

Recommended Framework for Regenerative Organic Certification

Includes guidelines for:

- *Soil Health and Land Management*
- *Animal Welfare*
- *Farmer and Worker Fairness*

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I. Introduction

As agricultural practices continue to evolve, it is imperative that approaches to land management and associated processes are focused on enriching our soil, rather than degrading them, and value those animals and workers that are vital to the agricultural process. Regenerative Organic Certification builds upon and furthers the near 100-year legacy of organic movement visionaries like J. I. Rodale, Dr. Rudolf Steiner, and the generations of diverse holistic producers that they channeled for inspiration and direction.

Regenerative Organic Certification includes guidelines for farming and ranching operations, transportation, slaughter, and certain processing facilities that produce food and fiber. Using the United States Department of Agriculture's National Organic Program (USDA Organic) certified organic standard (or its international equivalency) as a baseline requirement, Regenerative Organic Certification adds criteria and builds off these and other standards in the areas of soil health and land management, animal welfare, and farmer and worker fairness. The goal of Regenerative Organic Certification is to promote holistic agriculture practices in an all-encompassing certification that:

- Increases soil organic matter over time and potentially sequesters carbon in the soil, which could be a tool to mitigate climate change;
- Improves animal welfare;
- Provides economic stability and fairness for farmers, ranchers, and workers; and
- Creates resilient regional ecosystems and communities.

Regenerative Organic Certification consists of three specific modules: Soil Health and Land Management, Animal Welfare, and Farmer and Worker Fairness.

Regenerative Organic Certification will be reviewed and revised by a committee of experts as new best practices emerge.

Leveraging and Advancing Domestic and International Organic Standards

Regenerative Organic Certification does not aim to compete with or negate current organic standards, but instead serves as a mechanism to support these standards. Regenerative Organic Certification builds upon the standards set forth by USDA Organic and similar programs internationally, particularly in the areas of animal welfare and farmer and worker fairness, with an additional emphasis on the regenerative organic practices that are aimed at increasing soil health and potentially sequestering carbon in the process.

II. Scope & Structure

Scope

Regenerative Organic Certification covers requirements for farming and ranching operations, transportation, slaughter, and certain processing facilities for food and fiber in small, medium, and large farms both domestic (USA) and international. Regenerative Organic Certification seeks to create change across a wide variety of farms and ranches in order to scale best practices to the widest audience possible.

The USDA provides national standards for organically-produced agricultural products, which assures consumers that products with the USDA Organic seal meet consistent, uniform standards. USDA Organic or international equivalent serves as the basis for Regenerative Organic Certification, with additional requirements included for Soil Health and Land Management, Animal Welfare, and Farmer and Worker Fairness.

Structure

There are three levels of Regenerative Organic Certification: Bronze, Silver, and Gold, with the Gold designation representing the highest achievable level and the Bronze level representing the beginning level. This tiered approach enables producers to adjust and adapt their practices over time, and allows for continuous improvement.

Levels of Regenerative Organic Certification:

- **Bronze Level:** Can be claimed publicly; however, no product labeling is permitted. Annual recertification is required. After three years of Bronze certification, an operation must advance to Silver or Gold if it wishes to make continued public claims. To claim Regenerative Organic Certification at the Bronze level, at least 50% of fiber-or-food-producing land must be certified.
- **Silver Level:** Product labeling is permitted. Annual recertification is required. To claim Regenerative Organic Certification at the Silver level, at least 50% of fiber-or-food-producing land must be certified at initial certification and must reach at least 80% by year 5.
- **Gold Level:** Product labeling is permitted. Annual recertification is required. To claim Regenerative Organic Certification at the Gold level, 100% of fiber-or-food-producing land must be certified.

**Note: Operations in QAI's Certified Transitional program will not be eligible for Regenerative Organic Certification until they achieve USDA Organic (or equivalent) status. The QAI Certified Transitional program is encouraged, but not required for Regenerative Organic Certification.*

The Soil Health and Land Management, Animal Welfare, and Farmer and Worker Fairness modules contain "Guidelines" for each level of certification, which provide guidance that operations should meet, depending on the level of certification sought. Guidelines include practices that are:

- **Core Requirements (R):** Practices that operations must meet for an operation to be eligible for Regenerative Organic Certification at the desired level. Core Requirements (R) include areas of zero tolerance, where failure to meet these practices may represent a disregard for laws and/or basic human and animal rights. Failure to meet Core Requirements (R) must be communicated by the auditing body to the Regenerative Organic Certification body within 24 hours. Operations that fail to meet any Core Requirement (R) may not proceed with certification and instead must reapply following a period of no less than six months.
- **Supplemental Requirements (S):** Practices that are encouraged for all, but not required, at a particular level. Supplemental Requirements (S) shift to Core Requirements (R) as a producer advances from Bronze to Silver to Gold levels. Fifty percent (50%) of Supplemental Requirements (S) must be met to be eligible for Regenerative Organic Certification at any level.
- **Critical Tolerances (CT):** Practices that require action on the part of producers and must be reported

immediately and remediated within 30 days. If the Critical Tolerance (CT) is not resolved within 30 days, a producer cannot claim Regenerative Organic Certification.

To achieve the desired level of Regenerative Organic Certification, an operation must meet 100% of the Core Requirements (R) for that level and 50% of the Supplemental Requirements (S) for that level.

The below table outlines the Core Requirements (R) and Supplemental Requirements (S) for each level:

	Bronze *		Silver		Gold	
	R	S	R	S	R	S
<i>% Threshold</i>	100%	50%	100%	50%	100%	50%
1. Soil Health and Land Management						
# of Guidelines Available	20	13	28	5	30	3
# of Guidelines Required	20	7	28	3	30	2
2. Animal Welfare						
# of Guidelines Available	29	7	35	1	36	0
# of Guidelines Required	29	4	35	1	36	0
3. Farmer and Farmworker Fairness						
# of Guidelines Available	38	14	50	2	52	0
# of Guidelines Required	38	7	50	1	52	0
Total Number of Required Practices	87	18	113	5	118	2
Allowance for Split Operations	<i>At initial certification: At least 50% of food-or-fiber-producing land must meet Regenerative Organic Certification.</i>		<i>At initial certification: At least 50% of food-or-fiber-producing land must meet Regenerative Organic Certification. Year 5: At least 80% of food-or-fiber-producing land must meet Regenerative Organic Certification.</i>		<i>At initial certification: 100% of food-or-fiber-producing land must meet Regenerative Organic Certification.</i>	

* Not eligible for product label

The Path to Regenerative Organic Certification

To achieve any level of Regenerative Organic Certification requires USDA Organic (or equivalent) status, as well as demonstration of additional practices that go beyond organic standards, particularly in the areas of soil health and land management, animal welfare, and farmer and worker fairness. The path for conventional producers to achieve Regenerative Organic Certification is:

Conventional → Transitional Organic → Certified Organic → ROC Bronze → ROC Silver → ROC Gold

Conventional and transitional organic producers can start employing regenerative practices well before they are certified organic. The following roadmap highlights the earliest point that different types of producers can receive Regenerative Organic Certification. The roadmap assumes that producers have met the requirements under the Animal Welfare and Farmer and Worker Fairness modules.

Furthermore, regenerative practices and definitions are provided within this section to help conventional and transitional organic producers familiarize themselves with regenerative principles that they will adopt as they transition.

Current Status	Year 1	Year 2	Year 3	Year 4
Conventional	<ul style="list-style-type: none"> Begin transition to certified organic Discontinue use of prohibited substances Create a plan & begin to incorporate regenerative organic practices, incl. soil health, animal welfare, & farmer and worker fairness 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices Eligible for Regenerative Organic Certification if certified organic and silver and gold labels* 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices
Transitional Organic	<ul style="list-style-type: none"> Continue to manage land using organic practices Create a plan & begin to incorporate regenerative organic practices, incl. soil health, animal welfare, & farmer and worker fairness Start to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices Eligible for Regenerative Organic Certification if certified organic and silver and gold labels 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices
Organic	<ul style="list-style-type: none"> Begin to incorporate regenerative practices in addition to organic, incl. soil health, animal welfare, & farmer & worker fairness Eligible for Regenerative Organic Certification and silver and gold labels 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices
Regenerative Organic – Bronze & Silver	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices Eligible for Regenerative Organic Certification and silver and gold labels 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices 	<ul style="list-style-type: none"> Continue to manage land using regenerative organic practices

No individual module of the Regenerative Organic Certification designation may be communicated until minimum compliance with all modules are met. For example, if a producer meets the requirements for Soil

Health and Land Management but not Animal Welfare (if applicable) or Farmer and Worker Fairness, they are not eligible to claim Regenerative Organic Certification. Producers can communicate they have engaged in the process, but cannot make full claims about meeting Regenerative Organic Certification.

Transitional operations should demonstrate continued progress towards the organic certification as defined under QAI's Certified Transitional requirements. Operations at the transitional level are not permitted to use the Regenerative Organic Certification product label. Operations certified at the Bronze level may not use the Regenerative Organic Certification product label, and must progress to Silver or Gold levels within three years. Operations certified at the Silver or Gold level may use the appropriate Regenerative Organic Certification product label. Silver level operations are not required to advance to Gold, as the Gold level is reserved for pioneering producers that serve as models for others to strive towards.

