



INDEPENDENT FARMS MODULE VERSION 5

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NOTE: Although this document may be translated into various languages for the convenience of users, the English version remains the definitive reference document in the event of any dispute.



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What is VIVE?

VIVE is a voluntary Continuous Improvement Sustainability Programme for ingredient supply chains that enables sustainability performance to be measured and improvement objectives to be set and tracked. VIVE has been developed based on a broad experience of programmes operating within global industries reliant on agricultural products and takes into account the internationally recognised sustainability and human rights principles established by the various agencies of the United Nations. The VIVE programme is designed to be able to operate along the whole supply chain from producer to industrial end-user and comprehensively covers the key environmental, social and governance aspects of sustainability. The content and best practice is further informed by our stakeholder including buyers (end users), traders and participants themselves.

VIVE is able to act as an 'umbrella' programme, benchmarked against other sustainability initiatives. This provides the potential for one VIVE assessment to meet the requirements of several programmes at once, thus reducing 'audit fatigue'. VIVE recognises that participants will be at different stages in their sustainability improvement journey when they join the programme and similarly, they, or their customers, will have different immediate sustainability priorities. The VIVE programme enables constructive dialogue between supply chain partners by improvement transparency through verifying implementation of best practice as well as identifying areas for improvement.

Participants in the programme self-assess their sustainability status by completing an online self-assessment within the VIVE Online System. Whilst participants retain the obligation to ensure all information provided is accurate and complete (see below), participants' responses and supporting evidence will be reviewed, including through on-site third-party independent assessments, to see whether the evidence submitted and seen reasonably supports the responses given. The programme operates on a three-year improvement cycle. Reports are produced after each on-site assessment. For a summary of the rules governing the operation of the VIVE programme, participants are referred to the VIVE Programme Manual. Participants are reminded that, in taking part in the VIVE programme, they warrant that the answers and supporting evidence that they provide are an accurate reflection of the current situation. Although an independent on-site assessment is an integral part of the VIVE programme, it remains the responsibility of the participating companies to ensure, that all responses and evidence entered into the online system and otherwise provided are true, accurate, not misleading and have no material omissions.

VIVE seeks to bring end users assurance that their minimum requirements have been met for sustainable production on farms and facilities. Where applicable, VIVE may also cover participant, trader and end user legal obligation for due diligence or product conformance to sustainable practices. Where end user minimum requirements have not been achieved by participants, they will enter into remediation. Participants who fail to engage with remediation or fail to adequately implement the conditions of their remediation will not be eligible for any VIVE Claim or Excellence level acknowledgement.

How is continuous improvement within the programme measured?

For every assessment the participant will be scored in accordance to how much of the programme has been verified as being implemented or non-scored where issues are identified.



Year on year scores will be provided to participants for them to track how much of the programme by indicator, criteria, pillar and module level has been verified as implemented.

Participants may engage in short term and long-term remediation. Any long-term remediation will be tracked and updated annually until the identified issue has been resolved.

How is VIVE impact measured?

As part of the VIVE assessment process, participants are required to provide quantitative data about their processing operations and that of any supplying farmers either company managed or owned, or directly contracted and monitored. This is entered into the VIVE Carbon Model for Farms and Facilities. Within this data includes Key Performance indicators which demonstrates improvements or regression in impacts to sustainability. These are currently:

Facility:

- Energy Use
- Water Consumption
- CO₂e
 - As part of the annual VIVE assessment process, participants will be requested to provide key inputs via VIVE Climate Action (VCA). This primary data will be used to calculate accurate emission factors for crop commodities. At farm/mill level, this data request will relate to key on-farm agricultural inputs whilst at factory level, this will be key energy inputs required in the refining process.

Farm:

- Fertiliser use
- Agrochemical Active Ingredient Use
- Water consumption
- CO₂e
 - As part of the annual VIVE assessment process, participants will be requested to provide key inputs via VIVE Climate Action (VCA). This primary data will be used to calculate accurate emission factors for crop commodities. At farm/mill level, this data request will relate to key on-farm agricultural inputs whilst at factory level, this will be key energy inputs required in the refining process.

The first year of participation will establish a benchmark in both a relative manner (against commodity produced) and absolute amount. Annual verification will compare results to demonstrate trends in improvement or opportunities for improvement.

Legal Compliance of Participating Companies

Although the VIVE programme represents 'good practice', compliance with the VIVE Criteria does not in itself absolve a participating company from, or diminish, obligations that may be incumbent upon the participating company as a result of any client, statutory, or regulatory requirements. In addition to the requirements of the VIVE programme, participants must ensure that all products they supply meet the current legislative requirements of both the country in which the participating company is operating and the countries to which they supply products. Where a participant is subject to legal action by a Competent Authority or other Enforcement



Agency in relation to matters that directly affect compliance with the requirements of VIVE and the integrity of the programme, the participating company must advise VIVE of this at the earliest possible opportunity.

VIVE Assessments

Self-Assessment:

As part of the VIVE Participants commitment to continuous improvement, they afforded an opportunity to Self-Assessment of their performance against the VIVE programme on an annual basis, including the opportunity for the participant to plot a two-year forecast of improvements against the VIVE programme. VIVE participants should use the opportunity for Self-Assessment to measure their perceived performance against the VIVE programme and to maintain a catalogue of evidence to support any onsite assessment.

Onsite Assessments:

For VIVE Participants to be awarded with a VIVE Claim Level certificate, an onsite verification of VIVE Participants performance against the VIVE programme needs to be conducted annually. Following an onsite assessment, the VIVE Participant will be issued with a report showing their performance against all assessed VIVE indicators, performance against VIVE claim level indicators and an indication of performance against VIVE Benchmarked Programmes.

Scope of Assessments:

Year 1 of the 3-year assessment cycle:

The first onsite assessment of the 3-year assessment cycle will include the full scope assessment of the participants performance against the VIVE Programme, including all relevant indicators from the VIVE Participants elected modules. The assessment sets the foundations for continuous improvement within the framework of the programme over the 3-year cycle.

Year 2 and 3 of the 3-year assessment cycle:

The second- and third-year onsite assessments only include Claim Level Indicators under the scope of assessment. These assessments are to ensure that VIVE Participant are afforded an opportunity to reach VIVE Claim level within the three-year cycle and that where a Claim Level certificate has been awarded, the participant can demonstrate continual maintenance of performance against the Claim Level Indicators.

VIVE Climate Action (VCA)

Participants are encouraged to engage with VIVE Climate Action (VCA) annually as part of their involvement in the VIVE Programme.

While VCA engagement is a non-assessed component of VIVE participation, it provides valuable insights into supply chain operations and helps identify opportunities for collaboration to reduce carbon intensity among farmers, participants, and end users.

Training and support are available to all participants to facilitate their engagement with VCA.

VIVE Reward Levels

VIVE Farm Module Claim Level:



In order for VIVE Participants to be awarded a VIVE Claims Level Certificate, the VIVE Participant must satisfactorily demonstrate through onsite assessment that they meet all Core (C) VIVE Claim Level Indicators. The participant must also meet at least 75% of all Recommended (R) VIVE Claim Level Indicators.

VIVE Farm Module Remediation:

VIVE Participants who have not achieved initial VIVE Claim Level Certification following an onsite will be afforded an opportunity to remediate issues over a 90 days period following the issue of their remediation report. If VIVE Participants have successfully demonstrated that all necessary remedial actions have been completed within the 60-day period, they will be issued with a VIVE Claim Level Certificate.

VIVE Farm Module Excellence Level:

For the VIVE Farm Module Version 5.0, participants must satisfy 292 Excellence Level indicators and surpass an additional 39 indicators. Moreover, they need to attain an average total score of at least 80%, alongside fulfilling all Excellence Level indicators.

VIVE Farm Module Participation Level:

VIVE Participants that have undertaken an onsite assessment who have not met with Claim or Excellence level, will be acknowledged for their participation with a participation award.

VIVE Complaints and Appeals

Please contact VIVESupport@Intellync.com to access the full VIVE Complaints and Appeals procedure.

VIVE Ownership

VIVE is jointly owned and operated by Czarnikow Group Ltd and Intellync Sustain (a division of AB Agri Ltd)

VIVE Contact

If you wish to contact VIVE please send an e-mail to: VIVESupport@Intellync.com or visit our website <https://www.viveprogramme.com/our-programme/>



FARIND|1| Governance

OBJECTIVE: The Company should embed in its business practices the processes necessary for the successful implementation of VIVE and the maintenance of the Programme's integrity and credibility.

The Pillars of VIVE will only deliver continuous improvements towards sustainable production effectively if they are built on the sound foundations of robust Governance. The Criteria included within Governance apply to all of the Criteria within all the Pillars of VIVE.

FARIND|1|1| Company Policies

CRITERIA: The Company should have Policies that are aligned to the relevant Criteria of VIVE. The Company should assess whether its existing policies sufficiently encompass the Criteria of VIVE or whether additional policy statements are required.

Where the Company is part of a group, any Group policy should be suitable for local use and adapted as necessary.

The Company Policies that commit to the effective implementation of the VIVE Criteria should:

- Be Company and country specific
- Commit to compliance with all relevant national and local regulations
- Commit to providing sufficient resources to ensure the effective implementation of the VIVE Criteria
- Commit to ensuring all affected staff are aware of those VIVE Criteria relevant to their roles

Commit to:

- a) Measures to promote good labour practices
- b) Measures to prevent child labour
- c) Measures to promote the Health and Safety of employees, contractors and visitors
- d) Measures to protect the environment and biodiversity
- e) Measures to reduce Greenhouse Gas emissions per tonne of product

Be signed by a member of the Company senior management

Be subject to regular review (at least annually)

Indicator	Indicator Description	Verifier
FARIND 1 1 1	Are Company Policies, company and country specific?	Y, N
FARIND 1 1 2	Do Company Policies commit to compliance with all relevant national and local regulations?	Y, N
FARIND 1 1 3	Do Company Policies commit to providing sufficient resources to ensure the effective implementation of the VIVE Criteria?	Y, N
FARIND 1 1 4	Do Company Policies commit to measures to promote good Labour Practices?	Y, N
FARIND 1 1 5	Do Company Policies commit to measures to prevent Child Labour?	Y, N



Indicator	Indicator Description	Verifier
FARIND 1 1 6	Do Company Policies commit to measures to promote the Health and Safety of employees, contractors and visitors?	Y, N
FARIND 1 1 7	Do Company Policies commit to measures to protect the Environment and Biodiversity?	Y, N
FARIND 1 1 8	Do Company Policies commit to measures to reduce Greenhouse Gas emissions per tonne of crop?	Y, N
FARIND 1 1 9	Are Company Policies signed by a member of the Company senior management?	Y, N
FARIND 1 1 10	Are Company Policies reviewed at least once per year?	Y, N

FARIND|1|2| Documented Procedures & Records

CRITERIA: The Company produces and implements its own set of Documented Procedures that encompass the requirements of the VIVE Programme and ensures that all Records required by the VIVE Programme are maintained correctly.

The Company should assess whether its existing documented procedures sufficiently encompass the Criteria of VIVE or whether additional documented procedures are required. Where VIVE requires procedures, they should be documented.

Documented Procedures may be held electronically or on paper and may form part of a structured and certificated quality management system (e.g. ISO 9001), or be part of a national, industry or Company scheme that delivers equivalent controls.

Independently certified quality systems are not a pre-requisite under VIVE but where documented procedures are in place they should:

- Be approved, dated and signed by an authorised person
- Be readily available and understood by those required to operate to the requirements of the procedure
- Be reviewed at least annually and revised to reflect any significant changes that influence the operations of the Company
- Be subjected to internal verification on at least an annual basis to confirm that Company practices align with documented procedures. Findings should be reported to quality management and any necessary corrective actions should be recorded and implemented

Records may be kept in either hard or soft (electronic) format but should meet the following:

- All Records required by the VIVE Programme are kept for a minimum of two years, or longer if required by legislation
- Where applicable, all data protection regulations relevant to Company and third party's records should be adhered to
- Storage prevents any deterioration or damage to Records under all likely local conditions
- Records are sorted and filed in such a way that information is complete and easily retrievable
- Records are legible
- Records are subject to internal/external verification, with findings reported to quality management and any necessary corrective actions recorded and implemented

Records that may be checked during an assessment may include but are not limited to:

- Training records of farmers and employees
- Farmers Contracts



- Testing records of soil, water and fertilisers
- Chemical Analysis records
- Farmer Monitoring Records
- Variety Records
- Farmer Corrective Action Records (Prompt Action Issues)

Indicator	Indicator Description	Verifier
FARIND 1 2 1	Are all records required by the VIVE Programme kept for a minimum of two years (or longer if required by legislation)?	Y, N
FARIND 1 2 2	Are records sorted and filed in such a way that information is complete and easily retrievable?	Y, N
FARIND 1 2 3	Do storage facilities for records prevent any deterioration or damage to records under all likely local conditions?	Y, N
FARIND 1 2 4	Are the Company's Documented Procedures approved, dated and signed by an authorised person?	Y, N
FARIND 1 2 5	Are the Company's Documented Procedures readily available and understood by those required to operate to the requirements of the procedure?	Y, N
FARIND 1 2 6	Are the Company's Documented Procedures reviewed at least annually and revised to reflect any significant changes that influence the operations of the Company?	Y, N
FARIND 1 2 7	Are the Company's Documented Procedures subject to Internal Verification on at least an annual basis to confirm alignment between practices and procedures, with findings being reported to quality management and any necessary corrective actions being recorded and implemented?	Y, N

FARIND|1|3| Business Integrity

CRITERIA: The Company should conduct its business with integrity, respecting relevant laws and prohibiting bribes and fraudulent practices.

The Company's controls should encompass all the areas listed below:

- Compliance with all applicable laws, rules, regulations and requirements related to business integrity
- Prohibition of bribes or other types of 'facilitation' payments
- Entertainment and gifts
- Human rights
- Respect in the workplace
- Competition and anti-trust
- Conflicts of interest
- Money laundering
- The accuracy and veracity of any records of practices, procedures and legal compliance

The Company should have a mechanism available to allow employees to report suspected misconduct related to Business Integrity. This mechanism should be secure, anonymous and protect employees from any repercussions.



Relevant Company controls should be audited by competent and qualified assessors, independent of the business unit being audited. The findings should be reported to senior management and any shortcomings should be identified and addressed.

Indicator	Indicator Description	Verifier
FARIND 1 3 1	Does the Company have effective controls in place to ensure compliance with all applicable laws, rules, regulations and requirements related to Business Integrity?	Y, N
FARIND 1 3 2	Does the Company have effective controls in place to prohibit bribes or other types of 'facilitation' payments?	Y, N
FARIND 1 3 3	Does the Company have effective controls in place regarding entertainment and gifts?	Y, N
FARIND 1 3 4	Does the Company have effective controls in place regarding human rights?	Y, N
FARIND 1 3 5	Does the Company have effective controls in place regarding respect in the workplace?	Y, N
FARIND 1 3 6	Does the Company have effective controls in place regarding competition and anti-trust?	Y, N
FARIND 1 3 7	Does the Company have effective controls in place to manage conflicts of interest?	Y, N
FARIND 1 3 8	Does the Company have specific controls in place regarding money laundering?	Y, N
FARIND 1 3 9	Does the Company have effective controls in place to ensure the accuracy and veracity of any records of practices, procedures and legal compliance	Y, N
FARIND 1 3 10	Does the Company have a secure, anonymous mechanism available to allow employees to report suspected misconduct related to Business Integrity without any repercussions?	Y, N
FARIND 1 3 11	Are Company controls relating to Business Integrity subject to audit by competent and qualified assessors, independent of the business unit being audited?	Y, N

FARIND|1|4| Management Structures

CRITERIA: The Company should be able to demonstrate management structures that will ensure VIVE is implemented effectively.

