.1.	5.2.8.1.	5.4.1.3.	5.7.1.4.	
4.1.3.1.	4.5.1.7.	5.1.2.2.	5.2.9.1.	5.4.1.4.	5.7.1.5.	

## 2.3. Benchmarking and Equivalency

### 2.3.1 ANSI/LEO-4000

SCS has benchmarked this Standard to the American National Standard for Sustainable Agriculture (ANSI/LEO-4000) to assure conformance to the ANSI/LEO-4000 Silver Tier as a baseline. Many of the criteria and indicators contained in the ANSI/LEO-4000 standard, along with its 3-tier conformance framework, were applied herein to facilitate the alignment.

### 2.3.2 Global Social Compliance Programme

SCS has benchmarked this Standard to the Social Reference Code of the Global Social Compliance Programme (GSCP) for alignment with international best industry codes of conduct for social compliance.

<sup>1</sup> In certain instances, where a small percentage of Producers included in the Producer Group do not meet these requirements, an exception may be made to allow for their inclusion, provided that their productive area features are generally consistent and representative of the overall group characteristics.

<sup>2</sup> In certain instances, where a small percentage of Producers included in the Producer Group do not meet these requirements, an exception may be made to allow for their inclusion, provided that their workforce features are generally consistent and representative of the overall group characteristics.

### 2.3.3 Organic Equivalency

Producers whose operations have been certified to recognized organic standards (i.e., the USDA National Organic Program, EU Organic, Japanese Agricultural Standard, and other national organic initiatives), and whose certificate meets the specified conditions, will be considered to be in conformance with certain indicator requirements listed in the Sustainably Grown Standard Equivalency Policy.

### 2.3.4 GLOBALG.A.P. IFA Equivalency

Producers whose operations have been certified to the GLOBALG.A.P. IFA standard, and whose certificate meets the specified conditions, will be considered to be in conformance with certain indicator requirements listed in the Sustainably Grown Standard Equivalency Policy.

### 2.3.5 Additional Environmental and Social/Ethical Program Equivalency

Producers whose operations have been certified to additional standards that provide comparable coverage under certain environmental, social, or economic indicators will be considered to be in conformance with certain indicator requirements listed in the Sustainably Grown Standard Equivalency Policy.

## 2.4. Additional Relevant Documents

Additional documents are available for Producers or Producer Groups seeking certification, either on the SCS website or delivered once the certification process has been initiated. Documents include, but are not limited to:

- **Sustainably Grown Certification Manual:** Describes the procedures for how to become Sustainably Grown certified
- **Sustainably Grown Interpretation Guidance:** Provides additional clarification on specific indicators and definitions
- **Sustainably Grown V2.0 – Pesticide Policy and Prohibited Pesticide Reference List:** Provides details on the Sustainably Grown V2.0 pesticide use policy and includes a reference list of prohibited pesticides
- **Sustainably Grown Kingfisher Certification Mark Labeling and Language Guide:** Provides guidelines on use of the SCS Kingfisher Certification Mark, the SCS name, and messaging pertaining to the certification
- **Sustainably Grown Standard Equivalency Policy:** Specifies the conditions for being considered to be in conformance with certain indicator requirements based on the certification to another specified scheme



### 3. General Criteria and Indicators

This section of the Standard describes general conformance requirements for Producers. For each indicator, the Standard specifies one of three conformance levels: Required (R), General (G), or Optional (O).

#### 3.1 Administrative Requirements

<b>Criterion 3.1.1. Access and Confidentiality</b> <b>The Producer provides access to the Agricultural Production Operation and proprietary information to demonstrate conformance with this Standard.<sup>3</sup></b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 3.1.1.1. The Producer agrees to a timetable of scheduled audits by the approved third-party certification body.	R
Indicator 3.1.1.2. The Producer agrees to facilitate unannounced audits.	R
Indicator 3.1.1.3. The Producer agrees to provide the approved third-party certification body with access to records, personnel, and the physical site(s) that the certification body deem essential to conduct its audit.	R
Indicator 3.1.1.4. The Producer enters into a confidentiality and non-disclosure agreement with the approved certification body to address the release of proprietary information that is needed for the independent assessment.	R

<b>Criterion 3.1.2. Production Operation Details</b> <b>The Producer provides information about crops and production practices.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 3.1.2.1. The Producer establishes and maintains an Agricultural Sustainability Plan in support of its environmental, social, and economic sustainability objectives. The plan includes, at a minimum: <ul style="list-style-type: none"> <li>▪ A description of the Agricultural Production Operation’s current practices, including baseline information on the status of applicable indicators;</li> <li>▪ Statement of goals for meeting the criteria of this Standard and improving performance;</li> <li>▪ Identification of indicators that require monitoring, and a description of strategies implemented, results observed, and outcomes achieved; and</li> <li>▪ Identification of problems or unexpected outcomes, along with remediation or improvement plans.</li> </ul>	R

<sup>3</sup> The agreements referenced under this Criterion are prerequisite to participation in the Sustainably Grown program, and are confirmed by the approved certification body.

<p>Indicator 3.1.2.2.</p> <p>The Producer identifies land currently in production or intended for use, and provides:</p> <ul style="list-style-type: none"> <li>▪ Acreage or hectareage;</li> <li>▪ Site maps that place the operation – including cultivated areas, non-cultivated areas, buildings, roads – in the context of adjacent landscape features, watersheds, natural habitats, areas of High Ecological Value (HEV), areas subject to erosion, and other key landmarks; and</li> <li>▪ A description of the most recent known prior use of the land.</li> </ul>	R
<p>Indicator 3.1.2.3.</p> <p>The Producer provides projected annual yields for the crop(s) in scope and describes each step in the production process.</p>	R
<p>Indicator 3.1.2.4.</p> <p>The Producer identifies crop types, varieties, and planting stocks in production on the Agricultural Production Operation, including any information regarding disease, pest sensitivity, resistance, and tolerance.</p>	R

<p><b>Criterion 3.1.3. Policies and Records</b></p> <p><b>The Producer maintains written policies and records related to practices and outcomes.</b></p>	<b>R G O</b>
<p>Indicator 3.1.3.1.</p> <p>The Producer has policies and procedures related to environmental, social and economic sustainability, including, but not limited to:</p> <ul style="list-style-type: none"> <li>▪ Environmental protection (i.e., pest management, erosion control, land alteration, vulnerable habitat and species protection, burning if applicable, wastewater treatment, hazardous waste management); and</li> <li>▪ Worker protection (i.e., worker recruitment and hiring, wages and benefits, work hours and overtime, leave and termination, occupational health and safety, accidents and exposures to hazardous materials, grievances, child labor and forced labor prohibitions).</li> </ul>	R
<p>Indicator 3.1.3.2.</p> <p>Documents and records are stored securely and are accessible for review for a period of at least three years (unless otherwise specified), or for a duration of time in line with local legal requirements, whichever is higher.</p>	R
<p>Indicator 3.1.3.3.</p> <p>The Producer maintains applicable auditable records for all agricultural inputs used, including:</p> <ul style="list-style-type: none"> <li>▪ Product trade name and active ingredient;</li> <li>▪ Dosage rates and dates;</li> <li>▪ Application method and equipment used;</li> <li>▪ Application locations; and</li> <li>▪ Name(s) of applicator(s).</li> </ul>	R

Indicator 3.1.3.4. Complete written pay records are maintained for all workers, regardless of whether they are being paid on an hourly or piece-rate basis, which at a minimum itemizes working hours, wages and deductions in a form that can be audited.	R
Indicator 3.1.3.5. Complete worker-specific records are maintained related to worker recruitment and hiring; termination, disciplinary actions and corrective actions; and complaints and grievances.	R
Indicator 3.1.3.6. Worker-specific records are maintained related to worker training, health and safety incidents, accidents or exposure to hazardous materials, biomonitoring results, and early-entry safety procedures (if applicable).	R
Indicator 3.1.3.7. A backup system (digital or hard copy) exists to facilitate data recovery in case of accidental loss or damage of original records.	O

### 3.2 Legal Compliance

<b>Criterion 3.2.1. Legal Compliance</b> <b>The Producer has knowledge of, and complies with, all applicable international, national and local laws and regulations.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 3.2.1.1. The Producer attests that, to the best of his or her knowledge, the operation is compliant with its policies and all applicable legal requirements pertaining to: <ul style="list-style-type: none"> <li>▪ Environmental protection (i.e., pest management, water usage, erosion control, land alteration, vulnerable habitat and species protection, burning if applicable, wastewater treatment and discharge, hazardous waste management);</li> <li>▪ Worker protection (i.e., worker recruitment and hiring, use of labor intermediaries, wages and benefits, work hours and overtime, leave and termination, occupational health and safety, accidents and exposures to hazardous materials, grievances, child labor and forced labor prohibitions);</li> <li>▪ Financial reporting; and</li> <li>▪ Product safety.</li> </ul>	R
Indicator 3.2.1.2. The Producer provides evidence of any necessary permits related to agrochemical inputs and hazardous materials, water usage, wastewater treatment and discharge, burning if applicable, land clearing, and other applicable environmental regulations.	R
Indicator 3.2.1.3. The Producer disposes of industrial wastes, construction debris or rubble, excavation materials, debris from land clearing, and domestic wastes in accordance with national or local regulations.	R

<p>Indicator 3.2.1.4.</p> <p>The Producer sites and constructs agrochemical storage buildings in compliance with national or local building codes and guidelines. Where such guidelines do not exist, buildings are constructed in compliance with the <i>IPCS Safety and Health in the Use of Agrochemicals</i> and <i>FAO Pesticide Storage and Stock Control Manual</i>, including at a minimum: a) a space large enough to accommodate the quantities of agrochemicals planned for storage and handling; b) sufficient ventilation and lighting; c) impermeable, cleanable flooring (concrete, cement, or thick polyethylene sheeting) or containment trays; d) ramps at entrances to contain any leakage; and e) secure doors and windows to prevent unauthorized entry.</p>	R
<p>Indicator 3.2.1.5.</p> <p>The Producer reports to the approved certification body any violations of national or local legal requirements applicable to the operation that occurred in the previous year, sanctions received, and how remedied.</p>	R

### 3.3 Traceability, Chain of Custody, and Transparency

<p><b>Criterion 3.3.1. Traceability, Chain of Custody, and Transparency</b></p> <p><b>The Producer maintains traceability throughout the chain of custody.<sup>4</sup></b></p>	R G O
<p>Indicator 3.3.1.1.</p> <p>The Producer ensures traceability of product during all steps of production and post-harvest handling, processing and storage, until the point where the Producer no longer owns the product, or the point where activities are no longer under the Producer's management.</p>	R
<p>Indicator 3.3.1.2.</p> <p>Certified product is identifiable and backed up with relevant documentation indicating the certified farm, farm location, and field or block.</p>	R
<p>Indicator 3.3.1.3.</p> <p>If the certified crop is labeled with a certification claim at the point of sale, or is used as an ingredient in a finished product with an on-product or ingredient certification claim, then traceability must be demonstrated until the point where the product is in its final state (e.g., final consumer packaging).</p>	R

<sup>4</sup> For those Producers being audited to the Producer Group subset of overall indicators, traceability may refer to either system based on mass-balance or physical segregation.

## 4. Environmental Criteria and Indicators

This section of the Standard describes environmental conformance requirements for agricultural producers. For each indicator, the Standard specifies one of three conformance levels: Required (R), General (G), or Optional (O).

### 4.1. Production System

The Producer selects crops and production systems that support soil and plant health, minimize pest pressures, and sustain crop productivity and quality.

<b>Criterion 4.1.1. Crop Diversity and Quality</b> <b>The Producer develops and implements a crop diversity and quality plan.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.1.1.1. The Producer implements strategies for increasing agro-ecosystem health and diversity.	R
Indicator 4.1.1.2. The Producer has a system in place for monitoring visible signs of pest and diseases.	R
Indicator 4.1.1.3. The Producer of annual crops grows at least two varieties of annual crops in a two-year production cycle.	G
Indicator 4.1.1.4. The Producer of perennial crops grows at least one additional commercial perennial crop type, annual crop, or cover crop.	G
Indicator 4.1.1.5. The Producer assesses plant health on an annual basis using plant tissue laboratory testing.	O
Indicator 4.1.1.6. The rotation plan for annually planted crops includes at least three different crops in three years, including sod or soil-improving crops.	O

<b>Criterion 4.1.2. Pest Control</b> <b>The Producer develops and implements a pest population and control plan to minimize pest and disease pressures and sustain crop productivity and quality.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.1.2.1. The Producer applies only pesticides that are legally allowed for use within the government jurisdiction or territory in which the crop(s) is grown.	R
Indicator 4.1.2.2. The Producer abides by the pesticide use requirements indicated in the policy, "Sustainably Grown V2.0 – Pesticide Policy and Prohibited Pesticide Reference List."	R
Indicator 4.1.2.3. Pesticide application decisions are overseen by a qualified, licensed applicator.	R

Indicator 4.1.2.4. All pesticide application equipment is calibrated per manufacturers' instructions at least annually.	R
Indicator 4.1.2.5. The Producer assesses risk of pesticide drift – from nearby crops onto the crop(s) in scope as well as from the crop(s) in scope onto nearby crops – and undertakes measures to minimize drift, with demonstrated consideration for applicable environmental conditions (e.g., wind speed, temperature).	R
Indicator 4.1.2.6. The Producer implements preventative measures to reduce the need for pesticide application by using cultural, mechanical, and/or biological controls.	G
Indicator 4.1.2.7. The Producer undertakes strategies to minimize pesticide resistance (e.g., rotating pesticide modes of action, maintaining untreated areas).	G
Indicator 4.1.2.8. The Producer demonstrates that decisions for pesticide use are based on monitoring data and economic thresholds.	G
Indicator 4.1.2.9. The Producer applies a pesticide risk-assessment tool to evaluate risk of pesticides used, and develops a risk mitigation plan for those pesticides identified as being high-risk.	O
Indicator 4.1.2.10. The Producer monitors populations of desired species or presence of beneficial species.	O
Indicator 4.1.2.11. Monitoring by the Producer demonstrates an increase in populations or presence of beneficial species.	O
Indicator 4.1.2.12. The Producer uses no weed, pest, or disease control inputs rated by the World Health Organization (WHO) as moderately hazardous (Class II).	O
Indicator 4.1.2.13. The Producer uses as a last resort only pest control inputs rated by WHO as slightly hazardous (Class III); if used, the Producer identifies strategies to prevent recurrence of the pest problem.	O
Indicator 4.1.2.14. The Producer monitors amounts of agrochemical inputs used (excluding inputs listed by EPA as Reduced Risk, by the FDA as Generally Regarded as Safe (GRAS), or Organic-approved), and demonstrates at least a 25% reduction in the amount of any given input applied relative to the area cropped.	O

<b>Criterion 4.1.3. No Use of Genetically Modified Organisms (GMOs)</b> <b>The Producer does not use genetically engineered seedstock or planting stock.</b>	<b>R G O</b>
Indicator 4.1.3.1. No GMOs are used as seedstock or planting stock on the Agricultural Production Operation.	R
Indicator 4.1.3.2. For high-risk crops, the Producer implements practices that mitigate risk of contamination by GMOs.	G
Indicator 4.1.3.3. The Producer monitors high-risk crops for possible contamination by GMOs.	O

## 4.2. Soil Resources

The Producer conserves soil and maintains or improves soil quality.