Key Terms and Practice Areas

Regenerative practices are described in depth in each module: Soil Health and Land Management, Animal Welfare, and Farmer and Worker Fairness. The below bullets include important practices and definitions that are referred to and built upon in the guidelines for each module. For conventional and transitional organic producers, familiarity with these practices and definitions can serve as the first step in incorporating regenerative practices into their operation prior to officially applying for Regenerative Organic Certification.

Soil Health and Land Management:

- **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 may be achieved through, for example, no-till or low-till practices, agroforestry, reforestation, or the use of biomass-containing amendments.
- **Compost:** Compost, when properly managed, results in a high quality soil amendment. Compost may increase the water holding capacity of the soil, helping farmers to produce a good crop even in years of low rain. Compost improves soil structure and stability, recycles nutrients, stabilizes volatile nitrogen, converts wastes into resources and suppresses soil-borne diseases. The composting process destroys weed seeds and pathogenic microorganisms, while beneficial microorganisms grow and multiply in great numbers. Synthetic amendments can provide soluble nutrients for plant growth, but do not build the soil's long-term biological reserves as well as compost does.
- **Cover Cropping:** A cover crop is a crop planted primarily to reduce soil erosion and desiccation of having bare soil. Cover crops may suppress weeds, provide nutrients back to the soil, increase soil organic matter, sequester carbon in the soil, and reduce erosion.
- **Crop Rotation:** Crop rotation is a systematic approach where producers rotate crop varieties and locations from one year to the next. The goals of crop rotation are to help manage organic soil fertility and also to help avoid or reduce problems with soil-borne diseases and some soil-dwelling insects, such as corn rootworms.
- **Pasture:** Pasture is a land use type having vegetation cover comprised primarily of native or introduced forage species that is used for livestock grazing.
- **Rotational Grazing:** Rotational grazing is a livestock production system where livestock graze in one portion (a paddock) of a pasture that has been divided into several paddocks. Livestock are systematically moved from paddock to paddock based on the stage of growth of the forages and on the objectives of the grazing system. While one paddock is being grazed, the rest of the pasture rests. This rest and recovery time maintains forage plants and builds soil organic matter.
- **Soil Health:** Improving soil health is one of the key targets of Regenerative Organic Certification. Soil health is measured by various factors, from the amount of nutrients in the soil (i.e. nitrogen), soil organic matter, humic acid (the component of soil that sequesters carbon over the long term), and biological life (among other metrics described in detail below).
- **Tillage:** Preparation of soil by mechanical agitation of various types, such as digging, stirring, and overturning. Regenerative Organic Certification aims to minimize tilling. Biological principles and

mechanical cover crops may reduce or eliminate the need for tilling.

Animal Welfare:

- **Body Condition Score:** A system of measuring how thin or fat an animal is by reference to a standardized scale.
- **Carrying Capacity:** The average number of animals that can be placed on a pasture for a year without harming it. It is a measure of a pasture's ability to produce enough forage to meet the requirements of grazing animals.
- **Concentrated Animal Feeding Operation (CAFO):** A CAFO, as defined by the USDA, is an animal feeding operation in which animals are raised in confinement that has over 1,000 "animal units" confined for over 45 days a year.
- **Five Freedoms:** The Animal Welfare module leverages the five freedoms for animal welfare, which include:
 1. Freedom from hunger or thirst by ready access to fresh water and a diet to maintain full health and vigor.
 2. Freedom from discomfort by providing an appropriate environment including shelter and a comfortable resting area.
 3. Freedom from pain, injury, and disease by prevention or rapid diagnosis and treatment.
 4. Freedom to express normal behaviors by providing sufficient space, proper facilities and company of the animal's own kind.
 5. Freedom from fear and distress by ensuring conditions and treatment that avoid mental suffering.
- **Handling:** The handling of animals covers the general treatment of animals during the various tasks performed and requirements of an operation. To minimize stress, pain, and suffering to an animal, Regenerative Organic Certification prohibits certain practices, such as prodding (jabbing of animal with instrument), hot / cold branding, wattling (cutting chunks out of an animal's hide to hang under the animal's neck), and disbudding (removal of horn buds).
- **Mobile Harvesting Unit:** A mobile harvest unit, or mobile slaughterhouse, enables livestock and poultry farmers to slaughter their animals humanely on-site. This decreases the exposure of animals to stressful and inhumane treatment at large scale slaughter facilities.
- **Monogastrics:** Monogastric animals have a simple single-chambered stomach and include dogs, pigs, horses, and rabbits. Their ability to extract energy from cellulose digestion is less efficient than in ruminants, and therefore are permitted to feed on grains.
- **Non-Ambulatory Animals:** Animals that cannot rise from a recumbent position or that cannot walk, including, but not limited to, those with broken appendages, severed tendons or ligaments, nerve paralysis, fractured vertebral column, or metabolic conditions.
- **Ruminants:** Ruminant species include cud-chewing animals such as cows, goats, bison, and sheep. Ruminants are designed to eat fibrous grasses, plants, and shrubs. A high-grain diet may cause physical problems for ruminants. Additionally, when ruminants are switched from pasture to grain, they can become afflicted with numerous disorders, including a common but painful condition called "subacute acidosis."

Farmer and Worker Fairness

- **Capacity Building:** The process of developing and strengthening the skills, instincts, abilities, processes, and resources to improve the social and economic position of farmers and workers.
- **Democratic Organizations (International):** The ability for small-scale farmers to be democratically organized in order to be able to compete globally.

- **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.
- **Fair Payments:** Payment sufficient to cover cost of production including living wages for any workers and equivalent income to farmers, plus reinvestment in farm.
- **Freedom of Association and Collective Bargaining:** The method whereby representatives of workers (unions) and producers (farmers/ranchers) negotiate the conditions of employment, often resulting in a written contract setting forth the wages, hours, and other conditions to be observed for a stipulated period. Collective bargaining should be conducted in good faith.
- **Living Wage:** The remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.
- **Routine Workplace Audits:** Routine third-party audits should assess that producers minimize exposure to disease, ensure access to safe inputs, provide clean facilities, document identification procedures, record use of treatment products, and properly train workers on the operation's protocols.
- **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.

Stakeholder Review Process

Regenerative Organic Certification encompasses a stakeholder review process covering Core Requirements (R), Supplemental Requirements (S), Critical Tolerances (CT), implementation roadmap for producers, auditor qualifications, and onsite assessment requirements. These stakeholders also perform a benchmarking exercise to determine which existing standards to leverage as part of the Regenerative Organic Certification equivalency process.

The review committees for the Soil Health and Land Management, Animal Welfare, and Farmer and Worker Fairness modules are comprised of the following stakeholders:

- Farmers, ranchers, and workers
- Auditors
- Social and animal welfare non-governmental organizations
- Veterinarians with farm animal expertise
- Agricultural economists
- Environmentalists and environmental non-governmental organizations
- Certification and standard experts and qualified trade organizations
- Retailers, food companies, and brands that support regenerative practices

Regenerative Organic Certification will be continually reviewed and revised by a diverse committee, including a public review period.

III. Demonstration of Compliance

All levels of Regenerative Organic Certification require producers to be in compliance with local, provincial/state and national laws for animal welfare, labor rights, and land management. In addition, organic requirements are a baseline for Regenerative Organic Certification, therefore, producers must comply with the requirements for local organic certification requirements. The highest requirement, whether local law or Regenerative Organic Certification, applies for each of the sections in the standard.

Regenerative Organic Certification compliance may be demonstrated by successfully undergoing certification for existing standards noted within each module, as well as by undergoing third-party audits for additional elements required under Regenerative Organic Certification.

Certification Label

The following is the official Regenerative Organic Certification logo. When used for labeling purposes, the entire logo with the text “Regenerative Organic Certified” should be used.



Audit Protocols & Auditor Requirements

Regenerative Organic Certification will leverage the audit protocols and auditor requirements of the existing standards that are recognized under the equivalency process. Where those requirements are unsatisfactory and/or to certify the additional requirements described under Regenerative Organic Certification, auditing steps should comply with the guidance outlined in the Appendix.

IV. Organic Baseline & Equivalents

To receive Regenerative Organic Certification, all requirements listed in this document, as well as local organic standards must be met. International organic standards that meet the equivalency requirement to USDA Organic, and thus the baseline for Regenerative Organic Certification, include:

- **European Union Organic Program**: On June 1, 2012, the US-EU Organic Equivalence Arrangement took effect, in which the U.S. and EU recognized each other's organic production rules and control systems as equivalent under their respective rules. Organic products certified to the USDA Organic standards may be sold and labeled as organic in the EU. Both the USDA Organic seal and the EU organic logo may be used on products traded under this arrangement. When using the EU organic logo, exporters must meet all the EU labeling requirements. Similarly, Regenerative Organic Certification recognizes the EU organic program as equivalent to the USDA Organic and thus, serves as a satisfactory baseline for Regenerative Organic Certification.
- **IFOAM Organics International!** The International Federation of Organic Agriculture Movement (IFOAM) is a global trade institution with the goal of "worldwide adoption of ecologically, socially and economically sound systems, which are based on the principles of Organic Agriculture." IFOAM has approximately 750 member bodies from 116 countries. IFOAM has developed a common set of standards for organic production and processing, and a common system for verification and market identity. It fosters equivalence of participating certifiers and thereby facilitates the trade of organic products between operators certified by different participating certification bodies. The IFOAM Accreditation Criteria serve as guidelines to be met in order to be internationally certified. Under the IFOAM Accreditation Criteria requirements, the certification authority must verify if the certification process that includes operator's practices and procedures are in accordance to IFOAM organic standards. Regenerative Organic Certification recognizes the IFOAM Accreditation Criteria as equivalent to USDA Organic and thus, IFOAM Accreditation Criteria serves as a satisfactory baseline for Regenerative Organic Certification.