The Company should be able to demonstrate a management structure and sufficient, suitably trained personnel to ensure that the Criteria of VIVE are implemented.

There is no requirement to use the VIVE brand but where other systems or existing structures are utilised it is a requirement that the Criteria of VIVE are encompassed.

Depending on the Company structure, individuals may hold more than one role and have other duties besides their involvement in the implementation of VIVE. In all cases, however, adequate resources should be made available to ensure the implementation is effective.

Where the Company outsources activities to independent third parties (e.g. storage, transport, etc.) it should ensure that such independent third parties comply with all Criteria within this module relevant to those activities.

Any organisational structure used to implement VIVE should be documented

A typical structure may include the following roles and responsibilities:

A 'Steering Committee' that includes representation from the senior management team of the



Company. The Committee should meet before, during and after the crop season and circulate meeting minutes. The Steering Committee responsibilities should include:

- Providing guidance on the VIVE Criteria
- Allocating human and financial resources to ensure effective implementation of the VIVE Criteria
- Verifying the priorities for implementation
- Engaging with external stakeholders

A 'Coordinator' with direct responsibility to the Steering Committee for:

- Coordinating the 'VIVE' Team
- Driving the implementation of the VIVE Criteria and continuous improvement

A 'Team' made up of cross-functional representatives (such as: Growing Operations, Production, Procurement, Corporate Affairs, Legal Compliance, Health & Safety), to support the implementation of the VIVE Criteria and continuous improvement. This Team should communicate regularly in order to plan, coordinate and manage all activities relating to VIVE, including:

- Review and approval of the VIVE online self-assessments
- Ensuring that any issues are correctly recorded and addressed
- Monitoring the implementation of action plans
- Escalating to the Steering Committee any issues that they cannot resolve

Indicator	Indicator Description	Verifier
FARIND 1 4 1	Can the Company demonstrate a management structure and sufficient, suitably trained personnel to ensure that VIVE is implemented effectively?	Y, N

FARIND|1|5| Stakeholder Engagement

CRITERIA: The Company should engage with external stakeholders who can assist with any knowledge and expertise that may be required to resolve issues pertinent to VIVE.

Stakeholders may be used to support risk assessments and help develop mitigation plans for risks and issues.

The Company should identify relevant stakeholders based on the task to be achieved and the availability of credible and relevant stakeholders with which to engage.

Developing long term relationships with stakeholders can increase the Company's ability to leverage (ability to effect change) and facilitate cooperation and coordination of supply chain development plans by governments, NGOs, civil society and affected parties. Stakeholders will have a role to play in your due diligence process, and ultimately may assume responsibility for addressing or owning remediation programmes where issues have been identified (e.g. states building infrastructure such as roads, schools or hospitals for affected communities).

Stakeholders may be necessary to engage with to aid in the identification of risk and adverse impacts through various means such as monitoring, compliance assurance and grievance mechanisms, which in turn may require specialized help to establish an appropriate response.



Stakeholder engagement should form part to the Company's ongoing efforts to enhance mechanisms to identify risks and address Social and Environmental challenges identified in their supply chains. Specific provisions should be in place to ensure emergency preparedness and response plans have taken into account stakeholder feedback and consultations.

Potential stakeholders include but are not restricted to:

- Communities
- Farm associations
- Trade Unions
- Civil Society organizations
- Business support groups
- Manufacturers of machinery
- Legal expertise
- Health, Safety and Environment expertise
- Government departments
- Parties to which activities are delegated
- Rights holders
- Indigenous and tribal people

Indicator	Indicator Description	Verifier
FARIND 1 5 1	Has the Company identified Stakeholders with which it should engage in relation to specific aspects of VIVE?	Y, N
FARIND 1 5 2	Following Stakeholder engagement, has the Company identified areas for action and developed plans for action?	Y, N
FARIND 1 5 3	Has the Company implemented plans developed as a result of stakeholder engagement?	Y, N
FARIND 1 5 4	Is the Company monitoring the implementation of plans developed as a result of stakeholder engagement?	Y, N
FARIND 1 5 5	Has the Company reviewed, and adjusted plans developed as a result of stakeholder engagement where necessary to ensure effectiveness?	Y, N

FARIND|1|6| Training on the VIVE Criteria

CRITERIA: The Company should identify and train key personnel upon which it will rely for the effective implementation of VIVE.

The Company should undertake regular training of key personnel throughout the year.

The Company should have:

- Identified key personnel to be trained in VIVE. The number, type and status of identified personnel should be adequate to ensure effective implementation of the VIVE Criteria
- A documented process for training key personnel which includes:
 - Knowledge about how to apply the VIVE Criteria within the Farms
 - Processes for monitoring the performance against VIVE Criteria on Farms
 - Reporting issues relating to the VIVE Criteria
 - Methodology for implementation of action plans to address any issues relating to the VIVE Criteria



A regular evaluation process in place to check the understanding of the VIVE Criteria relevant to the roles of key personnel, through either regular internal or external testing or evaluation

- Procedures in place that ensure the understanding of key personnel, and application of the VIVE Criteria, are kept up to date as the Programme evolves and develops
- Every Criteria of VIVE should be covered by a relevantly qualified and authorised member of the Company. These assigned people should have an appropriate understanding of what is required and possess the authority and resources to deliver against this.

Indicator	Indicator Description	Verifier
FARIND[1]6[1]	Has the Company identified the key personnel to be trained in the relevant areas of VIVE?	Y, N
FARIND[1]6[2]	Do the number, type and status of personnel identified for training, ensure the effective implementation of controls and procedures relevant to VIVE?	Y, N
FARIND[1]6[3]	Does the Company have a documented process for training key personnel in the aspects of VIVE in line with the guidance?	Y, N
FARIND[1]6[4]	Are tests/evaluations of key personnel carried out at least annually to ensure the ongoing effective implementation of controls and procedures relevant to VIVE?	Y, N
FARIND[1]6[5]	Does the Company have procedures in place that ensure the understanding of key personnel is kept up to date as the Programme evolves and develops?	Y, N

FARIND[1]7 Understanding of the VIVE Criteria by Supplying Farmers

CRITERIA: The Company should implement communication methods, supported by sufficient numbers of farm visits by field technicians and training, to ensure adequate Understanding of the VIVE Criteria by Supplying Farmers.

The Company may choose to use written and/or verbal communication with supplying farmers, in addition to farm visits and training, to assist farmers' understanding in relation to the VIVE Criteria. Where training is provided, mechanisms should be put in place to measure its effectiveness.

Risk assessment methodology should be used to determine the number of farm visits required each crop year to ensure there is adequate Understanding of the VIVE Criteria by Supplying Farmers.

The ideal ratio of field technicians to farmers will vary depending on various factors but the Company should ensure that field technicians are able to fulfil their key responsibilities of providing technical support, assessing the status of the farm, addressing issues and collecting data.

Having women in the field force will facilitate access and communication with the women and girls on the farm. The Company should therefore have both genders involved in farm visits, where appropriate, to maximise their effectiveness.

Indicator	Indicator Description	Verifier
FARIND[1]7[1]	Does the Company utilise written communication to assist supplying farmers' Understanding of the VIVE Criteria relevant to them?	Y, N



FARIND 1 7 2	Does the Company utilise verbal communication to assist supplying farmers' Understanding of the VIVE Criteria relevant to them?	Y, N
FARIND 1 7 3	Does the Company have mechanisms in place, including training, that ensure the relevant VIVE Criteria are adequately understood by supplying farmers?	Y, N

FARIND|1|8| Farmer Contracts

CRITERIA: The Company should have contracts in place with its supplying farmers that reflect the farmers' obligation to produce a sustainable crop.

There should be a written contract in place between the Company and its supplying farmers from as early as possible in the life-cycle of the crop and ideally prior to planting. The contract should include the farmers' agreement to produce a sustainable crop while complying with the relevant Company documented procedures, policies and technical advice.

Farmers should provide written permission for the Company to undertake periodic assessments using the Company's own personnel or nominated third parties.

The Company should provide appropriate training and support to ensure that contracted farmers understand the Criteria of VIVE and their contractual commitment to abide by those Criteria.

There does not need to be a specific reference to VIVE by name in the contract but as a minimum the following key elements of sustainable crop production should be referenced in the farmer contract:

- Commitment to continuous improvement towards the achievement of sustainable crop production
- Compliance with applicable laws
- Compliance with good agronomic practices
- Avoidance of child labour
- Compliance with fair labour practices
- Compliance with safe farm practices
- Protection of the environment

The Criteria should be considered as Not Applicable (N/A) if:

- All products are sourced from Company owned and managed farms
- Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Indicator	Indicator Description	Verifier
FARIND 1 8 1	Do contracts with supplying farmers include commitment to all the key elements of this Criteria?	Y, N
FARIND 1 8 2	Does the Company provide appropriate training and support to ensure that contracted farmers understand the key elements of sustainable crop production and their contractual commitment to abide by them?	Y, N
FARIND 1 8 3	With what percentage of supplying farmers has the Company agreed contracts prior to the crop being planted?	%



FARIND|1|9| Prompt Action Issues

CRITERIA: The Company should effectively address Prompt Action Issues related to this VIVE module.

Taking into account its own circumstances and the findings of its VIVE risk assessments, the Company should identify the specific situations related to the VIVE Criteria that require Prompt Action (i.e. issues that need to be addressed immediately).

The Company should be able to demonstrate that the documented processes for addressing Prompt Action Issues are in place and are clear, transparent and effective.

The Company should ensure follow-up is undertaken and documented for all issues that require Prompt Action.

The Company should ensure that there are regular meetings between supervisors, field staff, key processing personnel (where applicable) and the VIVE Coordinator/VIVE Team to discuss, follow-up and provide feedback on the issues identified. The number, type and status of prompt action issues should be recorded, collated and available for these meetings.

The Company should keep records of all prompt action issues and their resolution status. This should be included in the VIVE Team's minutes.

Indicator	Indicator Description	Verifier
FARIND 1 9 1	Has the Company identified specific situations related to the VIVE Criteria that require Prompt Action?	Y, N
FARIND 1 9 2	Does the Company have a documented process for addressing Prompt Action Issues?	Y, N
FARIND 1 9 3	Is follow-up undertaken and documented for all issues that require Prompt Action?	Y, N
FARIND 1 9 4	Are the number, type and status of each Prompt Action Issues recorded, collated and available for VIVE Team meetings?	Y, N
FARIND 1 9 5	Is the status of each active Prompt Action Issue minute at VIVE Team meetings?	Y, N

FARIND|1|10| Unannounced Visits

CRITERIA: To ensure the validity of collected data, the Company should carry out unannounced visits to supplying farms using suitably qualified individuals who do not regularly visit the farms concerned.

The Company should ensure that the Unannounced Visit programme is effective in confirming whether or not any data gathered to evidence the implementation of VIVE Criteria is reflected in day-to-day activities. The goal is to confirm that data collection is effective and any decisions are based on accurate information.

Unannounced Visits should examine example topics from each of the relevant Pillars and include some questions where the information is relatively simple to collect (e.g. by visual inspection) and others where the information is more challenging to collect (e.g. requiring the review of records or detailed discussion with the relevant personnel).

The supplying farms visited to ensure the effectiveness of the data collection system should include at least one example for each person collecting data. Unannounced Visits of farms should:



- Be completed by personnel with a good understanding of both VIVE and farming
- Be completed by personnel with no day-to-day responsibility for the farms being visited
- Be completed with a minimum possible notification time to ensure an accurate reflection of the true VIVE status
- Be designed to ensure that the accuracy of all the personnel collecting data from supplying farms is verified

Indicator	Indicator Description	Verifier
FARIND 1 10 1	Has the Company designed an Unannounced Visit programme, encompassing Company-owned and independent contracted farms?	Y, N
FARIND 1 10 2	Are Unannounced Visits to Company-owned and independent contracted farms performed by personnel with a good understanding of both VIVE and the areas being visited?	Y, N
FARIND 1 10 3	Are Unannounced Visits performed by personnel with no day-to-day responsibility for the areas being visited?	Y, N
FARIND 1 10 4	Are Unannounced Visits completed with a minimum possible notification time to ensure an accurate reflection of the true VIVE status of supplying farms?	Y, N
FARIND 1 10 5	Do Unannounced Visits examine both data that is easy to collect and data that is complex to collect?	Y, N
FARIND 1 10 6	Do Unannounced Visits ensure that the accuracy of all the personnel collecting data from supplying farms and Company-owned and managed facilities is verified?	Y, N
FARIND 1 10 7	Are training and the data collection methodology amended as necessary where Unannounced Visits indicate that collected data is not accurate?	Y, N

FARIND|1|11| Cost of Production

CRITERIA: The Company should undertake a comprehensive analysis of the costs for growing the crop, including those relating to all inputs and labour (including family labour).

The Company should be able to accurately determine all the costs that farmers incur to grow the crop.

Specific farmer segments should be established to differentiate groups of farms where one or more factors have a significant impact on the cost of production.

The Company should ensure that personnel tasked with collecting data at farm level (e.g. field technicians) receive the appropriate training to provide information that is as accurate and consistent as possible and which truly reflects each farm's situation.

The Company should implement the necessary processes to accurately collect this data at farm level every season.

Each year the Company should analyse the data it collects to ensure the Cost of Production is known for each identified farmer segment.

Defining Market Segments:

Supplying farms should be segmented into groups which share traits which would impact on their cost of production in comparison to other groups. The following Criteria are commonly applied to determine these groups:

- Cultural growing practices
- Size of plantations



- Commercial or Small Holders
- Mechanised versus Non-Mechanised
- Regions
- Climatic conditions
- Cultivar

Representative Sampling:

Once segments have been identified, Cost of Production data collected should be based on the square root of the sample size.

Farms should be equipped with the knowledge to complete their own basic cost of production. The Company should assess supplying farms to confirm they possess sufficient financial literacy to determine yield and average sales price required to achieve a net profit given their Cost of Production. Typically, the level of understanding required will vary with the complexity of the farm being farmed. The Company should ensure that any assessment of farmer understanding, and the subsequent assistance given are appropriate for the farm-type and farmer concerned. Where farmers have an insufficient understanding of Farm Economics to optimise their profitability (this may apply only to certain groups or individuals), the Company should promote the necessary training, either directly or through third parties. This may involve utilising the services of organisations that specialise in increasing basic financial understanding in communities where the level of formal education and literacy is low or non-existent.