<b>Criterion 4.2.1. Soil Erosion</b> <b>The Producer reduces and prevents soil loss.</b>	<b>R G O</b>
Indicator 4.2.1.1. The Producer assesses soil erosion risks on the Agricultural Production Operation and implements procedures to reduce and prevent soil erosion (e.g., ridging, cover crops, mulch, no-till planting, grassed waterways, and runoff diversions, terraces, runoff diversions).	R
Indicator 4.2.1.2. There is no significant avoidable soil erosion on at least 80% of cultivated cropland.	R
Indicator 4.2.1.3. There is no significant avoidable soil erosion on land areas that are not cultivated or considered to be buffer zones.	G
Indicator 4.2.1.4. There is no significant avoidable soil disturbance on ground susceptible to erosion.	O

<b>Criterion 4.2.2. Soil Structure and Tilth</b> <b>The Producer maintains and improves soil structure and tilth of cultivated areas.</b>	<b>R G O</b>
Indicator 4.2.2.1. The Producer implements strategies to improve soil structure and tilth (e.g., crop rotation, reduced tillage, cover crops).	R
Indicator 4.2.2.2. The Producer monitors soil characteristics and demonstrates maintenance or improvement of soil structure and tilth (e.g., crusting, compaction, water infiltration, root proliferation).	G
Indicator 4.2.2.3. The Producer applies an assessment tool to evaluate soil structure and tilth (e.g., aggregate stability, water-holding capacity, bulk density, infiltration rate, organic matter content, soil crusts, macroporosity).	O

<b>Criterion 4.2.3. Soil Organic Matter (SOM)</b> <b>The Producer maintains SOM content in the rooting zone.</b>	<b>R G O</b>
Indicator 4.2.3.1. The Producer implements strategies to meet goals for maintenance or improvement of SOM.	R
Indicator 4.2.3.2. The Producer measures SOM content to establish a baseline and support SOM goals over time.	G
Indicator 4.2.3.3. The Producer enhances SOM compared to the baseline.	O

<b>Criterion 4.2.4. Soil Degradation Other than from Erosion</b> <b>The Producer minimizes or avoids the degradation of soil quality from accumulation of fertilizers, salts, heavy metals, and pesticides.</b>	<b>R G O</b>
Indicator 4.2.4.1. The Producer minimizes and remediates soil degradation due to the presence or accumulation of fertilizers, salts, heavy metals, and pesticides.	R
Indicator 4.2.4.2. If there is physical or documented evidence of accumulation in the soil of toxic substances applied by the Producer that are adversely affecting crops or non-targeted biotic species, then a corrective action program is undertaken, with results monitored through testing. <sup>5</sup>	R
Indicator 4.2.4.3. Levels of toxic chemicals in soils are shown to be decreasing in response to corrective actions implemented per 4.2.4.2.	G
Indicator 4.2.4.4. The Producer tests salinity and, where appropriate, sodicity to establish a baseline and support soil quality goals over time.	O
Indicator 4.2.4.5. The Producer establishes a baseline measurement of crusting/capping and demonstrates that crusting/capping is reduced by at least 25% from baseline.	O

<sup>5</sup> Testing is not a requirement for Producers being audited to the Producer Group subset of overall indicators.



<b>Criterion 4.2.5. Soil Nutrients</b> <b>The Producer manages soil nutrients to produce healthy plants while minimizing risk of runoff or leaching.</b>	<b>R G O</b>
Indicator 4.2.5.1. The Producer monitors soil fertility and crop nutrient status, and uses soil and plant tissue testing as needed, to ensure that the soil contains adequate, but not excessive, plant nutrients for crop production.	R
Indicator 4.2.5.2. The Producer applies soil nutrients in a way that optimizes uptake and crop health while minimizing risk of runoff, accumulation or leaching, with considerations for dosage, timing and intervals of application, and release properties.	R
Indicator 4.2.5.3. All nutrient application equipment used is calibrated per manufacturers' instructions at least annually.	R
Indicator 4.2.5.4. The Producer demonstrates that synthetic fertilizers are not used as the sole strategy for maintaining soil fertility.	G
Indicator 4.2.5.5. The Producer determines baseline micronutrient and pH levels during the first year.	O

### 4.3. Water Resources

The Producer preserves water quality and prevents water resource depletion

<b>Criterion 4.3.1. Water Quality Protection</b> <b>The Producer preserves water quality.</b>	<b>R G O</b>
Indicator 4.3.1.1. The Producer identifies all potential industrial and domestic wastewater sources and contaminant point sources.	R
Indicator 4.3.1.2. The Producer provides wastewater treatment for agricultural and related operational wastewater streams.	R
Indicator 4.3.1.3. For food crops, preventive controls are used to avoid grazing animals' access to upstream agricultural water sources.	R
Indicator 4.3.1.4. If there is evidence of deteriorated water quality in ground or surface water, then the Producer undertakes efforts to detect the source of contamination and initiates remediation steps.	R
Indicator 4.3.1.5. The Producer demonstrates that farming inputs, waste storage, and operation-related activities do not pollute ground or surface water.	G
Indicator 4.3.1.6. The Producer monitors to ensure that applicable water quality standards are met (e.g., pH, nitrogen, suspended solids, salinity, grease and oil, chemical pesticides, Biochemical Oxygen Demand).	O

<b>Criterion 4.3.2. Water Quantity Protection</b> <b>The Producer uses water efficiently.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.3.2.1. The Producer demonstrates knowledge of all water resources surrounding the Agricultural Production Operation including groundwater, surface water, rainwater, and recycled or treated water.	R
Indicator 4.3.2.2. The Producer assesses short-term and long-term irrigation needs and demonstrates that irrigation rates and interval decisions are based on crop needs, water availability, soil type, and other relevant factors.	R
Indicator 4.3.2.3. The Producer implements strategies for efficient water usage in areas with drought-prone climates (e.g., no-till or reduced till, increasing soil water-holding capacity, use of overhead or drip irrigation, use of low-drift spray nozzles, improved irrigation rates and intervals).	R
Indicator 4.3.2.4. The Producer has a system to measure and record volume of water usage.	G
Indicator 4.3.2.5. If the Producer is operating in an area where the annual volume of water consumed by the operation is higher than volume of annual precipitation over the production site, then the Producer has implemented steps to improve the efficiency of water capture, if efficiency gains are possible.	G
Indicator 4.3.2.6. For greenhouse production, the Producer dedicates an area to water capture that is at least equal to the area dedicated for greenhouse production.	O
Indicator 4.3.2.7. The Producer reuses treated wastewater.	O
Indicator 4.3.2.8. The Producer plants water-conserving crops or crop varieties, or adopts low-water-use cultivation techniques.	O
Indicator 4.3.2.9. The Producer demonstrates 20% reduction in irrigation needs from baseline usage established at the initial audit.	O

#### 4.4. Air Resources and Climate

The Producer protects air quality, prevents air resource degradation, and minimizes greenhouse gas emissions.

<b>Criterion 4.4.1. Reduction of Air Pollutants</b> <b>The Producer takes steps to reduce risks to air quality from criteria pollutants and hazardous air pollutants.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.4.1.1. The Producer implements applicable air quality protection practices and activities related to criteria pollutants and hazardous air pollutants generated in the context of the operation.	R

Indicator 4.4.1.2. The Producer demonstrates practices that minimize regulated particulate matter (PM) emissions (e.g., PM 10, PM 2.5).	G
Indicator 4.4.1.3. The Producer demonstrates practices that minimize the ground-level ozone precursors nitrogen oxides (NO <sub>x</sub> ) and volatile organic compounds (VOCs).	G
Indicator 4.4.1.4. The Producer has emission controls on primary vehicles and equipment.	O
Indicator 4.4.1.5. The Producer has emission controls on secondary vehicles and equipment.	O

<b>Criterion 4.4.2. Reduction of Ozone Depleting Substances (ODSs)</b> <b>The Producer takes steps to reduce risks to the stratospheric ozone layer from the release of ODSs.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.4.2.1. The Producer takes steps to eliminate ODSs use and emissions generated in the context of the operation, except where legal exemptions exist.	R
Indicator 4.4.2.2. The Producer implements steps to eliminate exempted ODS usage, and prevents unintended releases associated with the operation, if applicable.	O
Indicator 4.4.2.3. The Producer uses no ODS inputs.	O

<b>Criterion 4.4.3. Reduction of Greenhouse Gases (GHGs) and Other Climate Pollutants</b> <b>The Producer takes steps to reduce emissions of GHGs and other climate pollutants.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.4.3.1. The Producer takes steps to reduce or offset emissions of GHGs and other climate pollutants, and/or to increase carbon sequestration.	R
Indicator 4.4.3.2. The Producer calculates a baseline carbon footprint, including all Kyoto GHGs, using an approved GHG farm tool.	G
Indicator 4.4.3.3. The Producer calculates a baseline carbon footprint for short-lived climate pollutants.	O
Indicator 4.4.3.4. The Producer sets emissions reduction targets, which includes absolute targets (e.g., reduction of x tons of CO <sub>2</sub> ) and/or intensity targets (e.g., reduction of x tons of CO <sub>2</sub> per acre, x tons of CO <sub>2</sub> per \$ of revenue, etc.).	O
Indicator 4.4.3.5. The Producer sets emission reduction targets consistent with the 1.5C or 2.C pathway.	O

Indicator 4.4.3.6. The Producer reduces net emissions by 5% compared to the Producer's baseline carbon footprint within the first three-year certification period, and earns additional optional credit for each additional 5% reduction in emissions achieved.	O
Indicator 4.4.3.7. The Producer increases net sequestration by 5% compared to the Producer's baseline carbon footprint within the first three-year certification period, and earns additional optional credit for each additional 5% increase in sequestration achieved.	O
Indicator 4.4.3.8. The Producer has acquired third-party verification of the operation's baseline carbon footprint.	O

## 4.5. Ecosystem Protection

The Producer maintains or enhances species health and diversity, and supports habitats within the agro-ecosystem.

<b>Criterion 4.5.1. Species of Concern and Areas of High Ecological Value (HEV)</b> <b>The Producer maintains or protects species of concern and critical habitats.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.5.1.1. The Producer maintains and protects threatened and endangered species, and designated HEV areas, as listed by government agencies or by internationally recognized authorities (e.g., IUCN Red List).	R
Indicator 4.5.1.2. The Producer does not engage in clearing of critical habitats.	R
Indicator 4.5.1.3. The Producer describes the effects of the Agricultural Production Operation on natural ecosystem flora and fauna (e.g., soil micro-organisms, beneficial insects, riparian zones and other habitats), as well any mitigation efforts undertaken.	G
Indicator 4.5.1.4. The Producer does not alter natural water bodies and water channels, and ensures that new crossings, dams, or other alterations do not disrupt the habitat of aquatic organisms (e.g., to allow fish passage).	G
Indicator 4.5.1.5. The Producer maintains buffer zones adjacent to water bodies, in watershed recharge zones, and between cultivated and HEV areas.	G
Indicator 4.5.1.6. The Producer preserves or restores wildlife habitat on non-cultivated land.	O
Indicator 4.5.1.7. The Producer maintains and protects all species and habitats, whether protected or not.	O
Indicator 4.5.1.8. The Producer provides onsite mitigation for specific habitats that have been impacted by the Agricultural Production Operation, or establishes comparable land set-asides if mitigation is impractical.	O
Indicator 4.5.1.9. The Producer plants new buffer zones with native vegetation.	O

## 4.6. Energy Efficiency

The Producer takes steps to minimize net energy consumption per unit production.