V. Soil Health and Land Management

The Soil Health and Land Management module of Regenerative Organic Certification seeks to facilitate the adoption of agricultural practices that build, rather than degrade, soils, by increasing soil organic matter, biodiversity, and fertility.

1. Standards for Soil Health and Land Management

1. SOIL & OPERATION MANAGEMENT		Bronze	Silver	Gold
1.1 Existing Certifications	Operation has proof of existing USDA Organic certification or equivalent.	R	R	R
1.2 Operation Management Plan	<p>Operation has a documented holistic operational plan in place for land and soil management, including implementation and timing of:</p> <ul style="list-style-type: none"> - Cover Crops - Crop Rotations - Fertilizer & Other Input Usage - Forage Resources - Grazing - Intercropping & Groundcover in Tree Cropping - Soil Measurement - Tillage - Water Irrigation / Management <p>Holistic operational plan also includes:</p> <ul style="list-style-type: none"> - Inventory & assessment of all species on farm - Inventory & assessment of farmers & workers on farm, including worker benefits - Plan to overcome shortcomings, where operations are not able to meet certain Supplemental items. <p>CT: No plan in place</p>	R	R	R
1.3.1 Cover Crops - Volume	<p>Producers use a minimum of one cover crop per year per acre on an annual basis.</p> <ul style="list-style-type: none"> - Bronze / Silver: One cover crop - Gold: Two or more types of cover crops; polyculture encouraged in cover cropping <p>CT: No cover crops</p>	S	R	R
1.3.2 Cover Crops - Legume Use	Legumes (N-fixing) used for at least one cover crop in a standard 3-year rotation.	S	S	S
1.3.3 Soil Coverage	<p>Land maintains adequate green cover year-round, with roots remaining in the ground, when possible. Bare soil is no higher than the below thresholds:</p> <ul style="list-style-type: none"> - Bronze / Silver: 10% per year - Gold: 5% per year 	S	R	R
1.4 Tillage	<p>Tillage must be less than eight inches. Cultivation tillage (under 2 inches) is permitted as outlined below by level:</p> <ul style="list-style-type: none"> - Bronze: Two or fewer tillage passes per year for non-vegetable crops; three or fewer tillage passes per year for vegetable crops - Silver: One tillage pass and no more than four cultivations per year for non-vegetable crops; three or fewer tillage passes and no more than four cultivations per year for vegetable crops - Gold: One tillage pass every three years and no more than two cultivations per year for non-vegetable crops; one tillage pass and no more than three cultivations per year for vegetable crops <p>CT: Tillage deeper than 8 inches.</p>	R	R	R
1.5 Nutrition Plan (Animal)	<p>Operation has implemented an animal nutrition plan that encourages consumption of forage and / or regenerative organic grains, wherever applicable. Nutrition plan is also created to minimize internal parasite problems.</p> <p>CT: No plan in place.</p>	R	R	R

1.6 Feed for Monogastrics	Monogastric feed comes from organic or regenerative organic sources. Requirements by level: - Bronze: 0%-50% from regenerative organic sources; remainder organic - Silver: >50% from regenerative organic sources; remainder organic - Gold: >75% from regenerative organic sources; remainder organic	R	R	R
1.7 Feed for Ruminants	Ruminant feed comes from grass/forage/baleage/hay ("grass-fed") or organic sources. Requirements by level: - Bronze: >50% grass-fed; remainder from organic sources - Silver: >75% grass-fed; remainder from organic sources - Gold: 100% grass-fed (including finishing)	R	R	R
1.8 Rotational Grazing	Operation has implemented a rotational grazing plan where animals (excluding bison) are used in high concentrations for a brief period of time. Grazing occurs such that pasture remains at a height of no less than 4 inches. Pastures divided into paddocks, with paddocks grazed for no longer than one week at a time.	S	R	R
1.9 Additional Practices	Operations incorporate one or more of the following practices to improve overall ecosystem health and productivity of operations: - Buffer Strips - Forage & Biomass Planting - Grassed Waterways - Herbaceous Wind Barriers & Field Borders - Integrated Crops & Animals - Moisture-Sensing Technologies for Irrigation - Mulching - Pollinator Habitats or Insectary Strips - Reclamation of Mined Land or Landslide Treatment - Riparian Restoration - Silvopasture Establishment - Vegetative Barriers - Water/ Irrigation Plan syncs w/ Hydrological Cycles - Windbreak & Shelter Belt Establishment	S	S	S
1.10 Extractive Practices	Fracking, mining, and other extractive practices are not conducted on land within the operation.	R	R	R
1.11 Soilless Practices	Aquaponics, hydroponics, and other soilless practices are not eligible for Regenerative Organic Certification.	R	R	R
2. COMPOST, MANURE & FERTILIZERS		Bronze	Silver	Gold
2.1 General	The operation aims for self-sufficiency in its manures and fertilizers, through the use of compost, stable manure, liquid manure, organic waste, mulch, and/or straw. A plan exists on how this will be achieved or documentation on why this is not achievable.	R	R	R
2.2 Synthetic Fertilizer	Operation does not use any synthetic fertilizers or other substance not permitted under USDA Organic or equivalent standards.	R	R	R
2.3.1 Manure / Compost from Concentrated Animal Feeding Operations (CAFO)	If manure / compost comes from CAFOs, documentation is required describing why manure / compost is not available from non-CAFO sources.	R	R	R
2.3.1b Manure / Compost from Concentrated Animal Feeding Operations (CAFO) - Best Practice	Manure / compost does not come from CAFO sources.	S	S	R
2.4 Self-Sufficiency	Manure / compost derived from within the operation or within 250 miles of operation. CT: No documented reasons for use of manure / compost from further than 250 miles from an operation.	S	S	R

3. BIODIVERSITY		Bronze	Silver	Gold
3.1 General	Operations have a crop production management plan to promote biodiversity with minimized negative impacts for surrounding ecosystems & wildlife. Crop production management plan includes a diverse planting scheme. CT: No plan in place.	R	R	R
3.2.1 Crop Rotations	Operations use crop rotations and/or perennial planting with a minimum annual rotation of 3 years.	S	R	R
3.2.2 Annuals	No annual cash crops are planted in the same field for more than two years in succession for cropping systems with a single cash crop per year. CT: Annual crops planted in the same field in three successive years, for single cash crop systems.	S	R	R
3.3 Conservation Areas	Sensitive areas are not grazed in times of the year when it could have a negative impact on the ecosystem or on local wildlife.	S	R	R
3.4 Invasive Species	Farmers monitor and manage the infestation of unwanted exotic or invasive plants and animals.	R	R	R
3.5 Deforestation	Operations do not engage in deforestation for conversion to agricultural land. Operation does not clear primary or old growth secondary forests.	R	R	R
3.6 Endangered Plants and Animals	Operations do not allow hunting, fishing, or gathering of rare or endangered animal species.	R	R	R
3.7 Natural Waterways	Operations do not alter any natural body of water, wetland, or associated habitats.	R	R	R
4. USE OF PROHIBITED SUBSTANCES		Bronze	Silver	Gold
4.1 Synthetic Chemicals	Operation does not use any substances not permitted under USDA Organic or equivalent standard for pest control, weed control, fertilizer, or other application.	R	R	R
4.2 Genetically Modified Inputs & Cloning	Operation does not use any genetically modified additives or processing aids, such as fertilizers, pesticides, herbicides, seeds, or crops derived from genetically modified sources, including emerging technologies that edit or regulate genes such as RNAi, CRISPR, and TALEN. Cloned animals are not eligible for Regenerative Organic Certification.	R	R	R
4.3 Traceability	Operation tracks any input or additive used within the operation to one level back in the biological chain to the direct source organism from which they are produced to verify that they are not derived from genetically modified sources. - Bronze / Silver: 50% of inputs traced back one level - Gold: 100% of inputs traced back one level	S	R	R
5. MEASUREMENT		Bronze	Silver	Gold
5.1 Soil Health Lab Test See Appendix for detailed instructions	Producers follow Regenerative Organic Certification Soil Health Lab Test instructions as outlined by Cornell University in their "Comprehensive Assessment of Soil Health: The Cornell Framework Manual" to measure & record the following at initial certification inquiry, and then every 3 years thereafter, except where noted. For locations where it is prohibited to import or export soil samples, other lab tests may be used with supporting documentation, provided the test results include all of the required metrics. Producers must allow access to land for deep core soil samples, which are outside the scope of the Soil Health Lab Test, once every six years. See Appendix for detailed instructions.	R	R	R

5.2 Soil Health In-Field Test See Appendix for detailed instructions	Producers follow Regenerative Organic Certification Soil Health In-Field Test instructions in Appendix.	S	R	R
5.3 Scoring	Soil health test scores show improvements or equivalency from baseline and/or prior year results.	S	S	S
5.4 Performance Measurement	Measure farm performance associated with shift to regenerative practices. For each crop & season, farmers should record the yield per acre, yield stability, drought resilience, runoff reduction, water retention, grass production, etc.	R	R	R

2. Leveraging Existing Standards

As described previously, producers can demonstrate compliance by leveraging existing certifications and having third-party verification of any required Regenerative Organic Certification standards not met by the existing certification.