The Criteria should be considered as Not Applicable (N/A) if:

- All products are sourced from Company owned and managed farms
- Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Indicator	Indicator Description	Verifier
FARIND 1 11 1	Has the Company determined all the relevant costs incurred by farmers growing the crop?	Y, N
FARIND 1 11 2	Has the Company put in place documented procedures for collecting data based on farmer segmentation?	Y, N
FARIND 1 11 3	Does the Company ensure that personnel tasked with collecting farm data have been appropriately trained to do so?	Y, N
FARIND 1 11 4	Does the Company collect data each year on the Cost of Production, based on farmer segmentation?	Y, N
FARIND 1 11 5	What percentage of the Company's supplying farmers is included in the Cost of Production data collection and based on farmer segmentation?	%
FARIND 1 11 6	Has the Company examined whether there is any knowledge gap in the farmer base regarding Farm Economics in relation to crop production?	Y, N
FARIND 1 11 7	Has the Company identified and developed a training solution, where this is needed, to help farmers conduct their own Cost of Production analysis?	Y, N
FARIND 1 11 8	What percentage of supplying farms have been monitored and are confirmed as having the financial literacy to complete their own Cost of Production?	%

CRITERIA: The Company should ensure that purchase prices cover the crop production costs and allow a competitive profit margin.

The Company should have a documented process to evaluate income from alternative competitor crops that the farmer could realistically grow for income generation and cost of living. Where cost of production of alternative crops and cost of living is sourced from third parties, the Company should ensure any data used is accurate and credible.

Sustainable crop production should mean that the crop continues to be the crop of choice for farmers. The Company should aim to identify the short (next 12 months), medium (18months to 3 years) and long term (3 years +) trends in farmers' net profit.

The Company should ensure that prices paid to supplying farmers aligns with the quality of the supplied crop and a costing approach allowing for a net profit that is competitive with other crops in the region and is sufficient to cover the cost of living for supplying farmers.

Net profit should be calculated as the margin (as a percentage of the sales price) that remains after accounting for all costs, including the farmer's own labour hours.

The Company should assist its supplying farmers in increasing their profitability through efficiency and productivity gains. The Company should utilise data obtained from its analysis of costs to highlight areas for potential savings and implement changes to enhance Farm Efficiency & Productivity. Efficiency and productivity may be affected by many factors, including weather and fluctuations in the prices of inputs (e.g. fuel and fertiliser). Any enhancement in farmer efficiency and productivity should therefore be supported by credible trial data or other scientifically grounded information that demonstrate long-term gains.

The Criteria should be considered as Not Applicable (N/A) if:

- All products are sourced from Company owned and managed farms
- Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Indicator	Indicator Description	Verifier
FARIND 1 12 1	Does the Company have a documented process to evaluate net profit from both the crop and other potential crops?	Y, N
FARIND 1 12 2	Does the Company data on alternative crops come only from credible sources with reliable data capture methods?	Y, N
FARIND 1 12 3	Does the comparison of farmers' net profit from the crop with other potential crops show the crop to be the most profitable over both medium and long terms?	Y, N
FARIND 1 12 4	Has the Cost of Production been calculated for farmers supplying crop to the Company?	Y, N
FARIND 1 12 5	Has the cost of living been established for the growing area(s)?	Y, N
FARIND 1 12 6	What percentage of the Company's supplying farmers makes a financially sustainable net margin for the crop they produce?	%
FARIND 1 12 7	Has the Company identified the key practices likely to improve Farm Efficiency & Productivity?	Y, N
FARIND 1 12 8	What percentage of supplying farms have received communication of the Company's identified key practices likely to improve Farm Efficiency & Productivity?	%



FARIND|1|13| Regulation

CRITERIA: The Company has a procedure to monitor local regulations and ensure that all relevant regulations are complied with or exceeded.

The Company should have a process to ensure that they are kept up to date with regulations and that they monitor their performance

Indicator	Indicator Description	Verifier
FARIND 1 13 1	Does the Company have a procedure to stay up to date with all relevant regulations in relation to crop production?	Y, N
FARIND 1 13 2	Does the Company have a procedure to monitor their performance against all relevant regulations in relation to crop production?	Y, N



FARIND|2| Crop

OBJECTIVE: The Company should promote good agricultural practices that result in the efficient, productive and safe production of a sustainable crop.

FARIND|2|1| Risk Assessment

CRITERIA: The Company should use Risk Assessment methodology to identify and mitigate any significant risks affecting the Criteria within the Crop Pillar.

In addition to ensuring the Company meets its legal obligations, an effective Risk Assessment helps the Company to focus on the most significant issues. This in turn may result in cost savings, protection of people and the environment from harm, and enhance the Company's reputation. The Company should review the Risk Assessment on at least an annual basis, or if operational changes occur, to ensure that it continues to address all current and new issues.

The Company should use a systematic approach to carrying out a risk assessment that includes the following steps:

- 1) Identify the risks for each Criteria within the Crop Pillar: what could go wrong and what might be the consequences?
- 2) Estimate the risk (Probability x Severity)
- 3) Evaluate the risk and agree how it might be mitigated
- 4) Implement mitigating actions to manage the risks identified
- 5) Review the effectiveness of any mitigating actions implemented

Indicator	Indicator Description	Verifier
FARIND 2 1 1	Has the Company conducted a Risk Assessment relevant to the Crop Pillar?	Y, N
FARIND 2 1 2	Does the Risk Assessment include potential risks relevant to all applicable Criteria within the Crop Pillar?	Y, N
FARIND 2 1 3	Has the Company estimated all identified risks?	Y, N
FARIND 2 1 4	Has the Company identified mitigating actions for all risk classified as unacceptable affecting Criteria within the Crop Pillar?	Y, N
FARIND 2 1 5	Has the Company identified mitigating actions for all risk classified as tolerable affecting Criteria within the Crop Pillar?	Y, N
FARIND 2 1 6	Has the Company implemented mitigating actions against all risks classified as unacceptable?	Y, N
FARIND 2 1 7	Has the Company implemented mitigating actions against all risks classified as tolerable?	Y, N
FARIND 2 1 8	Has the Company reviewed the Risk Assessment at least annually, or when operational changes occur, to ensure it remains up-to-date and effective?	Y, N



FARIND|2|2| Farmer Training Programme

CRITERIA: The Company should communicate with and train supplying farmers in the Criteria of the VIVE Crop Pillar relevant to their activities.

The Company should provide training to each supplying farmer on the implementation of the VIVE Crop Pillar Criteria. Any training and guidance provided should be appropriate to the local growing conditions. The form in which this guidance is provided should take into account the current level of understanding within the various farmer segments (e.g. commercial farmers, smallholders, etc.), their ability to adapt and, where relevant, their level of literacy.

The aim should be to provide appropriate training on all relevant aspects of the Crop Pillar to all farmers supplying crop to the Company. Training priorities for farmers should be identified on an annual basis, based on a number of factors including the risk assessment.

The Farmer Training Programme may take some time to fully implement effectively but should set out to encompass the following:

Variety selection and performance

- Crop husbandry
- Integrated pest management (IPM)
- Harvesting
- Farm-related contaminants

Where this will assist with the adoption of the VIVE Criteria, the Company should identify key influencers within the farming community (e.g. village elders, successful farmers, etc.) who can either lead by example or assist in extending any training to a wider audience (the 'train the trainer' principle).

Although women are often not the contract holders it is important that the Company includes women in any communication and training programmes in communities where women play an active role in farming activities.

Training may be provided by third parties but, regardless of who delivers it, the Company should ensure training is effective. Where necessary, training should be adapted as a result of these findings.

Mechanisms should be put in place to assess the effectiveness of any training delivered. This may include but is not limited to:

- Farmer Testing
- Farmer monitoring of adoption
- Farmer feedback
- Stakeholder feedback

Indicator	Indicator Description	Verifier
FARIND 2 2 1	Does the Company provide to its supplying farmers training and guidance on the implementation of the VIVE Crop Criteria appropriate to the local growing region?	Y, N
FARIND 2 2 2	Are training priorities for farmers identified annually, based on a number of factors including the risk assessment?	Y, N
FARIND 2 2 3	Does the Farmer Training Programme include all relevant aspects of the VIVE Crop Pillar identified for this crop year?	Y, N



Indicator	Indicator Description	Verifier
FARIND 2 2 4	What percentage of the Company's supplying farmers has received training in all relevant aspects of the VIVE Crop Pillar identified for the most recent complete crop year?	%
FARIND 2 2 5	Does the Company have effective mechanisms in place to ensure any training given has resulted in improvements and adapt training as necessary?	Y, N

FARIND|2|3| Farm Monitoring

CRITERIA: The Company should systematically monitor the effective implementation of the VIVE Crop Pillar Criteria at farm level.

Field staff should be trained in Farm Monitoring and data collection techniques. In gathering data the Company should comply with all applicable data protection regulations. Ideally, the Company should monitor all applicable VIVE Crop Pillar Criteria on all farms. Monitoring may be undertaken by the Company or designated Third Parties who have the expertise and authority to conduct on farm data collection. Findings from farm monitoring against the VIVE Criteria should be gathered through the most effective means, such as:

- Visual verification
- Farmer interviews
- Worker interviews
- Document Review

Monitoring should ideally be undertaken annually by field staff or designated Third Parties at all key stages of crop production (e.g. seedling production and transfer, crop development and harvesting). Where the Company does not have the resources to monitor all farmers supplying them, they should consider using risk assessment and monitor the highest risk farms first and broaden the scope of monitoring as more resources become available.

Where issues or opportunities for improvement are identified during Farm Monitoring, the Company should discuss and agree an action plan with the farmers concerned. The Company should follow up to check if improvements have been implemented or whether additional help is needed. Where the most serious of issues are encountered, a Prompt Action Issue should be raised and remediated inline with the Company's Prompt Action Issue process.

To ensure the validity of the data collected the Company should have a procedure in place to highlight irregularities/anomalies and to compare the data from unannounced visits to those from the systematic monitoring.

The Company should operate standardised data collection tools and systems to record findings against the VIVE Criteria through either electronic or paper-based monitoring forms. The Company should collate findings from on farm monitoring to show:

- Total number of applicable unique farms
- Total number of unique farms monitored
- Unique farms without issues identified (by VIVE Criteria)
- Unique farms with issues identified (by VIVE Criteria)

For the purposes of VIVE, farmers not monitored will be counted as not meeting respective VIVE Criteria and Indicators unless it can be demonstrated that the farms were not applicable for



monitoring. These farmers may include but are not limited to non-contracted farmers, products sourced through third parties, products sourced through an open market or auction platform at the end of a crop cycle.

Indicator	Indicator Description	Verifier
FARIND 2 3 1	Is the Company monitoring farms against any of the VIVE Crop Pillar Criteria?	Y, N
FARIND 2 3 2	Is the Company using systematic data collection templates for VIVE Crop Pillar Criteria?	Y, N
FARIND 2 3 3	Does the Company ensure that in gathering data it complies with all applicable data protection regulations?	Y, N
FARIND 2 3 4	Where issues are identified during farm monitoring, does the Company agree an action plan with the farmers concerned and follow up on implementation?	Y, N
FARIND 2 3 5	Does the Company ensure the validity of the data collected by highlighting any irregularities/anomalies and by comparing the data from unannounced visits to those from the systematic monitoring?	Y, N
FARIND 2 3 6	Does the Company have procedures which confirm that data is collected by the most effective means inline with the Guidance of this Criteria?	Y, N
FARIND 2 3 7	Does the Company have the ability to collate and report findings from on farm monitoring inline with the Guidance of this Criteria?	Y, N

FARIND|2|4| Approved Varieties

CRITERIA: The Company should ensure that, through Variety Selection and Performance monitoring, the beneficial traits of varieties are protected, and crop performance is enhanced.

Variety selection is the foundation for achieving the desired quality of crop and for optimising farmer yield.

The Company should communicate, recommend and monitor the use of certified varieties to supplying farms. The recommended varieties approved for use by supplying farms should where possible be certified through accredited institutes or equivalent, irrespective if required by regulation. The use of certified is important to promote:

- Germination Rates
- Avoidance of contamination of weeds or other matter
- Maintenance of varietal integrity

The Company should comply with any relevant regulation related to the use of certified varieties. This may include but is not limited to:

- Growing
- Certification
- Packaging
- Storage
- Marketing
- Distribution
- Importing / Phytosanitary certification

Where the Company provides varieties to farms, they should keep records of varieties distributed with associated lot number which are retained for not less than two years or longer if required by



legislation. Where farms purchase varieties from third parties, farms should retain records of all varieties and seed lots for not less than two years or longer if required by legislation.

The Company and supplying farms should comply with any regulation or customer specifications relating to Genetic Status. If regulations or customer specifications prohibit the use of GM products, the Company should Risk Assess its supply chain to evaluate the risks of contamination. Based on the findings of the Risk Assessment and any customer specifications, the Company should implement a sampling programme to confirm its procedures are effective avoiding the inadvertent introduction of GM products into the supply chain.

The Company should recommend certified varieties based on credible agronomic trials, including pest and disease resistances, suitable to local growing conditions. The Company should monitor which varieties have been planted by its supplying farmers and, if necessary, adjust its methods to ensure preferred varieties are planted.

The Company should communicate to all supplying farms the details of recommended certified varieties including any resistances.

The Company should monitor farms to confirm that farms are using recommended certified varieties and, where required, records are being maintained.

Indicator	Indicator Description	Verifier
FARIND 2 4 1	Does the Company confirm that supplying farmers plant only varieties certified by a recognised authority?	Y, N
FARIND 2 4 2	Does the Company comply with any regulations related to the use of certified varieties?	Y, N
FARIND 2 4 3	Does the Company and supplying farms retain records of all varieties used in line with the guidance?	Y, N
FARIND 2 4 4	Does the Company comply with any VIVE Client requirements and or regulatory requirements with regard to GM products?	Y, N
FARIND 2 4 5	Does the Company base recommendations of certified varieties based on credible trials?	Y, N
FARIND 2 4 6	Does the Company provide details of the pest and disease resistances of recommended certified varieties to supplying farms?	Y, N
FARIND 2 4 7	What percentage of supplying farms have received communication of recommended certified varieties?	%
FARIND 2 4 8	What percentage of supplying farms have been monitored without issues being recorded against the use of recommended certified varieties?	%

FARIND|2|5| Quality and Yield

CRITERIA: The Company should encourage farmers to use appropriate agronomy practices to optimise Quality and Yield.

The Company should define appropriate agronomy field practices based on local conditions and varieties grown. Best practices should be established by working with credible research bodies or conducting trial programmes.

The Company should communicate any identified best practices to its supplying farms.

Key agronomic factors to optimise quality and yield include, but are not limited to:

- Variety selection



- Planting density and spacing
- Fertiliser type, quantity and timing of application
- Irrigation methods
- Weed and pest control methods
- Harvest timing

The Company should have minimum target yields and quality parameters established for all supplying farmers, which should be communicated and monitored. Yield and Quality targets should be based on credible trials and or on historic performance of varieties based on local conditions over at least a 5 year period.

The Company should monitor key indicators of Quality which may include but is not limited to:

- Sugar Content
- Ripeness
- Colour
- Perish
- Size

The Company should work with its supplying farmers to improve quality and yield whenever there are shortfalls versus targets.