<b>Criterion 4.6.1. Energy Consumption</b> <b>The Producer minimizes energy consumption per production unit.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.6.1.1. The Producer provides records of fuel and electricity used for production processes, storage operations and other facilities, including electricity and fuel used in applications such as water pumping, greenhouse lighting and climate control, cold storage facilities, farm equipment, and packing operations.	R
Indicator 4.6.1.2. The Producer has summarized energy use per production unit.	G
Indicator 4.6.1.3. The Producer takes steps to improve energy productivity, including energy efficiency upgrades.	G
Indicator 4.6.1.4. Over the certification period, the Producer demonstrates a reduction in energy use related to electricity generated off-site per production unit of at least 5%.	O
Indicator 4.6.1.5. Over the certification period, the Producer demonstrates a reduction in fuel use per production unit of at least 5%.	O
Indicator 4.6.1.6. Over the certification period, the Producer demonstrates additional reductions in energy use for electricity generated off-site per production unit at 5% increments. Each additional 5% improvement will be counted separately.	O
Indicator 4.6.1.7. Over the certification period, the Producer demonstrates additional reductions in fuel use per production unit in 5% increments. Each additional 5% improvement will be counted separately.	O
Indicator 4.6.1.8. The Producer procures 100% of electricity from renewable sources.	O

<b>Criterion 4.6.2. Energy Produced and Exported</b> <b>Producer tracks renewable and nonrenewable energy produced on-site and exported.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.6.2.1. Producer catalogs the amount of renewable and nonrenewable energy produced on-site and exported, if applicable.	G
Indicator 4.6.2.2. If the Producer produces renewable energy on-site, excess renewable energy is sold back to local markets, provided that the infrastructure for such off-site distribution is in place.	O

Indicator 4.6.2.3. If the Producer produces renewable energy on-site, excess renewable energy is sold back outside of the local area where the infrastructure for such off-site distribution is in place.	O
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## 4.7. Integrated Waste Management

The Producer manages waste to minimize environmental harm.

<b>Criterion 4.7.1. Organic Waste Materials and Crop Residues</b> <b>The Producer provides evidence of beneficial use or proper disposal of crop residues and other organic materials.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.7.1.1. Organic waste material storage and composting does not negatively impact the Agricultural Production Operation or the surrounding environment (e.g., leaching, runoff).	R
Indicator 4.7.1.2. At least 10% of organic waste material (by type) is reused (e.g., compost, mulch, erosion control), stored or disposed on-farm, or recycled.	R
Indicator 4.7.1.3. At least 50% of crop residue is reused, composted, mulched, or otherwise used on or off-farm, or disposed on-farm.	R
Indicator 4.7.1.4. Burning of crop residue is demonstrated to be justified for pest or disease management, and is conducted in a way that minimizes the impact on workers, surrounding communities, and natural resources.	R
Indicator 4.7.1.5. The Producer segregates organic waste materials to facilitate recovery for reuse, recycling, or composting (e.g., pallets, wood, stakes, paper, cardboard, manure, food processing wastes).	G
Indicator 4.7.1.6. At least 30% of organic waste material (by type) is reused (e.g., compost, mulch, erosion control), stored or disposed on-farm, or recycled.	O
Indicator 4.7.1.7. At least 50% of organic waste material (by type) is reused (e.g., compost, mulch, erosion control), stored or disposed on-farm, or recycled.	O
Indicator 4.7.1.8. At least 70% of crop residue is reused, composted, mulched, or otherwise used on or off-farm, or disposed on-farm.	O
Indicator 4.7.1.9. No crop residues are sent off-site to landfill; instead, such residues are reused, composted, mulched, or otherwise used on or off-farm, or disposed on-farm.	O

<b>Criterion 4.7.2. Inorganic Waste</b> <b>The Producer reduces the volume of inorganic waste disposed of in landfills.</b>	<b>R G O</b>
Indicator 4.7.2.1. Inorganic waste storage and disposal does not negatively impact the facility or the surrounding environment (e.g., leaching, runoff).	R
Indicator 4.7.2.2. Inorganic wastes are segregated for reuse, recycling, or repurposing.	G
Indicator 4.7.2.3. The Producer does not burn inorganic waste as a means of disposal.	G
Indicator 4.7.2.4. At least 10% of inorganic wastes are reused, recycled, or repurposed.	G
Indicator 4.7.2.5. At least 20% of inorganic wastes are reused, recycled, or repurposed.	O
Indicator 4.7.2.6. At least 30% of inorganic wastes are reused, recycled, or repurposed.	O

<b>Criterion 4.7.3. Agrochemicals and Other Hazardous Materials</b> <b>The Producer manages agrochemical and other hazardous chemicals in an appropriate manner during procurement, storage, and disposal to minimize risk.</b>	<b>R G O</b>
Indicator 4.7.3.1. The Producer stores and disposes agrochemicals and other hazardous chemicals in accordance with label specifications and in a way that minimizes risk to workers and the surrounding environment.	R
Indicator 4.7.3.2. Pressure-treated lumber construction debris and wastes are handled as hazardous wastes and are not burned, composted, or mulched.	R
Indicator 4.7.3.3. Appropriate corrective action has been taken for all incidents involving any hazardous material that could have negatively impacted workers or the environment (e.g., agrochemical spills) consistent with the Producer's emergency procedures.	R
Indicator 4.7.3.4. Used chemical containers that may contain hazardous residues are returned to the chemical manufacturer or other approved party for proper disposal when such a program is available. Otherwise, empty containers are triple rinsed, punctured, and landfilled, and rinse water is properly contained to prevent groundwater contamination.	R
Indicator 4.7.3.5. Agrochemicals and other hazardous materials are stored in their original marked containers or otherwise properly labeled and identified, and are segregated to facilitate proper storage, handling, transportation, and disposal.	R

Indicator 4.7.3.6. Agrochemical and other hazardous materials storage sites are not in environmentally sensitive areas or flood zones, or are in the area least susceptible to flooding. If there is a potential for flooding, preventive measures are in place to prevent water entry into agrochemical and other hazardous materials storage site.	R
Indicator 4.7.3.7. Agrochemical and hazardous material storage is locked and access is limited to qualified personnel with training in the handling of agrochemicals.	R
Indicator 4.7.3.8. All storage sites for hazardous materials have visible warning signage following national or international conventions.	R
Indicator 4.7.3.9. The Producer has an up-to-date agrochemical stock inventory.	R
Indicator 4.7.3.10. Agrochemicals and hazardous chemical drums and containers are arranged from oldest to newest (i.e., first in, first out) to prevent obsolete stock from accumulating.	G
Indicator 4.7.3.11. Agrochemical storage areas are easily accessible by delivery vehicles.	G
Indicator 4.7.3.12. Transport of agrochemicals and other hazardous substances is conducted carefully to avoid damage to containers or contamination of workers or worker equipment not designed specifically for hazardous material use.	G
Indicator 4.7.3.13. The Producer does not accept delivery of damaged agrochemical or hazardous materials containers.	G
Indicator 4.7.3.14. There have been no incidents of agricultural waste spills or leakage, and no incidents of improper handling of agrochemicals or hazardous materials within the previous 12 months.	O

<b>Criterion 4.7.4. Packaging</b> <b>The Producer minimizes use of packaging.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 4.7.4.1. The Producer uses packaging components that are reused or made from recycled, compostable, or sustainably sourced materials.	O
Indicator 4.7.4.2. The Producer implements efforts to minimize packaging and packaging-related waste.	O



## 5. Social Criteria and Indicators

This section of the Standard describes social conformance requirements for agricultural producers. For each indicator, the Standard specifies one of three conformance levels: Required (R), General (G), or Optional (O).

### 5.1. Work Agreements

The Producer fosters long-term relationships with workers.

<b>Criterion 5.1.1. Work Agreements</b> <b>Workers have clear and binding work agreements.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.1.1.1. The Producer has written work agreements with all workers before they enter into employment, in a language that is understandable.	R
Indicator 5.1.1.2. Permanent (full-time and part-time) workers are provided with a written description of: <ul style="list-style-type: none"> <li>▪ Job responsibilities, signed by the worker;</li> <li>▪ Terms of hire, including salary, working hours, overtime requirements, and benefits;</li> <li>▪ Safeguards from loss of pay in the case of illness, disability, or accident; and</li> <li>▪ Notification period for worker termination.</li> </ul>	R
Indicator 5.1.1.3. Workers confirm that the Producer does not require applicants to undergo HIV, genetic, or pregnancy tests as a condition of hire, or thereafter.	R
Indicator 5.1.1.4. Workers confirm that they have not received loans from the Producer or the labor intermediary that are subject to unreasonable terms and conditions, such as excessively high interest rates.	R
Indicator 5.1.1.5. Workers confirm that they have the right to terminate their employment after reasonable notice.	R
Indicator 5.1.1.6. Workers confirm that they have access to the Producer's designated staff person to raise questions and obtain information about work-related issues in good faith and in a clear and transparent manner.	O

<b>Criterion 5.1.2. Recruitment</b> <b>The Producer engages in responsible recruitment and hiring practices.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.1.2.1. The Producer only uses licensed labor intermediaries that are compliant with legal requirements, as well as applicable regulations in the workers' country(ies) of origin.	R

Indicator 5.1.2.2. The Producer does not engage in recruitment and hiring practices in a manner designed to avoid obligations to workers under applicable labor or social security laws and regulations.	R
Indicator 5.1.2.3. The Producer or labor intermediaries that hire workers through a guestworker program (e.g., H2A) comply with provisions of the program and applicable regulations.	R
Indicator 5.1.2.4. Workers confirm that they have not paid recruitment or document processing fees related to recruitment or employment.	R

<b>Criterion 5.1.3. Interns</b> <b>Interns have clear and binding work agreements.</b>	<b>R G O</b>
Indicator 5.1.3.1. Work agreements for any unpaid interns comply with applicable international labor standards and national or local legislation, whichever offers greater protection, and the child labor requirements of this Standard.	R
Indicator 5.1.3.2. The Producer has work agreements governing unpaid and paid interns.	O
Indicator 5.1.3.3. Work agreements for any unpaid interns stipulate offsetting pay with non-monetary compensation (e.g., free room and board, discounted or free produce/on-farm processed items, etc.).	O

## 5.2. Wages and Benefits

Workers are dealt with fairly and honestly regarding wages and benefits.

<b>Criterion 5.2.1. Remuneration for Work Performed</b> <b>Wages and salaries are at or above the legal minimum wage.</b>	<b>R G O</b>
Indicator 5.2.1.1. The Producer pays all workers at least the cash equivalent of the national minimum legal wage or a wage that is consistent with local industry standards, whichever is greater, and this is confirmed by workers.	R
Indicator 5.2.1.2. The Producer assures that any workers paid on a piece-rate basis earn at least the equivalent of the local minimum wage for the time worked, and this is confirmed by workers.	R
Indicator 5.2.1.3. The Producer provides documentation or otherwise facilitates access to documentation from labor intermediary(ies) to enable the approved certification body to verify wages, deductions, and working hours for any contracted workers.	R

Indicator 5.2.1.4. The Producer determines pay increases on an equitable basis, considering work performance, seniority, and level of training, without bias based on gender, ethnicity, racial, or sexual preference, and this is confirmed by workers.	R
Indicator 5.2.1.5. The Producer demonstrates that at least half of non-supervisory workers (workers with no supervisory responsibilities) receive at least the equivalent of \$0.50/hour above the legal minimum wage.	O
Indicator 5.2.1.6. The Producer demonstrates that at least 60% of non-supervisory workers receive at least the equivalent of \$0.75/hour above the legal minimum wage.	O
Indicator 5.2.1.7. The Producer demonstrates that at least the equivalent of 50% of non-supervisory workers receive a "living wage" rate.	O
Indicator 5.2.1.8. The Producer demonstrates that all non-supervisory workers are paid at least the equivalent of "living wage" rate.	O
Indicator 5.2.1.9. Piece-rate wages have been agreed upon by a Collective Bargaining Agreement (CBA) or other agreement on working conditions negotiated with a mixed worker/producer committee.	O

<b>Criterion 5.2.2. Form and Payment of Wages</b> <b>The Producer ensures that wages are paid in legal tender, at regular intervals, and documented with clear, written pay records.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.2.2.1. The Producer ensures and workers verify that all payments of wages are made in cash in the local currency, or cash equivalent (e.g., direct deposit), directly to workers, or through legitimate services (e.g., banks, payroll companies).	R
Indicator 5.2.2.2. The Producer demonstrates and workers confirm that written pay records state the wages, taxes and other authorized withholding deductions.	R
Indicator 5.2.2.3. Wage and salary deductions are made only in accordance with legal requirements, and as determined by a CBA, when applicable. Deductions are not applied as a disciplinary measure.	R
Indicator 5.2.2.4. Workers confirm that the payment schedule is communicated to workers at the time of employment.	G
Indicator 5.2.2.5. Workers confirm that they have been informed in writing of the reasons for wage and salary deductions.	O

<b>Criterion 5.2.3. Worker Benefits</b> <b>Workers have access to workers' compensation, disability, and social security benefits.</b>	<b>R G O</b>
Indicator 5.2.3.1. The Producer provides all workers with the benefits required by applicable international labor standards and national or local legislation, whichever offers greater protection.	R
Indicator 5.2.3.2. The Producer provides workers with disability benefits beyond those required under law.	O
Indicator 5.2.3.3. The Producer pays social security taxes for seasonal workers.	O

<b>Criterion 5.2.4. Sick Leave</b> <b>Workers are provided with time off for illness.</b>	<b>R G O</b>
Indicator 5.2.4.1. The Producer demonstrates and workers confirm that workers are allowed unpaid time off for illnesses or other health issues that require medical, dental, or other professional attention.	R
Indicator 5.2.4.2. Workers' compensation insurance or a comparable benefit is provided for permanent workers.	R
Indicator 5.2.4.3. Workers' compensation insurance or a comparable benefit is provided for all workers.	O