Producers wishing to fulfill the Soil Health and Land Management module of Regenerative Organic Certification may do so by meeting the following certifications, plus the additional requirements listed:

1.	USDA Organic	Demeter Biodynamic	EU Organic	IFOAM Organic
1.1	To be populated – The above list of certifications/standards for illustrative purposes only			
1.2				
1.3.1				
1.3.2				
1.3.3				
1.4				
1.5				
1.6				
1.7				
1.8				
1.9				
1.10				
1.11				
2.	USDA Organic	Demeter Biodynamic	EU Organic	IFOAM Organic
2.1				
2.2				
2.3.1				
2.3.2				
2.4				
3.	USDA Organic	Demeter Biodynamic	EU Organic	IFOAM Organic
3.1				
3.2.1				
3.2.2				
3.3				
3.4				
3.5				
3.6				
3.7				
4.	USDA Organic	Demeter Biodynamic	EU Organic	IFOAM Organic

4.1				
4.2				
4.3				
5.	USDA Organic	Demeter Biodynamic	EU Organic	IFOAM Organic
5.1				
5.2				
5.3				
5.4				

VI. Animal Welfare

The Animal Welfare module within Regenerative Organic Certification seeks to ensure humane practices in the raising and/or handling of animals. This module within Regenerative Organic Certification covers all animals undergoing certification, including animals used for dairy, meat, fiber, or farm operations (i.e. dogs used to control predators, horses used for herding or to control the farm premises, etc.).

1. Standards for Animal Welfare

The below standards are intended to incorporate the five freedoms of animal welfare that apply to all animals within, along with any additional species-specific requirements.

1. GENERAL		Bronze	Silver	Gold
1.1 General	Operations have researched all applicable laws regarding animal welfare (general and species specific) and are in compliance with all local, provincial/state, and national laws.	R	R	R
1.2 Concentrated Animal Feeding Operation	Operation does not feed animals in a manner that meets the USDA's definition of a concentrated animal feeding operation (CAFO): "A farm in which animals are raised in confinement that has over 1,000 animal units confined for over 45 days a year."	R	R	R
2. NUTRITION		Bronze	Silver	Gold
2.1 General	Feed and water must be distributed in such a way that livestock can eat and drink without undue competition.	R	R	R
2.2 Water	Animals have access to fresh water. CT: Limited fresh water access.	R	R	R
2.3 Nutrition Plan (Animal)	Operation has implemented an animal nutrition plan that encourages consumption of forage and / or regenerative organic grains, wherever applicable. Nutrition plan is also created to minimize internal parasite problems. CT: No plan in place.	R	R	R
2.4 Feed for Monogastrics	Monogastric feed comes from organic or regenerative organic sources. Requirements by level: - Bronze: 0%-50% from regenerative organic sources; remainder organic - Silver: >50% from regenerative organic sources; remainder organic - Gold: >75% from regenerative organic sources; remainder organic	R	R	R
2.5 Feed for Ruminants	Ruminant feed comes from grass/forage/baleage/hay ("grass-fed") or organic sources. Requirements by level: - Bronze: >50% grass-fed; remainder from organic sources - Silver: >75% grass-fed; remainder from organic sources - Gold: 100% grass-fed (including finishing)	R	R	R
2.6 Rotational Grazing	Operation has implemented a rotational grazing plan where animals (excluding bison) are used in high concentrations for a brief period of time. Grazing occurs such that pasture remains at a height of no less than 4 inches. Pastures divided into paddocks, with paddocks grazed for no longer than one week at a time.	S	R	R
2.7 Malnutrition	Farming practices promote proper nutrition, avoiding malnutrition.	R	R	R
2.8 Forced Feeding	Operations do not force feed animals.	R	R	R

3. ENVIRONMENT		Bronze	Silver	Gold
3.1 General	<p>Environment considers an animal's welfare needs. Environment is designed to protect animals from physical and thermal discomfort, fear, distress, and allows them to perform natural behaviors conducive to good animal welfare.</p> <p>Additional species-specific requirements to be made below. For example:</p> <ul style="list-style-type: none"> - Sheep for merino wool are able to roam freely in mountainous regions, which may be subject to extreme temperatures. - Chickens require a perch (A rod or branch-type structure above the floor of the house that accommodates roosting, allowing birds to utilize vertical space in the house) of at least six inches per bird. <p>Selection of species and types of livestock with regard to suitability for site-specific conditions and resistance to prevalent diseases and parasites.</p>	R	R	R
3.2.1 Shelter	Animals are provided with shelter adequate for their physical and behavioral needs.	R	R	R
3.2.2 Indoor Spaces for Avian Species	The indoor space for avian species utilizes a mobile structure with solid or perforated flooring that is moved regularly during the grazing season and allots at least two square feet per bird.	R	R	R
3.2.3 Temporary Confinement	Livestock should generally live, eat, and sleep outdoors on pasture, with shelters provided to avian species to roost and sleep in. An operation only provides temporary confinement for an animal under inclement weather or other situations that threaten the health and safety of an animal or to administer treatments for sick animals.	R	R	R
3.3 Light	Animals have exposure to natural light and are not exposed to artificial light for more than 16 hours. A minimum period of 8 hours of darkness must be provided. Natural light must be sufficient indoors on sunny days, such that an inspector can read and write when all lights are turned off. Artificial light intensity is lowered gradually to encourage hens to move to perches or settle for the night.	R	R	R
4. HANDLING & MANAGEMENT		Bronze	Silver	Gold
4.1 General	Producers promote compassionate care and handling of animals.	R	R	R
4.2 Animal Abuse, Cruelty, and Physical Modifications	<p>Operations do not abuse animals or treat animals with cruelty. In particular, operations do not use the following methods:</p> <ul style="list-style-type: none"> - Beak Trimming / De-Beaking - Caponization - Cattle Wattling - Clipping, Grinding, or Filing of Teeth - De-Clawing/ Toe Clipping - De-Snooding - De-Spurring - Disbudding - Dubbing - Forced Molting - Hot / Cold Branding - Mulesing - Nose Ringing - Pinioning - Prodding - Tail Docking of Cattle - Tail Docking of Sheep shorter than Distal End of Caudal Fold - Tusk Removal <p>See specific definitions of these practices in Appendix.</p>	R	R	R

5. HEALTH		Bronze	Silver	Gold
5.1 General	Treatment for sick, injured, or diseased animals is undertaken at the first reasonable opportunity to alleviate any unnecessary pain or distress. Operation does not withhold medical treatment from a sick animal in order to preserve certification status. Treatment is also undertaken for non-ambulatory livestock, even if the treatment causes the livestock to lose its certified status or to be humanely euthanized. CT: Animals are not treated effectively or promptly for injuries or sickness, or euthanized if necessary, using humane euthanasia methods as described in Section 7.7.	R	R	R
5.2 Body Condition	Body condition score above 3 for... - Bronze / Silver: At least 60% of herd - Gold: At least 80% of herd CT: Body condition score not measured and recorded on an annual basis.	S	R	R
5.3 Lameness	Herd lameness average of... - Bronze / Silver: Less than 10% - Gold: Less than 5% CT: Lameness not measured and recorded on an annual basis. CT: No action taken when lameness present.	S	R	R
5.4 Vaccines & Antibiotics	When recommended by a veterinarian or if homeopathic, herbal, and other non-antibiotic treatments are not available, antibiotics are used to treat sick or injured animals. Vaccines are used for prevention of disease to minimize future use of antibiotics. Growth hormones or non-therapeutic use of substances to induce heat are prohibited. Animals treated with antibiotics are not slaughtered for meat until twice the licensed withdrawal period of antibiotic used has passed.	R	R	R
6. ANIMAL HUSBANDRY		Bronze	Silver	Gold
6.1 Confinement	Operations do not use any type of temporary or permanent confinement (including cages, crates, tie-stalls, and any other system that restricts mobility) at any point during the production cycle, except if necessary for veterinary treatment or transportation.	R	R	R
6.2 Personnel	Producers are thoroughly trained, skilled, and competent in animal husbandry and welfare, and have a good working knowledge of their system and animals under their care.	R	R	R
7. SLAUGHTER/ KILLING		Bronze	Silver	Gold
7.1 General	All slaughter/killing systems need to be designed and managed to ensure animals are not caused unnecessary or intentional distress or discomfort.	R	R	R
7.2 Slaughter Personnel	Personnel involved in the slaughter are thoroughly trained and competent to carry out the tasks required of them.	R	R	R
7.3 Pre-slaughter	Operations work to minimize the pre-slaughter handling of animals.	S	R	R
7.4 Slaughter	Slaughter is performed using stunning methods that result in immediate insensitivity, such as a shot to brain or penetrative bolt stunning followed by bleeding. Pre-shackle, multi-step controlled atmosphere stunning may be used in poultry. Ritual slaughter is permitted. This includes slaughtering in accordance with the ritual requirements of the Jewish faith or any other religious faith that prescribes a method of slaughter whereby the animal suffers loss of consciousness by anemia of the brain caused by the simultaneous and instantaneous severance of the carotid arteries with a sharp instrument and handling in connection with such slaughtering.	S	R	R
7.5 Off-Farm Slaughter	All off-farm slaughter is conducted at slaughterhouses that follow humane practices, as described above.	R	R	R
7.6 On-Site Slaughter	Operation slaughters on-site through use of on-site mechanisms, such as a mobile harvesting unit.	S	S	R