Indicator	Indicator Description	Verifier
FARIND 2 5 1	Has the Company established minimum yield targets based on credible trials and or historic trends?	Y, N
FARIND 2 5 2	Has the Company established minimum quality targets based on credible trials and or historic trends?	Y, N
FARIND 2 5 3	What percentage of supplying farms have received communication of minimum yield targets?	%
FARIND 2 5 4	What percentage of supplying farms have received communication of minimum quality targets?	%
FARIND 2 5 5	What percentage of supplying farms have been monitored who meet or exceed yield targets?	%
FARIND 2 5 6	What percentage of supplying farms have been monitored who meet or exceed quality targets?	%

FARIND|2|6| Soil Analysis

CRITERIA: The Company should ensure its supplying farms undertake Soil Analysis to determine whether there are any issues for the economically viable and healthy growth of the crop.

Ideally each supplying farm should conduct representative soil samples, however where this is not possible or feasible for supplying farms, the Company should carry out representative soil samples on behalf of supplying farms. Where the Company carries out soil sampling on behalf of farms, representative soil samples should be taken which accurately represent growing areas. Based on the representative soil sampling results the Company should recommend standardised fertiliser and liming regimes.

Where supplying farms are required to conduct soil analysis, the Company should monitor farms to confirm correct analysis has been conducted and that records are held.

Soil testing should be comparable over time and determine the levels of:









- Macro nutrients (Phosphorus and Potassium)
- Trace elements (e.g. Boron, Iron, Manganese, Zinc, Sulphur)
- Organic matter
- Soil pH

Soil analysis should determine the soil type and texture (proportions of sand, silt, clay), and soil organic matter content.

Any soil sampling should be done prior to the production season, with samples being taken in a representative way to ensure analysis accurately reflects conditions.

The results of soil sampling should be used to dictate fertiliser and liming requirements on farm.

Selected soil tests should be carried out at least every five years in the same fields to evaluate any potential long-term impact on soil fertility from crop production.

Indicator	Indicator Description	Verifier
FARIND 2 6 1 	Does the Company confirm that soil analysis is conducted and enforced in line with the guidance of this Criteria?	Y, N
FARIND 2 6 2 	Does soil analysis include Phosphorous and Potassium?	Y, N
FARIND 2 6 3 	Does soil analysis include trace elements?	Y, N
FARIND 2 6 4 	Does soil analysis include organic matter?	Y, N
FARIND 2 6 5 	Does soil analysis include pH?	Y, N
FARIND 2 6 6 	What percentage of supplying farms have been monitored as conducting soil analysis or covered under representative sampling conducted by the Company?	%

FARIND|2|7| Fertiliser and Liming Management

CRITERIA: The Company should ensure its supplying farmers adjust their Fertiliser and Liming Management to meet soil fertility and crop nutrient requirements.

The Company should ensure nutrient demand and absorption data are used to develop a fertiliser programme for local conditions to achieve optimal crop yield and quality.

Fertilisation and Liming should be carried out based on actual soil analysis and credible studies.






The amount of Nitrogen and Phosphorus applied through fertilisers within a season should be justified by identifying any misalignment between actual and target nutrient supply, taking into account all sources of nutrients already available to the crop. This should include:

- Nutrients inherent in the soil
- Nutrients derived from previous fertiliser applications (including manure)
- Nutrients derived from harvest residues

- Nutrients provided by other crops, such as legumes, green manures and cover crops

Any fertiliser should be applied at the correct time and placed relative to the individual plants. The Company should monitor farms to confirm that farms have applied fertilisers at the rates and timings recommended.

In some areas, due for example to small farm sizes, representative sampling may be appropriate to define area-wide nutrient requirements. Representative sampling should include testing by soil type as a minimum requirement. It should also consider other potential factors influencing soil fertility, such as cropping history.

Indicator	Indicator Description	Verifier
FARIND 2 7 1 	Does the Company confirm Fertilisation and Liming is carried out based on actual soil analysis?	Y, N
FARIND 2 7 2 	What percentage of supplying farms have received communication or have access to credible recommendations for fertiliser application?	%
FARIND 2 7 3 	What percentage of supplying farms have been monitored without issues identified relating to the recommended timing of fertiliser application?	%
FARIND 2 7 4 	What percentage of supplying farms have been monitored without issues identified relating to the recommended rate of fertiliser application?	%
FARIND 2 7 5 	What percentage of supplying farms have been monitored without issues identified relating to the recommended application of lime?	%

FARIND|2|8| Approved Fertilisers






CRITERIA: The Company should ensure that the sources of organic and inorganic fertilisers used by supplying farmers are known, and that reliable analysis is available for each lot.

The Company should provide its supplying farmers with up-to-date and complete details of all recommended fertilisers for use, specifying the quality parameters to be met. The Company should ensure that untreated sewage is not used as a fertiliser on its supplying farms.

Where the Company does not provide or distribute the fertiliser being used by its supplying farmers, it should still confirm that only accepted fertilisers are used for crop production. The Company should have an annual programme to analyse all fertilisers used on supplying farms. Where reliable results can be obtained from other sources these can be used but, in all cases, analysis should include as a minimum:

- Nitrogen (including its form e.g. nitrate or ammonium)
- Phosphorus
- Potassium
- Cadmium
- Chloride

Methodology used to gather fertiliser samples should provide a true and representative sample of the product to be tested.

Indicator	Indicator Description	Verifier
FARIND 2 8 1] 	Does the Company provide its supplying farms with up-to-date and complete details of all recommended fertilisers for use, specifying the quality parameters to be met?	Y, N
FARIND 2 8 2] 	Does the Company confirm that no sewage and only recommended fertilisers are used on supplying farms?	Y, N
FARIND 2 8 3] 	Has the Company conducted or have access to credible tests for all fertilisers recommended to supplying farms?	Y, N
FARIND 2 8 4] 	Do all fertiliser analysis tests conducted meet as a minimum the guidance of this Criteria?	Y, N
FARIND 2 8 5] 	What percentage of supplying farms have been monitored without issues identified relating to the recommended fertiliser type?	%




FARIND|2|9| Crop Rotation

CRITERIA: The Company should ensure farmers rotate their crops to reduce any build-up of pests and diseases and to maintain soil health.

The Company should define how the crop is rotated with other crops or fallow periods and communicate this to its supplying farmers.

In origins where the above rotations can be achieved during a single year, this may still be considered as meeting best practice in Crop Rotation if it can be demonstrated as effective in managing pests and disease burdens.

'Normal' or 'traditional' practices should not be accepted as best practice unless their effectiveness can be demonstrated.

Indicator	Indicator Description	Verifier
FARIND 2 9 1] 	Has the Company defined the best practices for Crop Rotation, in line with the criteria?	Y, N
FARIND 2 9 2] 	What percentage of supplying farms have received communication of the Company's defined best practices for Crop Rotation?	%
FARIND 2 9 3] 	What percentage of supplying farms have been monitored without issues identified relating to the best practices for Crop Rotation?	%

FARIND|2|10| Biological Control Agents and Plant Extracts

CRITERIA: The Company should encourage farmers to use Biological Control Agents and Plant Extracts as a first choice to control pests and diseases wherever practical.






The Company should have a procedure in place to evaluate, on an annual basis, the availability and feasibility of using Biological Control Agents and Plant Extracts on the crop.

The Company should define how Biological Control Agents and Plant Extracts may best be used and communicate this to its supplying farmers.

Artificially introduced parasites, predators and microbes, along with plant extracts, can be used for the regulation of pest and disease problems and reduce the need for agrochemicals.

This Criteria should be considered Not Applicable (N/A) if:

- The use Biological Control Agents or Plant Extracts have not been authorised for use on the crop or in the country of production
- Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Indicator	Indicator Description	Verifier
FARIND 2 10 1 	Has the Company defined the best practices for the use of Biological Control Agents and Plant Extracts?	Y, N
FARIND 2 10 2 	What percentage of supplying farms have received communication of the Company's defined best practices for Biological Control Agents and Plant Extracts?	%
FARIND 2 10 3 	What percentage of supplying farms have been monitored without issues identified relating to the best practices for Biological Control Agents and Plant Extracts?	%

FARIND|2|11| Physical Control Methods

CRITERIA: The Company should encourage farmers to use Physical Control Methods to reduce pest pressure.

The Company should define how Physical Control Methods may best be used and communicate this to its supplying farmers.

Physical control methods can be used to attract adult pests to where they can be monitored and controlled more easily. These may include but are not restricted to:

- Alternative hosts
- Barrier crops
- Pheromone traps
- Attractant/repellent plants

Indicator	Indicator Description	Verifier
FARIND 2 11 1	Has the Company defined the best practices for the use of Physical Control Methods?	Y, N
FARIND 2 11 2	What percentage of supplying farms have received communication of the Company's defined best practices for the use of Physical Control Methods?	%
FARIND 2 11 3	What percentage of supplying farms have been monitored without issues identified relating to the best practices for the use of Physical Control Methods?	%

FARIND|2|12| Destruction of Crop Residues

CRITERIA: The Company should ensure its supplying farmers destroy crop residues in order to avoid a build-up of pests and diseases.

The Company should define how Used Seedbeds, Used Multiplication Plots and Crop Residues may best be destroyed, and communicate this to its supplying farmers.

Seedbeds, Multiplication Plots and Crop Residues should be destroyed as soon as possible after their respective productive cycles are completed, in order to prevent the spread of pests and diseases.

Destruction of Crop Residues may require either removal from the field or in-field treatment, depending on the potential for disease/pest transmission.

Indicator	Indicator Description	Verifier
FARIND 2 12 1	Has the Company defined the best practices for the Destruction of Crop Residues?	Y, N
FARIND 2 12 2	What percentage of supplying farms have received communication of the Company's defined best practices for the Destruction of Crop Residues?	%
FARIND 2 12 3	What percentage of supplying farms have been monitored without issues identified relating to the best practices for the Destruction of Crop Residues?	%

FARIND|2|13| Habitats for Natural Predators



CRITERIA: The Company should encourage farmers to provide habitats for Natural Predators.


The Company should define how farmers can provide habitats used by Natural Predators of aphids, caterpillars and other pests, while avoiding spraying wherever possible if populations of pest predators are present.

The Company should encourage farmers to develop healthy populations of natural pest predators through the provision of habitats that may include, but are not restricted to:

- Beetle banks
- Wildflower strips
- Other vegetation suitable to local conditions

Where the use of, or provision of Habitats for Natural Predators is not considered Best Practice, the Company should demonstrate this.

Indicator	Indicator Description	Verifier
FARIND 2 13 1 	Has the Company defined the best practices for creating habitats for Natural Predators?	Y, N
FARIND 2 13 2 	What percentage of supplying farms have received communication of the Company's defined best practices for creating habitats for Natural Predators?	%

Indicator	Indicator Description	Verifier
FARIND 2 13 3 	What percentage of supplying farms have been monitored without issues identified relating to the best practices for creating habitats for Natural Predators?	%

FARIND|2|14| Crop Scouting and Economic Thresholds for CPA Use

CRITERIA: Economic Thresholds should be established for all key pests and diseases, and agrochemicals and other treatments should only be used when Scouting & Monitoring confirms that Economic Threshold levels have been exceeded.

The Company should define Economic Thresholds for all key pests and diseases encountered locally, with the intention of ensuring farmers only apply treatments when absolutely necessary. Economic Thresholds should show where the expectation of financial loss from pests or diseases exceeds the cost of applying a treatment to control them.






Wherever any officially applied regulatory controls are triggered the appropriate prescribed action should be taken.


Where there are no regulatory requirements prescribing control levels, the life cycles of key pests and diseases should be understood and thresholds for local conditions established, based on research. These thresholds should take into consideration the price farmers receive for their crop and the cost of any control measures.

The Company should define best practices for Scouting & Monitoring crops for infestation by pests and diseases. Scouting & Monitoring should involve recording both pest and beneficial insect numbers across the affected fields for a reliable estimation of the potential economic impact of damage.

The presence of natural predators should be taken into account when assessing the necessity of applying agrochemicals. It is therefore important that the Company ensures farmers and field technicians can identify both key pests and their natural predators.

Farmers should only apply treatments as a last resort when the corresponding economic threshold levels have been exceeded. The rationale for the use, dosage, and time of application of agrochemicals should be documented.

Indicator	Indicator Description	Verifier
FARIND 2 14 1 	Has the Company defined Economic Thresholds for Agrochemical Use to treat all key Pests and Diseases relevant to the local conditions?	Y, N
FARIND 2 14 2 	Has the Company defined best practices with regard to Scouting & Monitoring for Pests and Diseases relevant to local conditions?	Y, N
FARIND 2 14 3 	What percentage of supplying farms have received communication of the Company's defined best practices for Scouting & Monitoring for Pests and Diseases?	%
FARIND 2 14 4 	What percentage of supplying farms have received communication of the Company's defined Economic Thresholds for Agrochemical Use?	%
FARIND 2 14 5 	What percentage of supplying farms have been monitored without issues identified relating to the best practices for Scouting & Monitoring for Pests and Diseases?	%

Indicator	Indicator Description	Verifier
FARIND 2 14 6 	What percentage of supplying farms have been monitored without issues identified relating to Economic Thresholds for Agrochemical Use?	%

FARIND|2|15| Company Approval of Agrochemicals

CRITERIA: The Company should ensure that its supplying farmers apply only those agrochemicals which it has approved for use and that all applicable laws and agrochemical manufacturer instructions are followed.

The Company should ensure that its supplying farmers use only those agrochemicals and biological agents appropriate for the particular pest or disease being addressed and which have been officially registered for use on the crop to which they will be applied. Reference should be made to 'brand' names available on the local market, wherever this will assist farmers

The Company should communicate details of its approved agrochemicals to its supplying farmers, ensuring the details remain updated and notifying supplying farmers of relevant changes as they occur.





The Company should develop and implement methodology to ensure, as far as possible, that its supplying farmers adhere strictly to the relevant agrochemical manufacturers' instructions and comply with all relevant regulations relating to the agrochemicals used.

The Company should actively engage with agrochemical manufacturers involved in research, development and registration activities, to ensure a range of registered agrochemical treatments are available to its supplying farmers.

The Company should encourage its supplying farmers to avoid reliance on single agrochemicals to treat pests and diseases in order to prevent resistance establishing.

The Company should implement fresh crop testing for agrochemical residues in markets where there is a potential risk of agrochemical issues such as, but not limited to:

- Use of unregistered agrochemicals
- Risk of agrochemicals causing environmental and/or human health hazards
- Risk of agrochemicals being used that the Company specifically discourages

Indicator	Indicator Description	Verifier
FARIND 2 15 1 	Has the Company provided to its supplying farmers details of the Company's approved agrochemicals for use on the crop including, wherever relevant, 'brand' names available on the local market?	Y, N
FARIND 2 15 2 	Does the Company ensure that details of its approved agrochemicals are kept up-to-date and effectively communicated to farmers?	Y, N
FARIND 2 15 3 	Does the Company encourage its supplying farmers to avoid reliance on single agrochemicals to treat pests and diseases in order to prevent resistance establishing?	Y, N
FARIND 2 15 4 	What percentage of supplying farms have been monitored without issues identified relating to use of Agrochemicals in accordance with manufacturers' instructions?	%



FARIND|2|16| Toxicity of Agrochemicals

CRITERIA: The Company should promote the use of low-toxicity and pest-targeted agrochemicals, while avoiding preventative treatments, with the aim of reducing environmental and human health risks.