<b>Criterion 5.2.5. Maternity, Paternity, and Family Leave</b> <b>Workers are provided with time off for maternity, paternity, and family leave.</b>	<b>R G O</b>
Indicator 5.2.5.1. The Producer demonstrates that a policy for maternity leave is implemented, at a compensation level consistent with national or local legislation, whichever offers greater protection, and with a guarantee of return to the same or equivalent position.	R
Indicator 5.2.5.2. The Producer demonstrates that policies for paternity and/or family emergency leave are implemented.	R
Indicator 5.2.5.3. The Producer demonstrates that accrued annual leave is not counted toward a worker's maternity leave.	G
Indicator 5.2.5.4. The Producer has a written maternity leave policy posted in an easily accessible location.	G
Indicator 5.2.5.5. The Producer has a written paternity and family emergency leave policy posted in an easily accessible location.	G
Indicator 5.2.5.6. The Producer provides paid maternity leave for at least one week beyond legal requirements.	O

Indicator 5.2.5.7. The Producer provides paid leaves of absence for paternity or family emergency leave, and other types of leave for permanent full-time workers.	O
<b>Criterion 5.2.6. Health Care and Health Insurance</b> <b>Workers and their children have access to health care and health insurance.</b>	<b>R G O</b>
Indicator 5.2.6.1. The Producer demonstrates and workers confirm that health care and health insurance provisions are in compliance with national or local legislation, whichever offers greater protection.	R
Indicator 5.2.6.2. The Producer demonstrates and workers confirm that workers' children have access to health care.	R
Indicator 5.2.6.3. Health care for workers' children includes both medical and dental care.	O
Indicator 5.2.6.4. The Producer posts information in an easily accessible area about public and private health care programs and facilities in the predominant language(s) spoken by workers.	O
Indicator 5.2.6.5. The Producer contributes toward a private or public health care plan for permanent full-time workers in an amount that is at least 10% greater than the minimum contribution required by federal or local laws or regulations.	O
Indicator 5.2.6.6. The Producer covers 70% of the permanent workers' total costs for covered health care plan benefits.	O
Indicator 5.2.6.7. The Producer covers 80% of the permanent workers' total costs for covered health care plan benefits.	O
Indicator 5.2.6.8. The Producer covers 90% of the permanent workers' total costs for covered health care plan benefits.	O
Indicator 5.2.6.9. The Producer covers 60% of the total costs for covered health care plan benefits for permanent workers and their families.	O
<b>Criterion 5.2.7. Pension or Retirement Fund</b> <b>Workers have access to pensions and retirement fund options.</b>	<b>R G O</b>
Indicator 5.2.7.1. The Producer offers permanent workers the option of participating in a pension or retirement fund.	O
Indicator 5.2.7.2. The Producer matches 50% or more of the permanent workers' pension or retirement fund.	O

<b>Criterion 5.2.8. Education and Day Care for Children</b> <b>Workers' children have access to education and day care.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.2.8.1. The Producer demonstrates and workers confirm that workers' children have access to education.	R
Indicator 5.2.8.2. The Producer offers permanent workers subsidized day care options for non-school age children.	O
Indicator 5.2.8.3. The Producer offers all workers subsidized day care options for non-school age children.	O

<b>Criterion 5.2.9. Employer-Provided Employee Housing</b> <b>Worker-provided housing is clean and safe.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.2.9.1. Employer-provided worker housing is safe, structurally sound, clean, and litter-free, with potable water, sanitary facilities, waste collection, sewage disposal, and sufficient fire exits.	R
Indicator 5.2.9.2. Workers confirm that employer-provided worker housing is not overcrowded.	R
Indicator 5.2.9.3. Employer-provided worker housing is sited sufficiently far from agricultural production areas to prevent agrochemical exposure.	R
Indicator 5.2.9.4. The Producer assures that employer-provided housing safety and security policies do not impinge upon workers' freedom of movement (i.e., ability to come and go), personal integrity, and rights.	R
Indicator 5.2.9.5. The Producer demonstrates and workers confirm that housing is in a good state of repair, has safe and operable electricity and plumbing, and is compliant with local codes for food preparation, ventilation, and sanitary facilities.	G
Indicator 5.2.9.6. The Producer demonstrates that rent charged to workers living onsite is not in excess of comparable housing in nearby communities.	O

### 5.3. Working Hours

Expectations for working hours are clearly explained prior to employment and all workers have sufficient time off for non-work activities.

<b>Criterion 5.3.1. Working Hours</b> <b>Working hours and overtime policies are aligned with regulations and industry standards.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.3.1.1. The Producer demonstrates and workers confirm that working hours for non-supervisory workers conform to the following minimum requirements, whichever affords greater worker protection: <ul style="list-style-type: none"> <li>▪ Compliance to national or local laws; or</li> <li>▪ Limit of 48 hours of work per week, unless the work agreement specifies an upper limit on working hours.</li> </ul>	R
Indicator 5.3.1.2. The Producer demonstrates and workers confirm that overtime hours, policies and pay are in compliance with national or local law, whichever offers greater protection, and as determined by a CBA, when applicable. Overtime work is voluntary and not requested on a routine basis, and if workers are unable or unwilling to work overtime, they are not discriminated against or denied employment.	R
Indicator 5.3.1.3. The Producer demonstrates and workers confirm that overtime does not exceed 12 hours per week, or amount to 16 consecutive total work hours in a 24- hour period.	R
Indicator 5.3.1.4. The Producer has an overtime approval procedure (includes e.g., manager responsibilities, monitoring of overtime work hours) to assure that overtime work authorization is consistent with the Producer’s policy.	G
Indicator 5.3.1.5. Overtime work is compensated at a premium rate exceeding national or local laws, whichever is higher.	O

<b>Criterion 5.3.2. Meal and Other Work Breaks</b> <b>Workers receive regular meal and work breaks.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.3.2.1. The Producer demonstrates and workers confirm the implementation, frequency and duration of breaks during working hours.	R
Indicator 5.3.2.2. The Producer allows one unpaid 30-minute meal break for every six hours worked.	G
Indicator 5.3.2.3. The Producer allows one paid 10-minute rest break for every two hours worked.	O

<b>Criterion 5.3.3. Days Off and Vacation</b> <b>Workers are guaranteed at least 24 continuous hours of rest every seven days, and are provided vacation time.</b>	<b>R G O</b>
Indicator 5.3.3.1. The Producer demonstrates and workers confirm that all workers receive at least 24 continuous hours of rest every seven days.	R
Indicator 5.3.3.2. Permanent full-time workers are provided with a vacation plan that meets national or local law, including national holidays.	R
Indicator 5.3.3.3. The Producer ensures that unused accrued vacation days are carried over to the next year within agreed-upon limits.	O
Indicator 5.3.3.4. The vacation plan for permanent workers exceeds the requirements of national and local law, or provides a minimum of two weeks off with pay per year, whichever is greater.	O

## 5.4. Child and Voluntary Labor

The Producer abides by child labor and forced labor prohibitions, and assures that workers who are minors are protected.

<b>Criterion 5.4.1. Child Labor</b> <b>The Producer complies with child labor protection requirements for agricultural workers and local child education statutes.</b>	<b>R G O</b>
Indicator 5.4.1.1. The Producer does not employ any persons under the age of 15 or the minimum employment age required under national or local law, whichever is older, in accordance with ILO Convention 138. Age verification is required at the time of hire.	R
Indicator 5.4.1.2. The Producer does not allow workers under the age of 18 to handle potentially harmful chemicals, or undertake jobs that inherently have the potential to jeopardize health and safety.	R
Indicator 5.4.1.3. The Producer maintains the following documentation for all workers who are legal minors under the age of 18: <ul style="list-style-type: none"> <li>▪ Name;</li> <li>▪ Date of birth;</li> <li>▪ Current address;</li> <li>▪ Name of parents or legal guardian;</li> <li>▪ Employment authorization signed by parents or legal guardian;</li> <li>▪ Type of work legal minor is conducting;</li> <li>▪ Number of hours assigned to work; and</li> <li>▪ Wages or salary.</li> </ul>	R



Indicator 5.4.1.4. Workers under the age of 18 verify that their employment does not jeopardize educational opportunities or physical development.	R
Indicator 5.4.1.5. The Producer demonstrates and workers confirm that remediation actions are implemented when non-compliances are observed related to child labor.	R
Indicator 5.4.1.6. The Producer posts its policies related to employment of young workers and specific child labor prohibitions.	G
Indicator 5.4.1.7. The Producer assesses its operations to identify potential child labor risks.	G

<b>Criterion 5.4.2. Voluntary Labor</b> <b>All labor is voluntary; forced or coerced labor is prohibited, in accordance with ILO Conventions 29, 105, and 182.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.4.2.1. No forced labor, compulsory labor, trafficked labor, slave labor, bonded labor, indentured labor, or involuntary convict labor is used by the Agricultural Production Operation.	R
Indicator 5.4.2.2. Workers confirm that they are not required to surrender any part of their salary, benefits, property, or identity papers as a means of forced employment or as a disciplinary measure, or to make deposits or financial guarantees to secure employment.	R
Indicator 5.4.2.3. All work is provided voluntarily, without threat of penalty or sanction.	R
Indicator 5.4.2.4. The Producer demonstrates and workers confirm that remediation actions are implemented when non-compliances are observed related to forced, bonded, indentured, and compulsory prison labor.	R
Indicator 5.4.2.5. Where labor intermediaries are regularly used, the Producer assesses its potential risks related to the unintentional use of forced, bonded, indentured, and compulsory prison labor.	R

## 5.5. Non-Discrimination and Freedom of Association

The Producer promotes a work environment free of any type of discrimination.

<b>Criterion 5.5.1. Non-Discrimination</b> <b>Workers benefit from an established policy of non-discrimination and equal opportunity, in accordance with ILO Conventions 100 and 111.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.5.1.1. The Producer provides equal opportunity and non-discrimination in recruitment, access to training, work duties, benefits, working conditions, and other employment-related activities on the basis of race, color, gender, pregnancy, sexual orientation, disability, marital status, age, religion, political opinion, national extraction, social origin, or other personal characteristics.	R
Indicator 5.5.1.2. Policies that ensure equal pay for equal work are implemented, unless work agreements stipulate otherwise (e.g., based on seniority).	R
Indicator 5.5.1.3. The Producer posts its written hiring and employment policies ensuring equal opportunity and non-discrimination in an easily accessible area.	G
Indicator 5.5.1.4. Equal-pay policies are posted in an easily accessible area.	G
Indicator 5.5.1.5. Supervisors and senior management are trained on equal opportunity and non-discrimination policies and procedures.	G
Indicator 5.5.1.6. Procedures to identify and report discrimination are implemented, and preventative actions are taken when warranted.	G

<b>Criterion 5.5.2. Freedom of Association</b> <b>Workers are assured freedom of association and collective bargaining, in accordance with ILO Conventions 87 and 98.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.5.2.1. A written policy exists to acknowledge worker rights to freedom of association, opinion, expression, peaceful assembly, and collective bargaining and is posted in an easily accessible area.	R
Indicator 5.5.2.2. Workers confirm that worker rights to freedom of association, opinion, expression, peaceful assembly, and collective bargaining are protected in accordance with the policy.	R
Indicator 5.5.2.3. The Producer does not interfere with, obstruct, or prevent activities related to freedom of association or collective bargaining, and does not engage in anti-labor organization activities. The Producer does not discriminate against, enact punitive measures against, or terminate any worker for involvement in labor organization activities. Any worker who has been subject to discrimination, punitive action, or termination for such activities is reinstated or given appropriate compensation.	R

Indicator 5.5.2.4. Workers confirm that they have the right to gather to discuss workplace grievances without fear of reprisal, retaliation, or other negative consequences.	R
Indicator 5.5.2.5. Elected worker representatives or labor organization representatives are not subject to discrimination, harassment, or administrative oversight. The Producer provides worker representatives with access to workplaces necessary to enable them to carry out their representation functions.	R
Indicator 5.5.2.6. The Producer recognizes democratically elected workers' associations, if such associations have been formed.	R
Indicator 5.5.2.7. The Producer demonstrates and workers confirm a process through which workplace issues and the negotiation of working conditions are resolved in a timely manner.	R
Indicator 5.5.2.8. Supervisors and senior management are trained on freedom of association policies and procedures.	G
Indicator 5.5.2.9. In addition to its written acknowledgement of worker rights, the Producer has detailed policies and provisions that address freedom of association, collective bargaining, and prohibitions against retaliation. These policies are posted in an easily accessible area.	O

<b>Criterion 5.5.3. Corporal Punishment, Coercion, and Abuse</b> <b>Workers are protected from corporal punishment, mental or physical coercion, and physical or verbal abuse.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.5.3.1. The use of corporal punishment, mental or physical coercion, bullying, harassment, verbal abuse, or sexually intimidating, abusive, and exploitative behavior is not supported or tolerated.	R
Indicator 5.5.3.2. When reported, incidents of corporal punishment, mental or physical coercion, bullying, harassment, verbal abuse, sexual abuse, and sexually intimidating, abusive, and exploitative behavior, are investigated and proper disciplinary action is taken when warranted. Workers who submit grievances are not disciplined, dismissed, or discriminated against for using the grievance procedure.	R
Indicator 5.5.3.3. The Producer has a written and posted policy to address incidents of corporal punishment, mental or physical coercion, bullying, harassment, verbal abuse, and sexually intimidating, abusive, and exploitative behavior.	G
Indicator 5.5.3.4. The Producer has a written and posted policy that prohibits unwanted conduct of any sexual nature in the workplace and a dedicated sexual harassment grievance procedure.	G

## 5.6. Human Resource Management

The Producer has an established structure to carry out human resource management functions.