7.7 Euthanasia	Animals experiencing pain or suffering from which they are unlikely to recover must be promptly euthanized on the farm in a manner that renders the animal immediately insensible to pain. Prohibited euthanasia practices include: - Suffocation - Manual blow to head by blunt instrument or any manual blunt force trauma - Use of equipment that crushes the neck (incl. killing pliers or Burdizzo clamps) CT: Euthanizing in a way that causes unnecessary pain or suffering.	R	R	R
8. TRANSPORTATION		Bronze	Silver	Gold
8.1 General	Animal transport systems are designed and managed to ensure animals are not subjected to unnecessary distress or discomfort. Operations and handlers have emergency plans in place that address possible animal welfare problems that may arise during transport.	R	R	R
8.2 Transport Time	Transportation time from loading of first animal to last animal unloading is less than 13 hours. Food and water is not withdrawn for more than 12 hours prior to slaughter.	S	R	R
8.3 Personnel	Personnel involved in transport must be thoroughly trained and competent to carry out the tasks required of them.	R	R	R
9. TRAINING		Bronze	Silver	Gold
9.1 Training	Operations ensure that all employees working with animals are trained on basic measures of animal welfare and have the relevant and necessary skills to perform their duties.	R	R	R
9.2 Documentation	Training manuals and regularly scheduled training exists for all personnel.	R	R	R
9.3 Frequency	Training for all personnel occurs on an annual basis.	R	R	R
SPECIES SPECIFIC		Bronze	Silver	Gold
SPECIES SPECIFIC	Species specific requirements to be incorporated into above sections by species experts.			

2. Leveraging Existing Standards

As described previously, producers can demonstrate compliance by leveraging existing certifications and having third-party verification of any required Regenerative Organic Certification standards not met by the existing certification.

Producers wishing to fulfill the Animal Welfare module of Regenerative Organic Certification may do so by meeting the following certifications, plus the additional requirements listed:

1.	Global Animal Partnership (GAP)	Animal Welfare Approved (AWA)	Certified Humane (CH)
1.1	To be populated – The above list of certifications/standards for illustrative purposes only		
1.2			
2.	GAP	AWA	CH
2.1			
2.2			
2.3			
2.4			
2.5			
2.6			
2.7			
2.8			
3.	GAP	AWA	CH

3.1			
3.2.1			
3.2.2			
3.2.3			
3.3			
4.	GAP	AWA	CH
4.1			
4.2			
5.	GAP	AWA	CH
5.1			
5.2			
5.3			
5.4			
6.	GAP	AWA	CH
6.1			
6.2			
7.	GAP	AWA	CH
7.1			
7.2			
7.3			
7.4			
7.5			
7.6			
7.7			
8.	GAP	AWA	CH
8.1			
8.2			
8.3			
9.	GAP	AWA	CH
9.1			
9.2			
9.3			
SPECIES SPECIFIC	GAP	AWA	CH

VII. Farmer and Worker Fairness

The scope of the Farmer and Worker Fairness module within Regenerative Organic Certification includes guidelines for farmers, workers, and buyers.

The Farmer and Worker Fairness module accepts several existing certifications, with certain additional requirements. Equivalency with existing standards allows for lower costs and faster implementation of Regenerative Organic Certification, with the goal of implementing better labor practices around the world.

Monitoring and enforcement should benefit and prioritize workers. Violations should not be ongoing indefinitely, and progress and plans must be documented. Emphasis should be on capacity building and continuous improvement to better the social and economic position of farmers and workers.

1. Standards for Farmer and Worker Fairness

1. LAW AND CODE COMPLIANCE		Bronze	Silver	Gold
1.1 Business License	Operations have a valid business license and/or building permit where required by law to operate.	R	R	R
1.2 Labor Laws	Operations have researched all applicable laws regarding labor / worker welfare and are in compliance with all local, provincial/state and national laws. CT: Lack of proper, valid, up-to-date licenses and/or permits as required by law; inability to show proof of meeting all requirements of the permits and all relevant legal regulations. (Examples: operation of onsite boilers and generators, water extraction, wastewater discharge, emissions to air, storage and disposal of the hazardous and non-hazardous waste produced onsite, storage and use of hazardous substances that are stored or used onsite, and any incineration done onsite).	R	R	R
2. CHILD LABOR		Bronze	Silver	Gold
2.1 Child Labor	With the exception of the operator's family members, no children below the lowest of 15, legal age, or age of compulsory schooling are employed. Children under 18 do not perform work that jeopardizes health, safety, education, and emotional or physical development. CT: Missing age verification system with no commitment to remediation. CT: Missing or falsified age documentation.	R	R	R
2.2 Family Members	If an operator's children work onsite, the operator must ensure that a child's employment does not interfere with his or her schooling, safety or physical development. CT: Children of operators involved in more than just light work, or involved in light work that: is dangerous and harmful to health or development; prejudices attendance at school or during holidays; is inappropriate to the child's age and physical condition and jeopardizes the child's social, moral, or physical development; is conducted without parental supervision and guidance.	R	R	R
2.3 Work Restrictions for Children and Young Workers	Children (including those residing on the farm and those of migrant workers) are not exposed to dangerous agriculture production activities, including exposure to chemicals/pesticides. CT: Missing required documents for young workers (health checks, work permits, list of all young workers with their entry dates, proof of age, and description of their assignment, etc.). CT: Improper job assignment or working hours for young workers.	R	R	R
2.4 Child Labor for Ginning, Spinning, Dyeing Facilities of Apparel Supply Chain	For apparel and textiles, standards must apply to all stages of production including but not limited to fiber production, ginning, spinning, knitting/weaving, and sewing.	R	R	R
3. FORCED LABOR		Bronze	Silver	Gold

3.1 Human Trafficking and Forced Labor	People are not forced to work or remain on premises against their will. CT: Mandatory overtime (in practice or in written policy). CT: Unreasonable restriction of movement or curfews.	R	R	R
3.2 Hiring Practices	Hiring practices are not deceptive and do not result in forced labor. Operator must not facilitate human trafficking or labor brokerage fees that must be paid back by workers. CT: Spouses and adult children of hired workers are required to work and are not voluntarily contracted. CT: Labor brokerage fees that must be paid back by workers.	R	R	R
4. HARASSMENT, ABUSE AND DISCIPLINARY PRACTICES		Bronze	Silver	Gold
4.1 Physical Abuse	No physical abuse. CT: Verbal or psychological abuse: threats, foul language towards workers, intimidation. CT: Demoralizing or overly harsh treatment or disciplinary action. CT: Monetary fines. CT: Disciplinary action administered by security personnel. CT: Lack of action taken by management to discipline personnel (supervisors or workers) who engage in any sort of harassment or abuse.	R	R	R
4.2 Sexual Harassment	No cases of sexual harassment experienced before, during, or after end of employment relationship. CT: Opposite sex pat-down.	R	R	R
5. DISCRIMINATION		Bronze	Silver	Gold
5.1 Discrimination	No discrimination in any aspect of the employment relationship, including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, discipline, termination, or retirement.	R	R	R
6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING		Bronze	Silver	Gold
6.1 Legal Compliance	Operation is in compliance with all Freedom of Association and Collective Bargaining laws, as outlined by the International Labor Organization. http://www.ilo.org/declaration/principles/freedomofassociation/lang-en/index.htm CT: Lapse in enforcement or implementation of national Freedom of Association and Collective Bargaining laws, such as not holding elections in a timely manner or not posting the names of worker representatives as required by law.	R	R	R
6.2 Threats	Operation does not threaten workers directly or indirectly with termination, pay cuts, loss of benefits, or plant closure.	R	R	R
6.3 Intimidation	Operation does not intimidate workers, including asking workers whether they support a union or have engaged in union activities.	R	R	R
6.4 Promises	Operation does not promise better shifts, promotions, or salary raises to non-union members or as a reward for not voting to unionize, and does not deny equal treatment to all employees (assigning union supporters to less desirable shifts).	R	R	R
6.5 Spying / Surveillance	Operation does not spy on employee activities (standing outside a union meeting; keeping notes on who attends).	R	R	R
6.6 Interference	Operation does not interfere with worker efforts to assemble, strike, or hold elections in an independent manner. This includes interference or prevention of strikes; employer proposed or initiated worker elections; worker elections conducted or facilitated by management; mandatory worker participation in elections; prevention of worker organizations from presenting to workers; prevention of trade union representatives from regular and reasonably free access to workers during workers' free time.	R	R	R
6.7 Employer Instituted Unions	Employers do not institute unions or alternative associations used by employers to hinder union organization (such as solidarity associations in Latin America). Employers do not utilize protection contracts (such as in Mexico).	R	R	R