The Company-approved agrochemicals should include low-toxicity and pest-specific products.

Where the use of synthetic pesticides is necessary, the Company should take into account environmental and human health risks whenever there is a choice of different products to address a given problem.

The following active ingredients are prohibited for use on VIVE claim level products:

- WHO classification Extremely hazardous (Class Ia) and Highly hazardous (Class Ib)
- Globally Harmonized System on Classification and Labelling of Chemicals Class 1A and Class 1B for carcinogenicity, mutagenicity and reproductive toxicity
- Persistent Organic Pollutants (POPs) listed in the Stockholm Convention which are pesticide active ingredients under Annex A and B.
- All pesticide active ingredients listed under Annex III Chemicals of the Rotterdam Convention
- Methyl Bromide as indicated by the Montreal Protocol on Substances that Deplete the Ozone Layer

Agrochemicals of World Health Organization (WHO) Toxicity Class III and higher (the higher the class, the lower the toxicity level) should preferably be used. Toxicity Class II should only be used in well-justified. Where no WHO toxicity rating is available the lowest toxicity option should always be selected, wherever practical.

The Company should ensure, as far as possible, that its supplying farmers (or their contractors) apply all relevant agrochemicals correctly, including:

- The correct dosage
- The correct application time
- The correct method of application

References:

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<https://www.pic.int/TheConvention/Chemicals/AnnexIIIChemicals> [Accessed 3 Jul. 2023].



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Indicator	Indicator Description	Verifier
FARIND 2 16 1	Does the Company recommend low-toxicity agrochemicals to its supplying farmers wherever possible?	Y, N
FARIND 2 16 2	Does the Company confirm its supplying farmers do not use active ingredients on VIVE products which are prohibited for use in line with Criteria guidance?	Y, N
FARIND 2 16 3	Does the Company confirm its supplying farmers use WHO Toxicity Class II agrochemicals only in well-justified cases?	Y, N
FARIND 2 16 4	What percentage of supplying farms have been monitored and are confirmed as using only low toxicity agrochemicals?	%

FARIND|2|17| Records of Agrochemical Applications

CRITERIA: The Company should ensure its supplying farmers have effective record-keeping for Agrochemical Applications.

Application details for each treatment (including both main crop and seed stock) should include:

- Agrochemical commercial name and dosage rate
- Date and method of application
- Name of person who applied the agrochemical
- Targeted pest(s), disease(s), weed(s), etc.

Field name or location

Records should be completed at the time of application and kept for a minimum of two seasons (or longer if specified by applicable regulations). Pesticide application records should confirm that agrochemical manufacturers' instructions have been followed.

Indicator	Indicator Description	Verifier
FARIND 2 17 1	Has the Company defined the Records to be kept regarding Agrochemical Applications in line with the guidance of this Criteria?	Y, N
FARIND 2 17 2	What percentage of supplying farms have received communication of the Company's defined best practices of Records of Agrochemical Applications?	%
FARIND 2 17 3	What percentage of supplying farms have been monitored and are confirmed as recording Agrochemical Applications in line with the Company's defined best practices?	%

FARIND|2|18| Maximum Residue Limits (MRLs)

CRITERIA: The Company should ensure that legal Maximum Residue Limits (MRLs) for agrochemicals are not exceeded.



The Company should use risk assessment or a risk-based approach to determine applicable MRLs to be met. Any customer and regulatory requirements in relation to MRLs should be factored into any establishment of MRLs to be met.

The Company should sample and analyse products where either or the risk assessment, customer requirements or legal requirements deems this necessary. Any sampling programme conducted should include but should not be limited to:

- Stages of production to be sampled (e.g. Field, Post Harvesting, Semi Manufactured Product, Manufactured Product etc.)
- Frequency of sampling
- Sampling methodology
- Agrochemicals to be tested
- MRLs of Agrochemicals
- Reporting requirements

Any agrochemical analysis should be undertaken by suitably qualified laboratories in accordance with established procedures (such as accredited tests).

Where MRLs have been exceeded or unapproved Agrochemicals have been detected the Company should have procedures in place to investigate and implement corrective actions. This may include but should not be limited to:

- Retesting samples
- Narrowing range of any composite samples taken
- Increasing sampling frequency
- Improving farmer awareness through training and communication
- Monitoring to confirm conformance

This Criteria should be considered as Not Applicable (N/A) if:

- The Risk Assessment, Customer Requirements, Regulatory Requirements do not dictate that MRLs should be established and enforced.
- Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Indicator	Indicator Description	Verifier
FARIND 2 18 1	Has the Company determined MRLs to be met based on the guidance of this Criteria?	Y, N
FARIND 2 18 2	Where the testing for MRLs is necessary, is it done by suitably qualified laboratories in accordance with established procedures?	Y, N
FARIND 2 18 3	Where the testing for MRLs is necessary, what % of tested product has not breached MRLs?	%
FARIND 2 18 4	Where the testing for MRLs is necessary, are there procedures in place to implement effective corrective action following a breach of MRL?	Y, N

FARIND|2|19| Harvesting and Market Preparation

CRITERIA: The Company should ensure its supplying farmers employ harvesting techniques that achieve optimal quality and transport the crop promptly to the processing plant to minimise any potential losses.



The Company should define when the crop is to be harvested, taking into account the varieties concerned, the optimisation of yield for the farmers concerned and balancing the needs of the processing facility.

The Company should develop a harvest plan and communicate this to its supplying farmers.

The Company should advise its supplying farmers of any specific quality requirements regarding harvesting and monitor incoming product to ensure these have been implemented. This should include transportation standards. Factors which the Company may wish to consider may include but should not be limited by:

- Hygiene of transportation
- Use of approved packaging materials (where applicable)
- Measures to avoid contamination of product
- Product identification (traceability records)

The Company should ensure the crop is transported to the processing facility at a time and frequency that optimises efficiency and yield for both the farmers concerned and the Company.

Indicator	Indicator Description	Verifier
FARIND 2 19 1	Does the Company define when the crop is to be harvested?	Y, N
FARIND 2 19 2	What percentage of supplying farms have received communication of the Company's defined crop harvesting plan?	%
FARIND 2 19 3	Has the Company established specific quality requirements for market preparation including transportation standards?	Y, N
FARIND 2 19 4	What percentage of supplying farms have received communication of the Company's defined quality requirements for market preparation?	%
FARIND 2 19 5	What percentage of supplying farms have been monitored and are confirmed as following the Company's defined quality requirements for market preparation?	%

FARIND|2|20| Harvesting Hygiene

CRITERIA: The Company should ensure its supplying farmers maintain levels of harvest hygiene that minimise the chance of diseases being spread during the harvest process.

The Company should define the methods for the sterilisation of harvesting equipment on its supplying farms and communicate these to its supplying farmers.

The Company should monitor its supplying farms to ensure that the sterilisation of harvesting equipment is being applied in line with its defined best practices.

Indicator	Indicator Description	Verifier
FARIND 2 20 1	Does the Company define the methods for the sterilisation of harvesting equipment on its supplying farms?	Y, N
FARIND 2 20 2	What percentage of supplying farms have received communication of the Company's defined methods for the sterilisation of harvesting equipment?	%
FARIND 2 20 3	What percentage of supplying farms have been monitored without issues identified relating to harvest hygiene?	%

FARIND|2|21| Identification of Farm-Related Contaminants

CRITERIA: The Company should define the controls to be in place on each farm to prevent any contamination of received crop.

The Company should have controls in place to reduce the potential for contaminants originating on its supplying farms. Controls may include but are not restricted to:

- Training of farmers and farm workers to prevent contamination during harvest and transportation
- The Company identifying and working with farmers to prevent and eliminate the farm-related sources of any contamination that is found in deliveries
- Random on-farm checks for crop contamination

Farm-Related Contaminants include all materials originating on the farm that might get into crop being delivered to the processing plant. For example (this list is not exhaustive):

- String
- Plastic
- Wood
- Excessive soil or sand
- Stones
- Extraneous plant material
- Insects and other animals
- Feathers
- Metal
- Polystyrene
- Animal Waste
- Fuels/Oils/Lubricants
- Paint
- Mould

The Company should inspect each delivery arriving at its receiving facilities and provide feedback to all farmers in whose products contaminants are found.

In all cases where farm-related contaminants are found, the Company should inform the offending farmers and implement suitable training and, where necessary, apply appropriate sanctions.

Where contamination is extensive, the Company should apply a strict rejection policy at the time of delivery.

Indicator	Indicator Description	Verifier
FARIND 2 21 1	Has the Company defined the main sources of contaminants and the controls to be in place to prevent contamination in delivered crop?	Y, N
FARIND 2 21 2	Has the Company included measures to avoid contamination in training provided to farmers and or farm workers?	Y, N
FARIND 2 21 3	Does the Company undertake random on-farm checks for crop contamination?	Y, N
FARIND 2 21 4	Does the Company inspect each delivery arriving at its receiving facilities and provide feedback to all farmers in whose products contaminants are found?	Y, N



Indicator	Indicator Description	Verifier
FARIND 2 21 5	Does the Company operate a strict rejection policy for excessive contamination at the time of delivery?	Y, N



FARIND|3| People

OBJECTIVE: The Company should ensure that the safety and labour rights of its full-time and part-time employees and contractors are protected. In addition, by working with its supplying farmers, the Company should ensure that the safety and labour rights of permanent and temporary employees working on farms are also protected & promote good labour practices on its supplying farms. The Company should aim to achieve safe and fair working conditions on all farms from which it sources crops.

FARIND|3|1| Risk Assessment

This Criteria has been updated versus VIVE Farm Version 4.0

CRITERIA: The Company should use Risk Assessment methodology to identify and mitigate any significant risks affecting the Criteria within the People Pillar.

In addition to ensuring the Company meets its legal obligations, an effective Risk Assessment helps the Company to focus on the most significant issues. This in turn may result in cost savings, protection of people and the environment from harm, and enhance the Company's reputation. The Company should review the Risk Assessment on at least an annual basis, or if operational changes occur, to ensure that it continues to address all current and new issues.

The Company should use a systematic approach to carrying out a risk assessment that includes the following steps:

- 1) Identify the risks for each Criteria within the People Pillar: what could go wrong and what might be the consequences?
- 2) Estimate the risk (Probability x Severity)
- 3) Evaluate the risk and agree how it might be mitigated
- 4) Implement mitigating actions to manage the risks identified
- 5) Review the effectiveness of any mitigating actions implemented

In addition to VIVE supplying farms, the Company should also assess risks on other supply sources which may be directly or indirectly included in the supply chain. The Company should attempt to identify all supplying sources and map their supply chain. Emphasis should be evaluated against Child Labour and Forced Labour risks, however all applicable VIVE Criteria may be used as appropriate.

Highlighted indicators below have been amended versus VIVE Farm Version 4.0

Indicator	Indicator Description	Verifier
FARIND 3 1 1	Has the Company conducted a Risk Assessment relevant to the People Pillar?	Y, N
FARIND 3 1 2	Does the Risk Assessment include potential risks relevant to all applicable Criteria within the People Pillar?	Y, N
FARIND 3 1 3	Has the Company estimated all identified risks?	Y, N
FARIND 3 1 4	Has the Company identified mitigating actions for all risk classified as unacceptable affecting Criteria within the People Pillar?	Y, N



Indicator	Indicator Description	Verifier
FARIND 3 1 5	Has the Company identified mitigating actions for all risk classified as tolerable affecting Criteria within the People Pillar?	Y, N
FARIND 3 1 6	Has the Company implemented mitigating actions against all risks classified as unacceptable?	Y, N
FARIND 3 1 7	Has the Company implemented mitigating actions against all risks classified as tolerable?	Y, N
FARIND 3 1 8	Has the Company reviewed the Risk Assessment at least annually, or when operational changes occur, to ensure it remains up-to-date and effective?	Y, N
FARIND 3 1 9	Has the Company documented risks and opportunities for Child Labour and Forced labour for Outsourced Operations outside of the scope of VIVE?	Y, N
FARIND 3 1 10	Where the Risk Assessment indicates, has the Company implemented improvement plans for addressing Child Labour and Forced Labour for Outsourced Operations outside of the scope of VIVE?	Y, N

FARIND|3|2| Farmer Training Programme

CRITERIA: The Company should communicate with and train supplying farmers in the Criteria of the VIVE People Pillar relevant to their activities.

The Company should provide training to each supplying farmer on the implementation of the VIVE People Pillar Criteria. Any training and guidance provided should be appropriate to the local growing conditions. The form in which this guidance is provided should take into account the current level of understanding within the various farmer segments (e.g. commercial farmers, smallholders, etc.), their ability to adapt and, where relevant, their level of literacy.

The aim should be to provide appropriate training on all relevant aspects of the People Pillar to all farmers supplying crop to the Company. Training priorities for farmers should be identified on an annual basis, based on a number of factors including the risk assessment.

The Farmer Training Programme may take some time to fully implement effectively but should set out to encompass the following:

- Child Labour on Farm
- Forced Labour
- Safe Working Environment
- Safe Use of Agrochemicals and Fertilisers
- Wellbeing of farm workers
- Freedom of Association
- Terms of Employment of Farm Workers

Where this will assist with the adoption of the VIVE Criteria, the Company should identify key influencers within the farming community (e.g. village elders, successful farmers, etc.) who can either lead by example or assist in extending any training to a wider audience (the 'train the trainer' principle).

Although women are often not the contract holders it is important that the Company includes women in any communication and training programmes in communities where women play an active role in farming activities.



Training may be provided by third parties but, regardless of who delivers it, the Company should ensure training is effective. Where necessary, training should be adapted as a result of these findings.

Mechanisms should be put in place to assess the effectiveness of any training delivered. This may include but is not limited to:

- Farmer Testing
- Farmer monitoring of adoption
- Farmer feedback
- Stakeholder feedback

Indicator	Indicator Description	Verifier
FARIND 3 2 1	Does the Company provide to its supplying farmers training and guidance on the implementation of the VIVE People Criteria appropriate to the local growing region?	Y, N
FARIND 3 2 2	Are training priorities for supplying farms identified annually, based on a number of factors including the risk assessment?	Y, N
FARIND 3 2 3	Does the Farmer Training Programme include all relevant aspects of the VIVE People Pillar identified for this crop year?	Y, N
FARIND 3 2 4	What percentage of the Company's supplying farmers has received training in all relevant aspects of the VIVE Crop Pillar identified for the most recent complete crop year?	%
FARIND 3 2 5	Does the Company have effective mechanisms in place to ensure any training given has resulted in improvements and adapt training as necessary?	Y, N

FARIND|3|3| Farm Monitoring

CRITERIA: The Company should systematically monitor the effective implementation of the VIVE People Pillar Criteria at farm level.