<b>Criterion 5.6.1. Human Resources</b> <b>Workers benefit from responsible human resource management.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.6.1.1. For operations with more than 30 permanent workers, the Producer provides a written employee manual to permanent workers that describes all relevant employment policies, including but not limited to hiring, termination, conditions of employment, workplace conditions, working hours, benefits, pay schedule, holidays, sick leave, non-discrimination, sexual harassment, and unacceptable behavior.	R
Indicator 5.6.1.2. The Producer provides all workers with access to all relevant employment policies.	R
Indicator 5.6.1.3. The Producer assures confidentiality of all worker personnel files.	R
Indicator 5.6.1.4. Termination of worker employment is carried out in accordance with local and national laws. The Producer maintains auditable records in personnel files describing causes for termination.	R
Indicator 5.6.1.5. The Producer maintains auditable records documenting the rate of worker turnover.	O
<b>Criterion 5.6.2. Grievance Policy</b> <b>Workers benefit from grievance policies and procedures that are accessible, fair, transparent, and provide a non-retaliatory process for communicating and resolving work-related complaints.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.6.2.1. The Producer has implemented a policy to address worker grievances, including but not limited to issues related to compensation and receipt of benefits, sexual harassment and other gender-related grievances. The policy describes the means by which workers can communicate grievances to designated management representatives, guarantees no reprisals, and describes disciplinary actions and the right to appeal.	R
Indicator 5.6.2.2. Written grievance policies and disciplinary procedures with the right to appeal are communicated to all workers.	R
Indicator 5.6.2.3. The Producer has developed and implemented a work committee to resolve written grievances, or has instituted a system of monitoring and recording all grievances raised by workers.	G

<b>Criterion 5.6.3. General Training, Professional Development, and Continuing Education</b> <b>Workers obtain training related to operational policies and procedures, and benefit from opportunities for professional development.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.6.3.1. The Producer demonstrates, through attendance records, that all workers receive training on employer responsibilities to workers, non-discrimination, harassment, personal safety and hygiene, and other applicable operational policies.	R
Indicator 5.6.3.2. Trainings are free of charge, occur during regular working hours, and are provided in a manner understandable to workers.	R
Indicator 5.6.3.3. The Producer trains workers about the environmental, social, and economic requirements of the Standard.	O
Indicator 5.6.3.4. The Producer provides, or facilitates worker attendance of, workshops, classes, and/or trainings on ecological issues related to agricultural production processes.	O
Indicator 5.6.3.5. The Producer encourages professional development opportunities, including continuing education, for workers, and provides resources to workers (e.g., information, web sites, bulletins, program information).	O
Indicator 5.6.3.6. The Producer evaluates worker understanding of training contents.	O
Indicator 5.6.3.7. The Producer utilizes third-party trainers or training programs to address worker rights issues, such as discrimination, harassment, and freedom of association.	O

## 5.7. Health and Safety

All workers should have a safe, clean, and healthy work environment.

<b>Criterion 5.7.1. Workplace Health and Safety</b> <b>Workers benefit from a safe and healthy working environment.</b>	<b>R</b> <b>G</b> <b>O</b>
<p>Indicator 5.7.1.1.  The Producer ensures that areas where agrochemicals are stored and mixed are adequately sized for the operation, clearly marked, signed appropriately, and equipped with readily accessible emergency equipment that includes, at a minimum:</p> <ul style="list-style-type: none"> <li>▪ Spill kits (e.g., sawdust, sand, or other adsorbent);</li> <li>▪ Empty containers to repack damaged or leaking containers;</li> <li>▪ Spade and brush;</li> <li>▪ Fire extinguisher;</li> <li>▪ Eyewash kit;</li> <li>▪ Emergency protective gear;</li> <li>▪ Water supply;</li> <li>▪ Corresponding Material Safety Data Sheets (MSDS); and</li> <li>▪ Posted emergency procedures.</li> </ul>	R
<p>Indicator 5.7.1.2.  Portable sprayers are accompanied by spill kits, emergency procedures and decontamination supplies.</p>	R
<p>Indicator 5.7.1.3.  All workers use Personal Protective Equipment (PPE) to handle, mix, or apply agrochemicals, as specified on the labels and MSDS.</p>	R
<p>Indicator 5.7.1.4.  The workplace provides convenient access to potable water and toilet facilities in adequate numbers, and sufficient lighting, ventilation and heating.</p>	R
<p>Indicator 5.7.1.5.  The Producer labels potable and non-potable water sources to assure worker protection.</p>	R
<p>Indicator 5.7.1.6.  If potable water is not provided by a public source, the Producer conducts water analysis at least every two years to confirm that water potability is conformant with local or other applicable drinking water standards.</p>	R
<p>Indicator 5.7.1.7.  The Producer enforces workers' rights to remove themselves from situations involving the use of chemicals or equipment when they have reasonable justification to believe that there is an imminent and serious risk to their safety or health.</p>	R

Indicator 5.7.1.8. Workers confirm that when transportation is provided, drivers are licensed, vehicles are inspected, and the number of passengers does not exceed vehicle capacity.	R
Indicator 5.7.1.9. Occupational health and safety related procedures and policies have been clearly communicated to workers (e.g., OSHA).	G
Indicator 5.7.1.10. Toilet facilities have nearby hand washbasins with soap and water or hand sanitizer, and disposable towels or hand-dryers. These installations are scaled to the size and complexity of the operation and compliant with the following minimal provisions: <ul style="list-style-type: none"> <li>▪ Gender-Specific Toilets: 1 per 20 men and 1 per 20 women. A single unisex toilet is only allowed when there are fewer than 5 total workers and the toilet can be locked from the inside</li> <li>▪ Washbasins: 1 per 20 workers</li> </ul>	G
Indicator 5.7.1.11. Any persons under age 15 (other than the Producer's family members) are prohibited onsite unless suitable areas (e.g., child care) are provided or specific family-oriented events are held. Such areas and events are located away from any hazardous materials or equipment, chemical spraying or mixing, or other operationally dangerous activities.	O
Indicator 5.7.1.12. The Producer prepares an annual safety report summarizing all worker accident and illness incidents that includes a description of the nature of the injury or illness, work site of occurrence, and how the event occurred. Such incidents may include the following: work-site accidents, skin disorders, respiratory conditions, poisonings, hearing losses, days away from work, or deaths.	O
Indicator 5.7.1.13. The Producer stores safety records for at least three years (e.g., OSHA Form 300).	O
Indicator 5.7.1.14. Safety records concerning the work environment and worker exposure to hazardous chemicals are kept for a period of at least five years and are accessible to workers and their representatives.	O
Indicator 5.7.1.15. The Producer monitors worker exposure to highly toxic hazardous materials (e.g., records of PPE use, verified use of proper chemical applicators, manager reports).	O

<b>Criterion 5.7.2. Risk Mitigation</b> <b>Health and safety risks are recognized and mitigated.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.7.2.1. The Producer takes mitigation steps to prevent worker exposure to excessively high noise levels, temperatures, dehydration risk, and dust and other contaminants (e.g., exhaust, pesticide off-gassing).	R
Indicator 5.7.2.2. The Producer assures and workers confirm that records of agricultural inputs used are accessible to workers and their representatives.	R

Indicator 5.7.2.3. Entry into pesticide-treated fields is restricted until residues decline to safe levels, including the posting of signs restricting entry, and a suitable buffer area surrounds pesticide-treated fields.	R
Indicator 5.7.2.4. Cholinesterase testing is conducted for workers who handle or spray organophosphates or N-methyl-carbamate pesticides for more than 30 hours during any 30-day period. <ul style="list-style-type: none"> <li>■ Biomonitoring results are maintained in the employee file.</li> <li>■ If health thresholds are exceeded, the worker is reassigned to avoid further exposure, with no reduction in pay, and the Producer provides additional corrective and remedial actions as needed.</li> <li>■ Workers have access to their results.</li> <li>■ No worker handles, mixes, or applies pesticides for more than 90 cumulative days in an annual period.</li> </ul>	R
Indicator 5.7.2.5. The Producer reassigns pregnant workers as needed to ensure that they do not handle potentially harmful chemicals, or undertake jobs that inherently have the potential to jeopardize health and safety.	R
Indicator 5.7.2.6. Standard operating procedures are in place to systematically minimize and prevent occupational risks.	G
Indicator 5.7.2.7. Chemical safety procedures are in place to protect workers and the community from exposure to hazardous materials.	G
Indicator 5.7.2.8. The Producer assesses workplace risks to health and safety, and takes remedial action when risks are identified.	G
Indicator 5.7.2.9. The Producer has appointed an individual as the designated health and safety officer in charge of coordinating the workplace risk assessment and creating a health and safety program. The individual has formal training and competency.	O
Indicator 5.7.2.10. A health and safety committee has been formed with worker representation, and a Health and Safety Program has been formulated and made accessible to workers.	O
Indicator 5.7.2.11. The Health and Safety Committee has assessed the workplace hazards, established a hazard risk rating for all jobs, and developed a written job hazard policy with standard operating procedures.	O
Indicator 5.7.2.12. The Health and Safety Committee reviews and publishes an annual workplace safety report.	O



<b>Criterion 5.7.3. Workplace and Equipment Safety</b> <b>Workplaces are safe, and equipment, tools, and clothing in good working condition and stored properly.</b>	<b>R G O</b>
Indicator 5.7.3.1. Electrical equipment and fittings in shops, packinghouses, and storage facilities do not have worn or bare cables. Conduit and grounds are used for high amperage equipment. Improvised installations are avoided.	R
Indicator 5.7.3.2. Workers are provided with equipment and tools that are in a good state of repair and not damaged or worn out in any way that could endanger health or safety.	R
Indicator 5.7.3.3. Workspaces are well organized, tools and materials have specifically designated storage areas, and tools are not contaminated with hazardous materials.	G
Indicator 5.7.3.4. Mechanical and electrical equipment, and machine guards, including lockout/tagout equipment, are adequately signed and labeled, with readily available operating instructions.	G
Indicator 5.7.3.5. Contractor agreements specify that the labor intermediary's equipment and tools are in a good state of repair and not damaged or worn out in any way that could endanger health or safety.	O

<b>Criterion 5.7.4. Decontamination</b> <b>Sound decontamination policies and procedures are in place.</b>	<b>R G O</b>
Indicator 5.7.4.1. The Producer requires that workers follow decontamination procedures after chemical applications, and workers confirm familiarity with these procedures.	R
Indicator 5.7.4.2. The Producer provides decontamination supplies for all workers who handle, mix, or apply agrochemicals, and assures ready access to eye washes, hand washing, on-site showers with soap and single-use towels, and changing areas, after the handling of such chemicals.	R
Indicator 5.7.4.3. Workers confirm that they wash thoroughly after being in contact with agrochemicals and before leaving the site, and that agrochemical application equipment, PPE, and personal apparel and gear are separated in clean, well-organized areas.	R
Indicator 5.7.4.4. Clothing worn during the handling, mixing, and application of hazardous agrochemicals is removed on-site and not taken home by workers. Such clothes are washed by the Producer and stored separately from other clothes.	R

<b>Criterion 5.7.5. Emergency Preparedness</b> <b>Producers and workers benefit from emergency preparedness and response procedures.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.7.5.1. The Producer maintains a contingency plan for potential emergency situations (e.g., medical emergencies, fires, workplace accidents, chemical exposures, natural disasters), including staff roles.	R
Indicator 5.7.5.2. The Producer has emergency procedures for handling incidents involving pesticides or hazardous materials that could negatively impact workers or the environment, specifying staff roles and consistent with MSDS instructions.	R
Indicator 5.7.5.3. The Producer ensures and routinely checks that emergency exits are clearly marked, that pathways are free from obstruction, that there is clear access to emergency equipment (e.g., fire extinguishers, fire hoses, eye washes, first aid kits), and that emergency procedures are posted in a public, easily accessible area.	R
Indicator 5.7.5.4. The Producer demonstrates that fire extinguishers and other emergency equipment are fully operational and routinely checked.	R
Indicator 5.7.5.5. The Producer demonstrates that hazard signage is appropriately located (e.g., near high voltage electrical equipment, electrical breakers, flammable or other hazardous materials).	G
Indicator 5.7.5.6. Workers demonstrate knowledge of emergency response procedures (e.g., emergency evacuation routes, transportation, lockout/tagout equipment).	G
Indicator 5.7.5.7. The Producer ensures that any water leaks, uneven or damaged floors, damaged or worn out structures or infrastructure that could increase the possibility of accidents are repaired in a timely manner.	G
Indicator 5.7.5.8. The contingency plan for potential emergency situations has been developed in cooperation with worker representatives and training drills are conducted at least annually.	O
Indicator 5.7.5.9. The Producer minimizes trip, slip, and fall hazards by minimizing obstructions and providing signage or otherwise marking such hazards.	O

<b>Criterion 5.7.6. Health and Safety Training</b> <b>Workers benefit from health and safety training.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.7.6.1. Training in the following subjects is provided to workers and other personnel who are in contact with agrochemicals. <ul style="list-style-type: none"> <li>▪ The use of proper clothing and additional protective equipment;</li> <li>▪ Safe handling of hazardous materials, chemicals, and biological agents;</li> <li>▪ Understanding of information on agrochemical labels and MSDS;</li> <li>▪ The operation of application and mixing equipment;</li> <li>▪ Re-entry procedures; and</li> <li>▪ Cleaning and/or disposing of contaminated materials and clothing.</li> </ul>	R
Indicator 5.7.6.2. Training is provided in relevant subjects to workers and other personnel involved in the operation of equipment and machinery or inherently dangerous tasks, including proper operational, cleaning and maintenance procedures; the use of protective equipment; and the use of lockout/tagout equipment, if applicable.	R
Indicator 5.7.6.3. Safety trainings are free of charge, occur during regular working hours, and are conducted in a manner that is understandable to workers.	R
Indicator 5.7.6.4. The Producer schedules regular safety meetings for all relevant workers and keeps attendance records of trainings and copies of training materials.	G
Indicator 5.7.6.5. The Producer ensures that a designated worker or supervisor who is trained in first aid is present on all shifts.	O
Indicator 5.7.6.6. The Producer has a designated and trained emergency or health officer.	O

## 5.8. Community Relations

The Producer is a good neighbor and relates in positive ways to local and regional communities.