7. EMPLOYMENT RELATIONSHIP		Bronze	Silver	Gold
7.1 Access to Audits	Auditors are granted access to the entirety of requested audits. CT: Denied access to parts of requested audits.	R	R	R
7.2 Bribes	Operation does not offer bribes to auditors.	R	R	R
7.3 Precarious Employment	Operation does not utilize atypical employment contracts in order to avoid workers' full or partial enjoyment of social benefits and statutory entitlements, or as a way of limiting workers' ability to freely associate and collectively bargain.	R	R	R
7.4 Manipulated or Manipulative Records	No double records or off-clock work CT: Double books; employee coaching; off-clock work. CT: Lack of, manipulated, or inadequate time records, payroll records, labor contracts, pay slips, and/or hiring notices. CT: Labor contracts not provided to workers, written in a language other than what the worker speaks, or (for those that are illiterate or for informal workplaces) are not explained to workers in order to ensure that they understand their contents. CT: Conflicting employee testimonies with payroll, time, and/or training records that result in wage or training deficiencies.	R	R	R
7.5 Worker Voice	Operations have process to listen and address worker complaints in a transparent process. CT: Complete lack of an internal complaint management system for personnel to voice their concerns.	R	R	R
7.6.1 Worker Empowerment – Negotiations	Workers hold independent, democratic elections to form worker associations for contract negotiations involving pay and conditions on farm/ranch. All labor requirements apply to any farm with 5 or more permanent employees and/or 25 employees at any one time. Some exemptions on labor requirements may be made for entities with fewer employees to reduce the burden of compliance for small producers, though in no case will exploitation of workers be tolerated.	S	S	R
7.6.2 Worker Empowerment – Health, Safety, & Benefits	Workers democratically elect committees for health and safety and fair trade premiums.	S	R	R
7.7 Employment Contracts & Terms	Employment contracts are executed in good faith and operator honors any commitments made in a contract. CT: Requiring workers to consent to arrangements by signing any document that is blank or is not written in a language that they understand. CT: Operator does not take sole responsibility for fees associated with employment of workers. CT: Misclassification of personnel (for example: apprentices, student workers, vocational students, OT exempt vs. non-exempt). CT: Failure to meet terms of required labor contract.	R	R	R
7.8 Group Protection	Standards are in place to protect the farmer, worker, and farm producer groups (co-ops etc.).	R	R	R
8. WAGES & BENEFITS		Bronze	Silver	Gold
8.1 Wages	Operations pay wages and benefits in accordance with the law. CT: Wage violation. CT: Illegal cash payment. CT: Benefit payment violation. CT: Unreasonable quota system. CT: Illegal or excessive legal deductions (including charges/deposits for tools, equipment, uniforms, etc.). CT: Pay below minimum wage.	R	R	R

8.2 Living Wages	<p>Workers earn a living wage as calculated based on the region's cost of living and typical expenses. Operations leverage one of the following toolkits to calculate living wage:</p> <ol style="list-style-type: none"> 1. AJP Living Wage Toolkit 2. Global Living Wage Coalition 3. MIT Calculator +10% and childcare based on one working adult 4. For Global South workers living wages should be calculated using Fairtrade International benchmarks per region. <p>Regions that are not covered can use the Global Living Wage Coalition's calculation manual or Fair Labor Association benchmarks.</p>	S	R	R
8.3 Price Negotiations	<p>Transparent fair price negotiations based on actual production costs as the leadership model and a premium model as a step to achieve it. Premium model includes an additional sum of money which goes into a communal fund for workers and farmers to use – as they see fit – to improve their social, economic, and environmental conditions. Pricing should be set at a rate that covers the producers cost of production, including living wages for farmers and workers.</p> <ul style="list-style-type: none"> - Bronze: Premium pricing model used - Silver: Transparent price negotiations - Gold: Transparent price negotiations 	S	R	R
8.4 Housing	<p>Housing is provided as a voluntary benefit and does not represent a financial burden. Housing includes a clean personal bed and space for personal belongings. Housing provides a reasonable level of privacy and recreational areas.</p>	R	R	R
9. HOURS OF WORK		Bronze	Silver	Gold
9.1 Hours of Work	<p>Operators shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. Operators shall allow workers at least 24 consecutive hours of rest in every seven-day period. Employers shall not request overtime hours on a regular basis. The sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the county of manufacture, whichever is less.</p> <p>CT: Employees work 14 consecutive days without day of rest or one or more of the following: Daily work hours exceed 12 per day; Regular work week exceeds legal limit or 48 hours per week; Total hours exceed legal limit or 60 hours per week.</p>	R	R	R
10. HEALTH & SAFETY		Bronze	Silver	Gold
10.1 Hazards	<p>Operation minimizes number of immediate threats to workers lives (immediate physical hazards; lack of emergency preparedness; improper handling or storage of flammable materials/chemicals).</p> <p>CT: Substandard, unsafe, or unsanitary conditions that pose danger to employees or the environment.</p> <p>CT: Unsafe exposure to airborne particles or chemical vapors.</p> <p>CT: Unsafe handling and/or storage of hazardous chemicals.</p> <p>CT: Use of chemicals and hazardous substances that are not allowed by local law or by international standards.</p>	R	R	R
10.2 Exits	<p>Operation meets the minimum required number of exits per room or per building, and the exits are not locked.</p>	R	R	R
10.3 Buildings	<p>Buildings constructed legally and for the purposes they were intended. Buildings are designed to minimize energy usage, water usage, and waste, and use low VOC paints and materials.</p>	S	R	R
10.4 Housing	<p>Housing protects workers from temperature extremes and provides good ventilation sufficient for good air quality. Housing also provides access to clean water for cooking, drinking, and bathing in addition to access to functional toilets.</p>	R	R	R
11. ENVIRONMENT		Bronze	Silver	Gold

11.1 Wastewater	<p>Operation does not directly discharge untreated wastewater into natural waterways or soil. Operation does not divert wastewater to bypass treatment. Industrial wastewater goes through Primary and Secondary treatment (onsite or offsite).</p> <p>CT: Leaking wastewater pipes; wastewater is not prevented from overflowing outside the proper effluent streams in the case of rain.</p> <p>CT: Lack of description and schematic diagram of onsite wastewater treatment system.</p> <p>CT: For a facility that produces more than 50 cubic meters (m3) per day of industrial wastewater and has onsite wastewater treatment, there are no measurements in the past 12 months of wastewater quality (pH, COD, BOD, and TSS) after the onsite treatment.</p>	R	R	R
11.2 Waste	<p>Operation does not illegally dump waste. Documentation exists for disposal of hazardous waste. Operation does not bury or openly burn any waste on-site.</p> <p>CT: Non-disclosure of any and all onsite sources of air emissions.</p> <p>CT: Failure to identify, isolate, and properly handle and dispose of hazardous waste.</p> <p>CT: No Restricted Substances List and/or lack of a program to ensure compliance with it.</p>	R	R	R
11.3 Contamination	The facility does not cause contamination to land, soil, or water.	R	R	R
12. FARMERS & BUYERS		Bronze	Silver	Gold
12.1.1 Long Term Commitments	Buyers commit to working with producers for a minimum of 3 years and give producers a reasonable opportunity to remediate any issues and improve their methods under the guidance of the buyer.	S	R	R
12.1.2 Ending Long Term Commitments	Long-term commitment from buyer that is terminated only with cause and reasonable notice.	R	R	R
12.2 Bargaining	<p>All farmers have the right to freedom of association and to organize and engage in collective bargaining, free from retaliation of any kind by the buyer or his/her agents.</p> <p>If farmers so choose, contracts between buyers and farmers are negotiated using a collective bargaining process.</p> <p>If a farmer chooses to select a representative, the buyer recognizes and negotiates with representatives chosen by the farmer or democratically chosen by the farmer's association in the case of collective bargaining.</p>	R	R	R
12.3 International Recognition	Small-scale farmers internationally must be organized in some way.	S	R	R
12.4 Contractors and Broker Fees	If recruited or contracted labor is used, the employer must pay any fees associated with recruitment and contract employees must have same rights and benefits as direct employees. All standards apply to all employees whether hired directly or through a contractor, including access to a grievance process for any complaints, the right to be free of forced labor, and no unfair deductions from paycheck. The use of recruiters and subcontractors is allowed only when employer can document a need.	R	R	R
12.5 Buyers	All contracts between producers and buyers are fair and equitable. This includes fairly negotiated and equitable contracts with producers, cost transparency for purposes of determining fair prices, fair conflict resolution, and buyers' right to require up-to-date farmer certification of all applicable products.	S	R	R
12.6 Fair Pricing	Pricing between buyers and producers is mutually agreed by all through dialogue and participation by both to provide fair pay to producers. Where Fair Trade pricing structures exist, these are used as a minimum. Where Fair Trade pricing structures do not exist, pricing should be based on the socially acceptable remuneration (in the local context) considered by producers themselves to be fair and which takes into account the principle of equal pay for equal work by women and men.	S	R	R