Field staff should be trained in Farm Monitoring and data collection techniques. In gathering data the Company should comply with all applicable data protection regulations. Ideally, the Company should monitor all applicable VIVE People Pillar Criteria on all farms. Monitoring may be undertaken by the Company or designated Third Parties who have the expertise and authority to conduct on farm data collection. Findings from farm monitoring against the VIVE Criteria should be gathered through the most effective means, such as:

- Visual verification
- Farmer interviews
- Worker interviews
- Document Review

Monitoring should ideally be undertaken annually by field staff or designated Third Parties at all key stages of crop production (e.g. seedling production and transfer, crop development and harvesting). Where the Company does not have the resources to monitor all farmers supplying them, they should consider using risk assessment and monitor the highest risk farms first and broaden the scope of monitoring as more resources become available.

Where issues or opportunities for improvement are identified during Farm Monitoring, the Company should discuss and agree an action plan with the farmers concerned. The Company should follow up to check if improvements have been implemented or whether additional help is



needed. Where the most serious of issues are encountered, a Prompt Action Issue should be raised and remediated inline with the Company's Prompt Action Issue process.

To ensure the validity of the data collected the Company should have a procedure in place to highlight irregularities/anomalies and to compare the data from unannounced visits to those from the systematic monitoring.

The Company should operate standardised data collection tools and systems to record findings against the VIVE Criteria through either electronic or paper-based monitoring forms. The Company should collate findings from on farm monitoring to show:

- Total number of applicable unique farms
- Total number of unique farms monitored
- Unique farms without issues identified (by VIVE Criteria)
- Unique farms with issues identified (by VIVE Criteria)

For the purposes of VIVE, farmers not monitored will be counted as not meeting respective VIVE Criteria and Indicators unless it can be demonstrated that the farms were not applicable for monitoring. These farmers may include but are not limited to non-contracted farmers, products sourced through third parties, products sourced through an open market or auction platform at the end of a crop cycle.

Indicator	Indicator Description	Verifier
FARIND 3 3 1	Is the Company monitoring farms against any of the VIVE People Pillar Criteria?	Y, N
FARIND 3 3 2	Is the Company using systematic data collection templates for VIVE People Pillar Criteria?	Y, N
FARIND 3 3 3	Does the Company ensure that in gathering data it complies with all applicable data protection regulations?	Y, N
FARIND 3 3 4	Where issues are identified during farm monitoring, does the Company agree an action plan with the farmers concerned and follow up on implementation?	Y, N
FARIND 3 3 5	Does the Company ensure the validity of the data collected by highlighting any irregularities/anomalies and by comparing the data from unannounced visits to those from the systematic monitoring?	Y, N
FARIND 3 3 6	Does the Company have procedures which confirm that data is collected by the most effective means inline with the Guidance of this Criteria?	Y, N
FARIND 3 3 7	Does the Company have the ability to collate and report findings from on farm monitoring inline with the Guidance of this Criteria?	Y, N

FARIND|3|4| Employment of Young Workers

CRITERIA: The Company should confirm that mechanisms are in place to prevent unlawful Child Labour and protect Legal Young Workers

- A Child is defined as all persons under the age of 18 (C182)
- The minimum age for admission to work on its supplying farms is not less than 15 years of age (14 in developing countries) or the minimum age provided by the country's laws, whichever affords greater protection (C138)
- Admission to employment should not be less than the Compulsory age of Education (C173)



- Any work carried out by a legally employed Child should be classified as light work as defined by the Company, Industry or Regulatory bodies, which ever offers the greatest level of protection
- Any work carried out by a legally employed Child should not be harmful to their health or development (C138)
- Any work carried out by a legally employed Child should not be classified as Hazardous work as defined by the Company, Industry or Regulatory bodies, which ever offers the greatest level of protection (R199)

Consideration should be given to:

- a) Work which exposes children to physical, psychological or sexual abuse;
- b) Work underground, under water, at dangerous heights or in confined spaces;
- c) Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- d) Work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- e) Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

The Company should communicate the defined minimum age requirements for employment to all supplying farms. This should include mechanisms for age verification and any definitions of light and hazardous work including where necessary the classification of on farm tasks.

The Company should monitor all farms to identify where Children are employed within and outside of the requirements set in this Criteria.

This Criteria is not applicable to Children working on Family Farms.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Employment of Young Workers

Relevant ILO Conventions and Recommendations

C138 – Minimum Age Convention, 1973 (No. 138)

C182 – Worst Forms of Child Labour Convention, 1999 (No. 182)

R146 – Minimum Age Recommendation, 1973 (No. 146)

R190 – Worst Forms of Child Labour Recommendation, 1999 (No. 190)

Indicator	Indicator Description	Verifier
FARIND 3 4 1	Has the Company defined the minimum age requirement for employment to all supplying farms inline with the guidance of this Criteria?	Y, N
FARIND 3 4 2	Has the Company defined light and hazardous work on farm inline with the guidance of this Criteria?	Y, N
FARIND 3 4 3	What percentage of supplying farms have received communication of the Company's defined minimum age for employment on farm?	%



FARIND 3 4 4	What percentage of supplying farms have received communication of the Company's defined light and hazardous work on farm?	%
FARIND 3 4 5	What percentage of supplying farms have been monitored without issues identified relating to the Company's defined minimum age for employment on farm?	%
FARIND 3 4 6	What percentage of supplying farms have been monitored without issues identified relating to hazardous work conducted by young workers?	%

FARIND|3|5| Children on Family Farms

CRITERIA: The Company should confirm that there are mechanisms to protect Children on Family farms

Child is defined as all persons under the age of 18 (C182)

Children on family farms should be permitted to work upon the following conditions:

- a) Any legal minimum age for work conducted by children on family farms is followed
- b) Children on family farms conduct light work as defined by the Company, Industry or Regulatory bodies, which ever offers the greatest level of protection
- c) Children on family farms conduct work which is not harmful to their health or development (C138)
- d) Children on family farms conduct work which is conducted outside of regular schooling hours
- e) Children on family farms conduct work which is not classified as Hazardous work as defined by the Company, Industry or Regulatory bodies, which ever offers the greatest level of protection (R199)

Considerations for defining Hazardous work should be given to:

- a) Work which exposes children to physical, psychological or sexual abuse;
- b) Work underground, under water, at dangerous heights or in confined spaces;
- c) Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- d) Work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- e) Work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

The Company should communicate the defined minimum age requirements, if any, for Children working on family farms. The Company should communicate any definitions or light and hazardous work on farm, including where necessary the classification of on farm tasks.

The Company should monitor all farms to confirm where Children work on family farms it is within the requirements set in this Criteria.



This Criteria is not applicable to Children employed on farm.

The Criteria should be considered as Not Applicable (N/A) if:

- All products are sourced from Company owned and managed farms
- All supplying farms have been monitored and show no Children on Family Farms

Provide a positive score response to relevant indicators and comment indicators are Not-Applicable and justification for Non-Applicable status

Relevant ILO Conventions and Recommendations

C138 – Minimum Age Convention, 1973 (No. 138)

C182 – Worst Forms of Child Labour Convention, 1999 (No. 182)

R146 – Minimum Age Recommendation, 1973 (No. 146)

R190 – Worst Forms of Child Labour Recommendation, 1999 (No. 190)

Indicator	Indicator Description	Verifier
FARIND 3 5 1	Has the Company defined the minimum requirements for children working on family farms inline with the guidance of this Criteria?	Y, N
FARIND 3 5 2	What percentage of supplying farms have received communication of the Company's defined minimum requirements for children working on family farms?	%
FARIND 3 5 3	What percentage of supplying farms have been monitored without issues identified relating to work conducted by children on family farms?	%

FARIND|3|6| Schooling

CRITERIA: The Company should confirm that the children on its supplying farms are able to attend school regularly and for a core number of hours per day.

The Company should ensure that any regulatory requirements are met on its supplying farms, with regard to Schooling.

As a minimum, the Company should monitor farms to confirm:

- Children on supplying farms have access to compulsory education
- Children on supplying farms are enrolled into compulsory education
- School attendance by the children on supplying farms meets applicable regulatory requirements

This Criteria is only applicable to children on family farms and not those of hired workers.

Indicator	Indicator Description	Verifier
FARIND 3 6 1	What percentage of supplying farms with children of compulsory schooling age have access to compulsory education?	%
FARIND 3 6 2	What percentage of supplying farms with children of compulsory schooling age have been enrolled in compulsory education?	%

FARIND 3 6 3	What percentage of supplying farms with children of compulsory schooling have been monitored without issues identified related to school attendance?	%
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FARIND|3|7| Prevention of Bond, Debt and Threat

CRITERIA: The Company should confirm that workers on its supplying farms do not work under bond, debt or threat.

The Company should confirm that any regulatory requirements are met on its supplying farms, with regard to the Prevention of Bond, Debt and Threat. The Company should communicate and confirm that its supplying farmers:

- Provide all workers with written contracts in a language that they can easily understand, specifying their rights with regard to payment of wages, overtime and their right to leave the farm.
- Pay workers individually and directly
- Can demonstrate that any debts incurred by their workers were voluntary, are not from unreasonably priced goods or service charges and that workers can repay debts within a reasonable time
- Keep detailed records for workers that demonstrate that farmers have taken responsibility for the hiring process and have not deducted costs related to the hiring process from worker wages

The Company should record the percentage of its supplying farms where workers are free from Bond, Debt and Threat.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard Prevention of Bond, Debt and Threat.

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention, 1958

Indicator	Indicator Description	Verifier
FARIND 3 7 1	What percentage of supplying farms have received communication that works should not work under bond, debt or threat inline with the guidance?	%
FARIND 3 7 2	What percentage of supplying farms have been monitored without issues identified relating to bond, debt or threat inline with the guidance?	%

FARIND|3|8| Freedom to Leave Employment

CRITERIA: The Company should confirm that any regulatory requirements are met on its supplying farms with regard to Freedom to Leave Employment.



- The Company should confirm that its supplying farmers:
- Specify in their workers' contracts how quickly and under what conditions workers can leave employment
- Can show that wage payments are up to date
- Have the financial resources to pay workers their outstanding wages if they want to leave

The Company should record the percentage of its supplying farms where workers are free to leave their employment with reasonable notice.

The ILO defines 11 indicators of a potential forced labour situation that may be used to assess whether or not an individual worker is a victim of this crime:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

The presence of a single indicator may in some cases imply the existence of forced labour. In other cases, you may need to look for several indicators which, taken together, point to a forced labour case.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Freedom to Leave Employment

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 8 1	What percentage of supplying farms have received communication that workers should be free to leave employment inline with the guidance?	%
FARIND 3 8 2	What percentage of supplying farms have been monitored without issues identified relating to freedom to leave employment inline with the guidance?	%

FARIND|3|9| Financial Deposits

CRITERIA: The Company should confirm that any regulatory requirements are met on its supplying farms with regard to Financial Deposits.

The Company should communicate and confirm that its supplying farmers:



- Do not include the taking of deposits from workers in their hiring procedure
- At no point require workers to deposit a lump sum of money that would potentially stop workers from leaving their employment

The Company should record the percentage of its supplying farms where workers are not required to make financial deposits with farmers.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Financial Deposits

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 9 1	What percentage of supplying farms have received communication that workers on farms are not required to place Financial Deposits with the farm?	%
FARIND 3 9 2	What percentage of supplying farms have been monitored without issues identified relating to Financial Deposits inline with the guidance?	%

FARIND|3|10| Withholding of Payments

CRITERIA: The Company should confirm that any regulatory requirements are met on its supplying farms with regard to Withholding of Payments.

The Company should communicate and confirm that its supplying farmers:

- Agree with their workers when they will be paid and include this in the written agreement that both sign
- Maintain payroll records and issue pay slips that show what has been paid to each worker and when it was paid

The Company should record the percentage of its supplying farms where wages are not withheld beyond the legal and agreed payment conditions.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Withholding of Payments

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 10 1	What percentage of supplying farms have received communication that worker payments are not to be withheld inline with the guidance?	%
FARIND 3 10 2	What percentage of supplying farms have been monitored without issues identified relating to withholding of payments inline with the guidance?	%

FARIND|3|11| Retention of Identity Documents and Valuables

CRITERIA: The Company should confirm that any regulatory requirements are met on its supplying farms with regard to the retention of original Identity Documents and Valuables.

The Company should communicate and confirm that its supplying farmers:

- Retain only photocopies of workers' Identity Documents
- Only store Valuables or original Identity Documents on behalf of workers in a way that ensures they are accessible to their owners at all reasonable times

The Company should record the percentage of its supplying farms where farmers either do not retain workers' original Identity Documents and Valuables or make them accessible to their owners at all reasonable times.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Retention of Identity Documents and Valuables

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 11 1	What percentage of supplying farms have received communication that worker identity documents and valuables are not to be withheld inline with the guidance?	%
FARIND 3 11 2	What percentage of supplying farms have been monitored without issues identified relating to retention of identity documents and valuables inline with the guidance?	%

FARIND|3|12| Prison and Compulsory Labour

CRITERIA: The Company should confirm that any regulatory requirements are met on its supplying farms with regard to the employment of Prison and Compulsory Labour.

The Company should ensure that its supplying farmers:

- Do not employ Prison Labour, even if permitted in their country



- Do not employ any other person under menace of any penalty or who has not offered themselves voluntarily

The Company should record the percentage of its supplying farms where farmers do not use Prison or Compulsory Labour.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Prison and Compulsory labour

Relevant ILO Conventions

C029 – Forced Labor Convention. (1930)

C105 – Abolition of Forced Labor Convention. (1957).

C110 – Plantations Convention, 1958 (No. 110)

P110 – Protocol of 1982 to the Plantations Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 12 1	What percentage of supplying farms have received communication that no prison or compulsory labour is to be used?	%
FARIND 3 12 2	What percentage of supplying farms have been monitored without issues identified relating to the use of Prison or Compulsory Labour inline with the guidance?	%

FARIND|3|13| Safe Environment, Injury and Illness

CRITERIA: The Company should confirm that its supplying farmers protect anyone working on the farm from harm as far as possible and can provide appropriate care for them when necessary.

The Company should confirm that any regulatory requirements are met on its supplying farms with regard to providing a Safe Working Environment and care in the event of Injury and Illness.

The Company should communicate and confirm that its supplying farmers:

- Maintain their farms in a clean and tidy condition, avoiding any unnecessary hazards that could potentially cause accidents
- Are able to provide suitably qualified First Aid cover and quick access to First Aid kits in all locations on the farm
- Warning signs and safety procedures are understood by workers and any languages used are relevant to the workers employed
- All those working on the farm are trained in First Aid or have prompt access to a provider and a means of contacting them
- Have an emergency plan whereby everybody knows what to do in the case of a medical emergency, fire, extreme weather event or spillage of agrochemicals/other hazardous material
- Maintain a record of all major accidents and illnesses on their farm and, if required by law, report them to the authorities
- Provide, as necessary, in the event of Injury or Illness on the farm:
 - Transport to receive medical care
 - The prompt arrival of medical personnel to attend the affected person at the farm
 - Accommodation where those affected are cared for while they are ill

Indicator	Indicator Description	Verifier
FARIND 3 13 1	What percentage of supplying farms have received communication of promoting a Safe Working Environment and care in the event of Injury and Illness in line with the guidance?	%
FARIND 3 13 2	What percentage of supplying farms have been monitored without issues identified relating to unnecessary hazards?	%
FARIND 3 13 3	What percentage of supplying farms have been monitored and are confirmed as having First Aid kits at relevant locations on farm?	%
FARIND 3 13 4	What percentage of supplying farms have been monitored and are confirmed as having emergency procedures in case of major injuries or illness on farm?	%
FARIND 3 13 5	What percentage of supplying farms have been monitored without issues identified relating to maintenance of records for major accidents and illnesses on their farm and, if required by law, report them to the authorities?	%

FARIND|3|14| Health & Safety Training on Farms

CRITERIA: The Company should confirm that its supplying farmers provide adequate training to all those working on the farms so that they understand potential hazards on the farm and, as far as possible, avoid harm.