<b>Criterion 5.8.1. Community Engagement</b> <b>The Producer works to assure that agricultural operations are aligned with community environmental, economic, and social goals.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.8.1.1. The Producer works to assure that the operation does not negatively affect the community's natural resources (e.g., groundwater quantity and quality).	R

Indicator 5.8.1.2. The Producer recognizes indigenous and other customary rights (e.g., related to fishing, hunting, collection, cultural sites) and works to assure that the operation does not negatively affect cultural community resources.	R
Indicator 5.8.1.3. The Producer has implemented policies to identify the interests of local populations and community groups when the scope of farm activities is changed in any way that might trigger negative impacts (e.g., noise, chemical contamination, waste, transportation impacts, resource overuse, ecological damage, visual impacts) or that require public notification.	G
Indicator 5.8.1.4. The Producer demonstrates efforts to mitigate public nuisances created by workers (e.g., litter, noise, lack of respect or understanding of community-held values).	G
Indicator 5.8.1.5. Either informal or formal procedures are in place to resolve conflicts with the community (e.g., payment of fair compensation for loss or damage to community resources).	G
Indicator 5.8.1.6. The Producer consults with the community and considers community issues raised in response to potential changes in operations that could affect human health or natural resources.	O
Indicator 5.8.1.7. The Producer obtains prior and informed consent of stakeholders when making changes that could affect customary rights or natural or cultural community resources.	O
Indicator 5.8.1.8. Community representatives verify that the operation does not negatively affect natural or cultural community resources.	O
Indicator 5.8.1.9. The Producer or worker representatives collaborate with the community to facilitate worker access to healthcare and healthcare facilities.	O
Indicator 5.8.1.10. The Producer collaborates with the community regarding food provision during times of emergency in the community.	O
Indicator 5.8.1.11. The Producer demonstrates community involvement (e.g., advisory role to community, agricultural extension, education).	O
Indicator 5.8.1.12. The Producer is involved in regional efforts to manage surface water and groundwater.	O
Indicator 5.8.1.13. The Producer contributes to skills development for members of the community (e.g., providing training opportunities, in-kind support for vocational programs, donations to schools, internship opportunities).	O
Indicator 5.8.1.14. The Producer includes a conflict resolution clause in all formal contracts with community-based buyers of the Producer's products.	O

<b>Criterion 5.8.2. Charitable Giving</b> <b>The Producer demonstrates charitable giving.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.8.2.1. The Producer supports maintenance or development of community infrastructure or facilities that have been impacted by Producer's operations (e.g., community markets, cold storage, warehouses, roads, bridges, irrigation and drainage facilities).	O
Indicator 5.8.2.2. The Producer demonstrates charitable giving in the community (e.g., donations, in-kind support), as verified by the Producer, community representatives, or workers.	O
Indicator 5.8.2.3. The Producer supports maintenance or development of community projects and public institutions (e.g., schools, emergency services, hospitals, food banks/pantries).	O

<b>Criterion 5.8.3. Beginning Producer Development</b> <b>The Producer provides opportunities for small-scale beginning producers.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.8.3.1. The Producer provides mentoring and in-kind or financial support to small-scale beginning producers, or on-farm work-study opportunities for at least one intern or student.	O
Indicator 5.8.3.2 The Producer provides land for one or more beginning producers to manage independently.	O
Indicator 5.8.3.3. The Producer offers shared marketing opportunities to small-scale beginning producers.	O

<b>Criterion 5.8.4. Food Security</b> <b>Producers of food crops support food accessibility for local communities.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 5.8.4.1. The Producer describes methods by which the Agricultural Production Operation can maintain or enhance local food accessibility.	G
Indicator 5.8.4.2. If the Producer is located in a region of poverty, the Producer's operation contributes to food accessibility for local, rural, and indigenous people and communities.	O
Indicator 5.8.4.3. The operation maintains or enhances the accessibility of food to the local community (e.g., setting aside land for food growing, increasing yields, providing opportunities for workers to carry out household-level food production).	O

## 6. Economic Criteria and Indicators

This section of the Standard describes economic conformance requirements for agricultural producers. For each indicator, the Standard specifies one of three conformance levels: Required (R), General (G), or Optional (O).

### 6.1. Business Accounting, Reporting, and Planning

The Producer's accounting, reporting and planning practices support the sustainability of operations.

<b>Criterion 6.1.1. Accounting, Reporting and Financial Planning</b> <b>The Producer documents the economic, social, and environmental performance of the operation.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 6.1.1.1. The Producer develops an annual balance sheet and profit/loss statement.	R
Indicator 6.1.1.2. The Producer develops an annual financial plan.	G
Indicator 6.1.1.3. The Producer's annual balance sheet and profit/loss statement demonstrate that investments or other expenditures support management objectives with respect to business development, environmental protection, and/or social sustainability.	G
Indicator 6.1.1.4. The Producer develops an annual report that includes the following: <ul style="list-style-type: none"> <li>▪ The senior decision-maker's affirmation;</li> <li>▪ A description of the operation and its ownership, legal form, location, products, and markets;</li> <li>▪ The reporting procedures used in the report;</li> <li>▪ The operation's governance structure and stakeholder engagement activities; and</li> <li>▪ The operation's indicator results for ten sustainability criteria including at least one each from the economic, social, and environmental sections of this Standard.</li> </ul>	O
Indicator 6.1.1.5. The Producer's financial plan covers at least five years.	O
Indicator 6.1.1.6. The Producer's annual report provides indicator results for at least twenty additional criteria, including at least two from the environmental, social, and economic sections of this Standard.	O

## 6.2. Continuity and Resilience

The Producer plans for continuity of operations and manages economic risks.

<b>Criterion 6.2.1. Ownership Succession and Land Preservation Planning</b> <b>The Producer plans for ownership succession and land preservation.</b>	<b>R G O</b>
Indicator 6.2.1.1. The Producer has a plan for ownership succession, or an agreement related to the long-term sustainability of the Agricultural Production Operation.	G
Indicator 6.2.1.2. The Producer takes land-use protection steps such as creating a land trust or restricting development rights for at least 10 years.	O
Indicator 6.2.1.3. The Producer implements a permanent agricultural easement.	O

<b>Criterion 6.2.2. Marketing Channel Diversity</b> <b>The Producer considers the number and profitability of marketing channels.</b>	<b>R G O</b>
Indicator 6.2.2.1. The Producer optimizes marketing channels to promote economic sustainability of the operation.	O
Indicator 6.2.2.2. The Producer's internal reporting includes a financial analysis of each marketing channel used.	O

<b>Criterion 6.2.3. Product Diversity</b> <b>The Producer offers one or more value-added product or service.</b>	<b>R G O</b>
Indicator 6.2.3.1. The Producer markets at least one value-added product or direct service (e.g., on-farm hospitality, u-pick, farm stand, processed or packaged food item).	O
Indicator 6.2.3.2. The Producer's internal reporting includes estimated profit/loss information for each value-added product and direct service provided.	O

<b>Criterion 6.2.4. Participation in Ecosystem Service Markets</b> <b>The Producer manages economic risk through participation in ecosystem service markets.</b>	<b>R G O</b>
Indicator 6.2.4.1. The Producer engages in at least one ecosystem service market.	O
Indicator 6.2.4.2. The Producer engages in at least two ecosystem service markets.	O

Indicator 6.2.4.3. The Producer's internal reporting includes profitability of participation in ecosystem service markets.	O
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<b>Criterion 6.2.5. Land Tenure</b> <b>The Producer seeks to maximize the percentage of owner-operated land, or obtain longer lease terms, to support long-term investments for sustainability.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 6.2.5.1. More than 20% of the operation's acreage is operator-owned, or the lease length for the operation is greater than three years.	G
Indicator 6.2.5.2. More than 50% of the operation's acreage is operator-owned, or the lease length for the operation is greater than five years.	O
Indicator 6.2.5.3. More than 90% of the operation's acreage is operator-owned	O

<b>Criterion 6.2.6. Lease Terms Share Risk</b> <b>The lease terms apportion risk between lessor and lessee.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 6.2.6.1. The lease agreement includes a provision for sharing or reimbursing up-front costs of long-term improvements.	O
Indicator 6.2.6.2. The lease agreement includes a provision for indexing variable cash rent to yield, or bases the lease cost on a percentage of crop revenue.	O
Indicator 6.2.6.3. The lease agreement includes a provision for guaranteeing a fixed return sufficient to compensate for lessor-required improvements.	O
Indicator 6.2.6.4. The lease agreement includes a provision guaranteeing the lessee with the right of first refusal to purchase the leased land in event of that this leased land is to be put up for sale.	O

### 6.3. Community Economic Engagement

The Producer contributes to local and regional social and economic development.

<b>Criterion 6.3.1. Local Sourcing and Services</b> <b>The Producer sources locally whenever possible to foster business and socioeconomic development.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 6.3.1.1. The Producer gives preference to, as far as is practical, local sources of supplies, services, and human resources.	G



## 6.4. Product Quality and Safety

<b>Criterion 6.4.1. Product Quality and Safety</b> <b>The product meets industry quality and safety expectations.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator 6.4.1.1. The Producer has a system to ensure that product shipped from the Agricultural Production Operation meets or exceeds basic industry quality standards.	R
Indicator 6.4.1.2. For food crops, the Producer has a system to ensure that the product(s) is protected from hazardous contaminants during all steps of production and post-harvest handling, processing, and storage.	R
Indicator 6.4.1.3. For food crops, the Producer has conducted a risk assessment and developed an industry-recognized food safety plan that conforms with applicable regulations (e.g., U.S. Food Safety Modernization Act).	R
Indicator 6.4.1.4. For food crops, the Producer has undergone third-party verification of food safety practices and meets conformance requirements of a recognized food safety scheme (e.g., Global Food Safety Initiative recognized scheme; USDA GAP) during the previous 12 months.	R
Indicator 6.4.1.5. The Producer utilizes risk-assessment, and third-party testing as needed, to demonstrate that pesticide residues on harvested food crops comply with destination country Maximum Residue Level (MRL) or tolerance requirements.	R
Indicator 6.4.1.6. The Producer demonstrates that agrochemical residues on harvested food crops either do not exceed 5% (or 1/20 <sup>th</sup> ) of the country-of-destination allowed tolerances, or are below laboratory detection levels, whichever is higher.	G
Indicator 6.4.1.7. The Producer has a Quality Management Plan (e.g., ISO-9001; ISO-14001).	O
Indicator 6.4.1.8. The Producer utilizes third-party testing to confirm that harvested food crops do not contain pesticide residues above 0.01 parts per million, or above laboratory detection levels, whichever is higher.	O

## Appendix 1. Glossary of Terms

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1. **Approved Certification Body.** The independent auditing entity, or its auditor representative, approved by SCS to conduct auditing and certification activities in connection with this Standard.
2. **Aggregate Stability.** The ability of soil aggregates, or groups of soil particles bound together, to resist disruption when outside forces (e.g., water) are applied.
3. **Agricultural Input.** Substance or material, such as a pesticide or fertilizer, introduced to facilitate the production or handling of agricultural crops.
4. **Agricultural Production Operation.** The farming enterprise engaged in the production of the agricultural crop(s) to be certified.
5. **Agricultural Sustainability Plan.** The written document, or collection of documents, that serves as an organizational tool for documenting and achieving sustainability goals and for complying with the requirements of this Standard.
6. **Agrochemical.** A chemical substance or plant extract used in agricultural production systems to maintain or build soil fertility, control weeds, combat pests, stimulate or regulate growth, or preserve agricultural products.
7. **Agro-Ecosystem.** The combination of organisms and abiotic factors that interact in an agricultural field, as impacted by agricultural production processes.
8. **Biological Controls.** Methods of controlling pest populations or disease vectors that rely on biological organisms such as beneficial insects or fungi, or biopesticides that are derived from natural materials such as animals, plants, bacteria, and certain minerals.
9. **Buffer.** A physical strip of land, typically vegetated, preserved or created to prevent damage to crops, soil, or the environment from pests, weeds, disease, wind, and other agents by preventing activities on one side of the zone from impacting the area on the other side.
10. **Carbon Footprint.** The total amount of GHGs produced to directly and indirectly support an operation's activities, usually expressed in equivalent tons of carbon dioxide.
11. **Carbon Sequestration.** The process by which atmospheric carbon dioxide is taken up by trees, grasses, and other plants through photosynthesis and stored as carbon in biomass (trunks, branches, foliage, and roots) and soils. For agricultural operations, increased carbon sequestration can be achieved through, for example, no-till or low-till practices, agroforestry, reforestation, or the use of biomass-containing amendments.
12. **Certified Product.** Crops and the products derived from them, produced in accordance with the applicable requirements of this Standard.
13. **Chain of Custody.** The network of entities that take legal and/or physical possession of a product from its point of production to the end consumer.
14. **Child Labor.** Any work performed by a person under the age of 15, or the minimum employment age required under national or local law, whichever is older, in accordance with ILO Convention 138.
15. **Cholinesterase.** An enzyme produced in the liver that can be inhibited by organophosphate pesticides.
16. **Claim.** Oral, written, implied, or symbolic representation, statement, or advertising or other form of communication presented to the public or buyers of agricultural products that relates to a crop's certification status as Sustainably Grown.
17. **Complaint.** A statement that a situation is unsatisfactory, unacceptable, or otherwise not up to normal standards.