12.7 Transparent Negotiation	Negotiations between producers and buyers include: <ul style="list-style-type: none"> - Transparent communication of pricing and contracting terms, - Openness to exploring and negotiating all terms of contracts and clarifying expectations clearly, - Providing market information on demand, supply, pricing, and transfer of value in the chain, - Where possible, articulating long-term commitment to the relationship, and - Encouraging farmer organizations to provide transparent information on all relevant transactions to members to encourage transparency and accountability along the chain. 	S	R	R
12.8 Capacity Building	Buyers work directly with small producers to develop specific activities to help these producers improve their management skills, production capabilities and access to local / regional / international / Fair Trade and mainstream markets as appropriate.	S	R	R
13. Other		Bronze	Silver	Gold
13.1 Dedicated Staff	Small farms/ranches: Operation has at least one staff member who dedicates 25% of time to Regenerative Organic Certification modules and demonstrates competency. Medium farms/ranches: Operation has at least one staff member who dedicates 75% of time to Regenerative Organic Certification modules and demonstrates competency. Large farms/ranches and large small-holder projects: Operation has at least two staff members who dedicate 100% of time to Regenerative Organic Certification modules and demonstrate competency.	S	S	R
13.2 Training	Training for capacity building, implementation of standards, and overall effectiveness of program with an emphasis in worker to worker training.	S	R	R
13.3 Fiber and Food Supply Chain Requirements	Certification required at the following stages of the supply chain: Fiber: <ul style="list-style-type: none"> - Bronze: Producer level (farm or ranch) - Silver: Producer level and at cut & sew location - Gold: Producer level, principal textile mill, and at cut & sew location Food & Personal Care: <ul style="list-style-type: none"> - Bronze: Producer level (farm or ranch) - Silver: Producer level and first processing mill, plus final product compounding - Gold: Producer level, first and second processing mills, plus final product compounding 	R	R	R
13.4 Packaging	Packaging does not use polyvinyl chloride (PVC), chlorinated plastics, polystyrene, other plastics containing styrene, or materials derived from genetically modified organisms.	S	R	R

2. Leveraging Existing Standards

As described previously, producers can demonstrate compliance by leveraging existing certifications and having third-party verification of any required Regenerative Organic Certification standards not met by the existing certification.

Producers wishing to fulfill the Farmer and Worker Fairness module of Regenerative Organic Certification may do so by meeting the following certifications, plus the additional requirements listed:

1.	Agricultural Justice Project (AJP)	Naturland (NLD)	Fair Trade USA (FTUSA)	Fairtrade International (FTI)	Small Producer Symbol (SPP)	World Fair Trade Organization (WFTO)	Fair for Life (FFL)	Coalition for Immokalee Workers' Fair Food Program (FFP)	Equitable Food Initiative (EFI)
1.1	To be populated – The above list of certifications/standards for illustrative purposes only								
1.2									

2.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
2.1									
2.2									
2.3									
2.4									
3.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
3.1									
3.2									
4.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
4.1									
4.2									
5.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
5.1									
6.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
6.1									
6.2									
6.3									
6.4									
6.5									
6.6									
6.7									
7.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
7.1									
7.2									
7.3									
7.4									
7.5									
7.6.1									
7.6.2									
7.7									
7.8									
8.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
8.1									
8.2									
8.3									
8.4									
9.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
9.1									
10.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
10.1									
10.2									
10.3									

10.4									
11.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
11.1									
11.2									
11.3									
12.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
12.1.1									
12.1.2									
12.2									
12.3									
12.4									
12.5									
12.6									
12.7									
12.8									
13.	AJP	NLD	FTUSA	FTI	SPP	WFTO	FFL	FFP	EFI
13.1									
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13.3									
13.4									

VIII. Appendix

1. Definitions for Prohibited Animal Handling & Management Practices

- **Beak Trimming / De-Beaking:** The removal of all or a portion of the beak of a bird.
- **Caponization:** Castration of chickens, turkeys, pheasants, and other avian species.
- **Cattle Wattling:** The surgical separation of two layers of the skin from the connective tissue for along a 2 to 4-inch path on the dewlap, neck, or shoulders used for ownership identification.
- **Clipping, Grinding, or Filing of Teeth:** Shaving or removing an animal's teeth.
- **De-Clawing / Toe Clipping:** The removal of an animal's claws by amputating all or a part of an animal's nail and distal joint.
- **De-Snooding:** The removal of the turkey snood (a fleshy protuberance on the forehead of male turkeys).
- **De-Spurring:** Removing spurs from animals.
- **Disbudding:** The removal or destruction of horn-producing cells before an animal's horns become attached to its skull.
- **Dubbing:** The removal of poultry combs and wattles.
- **Forced Molting:** The induced shedding old feathers, hair, or skin, or an old shell, to make way for a new growth by unnatural methods or by withdrawal of feed.
- **Hot / Cold Branding:** Creating identification markers on animals by pressing an extremely hot or cold branding iron onto their flesh.
- **Mulesing:** The removal of skin from the buttocks of sheep, approximately 2 to 4 inches wide and running away from the anus to the hock.
- **Nose Ringing:** Wrapping or inserting an implement around or into an animal's nose to control unwieldy behavior, accelerate weaning or prevent animals from rooting in fields.
- **Pinioning:** Surgically removing a bird's pinion joint.
- **Prodding:** Striking, poking or electrocuting animals with an implement to influence and control their movement.
- **Tail Docking:** The cutting or shortening of an animal's tail.
- **Tusk Removal:** The amputation of an animal's tusks.

2. Soil Health Lab & In-Field Tests

Regenerative Organic Certification relies on two methods of testing: (1) a Soil Health Lab Test and (2) a Soil Health In-Field test. While both tests provide producers with valuable information, when used together, they provide a holistic and cost-effective method of understanding soil health and the impact of agricultural practices.

Test results are only as accurate as the inputs that are collected. For this reason, it is imperative that auditors and operators provide proper training for both lab and in-field testing. A portion of this training should be focused on consistency of measurement, especially related to collecting samples and conducting tests at the same point and conditions each year.

Soil Health Lab Test

The following table highlights the soil indicators to be lab tested. After an initial baseline test is conducted, each indicator should be measured every three years. Because total organic carbon and bulk density requires a separate, more in-depth measurement process, these two items should be measured every six years. Soil Health Lab Tests require third-party soil collection and testing.

The Soil Health Lab Test should be performed by Cornell University whenever possible in order to ensure consistent testing. All but three of the indicators are included in Cornell's Standard Soil Health Analysis Package for \$110 per sample (pricing as of July 2017). Mineralizable nitrogen, bulk density, and total organic carbon are not standard offerings; however, Cornell has indicated that they are willing and able to test them at minimal extra cost (approx. \$50 per sample). If another laboratory is used, the laboratory must carry a certification and must participate in the North American Proficiency Testing Program (NAPT), follow the protocols outlined by Cornell's Standard Soil Health Analysis Package, or follow the protocols outlined in the Soil Science Society of America series – Methods for Soil Analysis.

Soil Health Lab Tests should be done for each distinct parcel of land on a farm, and one sample should be taken for approximately every 20-50 acres. Further details about soil testing procedures and indicators can be found with *The Cornell Framework Manual Comprehensive Assessment of Soil Health*.

Indicator	Measures	Units	Interpreting Results
Active Carbon	The proportion of organic matter that is most readily available to microbes.	ppm	Largely responsible for fueling microbial activity; improves with additions of "fresh" organic material (manure, leguminous cover crop residues, continual plant inputs through roots). Like soil respiration, active carbon can be a quick-to-respond soil health indicator.
Aggregate Stability	An indicator of soil structure and resistance to intense "wetting" episodes like heavy rain and irrigation.	%	An indicator of soil structure, higher aggregation indicates optimum air and water movement through soils; aggregation generally improves with no-till and the addition of organic matter; a slower to respond soil health indicator, as aggregates are a product of microbial activity (~3-5 years).
Available Water Capacity	The amount of plant available water in the soil.	gram H ₂ O/gram soil	Generally increases with the addition of organic matter in both the short and long-term; important to gauge a soil's resistance and resilience to drought conditions.
Bulk Density**	A measure of soil compaction.	g/cm ³	Both an indicator of soil structure (heavily compacted soils have higher bulk densities) and also necessary to measure carbon stocks over time. Generally improves in the mid-term (~2-3 years) with the addition of organic matter and adoption of regenerative practices.
Extractable Phosphorus	An indicator of how much P is available to plants.	ppm	More is generally better, however too much can cause environmental damages such as eutrophication.
Extractable Potassium	An indicator of how much K is available to plants.	ppm	More is generally better and can be adjusted using specific amendments and organic fertilizers.
Minor Elements (Mg, Fe, Mn, Zn)	Concentrations of essential plant-available minor elements.	ppm	Taken up in smaller concentrations than N, P, and K, these minor elements are still essential to plant growth
Organic Matter	A measure of all material that was or is living in the soil.	%	Confers a host of beneficial biological (food source for microbes), physical (improves soil structure, holds onto water, improves aeration), and chemical (binds nutrients) properties. In the short-term (1-3 years), soil organic matter levels can increase with the addition of compost, manure, and crop residues, but to sustain and build levels over time, continued regenerative practices are necessary.
pH	A measure of soil acidity.	log-scale	Soil acidity can impact nutrient availability (at low pH values, certain nutrients can become unavailable to plants). Specific crops can require specific pH ranges, and the pH of a soil can be adjusted through the use of amendments (e.g. lime additions for very acid soils, or sulfur additions for basic soils).
Potentially Mineralizable Nitrogen**	An indicator of plant-available nitrogen.	micrograms of N/gram of soil/week	Most N in soils is bound up and not plant available so this measure provides an indicator of how much can be converted by microbes into plant available forms.
Soil Protein	A proxy for organic nitrogen (non-plant available forms of N).	mg protein/ gram of soil	Serves as a proxy for how much N could be made available for plants (i.e. mineralized) through microbial activity. Generally increases with additions of organic materials and minimized soil disturbance.
Soil Respiration	A measure of how active the microbial community is within a given soil.	mg CO ₂ /gram of soil	Generally, more respiration means more biological activity, and thus indicates nutrient flows and availability (as microbes decompose organic matter to make nutrients available to plants). Generally improves with the addition of organic materials and is probably one of the fastest to respond and most sensitive indicators of changes in management.
Soil Texture	The percent sand, silt, and clay in the soil.	% sand, % silt, % clay	An important mediator variable to determine a soil's potential for accumulating organic matter; an inherent soil characteristic, soil texture generally does not change in response to management.
Subsurface Hardness	An indicator of soil compaction at depth (15-30 cm).	psi	Often an issue in tilled soils, and generally improves with the adoption of no-till practices though could be slower to respond than surface hardness (>3 years).
Surface Hardness	How resistant a soil is to penetration; an indicator of soil compaction at the surface (0-15 cm).	psi	A lower value indicates enhanced movement of water and air; generally improves with the adoption of regenerative practices in the shorter and longer-term.
Total Organic Carbon**	The amount of organic carbon within a gram of soil.	gram C/g soil	Necessary to accurately measure carbon stocks over time. Significant (and meaningful) changes in carbon stocks are very difficult to detect over short time scales (<5 years).