The Company should confirm that any regulatory requirements are met on its supplying farms with regard to providing Health & Safety Training.

The Company should communicate and confirm that its supplying farmers:

- Provide those working on farms with regular safety and preventative health training relevant to the tasks they are expected to perform
- Repeat Health & Safety training for new or reassigned work
- Maintain a record of people trained in Health & Safety

The Company should record the percentage of farms where farmers provide appropriate Health & Safety Training.

Indicator	Indicator Description	Verifier
FARIND 3 14 1	What percentage of supplying farms have received communication that workers should be provided with Health and Safety training inline with the guidance?	%
FARIND 3 14 2	What percentage of supplying farms have been monitored without issues identified relating to providing of Health and Safety training?	%
FARIND 3 14 3	What percentage of supplying farms have been monitored and are confirmed as maintaining records of Health and Safety training given to workers?	%

FARIND|3|15| Wild Animals

CRITERIA: The Company should confirm that, where relevant, its supplying farmers:

- Inform workers about the potential dangers of Wild Animals and how to deal with them
- Inform workers of the protected status of specific Wild Animal species and the need to avoid causing them harm
- Advise workers on how to avoid incidents with snakes and what to do in the event of being bitten

The Company should provide specific training programmes and information to farmers/farm workers on Wild Animals and record the percentage of farms where workers have been trained on avoiding incidents with Wild Animals and the protection of rare and endangered species.

Indicator	Indicator Description	Verifier
FARIND 3 15 1	What percentage of supplying farms have received communication that workers should be provided with training of potential dangers of Wild Animals inline with the guidance?	%
FARIND 3 15 2	What percentage of supplying farms have received communication of the protected status of specific Wild Animal species and the need to avoid causing them harm?	%
FARIND 3 15 3	What percentage of supplying farms have been monitored and are confirmed as providing training to workers on the potential dangers of Wild Animals?	%
FARIND 3 15 4	What percentage of supplying farms have been monitored and are confirmed as providing training to workers on the protected status of specific Wild Animal species and the need to avoid causing them harm?	%

FARIND|3|16| Storage of Agrochemicals and Fertilisers

CRITERIA: The Company should confirm that Agrochemicals and Fertilisers are stored securely on its supplying farms and in a manner that prevents unauthorised access and protects the environment in the event of spillage.

The Company should confirm that on its supplying farms:

- Agrochemicals and Fertilisers are stored in accordance with the manufacturers' recommendations
- Agrochemicals are stored in a lockable storage cabinet/cupboard that prevents unauthorised access
- Fertilisers are stored in a manner that prevents unauthorised access
- Agrochemicals are stored in a manner that protects the environment in the event of spillage
- Agrochemicals and Fertilisers are not decanted into containers unless the appropriate labels are retained with the decanted product and any other misleading labels removed

The Company should record the percentage of farms where Agrochemicals and Fertilisers are stored in a manner that prevents unauthorised access and protects the environment in the event of spillage.

Indicator	Indicator Description	Verifier
FARIND 3 16 1	What percentage of supplying farms have received communication that Agrochemicals are to be stored in line with the guidance?	%
FARIND 3 16 2	What percentage of supplying farms have received communication that Fertilisers are to be stored in line with the guidance?	%
FARIND 3 16 3	What percentage of supplying farms have been monitored and are confirmed as storing Fertilisers in a manner that prevents unauthorised access?	%
FARIND 3 16 4	What percentage of supplying farms have been monitored and are confirmed as storing Agrochemicals in a manner that protects the environment in the event of spillage?	%
FARIND 3 16 5	What percentage of supplying farms have been monitored and are confirmed as storing Agrochemicals in a lockable storage cabinet/cupboard that prevents unauthorised access?	%

FARIND|3|17| Handling and Use of Agrochemicals and Fertilisers

CRITERIA: The Company should confirm that on its supplying farms agrochemicals, fertilisers and any other hazardous substances are only handled, used or applied by workers who have received adequate training and are provided with the required personal protective equipment.

The Company should ensure that on its supplying farms:

- No person under the age of 18, pregnant women or nursing mothers are considered appropriate for handling or applying agrochemicals, fertilisers or any other hazardous substances
- Appropriate personal protective equipment (PPE) is provided to all individuals involved with the handling, storage and use of agrochemicals, fertilisers and other hazardous substances and that they are trained in its use
- Agrochemicals are used only in accordance with the manufacturer's written instructions and applicable regulations
- Only trained workers using PPE handle or apply agrochemicals, fertilisers or other hazardous substances. Training should include:
 - The appropriate use with respect to dosage, time of application, application method, post-entry (where this applies) and pre-harvest intervals (where these apply)
 - Safe storage and handling
- Application equipment is regularly checked and maintained in good condition
- Safety training records for handling and use of agrochemicals, fertilisers and other hazardous substances are kept up-to-date
- Records are kept for all agrochemical and fertiliser applications, confirming who carried out the work

The Company should provide to its supplying farmers any necessary training programmes on the handling and use of agrochemicals, fertilisers and any other hazardous substances identified in risk assessments and provide documentary information to support this.

The Company should record the percentage of its supplying farms where no worker is permitted to use, handle or apply agrochemicals, fertilisers or other hazardous substances without having first received adequate training and without using the required PPE.

Indicator	Indicator Description	Verifier
FARIND 3 17 1	What percentage of supplying farms have received communication on the Handling and Use of Agrochemicals and Fertilisers in line with the guidance?	%
FARIND 3 17 2	What percentage of supplying farms have been monitored without issues identified relating to children under 18, pregnant women or nursing mothers handling or applying agrochemicals, fertilisers or any other hazardous substances?	%
FARIND 3 17 3	What percentage of supplying farms have been monitored without issues identified relating to the training of workers in the handling or applying agrochemicals, fertilisers or any other hazardous substances?	%
FARIND 3 17 4	What percentage of supplying farms have been monitored and are confirmed to have training records for handling or applying agrochemicals, fertilisers or any other hazardous substances?	%
FARIND 3 17 5	What percentage of supplying farms have been monitored without issues identified relating to the handling or application of agrochemicals, fertilisers or other hazardous substances without the use of appropriate PPE?	%

FARIND|3|18| Re-entry and Harvest-Interval Times

CRITERIA: The Company should confirm that on its supplying farms no workers or members of the public enter a field where agrochemicals have been applied and that harvest does not commence unless and until it is safe to do so.

The Company should ensure that on its supplying farms:

- The time that must pass between the application of any specific agrochemicals to an area or crop and when people can go into that area without PPE or harvest can commence is clearly defined
- The Re-entry and Harvest-Interval Times set are effective in protecting people and animals against poisoning by agrochemicals if they enter a treated area without PPE or are exposed to the harvested crop
- Re-entry and Harvest-Interval Times indicated on agrochemical manufacturers' labels or product data sheets are complied with as a minimum
- Signs are posted adjacent to treated areas indicating treatment has occurred and when it will be safe to enter the field without PPE

The Company should record the percentage of its supplying farms where Re-entry and Harvest-Interval Times are correctly identified and implemented.

Indicator	Indicator Description	Verifier
FARIND 3 18 1	What percentage of supplying farms have received communication on Re-Entry and Harvest Interval Times inline with the guidance?	%
FARIND 3 18 2	What percentage of supplying farms have been monitored and are confirmed as signs posting treated areas indicating treatment has occurred and when it will be safe to enter the field without PPE?	%
FARIND 3 18 3	What percentage of supplying farms have been monitored without issues identified relating to Re-entry and Harvest Interval times being followed in accordance with agrochemical manufacturers' labels or product data sheets?	%

FARIND|3|19| Access to Clean Water and Hydration

CRITERIA: The Company should confirm that on its supplying farms all those working have access to adequate quantities of clean drinking water and are given the opportunity to rehydrate at regular intervals.

The Company should confirm that on its supplying farms:

- All those working have easy access to potable drinking water at all times during heavy work or hot weather
- During hot weather, outside workers take regular rest breaks and are provided with shade and the opportunity to drink sufficient water
- All those working have access to clean washing water close to where they work

The Company should record the percentage of its supplying farms where all those working always have access to adequate quantities of clean drinking and washing water close to where they work.

Indicator	Indicator Description	Verifier
FARIND 3 19 1	What percentage of supplying farms have received communication that workers should have access to clean potable drinking water inline with the guidance?	%
FARIND 3 19 2	What percentage of supplying farms have received communication that workers should have access to rest breaks inline with the guidance?	%
FARIND 3 19 3	What percentage of supplying farms have received communication that workers should have access to clean washing water inline with the guidance?	%
FARIND 3 19 4	What percentage of supplying farms have been monitored without issues identified relating to worker access to or the provision of clean potable drinking water?	%
FARIND 3 19 5	What percentage of supplying farms have been monitored without issues identified relating to worker to rest breaks?	%
FARIND 3 19 6	What percentage of supplying farms have been monitored without issues identified relating to worker access to or the provision of clean washing water?	%

FARIND|3|20| Access to Toilets

CRITERIA: The Company should confirm that on its supplying farms workers have access to hygienic toilets close to where they work and that these can be used without fear of unreasonable financial penalties.

The Company should confirm that on its supplying farms:

- Hygienic toilets are accessible to farm workers close to where they work
- Suitable hand-washing facilities are available wherever toilets are provided
- Workers are encouraged to use the toilets provided and no financial penalties are applied to workers for the normal use of toilet facilities
- The hygienic use of toilets and washing facilities is enforced

The Company should record the percentage of its supplying farms where workers have access to hygienic toilet facilities close to where they work.

Indicator	Indicator Description	Verifier
FARIND 3 20 1	What percentage of supplying farms have received communication that workers should have access to toilets inline with the guidance?	%
FARIND 3 20 2	What percentage of supplying farms have been monitored without issues identified relating to worker access to or the provision of hygienic toilets close to where they work?	%

FARIND|3|21| Accommodation Provided to Workers

CRITERIA: The Company should confirm that on its supplying farms any accommodation provided by farmers to their workers is clean, safe and meets the basic needs of their workers.

The Company should confirm that any regulatory requirements are met on its supplying farms with regard to Accommodation Provided to Workers.

The Company should confirm that any accommodation provided to workers by its supplying farmers is:

- Clean, safe and meets the basic needs of workers
- At least comparable to expected living standards in the region
- Equipped with hygienic toilet facilities
- Equipped with adequate heat or ventilation depending on the climate
- Provided with a reasonable quantity of personal space
- A safe distance from fields or other areas where potentially hazardous substances such as agrochemicals are applied or stored
- Provided free of charge to workers or, where a fee is applied, it is equal to or lower than market value
- Provided with clean water suitable for washing and drinking, close to where they live
- Accommodation provided does not limit the workers freedom of movement or association

The Company should record the percentage of farms where accommodation provided by farmers to their workers is clean, safe and meets the basic needs of workers.

Indicator	Indicator Description	Verifier
FARIND 3 21 1	What percentage of supplying farms have received communication on the provision of worker accommodation in line with guidance?	%
FARIND 3 21 2	What percentage of supplying farms have been monitored without issues identified relating to the charging of excessive fees to workers above market rate?	%
FARIND 3 21 3	What percentage of supplying farms have been monitored without issues identified relating to not being clean, safe and meeting the basic needs of workers?	%

FARIND|3|22| Physical Abuse and Intimidation

CRITERIA: The Company should confirm that on its supplying farms there is no physical abuse of workers or any physical contact with the intent to injure or intimidate workers.

The Company should confirm that on its supplying farms there is:



- No use of physical force against workers
- No beating of workers by hand or with an object
- No obligation upon workers to work in excessive heat or cold
- No unreasonable refusal of permission for workers to take breaks, eat, drink or use sanitary facilities
- No restraint or incarceration of workers

The Company should record the percentage of its supplying farms where there is no evidence of Physical Abuse and Intimidation of workers.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Physical Abuse and Intimidation

Relevant ILO Conventions

C190 – Violence and Harassment Convention. (2019)

Indicator	Indicator Description	Verifier
FARIND 3 22 1	What percentage of supplying farms have received communication on the prevention of Physical Abuse and Intimidation inline with guidance?	%
FARIND 3 22 2	What percentage of supplying farms have been monitored without issues identified relating to Physical Abuse or Intimidation of workers?	%

FARIND|3|23| Sexual Abuse and Harassment

CRITERIA: The Company should confirm that on its supplying farms there is no Sexual Abuse or Harassment of workers.

The Company should confirm that on its supplying farms there is:

- Zero-tolerance for Sexual Abuse or Harassment of workers
- Any reports of Sexual Abuse or Harassment of workers are investigated thoroughly with appropriate action being taken including, where appropriate, pressing charges
- Toilets and accommodation are fitted with lockable doors

The Company should record the percentage of its supplying farms where there is no evidence of Sexual Abuse or Harassment of workers.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Sexual Abuse and Harassment

Relevant ILO Conventions

C190 – Violence and Harassment Convention. (2019)

Indicator	Indicator Description	Verifier
FARIND 3 23 1	What percentage of supplying farms have received communication on the prevention of Sexual Abuse and Harassment inline with guidance?	%
FARIND 3 23 2	What percentage of supplying farms have been monitored without issues identified relating to Sexual Abuse or Harassment of workers?	%

FARIND|3|24| Routine Verbal Abuse and Harassment

CRITERIA: The Company should confirm that on its supplying farms there is no Routine Verbal Abuse or Harassment of workers.

The Company confirm ensure that on its supplying farms there is:

- No continuous and systematic pressure on an individual or group of workers in order to demean them or make them afraid
- An obligation to stop anybody who is constantly insulting, humiliating or shouting abuse at workers
- Action taken against verbal abuse and harassment and, if circumstances warrant this, discipline and dismissal of persistent offenders will follow

The Company should record the percentage of its supplying farms where there is no evidence of Routine Verbal Abuse or Harassment of workers.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Routine Verbal Abuse or Harassment of workers

Relevant ILO Conventions

C190 – Violence and Harassment Convention. (2019)

Indicator	Indicator Description	Verifier
FARIND 3 24 1	What percentage of supplying farms have received communication on the prevention of Routine Verbal Abuse and Harassment in line with guidance?	%
FARIND 3 24 2	What percentage of supplying farms have been monitored without issues identified relating to Routine Verbal Abuse and Harassment of workers?	%

FARIND|3|25| Discrimination

CRITERIA: The Company should confirm that on its supplying farms there is no Discrimination against workers.

The Company should confirm that on its supplying farms workers are hired only on the basis of their experience and ability to perform the required tasks.

The Company should confirm that on its supplying farms there is no Discrimination against specific workers when assigning tasks, applying sanctions, giving rewards, promotions or hiring to management or skilled positions, or dismissing workers.