18. **Compost.** A mixture of decaying organic matter, as from leaves and manure, used to improve soil structure and provide nutrients.
19. **Compostable.** The ability of a product to break down into natural elements in a compost environment, leaving no toxicity in the soil.
20. **Cover Crop.** A crop planted primarily to manage soil fertility, soil quality, water, weeds, pests, diseases, erosion, biodiversity and wildlife in an agro-ecosystem.
21. **Criteria Pollutants.** Common pollutants widely regulated by government agencies, including carbon monoxide, sulfur oxides, nitrogen oxides, ozone, lead, and fine particulate matter.
22. **Crop.** Agricultural plant that is cultivated for sale.
23. **Crop Residue.** The vegetative material remaining in a field after the harvest of a crop, including stalks, stems, leaves, roots, and weeds.
24. **Crop Rotation.** Alternating the crops grown on a specific field in a planned pattern or sequence.
25. **Cultivation.** Digging up or cutting the soil to prepare a seed bed, control weeds, aerate the soil, or work organic matter, crop residues, or fertilizers into the soil.
26. **Cultural Controls.** Planting, tillage and other non-chemical cultivation techniques for controlling pest establishment, reproduction, dispersal and survival, such as crop rotation, culling, cover crops, intercropping and compost spreading.
27. **Disease Vectors.** Plants or animals that harbor or transmit disease organisms or pathogens that may attack crops.
28. **Discrimination.** The unfair or unequal treatment of a person based on the basis of race, color, gender, pregnancy, sexual orientation, disability, marital status, age, religion, political opinion, national extraction, social origin, or other personal characteristics.
29. **Drift.** The unintended physical movement of agrochemicals beyond their intended targets by water or wind.
30. **Economic Threshold.** The level of infestation or pest attack beyond which some control should be exerted to prevent further economic loss.
31. **Ecosystem.** A biological community of organisms, including plants, animals and micro-organisms, interacting in a physical environment within a defined geographic area (e.g., streams, ponds, wetlands, forests, grasslands)
32. **Ecosystem Service Market.** A market-based approach for buying and selling units of environmental benefit (e.g., water quality, carbon, wetlands, biodiversity).
33. **Energy Efficiency.** The relative amount of electricity or fuel used per unit of agricultural product produced.
34. **Equal Opportunity.** The policy of treating job applicants or employees equally without regard to the person's race, color, gender, pregnancy, sexual orientation, disability, marital status, age, religion, political opinion, national extraction, social origin, or other personal characteristics.
35. **Excessively High Noise Level.** A noise level capable of causing permanent damage to the ears. 85 decibels (dB) or higher is considered dangerous with extended exposure (e.g., 8 hours); 100 dB can cause damage after 15 minutes; and 120 dB can cause damage immediately.
36. **Fertilizer.** A substance containing one or more recognized plant nutrient(s) that is used primarily for its plant nutrient content and which is designed for use or claimed to have value in promoting plant growth.
37. **Field.** An area of land identified as a discrete unit within the Agricultural Production Operation.
38. **Forced Labor.** Any work or service that a person is coerced into performing, under involuntary servitude or

otherwise under the threat of punishment.

39. **Ground-Level Ozone Precursors.** Nitrogen oxides (NO<sub>x</sub>) and volatile organic compounds (VOCs) that chemically react in the atmosphere to producing ground-level ozone that can cause negative impacts to plants and animals. VOCs and NO<sub>x</sub> are generated from the breakdown or decomposition of biological materials such as manure and feed, fuel combustion in farming equipment, the burning of biological material, and pesticide applications.
40. **Genetically Modified Organism.** Any organism with genetic material (DNA) that has been altered by means of recombinant DNA methods or that is inherited or otherwise derived from any genes that have been altered through recombinant DNA technology.
41. **Greenhouse Gas (GHG).** Any gaseous emission whose absorption of solar radiation is responsible for the greenhouse gas effect, including carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.
42. **Grievance.** A complaint raised by a worker about a workplace-related issue or incident.
43. **Hazardous Air Pollutants.** Airborne pollutants that are known or suspected to cause serious health effects or adverse environmental and ecological effects.
44. **Hazardous Material.** Any material that has the potential to cause harm to humans, animals or the environment if not properly managed, treated, stored and disposed of.
45. **Heavy Metals.** Cadmium, mercury, selenium, arsenic and other metals that either occur naturally in the environment or are introduced into the environment through agricultural or industrial activities. Mining, manufacturing and the use of synthetic products can result in heavy metal contamination of urban and agricultural soils.
46. **High Ecological Value (HEV).** Areas that possess one or more of the following attributes:
  - Containing globally, regionally or nationally significant concentrations of biodiversity (e.g., rainforest);
  - Are in or contain rare, threatened or endangered ecosystems;
  - Provide basic services of nature (e.g., watershed protection or erosion control) in critical situations;
  - Fundamental to meeting the basic needs of local communities (e.g., subsistence or health);
  - Critical to local communities' traditional cultural identity (areas of significance identified in cooperation with such local communities); and
  - Contain threatened or endangered species.
47. **High-Risk Crop:** A crop that is currently in commercial production in genetically engineered form.
48. **Kyoto GHGs:** The targets for the first commitment period of the Kyoto Protocol, which include the six main greenhouse gases: carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, and sulfur hexafluoride.
49. **Labor Intermediary.** A person, agency, or contractor that recruits, solicits, employs, supplies, or transports workers to perform work at the Agricultural Production Operation.
50. **Living Wage.** A level of compensation (includes take-home cash income and in-kind benefits) for work performed during regular working hours that meets the worker's basic needs, including food, housing, healthcare, education and transport, and is sufficient to maintain a safe, decent standard of living for the worker and worker's dependents, including some level of discretionary income.
51. **Macropore.** Large soil pores, usually greater than 0.08 mm in diameter, which drain freely by gravity and allow easy

movement of water and air.

52. **Material Safety Data Sheet (MSDS).** A document providing detailed information about the properties and uses of a chemical product or formulation, the nature of the product's hazards, appropriate safe handling procedures and emergency instructions. May also be referred to as Chemical Safety Data Sheet.
53. **Mechanical Controls.** Methods of controlling pest populations that kill or deter pests directly without the use of chemicals.
54. **Monitoring.** To test or sample, especially on a regular or ongoing basis, to evaluate compliance with a given standard or regulation.
55. **Native.** Refers to flora or fauna that are indigenous to a given geographic area or bio-geographic province.
56. **Natural Resources.** Features, materials or substances in the natural environment such as minerals, trees, water, soil, and streams that can be used to support ecosystems and human needs.
57. **Nonrenewable Energy.** Any naturally occurring source of energy such as coal, gas or oil that, once consumed, cannot be replenished within a timeframe relevant to human endeavors.
58. **Nutrient Management.** The process of managing the amount, source, application, and timing of plant nutrients and soil amendments.
59. **Offset (emissions of GHG).** An offset is a credit that an entity can purchase to negate a carbon footprint. When the number of carbon offsets obtained is equal to an entity's carbon footprint, that entity is considered carbon neutral.
60. **Ozone Depleting Substance (ODS).** A substance that depletes ozone in the stratosphere, which is subject to prohibitions or severe use restrictions under international treaty agreements. ODSs have been widely used in refrigerators, air conditioners, electrical equipment, and as agricultural fumigants.
61. **Particulate Matter (PM).** A complex mixture of extremely small particles and liquid droplets, made up of any of a number of components, including acids (such as nitrates and sulfates), organic chemicals, metals, and soil or dust particles. Particulate matter includes dust and smoke, or can be formed in the atmosphere from other pollutants, such as ammonia, nitrous oxides, and volatile organic compounds.
62. **Pathogen.** A microbial organism present in food at a level that can cause illness in humans.
63. **Permanent Agricultural Easement.** A voluntary legal agreement between a landowner and a non-profit land trust that restricts use of the land to agricultural production.
64. **Personal Protective Equipment (PPE).** The clothing and devices worn (e.g., protective suits, boots, gloves, aprons, masks, eyewear, and hats) to protect the human body from contact with hazardous chemicals or residues. Requirements for PPE are specified on pesticide product labels.
65. **Pesticide.** Any substance or mixture of substances intended for preventing, destroying, repelling, or mitigating the damage from any pest or disease vector. The term "pesticide" is used as an umbrella term to include insecticides, herbicides, fungicides, fumigants, miticides, rodenticides, nematocides, repellants, algicides, molluscicides, defoliants, desiccants, inoculants, bactericides, virucides, insect growth regulators, and other substances used to protect the product from deterioration during storage and post-harvest handling.
66. **Piece-Rate Wage.** A fixed regular payment to a worker on a per-unit or per-action performed basis, irrespective of time.
67. **Planting Stock.** Any plant or plant tissue other than annual seedlings used in plant production or propagation, including rhizomes, shoots, leaf or stem cuttings, roots, or tubers.

68. **Policy.** A plan, approach, or course of action adopted by the Agricultural Production Operation.
69. **Potable Water.** Drinking water that is free from microorganisms, chemical substances and radiological hazards at levels that constitute a threat to a person's health, and is of an acceptable color, odor and taste, as defined by applicable laws, or by the international norms of WHO, whichever are more stringent.
70. **Practices.** Tangible methods and techniques used to complete a task associated with the production or handling of an agricultural product.
71. **Procedures.** The steps identified by a Producer for implementing policies related to the Agricultural Sustainability Plan.
72. **Processing.** The transformation of raw ingredients into products, including cooking, baking, curing, heating, drying, mixing, grinding, churning, separating, extracting, cutting, fermenting, distilling, preserving, dehydrating, freezing, chilling.
73. **Producer.** The person or entity legally responsible for the cultivation of the agricultural crops. The Producer may also be involved in packing, processing, storage and shipping.
74. **Producer Group.** Multiple small-scale producers that are organized independently as a cooperative or association, or by a trader or other supply chain actor, and who adhere to a common Internal Control System (ICS) that governs the production and selling of the crop(s) to be certified.
75. **Product.** Good that has been packed or manufactured for sale.
76. **Production System.** The system by which a Producer grows an agricultural product for market, including steps such as soil preparation, planting, nutrient management, pest management, irrigation, drainage, harvest, storage of fuel and chemicals, product storage, processing, packing and shipping.
77. **Records.** Any information in written, visual, or electronic form that documents the activities undertaken by a Producer to demonstrate conformance with this Standard.
78. **Re-Entry Period.** The minimum amount of time that must pass after a pesticide application to an area or crop before people can enter that area without protective clothing or equipment.
79. **Restoration.** The process of returning ecosystems or habitats to their native structure and species composition.
80. **Riparian.** Relating to or located on the bank of a natural watercourse, such as a river.
81. **Renewable Energy.** Any naturally occurring and theoretically inexhaustible source of energy, such as wind, solar, tidal, and hydroelectric power.
82. **Salinity.** The total concentration of dissolved mineral solutes held in a soil.
83. **Sanitation Standard Operating Procedures (SSOPs).** Documented steps that must be followed to ensure adequate cleaning of product-contact and non-product surfaces.
84. **Short-Lived Climate Pollutants (SLCPs).** Pollutants that have a relatively short lifetime in the atmosphere, but that can have a big impact on the climate. The major SLCPs include black carbon, methane, tropospheric ozone, and hydrofluorocarbons (HFCs).
85. **Small-Scale Producer.** A Producer whose maximum production area used to produce the crop in scope does not exceed 20 hectares, and whose number of workers contracted or employed does not exceed 5 permanent workers.
86. **Soil Crust.** Relatively thin, somewhat continuous layers of the soil surface that often restrict water movement, air entry, and seedling emergence from the soil. Crusts are created by the breakdown of structural units by flowing water, raindrops, or freeze-thaw action.

87. **Soil Erosion.** The breakdown, detachment, transport, and redistribution of soil particles by forces of water, wind or gravity.
88. **Soil Fertility.** The level of nutrients in soils relative to the amount needed to sustain plant growth and reproduction.
89. **Soil Organic Matter (SOM).** Content of soil where carbon is stored, directly derived from biomass of microbial communities in the soil, as well as from plant roots and biomass-containing amendments like manure, mulches, composts and crop residues. SOM impacts the physical, chemical and biological properties of the soil and serves as the storehouse for the energy and nutrients used by plants and other organisms.
90. **Sodicity.** The total concentration of sodium held in a soil.
91. **Soil Structure.** The aggregation of primary particles and their arrangement in space that influences water and air movement, biological activity, root growth, and seedling emergence.
92. **Standard.** When capitalized, refers to the Sustainably Grown Standard.
93. **Surface Water.** Lakes, rivers, streams, wetlands, ponds, and other water collected at ground level.
94. **Threatened or Endangered Species.** Flora or fauna species that have been listed as threatened or endangered by applicable laws as well as by international organizations, including the Red List of the International Union for the Conservation of Nature.
95. **Tilth.** The physical condition of soil, especially in relation to its suitability for planting or growing a crop, determined by the formation and stability of aggregated soil particles, moisture content, degree of aeration, rate of water infiltration, and drainage.
96. **Traceability.** The ability to track an agricultural product back to the farm and field of derivation and forward through the chain of custody.
97. **Trafficked Labor.** Any work performed by a person who has been recruited, transported, harbored or obtained by means of the use of threat, force, coercion or deception for the purpose of exploitation.
98. **Water Bodies.** Bodies of water that exist naturally, such as lakes, ponds, lagoons, rivers, streams, swamps, marshes, and bogs.
99. **Water Channel.** The bed of a stream, river, or other waterway.
100. **Water-Holding Capacity.** The total amount of water a soil can hold for crop use, controlled primarily by soil texture and organic matter.
101. **Wastewater.** Water that has been adversely affected in quality during the course of agricultural activities.
102. **Watershed.** A region or area bounded peripherally by a divide and draining ultimately to a particular watercourse or body of water.
103. **Worker.** Any person, whether employed directly by an agricultural operation or contracted, who performs activities directly relating to the production and handling of agricultural crops on behalf of the Agricultural Production Operation. A worker may be full-time, part-time, permanent, temporary, or seasonal.