**Not currently included in standard Cornell Soil Health Test, but can be added

Soil Health In-Field Test

Soil Health In-Field Tests, more qualitative in nature, provide valuable insights on the health of an operation's soil. Soil Health In-Field Tests should measure the below indicators against the applicable ratings. In-field tests will be conducted by farm operators annually and will be self-reported.

Indicator	Measures	Units	Rating	Interpreting Results
Compaction	How easily penetrable the soil surface is	Can be measured using a wire probe	Poor: wire probe will not penetrate Fair: wire probe penetrates with difficulty to less than 20 cm Good: wire probe penetrates to 20 cm or more very easily	A heavily compacted soil can restrict root growth and limit air and water movement in soil. This is a simple field measure of surface and sub-surface hardness.
Crusting	A measure of the soil's surface crust	Measured by visual observation	Poor: surface seals after rain Fair: some surface sealing, minimal restriction of seedling emergence Good: open, porous soil, seedlings emerge without any restriction	Surface crusting can indicate poor water and air movement in soils and is generally associated with high levels of tillage and poor structure. This qualitative assessment is covered by aggregate stability.
Diversity of Macro-life	The amount of different soil animals in the soil	Number of soil animals per observational unit (e.g. field or sub-plot)	Poor: < 2 soil animals Fair: 2-5 soil animals Good: >5 soil animals	A higher diversity of soil animals indicates a healthier, more robust soil food-web, which fuels nutrient availability.
Ground Cover	The percentage of ground covered by plants, plant residues, or mulch	Percentage cover per observational unit	Poor: < 35% ground cover Fair: 35 - 50% ground cover Good: >50% ground cover	A higher percentage of ground cover protects soil from erosion, provides soil animals with a food source, and improves soil structure. Observational should be conducted for each distinct field within an operation.
Infiltration	How easily a known volume of water enters the soil	Visual assessment of surface ponding	Poor: water ponds on the soil surface Fair: some ponding on the surface Good: no ponding	A field infiltration test can provide an indication of how easily water moves through the soil; less surface ponding means soil can easily infiltrate and move down the soil profile to provide water for plants. This field measurement is covered by water holding capacity and aggregate stability in the lab.
Plant Health	A visual measure of crop leaf color, height and uniformity	Visual assessment	Poor: yellow, stunted growth, variable stand height, spotty germination Fair: variation in color, height, and germination Good: dark green, even growth and germination	Identifying zones of uneven or stunted crop growth can help a farmer locate problematic areas on a farm that may require specific attention and management interventions.
Root Growth	A visual measure of fine root growth in the surface soil (0-5 cm)	Visual assessment	Poor: restricted roots, few fine roots Fair: somewhat restricted roots, some fine roots Good: healthy, uninhibited roots, lots of fine roots	Inspecting fine root growth provides an idea of how well the plants are able to put out roots and can indicate whether or not there are restrictions to root growth either physically (poor soil structure) or chemically (nutrient deficiencies).
Structure/Aggregation	How easily a soil crumbles, the amount of soil bound up in aggregates	Measured by touch, feel, and observation of soil	Poor: hard soil, lots of clods, difficult to break apart Fair: Soil crumbles with pressure, few clods Good: soil crumbles easily, no clods	A soil that crumbles easily promotes air and water movement through soil, indicates robust biological activity (as microbes generate soil aggregates). This is a qualitative assessment that generally covers the lab-measured aggregate stability and should be conducted for each distinct field within an operation.

3. Labeling and Chain of Custody

Products that carry the Regenerative Organic Certification product label must demonstrate chain of custody from the farm/ranch through to the finished goods, including:

- **Management Systems:** Policies, procedures, accountability, training, implementation, communication, monitoring, and continuous improvement.
- **Input Storage Segregation:** Ensuring claimed material is kept separate in the warehouse, and not mixed or blended with conventional material.
- **Inventory Management:** Quantities of claimed raw material and finished goods must be recorded and be subject to reconciliation.

- **Separation:** All products should be clearly identified in some way while they are in production. When Regenerative Organic Certified and conventional materials are processed in the same locations or machinery, there should be a clean out procedure between batches.
- **Traceability Documentation:** Commercial and shipping documents must be available throughout the supply chain that attest to the origin of the claimed material.
- **Volume Reconciliation:** Accurate data on the ratios of raw materials to finished goods must be available for review, including the average amount of loss to be expected during production processes.
- **Labeling and Packaging:** Labeling claimed at every level of the supply chain.

4. Auditor Requirements for All Modules of Regenerative Organic Certification

Auditor remuneration is not incentive based, nor based on the outcome of inspections. All approved auditors must receive initial training, as well as ongoing continuous education and periodic evaluation.

Visual inspections should be approached with collaboration and mutual respect towards suppliers at all levels, with a focus on education and sustainable remediation. All farm/ranch visits will be scheduled around the production cycle, with special attention paid to periods of increased risk to animal welfare, such as castration or other mutilations, birthing, shearing, loading, and similar. The scope of the on-site audit should include, but is not limited to, a walk-through of the facility and review of the following items:

- Visual inspection of the treatment of the workers and animals (if applicable to the entity);
- Visual inspection of the workers' and animals' environment (if applicable to the entity);
- Review of product labeling practices and procedures;
- Review of segregation and separation practices and procedures;
- Review of traceable supply chain process implementation;
- Worker interviews to ensure proper implementation of traceability policies, procedures, documentation, training, and animal welfare legal compliance;
- Issues identified during the document review;
- Complaint policies;
- All other requirements as required by Regenerative Organic Certification.

Documentation required to demonstrate compliance must be made available for review during the audit or pre-audit process at all levels of the supply chain. Additionally, auditors must be allowed to conduct private management and worker interviews in the local language at all levels of the supply chain to assess proper implementation of traceability policies, procedures, and documentation, training, and animal welfare compliance. The maximum period between on-site assessments should not be more than 18 months.

Auditor Requirements Specific to Animal Welfare:

Auditors should be Professional Animal Auditor Certification Organization (PAACO) or equivalent trained and certified. Auditors must have a minimum of 25 field audits, with a minimum of 10 accompanying or being shadowed by a senior auditor. Remote video auditing is encouraged, but not required. Auditors must have a strong working knowledge of animal welfare risks in the species being assessed.

Auditors will be allowed to review all relevant chain of custody documentation, animal welfare legal compliance documents, veterinarian reports, and other paperwork at each level in the supply chain that proves the implementation of animal welfare practices, traceability management systems, and employee training.

Auditor Requirements Specific to Farmer and Worker Fairness:

Auditors must provide current resumes, professional references, proof of completed trainings/certifications,

and sign a non-disclosure agreement.

Each audit team must consist of at least one lead-qualified auditor and two levels of auditors (i.e., Level 1 vs. Level 2 or Lead vs. Support auditors). Auditors, which can be employed by an organization or act as an independent contractor, must be approved on an individual basis rather than whole organizations or companies. Auditors will be monitored and evaluated through feedback mechanisms which can include supplier questionnaires and shadow audits. Auditor approval may be revoked at any time due to inadequate performance.

References and Resources:

ISO 19011: Guidelines for auditing management systems

Section 7.2 “Determining auditor competence to fulfill the needs of the audit programme”

<https://www.iso.org/obp/ui/#iso:std:iso:19011:ed-2:v1:en>

GSCP (Global Social Compliance Programme)

Table A - Core auditor competence and prerequisite reference requirements (for social and environmental compliance assessment), pg. 13 http://www.theconsumergoodsforum.com/images/the_forum_images/strategic-focus/gscp/gscp-work/reference_tools/pdf/GSCP_Auditing_Compotence.pdf

APSCA (Association of Professional Social Compliance Auditors)

Competency Framework for Social Compliance Auditors

http://www.theapsca.org/uploads/7/3/4/0/73406857/apsca_competency_framework_v5_.pdf