## Appendix 2. References

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  - b. C014 – Weekly Rest (Industry) Convention (1921)
  - c. C029 — Forced Labour Convention (1930)
  - d. C087 — Freedom of Association and Protection of the Right to Organise Convention (1948)
  - e. C095 – Protection of Wages Convention (1949)
  - f. C098 — Right to Organise and to Bargain Collectively Convention (1949)
  - g. C100 — Equal Remuneration Convention (1951)



- h. C105 — Abolition of Forced Labour Convention (1957)
  - i. C110— Plantations Convention (1958), Convention and Protocol (1982)
  - j. C111 — Discrimination (Employment and Occupation) Convention (1958)
  - k. C131 – Minimum Wage Fixing Convention (1970)
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  - p. C155 — Occupational Safety and Health Convention (1981)
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  - r. C170 — Chemicals Convention (1990)
  - s. C182 – Worst Forms of Child Labour Convention (1999)
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  - b. ISO 14001:2015 – Environmental Management Systems
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## Appendix 3. Group Manager Requirements

This appendix describes the specific responsibilities of the Group Manager. Compliance with both the Group Manager requirements and the subset of indicators identified as applicable to Producer Groups is necessary for compliance with this Standard.

### A.3.1. Administrative Requirements

<b>Criterion A.3.1.1. Access</b> <b>The Group Manager provides access to the infrastructure owned or administered by the Group Manager.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator A.3.1.1.1 The Group Manager agrees to a timetable of scheduled audits by the approved third-party certification body.	R
Indicator A.3.1.1.2. The Group Manager agrees to facilitate unannounced audits.	R
Indicator A.3.1.1.3 The Group Manager agrees to provide the approved third-party certification body with access to records, personnel, and the physical site(s) that the certification body deem essential to conduct its audit.	R
<b>Criterion A.3.1.2. Group Manager Details</b> <b>The Group Manager provides information about the infrastructure owned or administered by the Group Manager and administrative practices.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator A.3.1.2.1. The Group Manager implements an Internal Control System (ICS) to ensure that the Producer Group members comply with the applicable requirements of the Sustainably Grown standard. The ICS must include the following: <ul style="list-style-type: none"> <li>▪ An organizational chart with details of personnel, and their positions, competencies and roles; and</li> <li>▪ An approval and sanction system and related procedures.</li> </ul>	R
Indicator A.3.1.2.2. There are written and signed contracts between each Producer Group member and the Group Manager, specifying the rights and obligations of each party. A copy of the signed contract or agreement is available for each Producer Group member. Contents of the contracts or agreements include, at a minimum: <ul style="list-style-type: none"> <li>▪ Producer Group member's obligation to comply with the applicable requirements of the Standard and the Producer Group's ICS;</li> <li>▪ Producer Group member's obligation to facilitate internal assessments and accept sanctions;</li> <li>▪ Producer Group member's right to appeal decisions made by the Group Manager;</li> <li>▪ Policies for cases of Producer Group members failing to meet any of the obligations of the agreement; and</li> <li>▪ Each party's right to terminate the agreement.</li> </ul>	R

Indicator A.3.1.2.3. Prior to the initial audit and thereafter, the Group Manager conducts at least one internal assessment of each Producer Group member site during each 3-year certification cycle to assess compliance with the ICS and applicable requirements of the Standard.	R
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### A.3.2. Legal Compliance and Confidentiality

<b>Criterion A.3.2.1. Knowledge of Legal Requirements</b> <b>The Group Manager has knowledge of and complies with all applicable international, national, and local laws and regulations.</b>	<b>R G O</b>
Indicator A.3.2.1.1 The Group Manager attests that, to the best of his or her knowledge, the operations of the Producer Group members, and the infrastructure owned or administered by the Group Manager, is compliant with its policies and all legal requirements pertaining to: <ul style="list-style-type: none"> <li>▪ Environmental protection (i.e., pest management, erosion control, land alteration, vulnerable habitat and species protection, burning if applicable, wastewater treatment, hazardous waste management);</li> <li>▪ Worker protection (i.e., worker recruitment and hiring, wages, compensation, benefits, leave and termination, work hours and overtime, occupational health and safety, accidents or exposures to hazardous materials, grievances, health care and insurance, child labor and forced labor prohibitions);</li> <li>▪ Financial reporting; and</li> <li>▪ Product safety.</li> </ul>	R
Indicator A.3.2.1.2 The Group Manager reports to the approved certification body any violations of federal, state, or local legal requirements applicable to the operations of Producer Group members, and the infrastructure owned or administered by the Group Manager, that occurred in the previous year, sanctions received, and how remedied.	R
<b>Criterion A.3.2.2. Confidentiality</b> <b>Proprietary information is provided by the Group Manager to demonstrate conformance with the standard is identified and protected.</b>	<b>R G O</b>
Indicator A.3.2.2.1. The Group Manager enters into a confidentiality and non-disclosure agreement with the approved certification body to address the release of proprietary information that is needed for the independent assessment.	R

### A.3.3. Product Traceability, Chain of Custody, and Transparency

<b>Criterion A.3.3.1. Traceability</b> <b>The Group Manager maintains product traceability and supports product identification through the chain of custody.</b>	<b>R</b> <b>G</b> <b>O</b>
<p>Indicator A.3.3.1.1</p> <p>The Group Manager maintains an up-to-date record for each Producer Group member, which includes, at a minimum:</p> <ul style="list-style-type: none"> <li>▪ Entity legal name;</li> <li>▪ Contact person/title;</li> <li>▪ Contact information (address, email, phone);</li> <li>▪ Business type;</li> <li>▪ Activities conducted at operation;</li> <li>▪ Sustainably Grown certification status, prior non-conformities and corrective actions taken;</li> <li>▪ Records from annual internal assessment;</li> <li>▪ Total area and production area;</li> <li>▪ Annual production volume; and</li> <li>▪ Annual volume handled by Group Manager (if applicable).</li> </ul>	<p>R</p>
<p>Indicator A.3.3.1.2.</p> <p>The Group Manager ensures that traceability of product is maintained during all steps of production and post-harvest handling, processing and storage, until the point where the Producer Group no longer owns the product, or the point where activities are no longer under the Group Manager’s management. If the certified crop is labeled with a certification claim at the point of sale, or is used as an ingredient in a finished product with an on-product or ingredient certification claim, then traceability must be demonstrated until the point where the product is in its final state (e.g., final consumer packaging).<sup>6</sup></p>	<p>R</p>
<p>Indicator A.3.3.1.3.</p> <p>For traceability systems based on mass balance, the Group Manager provides documentation showing that all supply chain entities, either owned or managed by the Group Manager, record the weekly balance of certified product received and amount sold, at minimum. If the certified crop is labeled with a certification claim at the point of sale, or is used as an ingredient in a finished product with an on-product or ingredient certification claim, then this requirement must be demonstrated for all steps in the supply chain until the point where the product is in its final state (e.g., final consumer packaging).</p>	<p>R</p>

<sup>6</sup> For those Producers being audited to the Producer Group subset of overall indicators, traceability may refer to either system based on mass-balance or physical segregation.

<p>Indicator A.3.3.1.4.</p> <p>All supply chain entities, either owned or managed by the Group Manager, that have participated in the program for longer than one year are able to provide a documented annual summary of receipt and sale of certified product. If the certified crop is labeled with a certification claim at the point of sale, or is used as an ingredient in a finished product with an on-product or ingredient certification claim, then this requirement must be demonstrated for all steps in the supply chain until the point where the product is in its final state (e.g., final consumer packaging).</p>	R
<p>Indicator A.3.3.1.5.</p> <p>For traceability systems based on mass balance, any conversion rates that correspond to the transformation of product by entities under ownership or management of the Group Manager must be demonstrated and justified in writing. Records related to the determination of conversion rate are available at the time of the audit. If the certified crop is used as an ingredient in a finished product with an on-product or ingredient certification claim, then this requirement must be demonstrated for all steps in the supply chain until the point where the product is in its final state (e.g., final consumer packaging).</p>	R

### A.3.4. Training and Risk Mitigation

<p><b>Criterion A.3.4.1. Training</b></p> <p><b>Workers obtain and benefit from training related to operational health and safety and social and ecological issues related to the requirements of the Standard.</b></p>	R G O
<p>Indicator A.3.4.1.1.</p> <p>The Group Manager keeps attendance records of all trainings, including any Producer Group member workers and staff who participate.</p>	R
<p>Indicator A.3.4.1.2.</p> <p>Trainings are free of charge, and are provided in a manner understandable to Producer Group members.</p>	R
<p>Indicator A.3.4.1.3.</p> <p>The Group Manager provides training to Producer Group members on the following topics, as applicable:</p> <ul style="list-style-type: none"> <li>■ The use of proper clothing and additional protective equipment;</li> <li>■ Safe handling of hazardous materials, chemicals, and biological agents;</li> <li>■ Understanding of information on chemical labels and Material Safety Data Sheets (MSDS);</li> <li>■ The operation of application and mixing equipment, machinery, and other equipment;</li> <li>■ Re-entry procedures;</li> <li>■ Cleaning and/or disposing of contaminated materials, clothing, and equipment; and</li> <li>■ Emergency procedures for handling incidents involving hazardous materials.</li> </ul>	R
<p>Indicator A.3.4.1.4.</p> <p>All Producer Group members receive training on responsibilities to workers, non-discrimination, harassment, personal safety and hygiene, and other applicable requirements in the Standard related to working conditions.</p>	R
<p>Indicator A.3.4.1.5.</p> <p>The Group Manager provides, or facilitates worker attendance of, workshops, classes, and/or trainings on ecological issues related to the requirements of the Standard, including:</p>	R

<ul style="list-style-type: none"> <li>■ Soil erosion prevention strategies;</li> <li>■ Soil structure, tilth and Soil Organic Matter (SOM) improvement strategies;</li> <li>■ Responsible nutrient management approaches;</li> <li>■ Pesticide drift mitigation;</li> <li>■ Soil carbon sequestration strategies;</li> <li>■ Protection of species of concern and critical habitats;</li> <li>■ Organic and inorganic waste management; and</li> <li>■ Storage of agrochemical and other hazardous materials.</li> </ul>	
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<b>Criterion A.3.4.2. Risk Mitigation</b> <b>Health and safety risks are recognized and mitigated.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator A.3.4.2.1. The Group Manager assesses workplace risks to health and safety at the operations of Producer Group members, and requires remedial action when risks are identified.	G

### A.3.5. Environmental Criteria and Indicators

<b>Criterion A.3.5.1. Sustainable Production Systems</b> <b>The Group Manager works with Producer Group members to support production systems that maintain and enhance soil and plant health, protect ecosystems, minimize pest pressures, and sustain crop quality.</b>	<b>R</b> <b>G</b> <b>O</b>
Indicator A.3.5.1.1. The Group Manager assesses soil erosion risks on the operations of Producer Group members.	R
Indicator A.3.5.1.2. The Group Manager assesses soil structure and tilth on the operations of Producer Group members.	R
Indicator A.3.5.1.3. The Group Manager assesses risk of soil degradation due to the presence or accumulation of fertilizers, salts, heavy metals, and pesticides on the operations of Producer Group members.	R
Indicator A.3.5.1.4. The Group Manager monitors any corrective action program related to physical or documentary evidence of accumulation in the soil of toxic substances applied by a Producer Group member that are adversely affecting crops or non-targeted biotic species.	R
Indicator A.3.5.1.5. The Group Manager assesses risk of runoff or leaching associated with soil nutrients on the operations of Producer Group members.	R
Indicator A.3.5.1.6. The Group Manager maintains applicable auditable records with information about the types of agrochemical inputs (e.g., names of pesticides and fertilizers) used by Producer Group members.	R

Indicator A.3.5.1.7. The Group Manager assesses the risk of pesticide drift – from nearby crops onto the crop(s) in scope as well as from the crop(s) in scope onto nearby crops – on operations of Producer Group members.	R
Indicator A.3.5.1.8. The Group Manager monitors the actions of Producer Group members to maintain and protect threatened and endangered species, and designated HEV areas, as listed by government agencies or by internationally recognized authorities (e.g., IUCN Red List).	R

### A.3.6. Social Criteria and Indicators

<b>Criterion A.3.6.1. Child and Voluntary Labor</b> <b>The Group Manager works with Producer Group members to ensure abidance with child labor and forced labor prohibitions.</b>	<b>R G O</b>
Indicator A.3.6.1.1. The Group Manager monitors the use of labor intermediaries by Producer Group members to ensure that only licensed labor intermediaries that are compliant with legal requirements, as well as applicable regulations in the workers' country of origin, are used.	R
Indicator A.3.6.1.2. Where labor intermediaries are regularly used by Producer Group members, the Group Manager assesses potential risks related to the unintentional use of forced, bonded, indentured, and compulsory prison labor.	R
Indicator A.3.6.1.3. The Group Manager assesses the operations of Producer Group members to identify potential child labor risks.	G

<b>Criterion A.3.6.2. Community Relations</b> <b>The Group Manager works to assure that Producer Group member activities and operations are aligned with community environmental, economic, and social goals.</b>	<b>R G O</b>
Indicator A.3.6.2.1. The Group Manager works to assure that the operations of Producer Group members do not negatively affect the community's natural resources (e.g., groundwater quantity and quality).	R
Indicator A.3.6.2.2. The Group Manager has implemented policies to identify the interests of local populations and community groups when the scopes of Producer Group member activities are changed in any way that might trigger negative impacts (e.g., noise, chemical contamination, waste, transportation impacts, resource overuse, ecological damage, visual impacts) or that require public notification.	R
Indicator A.3.6.2.3. The Group Manager recognizes indigenous and other customary rights (e.g., related to fishing, hunting, collection, cultural sites) and works to assure that the operations of Producer Group members do not negatively affect cultural community resources.	R