The Company should confirm that on its supplying farms there is no Discrimination on the basis of:

- Race, colour, caste or social origin
- Gender
- Religion
- Political affiliation
- Ethnicity, citizenship or nationality



- Pregnancy
- Disability
- Sexual orientation

The Company should record the percentage of farms where there is no evidence of Discrimination against workers.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Discrimination against workers.

Relevant ILO Conventions

C100 – Equal Remuneration Convention. (1951).

C111 – Discrimination (Employment and Occupation) Convention. (1958)

Indicator	Indicator Description	Verifier
FARIND 3 25 1	What percentage of supplying farms have received communication on the prevention of Discrimination inline with guidance?	%
FARIND 3 25 2	What percentage of supplying farms have been monitored without issues identified relating to Discrimination against workers?	%

FARIND|3|26| Grievance Mechanism

CRITERIA: The Company should confirm that workers on its supplying farms have access to a fair and effective grievance mechanism.

The best solution is for workers to bring their grievances directly to the supplying farmers with an expectation that appropriate action will be taken and without fear of reprisal. The Company should advise farmers on how to achieve this by using techniques such as:

- Weekly or monthly meetings with workers or their representatives
- Complaint boxes for farm workers to use anonymously if they wish

Where for cultural or other reasons direct contact with some or all of the supplying farmers is not effective, the Company should implement a grievance mechanism (or make use of an existing one set up by other organisations – e.g., NGOs, Unions).

The Company should confirm that any Grievance Mechanism is appropriate for the culture in which it operates and the types of issues encountered. Depending upon the circumstances one or more of the following may be appropriate:

- A telephone helpline
- Drop-in centre(s) in the vicinity of the farms
- Independent workshops provided by suitably qualified third parties

Workers should be made aware of the Grievance Mechanism by supplying farms using most effective methods, which include but are not limited to:

- Training
- Information pamphlets
- Posters on Farm in key locations where workers congregate such as rest or break areas



The Company should record the percentage of its supplying farms where workers have access to a fair and effective Grievance Mechanism.

From a human rights perspective, Grievance mechanisms are formal complaint processes that can be used by farmers, workers or other individuals, communities and/or civil society.

You're encouraged to ensure that there are effective grievance mechanisms available for farmers and workers. These can be used to help you track the efficiency of preventive and mitigation activities, and to help you ensure that mitigation activities in themselves do not expose individuals to new vulnerabilities.

According to the UNGPs effective grievance mechanisms are:

- Legitimate: enabling trust from the stakeholder groups for whose use they are intended, and being accountable for the fair conduct of grievance processes;
- Accessible: being known to all stakeholder groups for whose use they are intended, and providing adequate assistance for those who may face particular barriers to access;
- Predictable: providing a clear and known procedure with an indicative time frame for each stage, and clarity on the types of process and outcome available and means of monitoring implementation;
- Equitable: seeking to ensure that aggrieved parties have reasonable access to sources of information, advice and expertise necessary to engage in a grievance process on fair, informed and respectful terms;
- Transparent: keeping parties to a grievance informed about its progress, and providing sufficient information about the mechanism's performance to build confidence in its effectiveness and meet any public interest at stake;
- Rights-compatible: ensuring that outcomes and remedies accord with internationally recognized human rights standards;

A source of continuous learning: drawing on relevant measures to identify lessons for improving the mechanism and preventing future grievances and harms.

In addition to the above, operational-level mechanisms are best:

Based on engagement and dialogue: consulting the stakeholder groups for whose use they are intended on their design and performance.

You may monitor farmers' and workers' access to established grievance mechanisms. Where access has been limited, it is recommended that adequate provisions are put in place to rectify this.

Any grievance mechanisms should operate in a non-discriminatory manner which reflects protected characteristics as defined by the UK Equality and Human Rights Commission:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex



Actions should be taken to identify and support legitimate grievances within the Company's supply chain of vulnerable categories such as children, migrant workers and workers engaged by third parties

For other sustainability aspects, you may consider other effective feedback mechanisms to identify where sustainability aspects have been negatively impacted. This may include, but should not be limited to:

- Environmental monitoring and complaints
- Customer and other interested stakeholder feedback (e.g. product integrity concerns)
- Risk and impact assessments
- Farm by farm compliance monitoring
- Desk based research using publicly available or where necessary purchasable data

Relevant ILO Recommendations

R130 – Examination of Grievances Recommendation, 1967 (No. 130)

Relevant Guidance from the UN Guiding Principles on Business and Human Rights

Pages 27–35 (Access to Remedy)

UK Equality and Human Rights Commission, Protected Characteristics

Indicator	Indicator Description	Verifier
FARIND 3 26 1	Are effective Grievance Mechanisms promoted by the Company?	Y, N
FARIND 3 26 2	What percentage of supplying farms have received communication that workers are to have a Grievance Mechanism inline with guidance?	%
FARIND 3 26 3	What percentage of supplying farms have been monitored and are confirmed as implementing measures for worker awareness of the Grievance Mechanism?	%
FARIND 3 26 4	What percentage of supplying farms have been monitored without issues identified of prevention of worker access to the Grievance Mechanism?	%

FARIND|3|27| Freedom of Association

CRITERIA: The Company should confirm that supplying farmers respect their workers' rights to form, join or not to join a labour Union or other representative organisation without fear of reprisal, intimidation or harassment.

Where farm workers are represented by legally recognised Unions or another representative organisation of their choosing, the Company should ensure its supplying farmers establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.

The Company should confirm that on supplying farms:

- There is compliance with all applicable laws and regulations on worker rights regarding Freedom of Association and collective bargaining
- Workers are free to engage in Union or other representative organisation activities without restriction and free from reprisal, intimidation or harassment
- Farm managers engage in good faith with worker/Union representatives in collective bargaining discussions and comply with collective bargaining agreements



- The Company should record the percentage of its supplying farms where there is Freedom of Association.
- Where the law is silent, there should not interfere with workers choosing of representatives, forming or joining collective associations and or engaging in collective bargaining.

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Freedom of Association.

Relevant ILO Conventions

C087 – Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

Indicator	Indicator Description	Verifier
FARIND 3 27 1	What percentage of supplying farms have received communication of worker rights regarding Freedom of Association and collective bargaining inline with guidance?	%
FARIND 3 27 2	What percentage of supplying farms have been monitored without issues identified relating to worker Freedom of Association and collective bargaining?	%

FARIND|3|28| Contracts of Employment for Farm Workers

CRITERIA: The Company should confirm that all Contracts of Employment for those working on its supplying farms are clear, fair and equitable.

The Company should confirm that its supplying farmers meet all applicable regulatory requirements with regard to Contracts of Employment for their workers.

As a minimum, Contracts of Employment for workers on supplying farms should include and clearly explain the following elements:

- Hours of work
- Overtime payment arrangements
- Notice periods to be given and received
- Holiday entitlement
- Any additional benefits and any deductions to be made
- Payment due
- Frequency of payment
- Method of payment

All Contracts of Employment should be dated and signed by the worker concerned.

Terms of employment should be non-discriminatory, including migrant workers and where the law may be silent.

Indicator	Indicator Description	Verifier
FARIND 3 28 1	What percentage of supplying farms have received communication that workers are to have Contracts of Employment inline with guidance?	%
FARIND 3 28 2	What percentage of supplying farms have been monitored and are confirmed as following regulatory requirements with regard to Contracts of Employment for their workers?	%

Indicator	Indicator Description	Verifier
FARIND 3 28 3	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining hours of work in worker contractual terms?	%
FARIND 3 28 4	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining overtime payments in worker contractual terms?	%
FARIND 3 28 5	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining any additional benefits and all deductions worker contractual terms?	%
FARIND 3 28 6	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining payment due in worker contractual terms?	%
FARIND 3 28 7	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining frequency of payment in worker contractual terms?	%
FARIND 3 28 8	What percentage of supplying farms have been monitored and are confirmed as including and clearly explaining method of payment in worker contractual terms?	%
FARIND 3 28 9	What percentage of supplying farms have been monitored and are confirmed as having dated and signed worker contracts?	%

FARIND|3|29| Working Hours, Wages and Benefits for Farm Workers

This Criteria has been updated versus VIVE Farm Version 4.0

CRITERIA: The Company should ensure that the working hours of workers on its supplying farms are not excessive and that pay is of a sufficient level to generate discretionary income without working excessive or illegal hours.

The Company should ensure that its supplying farmers meet any regulatory requirements with regard to Working Hours, Pay and Benefits for their workers.

The Company should ensure that supplying farmers manage their workers such that:

- Income earned during a pay period is enough to meet workers' basic needs and of a sufficient level to enable the generation of discretionary income
- The pay of all workers (including temporary, piece-rate, seasonal and migrant workers) meets, as a minimum, national legal standards or industry benchmark standards
- Work hours, excluding overtime, do not exceed 48 hours per week on a regular basis
- Workers are provided with at least one day off in each seven day period
- Overtime work hours are voluntary
- Overtime wages are paid at a premium as required by local law or by any applicable collective agreement
- All workers are provided with the benefits, holidays, sick leave and leave to which they are entitled by local law or by any applicable collective agreement
- All workers are provided with compensation payments inline with government regulation related to accidents or injuries in the workplace
- Workers are not charged illegal or excessive deductions or fees, including recruitment fees (finders fees), fees for personal protective equipment, deposits for accommodation, tools, etc.



Wherever practical and viable, permanent workers are hired in preference to long-term contract labour

On Company owned or managed farms, the Company should record working hours lost due to absenteeism

All contractors and sub-contractors are required to comply with all applicable labour regulations and ILO conventions with regard to Working Hours, Pay and Benefits

Relevant ILO Conventions

C95 – Protection of Wages Convention, 1949

C131 – Minimum Wage Fixing Convention, 1970

Indicator	Indicator Description	Verifier
FARIND 3 29 1	What percentage of supplying farms have received communication on Working Hours, Wages and Benefits of workers in line with guidance?	%
FARIND 3 29 2	What percentage of supplying farms have been monitored and are confirmed as following regulatory requirements with regard to Working Hours, Pay and Benefits for their workers?	%
FARIND 3 29 3	What percentage of supplying farms have been monitored with income earned by farm workers confirmed during a pay period or crop season as being enough to meet their basic needs and of a sufficient level to enable the generation of discretionary income?	%
FARIND 3 29 4	What percentage of supplying farms have been monitored and are confirmed as paying workers (including temporary, piece-rate, seasonal and migrant employees), as a minimum, national legal standards or industry benchmark standards?	%
FARIND 3 29 5	What percentage of supplying farms have been monitored with no issues identified with regular working hours exceeding 48 hours per week for workers?	%
FARIND 3 29 6	What percentage of supplying farms have been monitored with no issues identified with workers not being provided at least one day off in a seven-day period?	%
FARIND 3 29 7	What percentage of supplying farms have been monitored with no issues identified related to involuntary worker overtime?	%
FARIND 3 29 8	What percentage of supplying farms have been monitored with no issues identified with workers not being paid a premium required by local law or by any applicable collective agreement for overtime?	%
FARIND 3 29 9	What percentage of supplying farms have been monitored with no issues identified with workers not being provided with the benefits, holidays, sick leave and leave to which they are entitled by local law or by any applicable collective agreement?	%
FARIND 3 29 10	What percentage of supplying farms have been monitored with no issues identified with workers not being charged illegal or excessive deductions or fees, including recruitment fees (finders fees), fees for personal protective equipment, deposits for accommodation, tools, etc.?	%
FARIND 3 29 11	Wherever practical and viable, does the Company confirm permanent workers on supplying farms are hired in preference to long-term contract labour?	Y, N

CRITERIA: The Company should ensure that on its supplying farms the rights of communities and traditional peoples to maintain access to land and natural resources (e.g. water, wood, soil) is recognised and protected.

The Company should ensure supplying farmers respect and prohibit the violation of the land rights of individuals and communities in the vicinity of supplying farms.

The Company should ensure that:

- The right of the Company to use the land on which it operates can be demonstrated and is not legitimately contested by local communities with demonstrable rights
- The rights of communities and traditional peoples to access land, critical cultural heritage and natural resources (e.g. water, wood, soil) in the vicinity of Company-owned and managed facilities are recognised and safeguarded
- All land acquisitions are made respecting the rights of impacted individuals and communities
- Wherever possible, positive relations are maintained with the community in which the Company operates
- Wherever possible, the Company provides support for economic development of the community in which it operates
- The Company should obtain Free, Prior and Informed Consent (FPIC) of indigenous Peoples to ensure operations take into consideration impacts of indigenous communities. FPIC will include good faith negotiation which will be documented between the Company and affected communities, with clear evidence of agreement between the parties.
- The Company must not impede, hinder or discriminate against indigenous and tribal people's Human rights and fundamental freedoms inline with ILO convention 169
- Where Company operations are determined to impact communities, indigenous or tribal people, the Company should include affected people as part of stakeholder consultations. This includes access to ecosystem services by the Company which will affect local communities.
- Where persons are physically displaced, the Company should establish a documented resettlement plan which covers adequate compensation of land and assets, resettlement and schedule
- Where persons are required to move to new area, the Company should provide adequate options for replacement housing or cash compensation and relocation assistance. Persons required to move should not be subject to reduced living standards as a result
- Forced evictions should not be carried out except under any circumstances permitted under the law
- Economically displaced persons who have lost assets, access to assets or means of livelihood, irrespective if they have been physically displaced, should be compensated appropriately in line with legal requirements
- Where the Government has taken responsibility for any resettlement, the Company should ensure that any resettlement arrangements meet as a minimum guidance in this Criteria.

Relevant ILO Conventions

C169 – Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Indicator	Indicator Description	Verifier
FARIND 3 30 1	What percentage of supplying farms have received communication on Land Rights inline with guidance?	%
FARIND 3 30 2	What percentage of supplying farms have been monitored and have demonstrated their right to use the natural resources (e.g. water, wood, soil) and the land on which they operate and that this land is not legitimately contested by local communities with demonstrable rights?	%
FARIND 3 30 3	What percentage of supplying farms have been monitored with no issues identified of denial of the rights of communities and traditional peoples to access land and natural resources (e.g. water, wood, soil) in the vicinity of their farms?	%
FARIND 3 30 4	What percentage of supplying farms have been monitored with no issues identified of denial of the rights of individuals or communities during land acquisitions?	%
FARIND 3 30 5	Does the Company or supplying farms have any mechanisms in place to maintain positive relations with the communities in which they operate?	Y, N
FARIND 3 30 6	Does the Company or supplying farms provide support for the economic development of the community in which they operate?	Y, N
FARIND 3 30 7	Does the Company have mechanisms in place which promote negotiation with affected Indigenous Peoples using principles of Free, Prior and Informed Consent (FPIC)?	Y, N
FARIND 3 30 8	Does the Company have mechanisms in place which addresses economic or physical displacement inline with the guidance of this Criteria?	Y, N

FARIND|3|31| Cultural Heritage

CRITERIA: The Company should identify, assess and where relevant protect and allow access to cultural heritage impacted through company operations and those of supplying farms

This Criteria adopts the definition of cultural heritage from the United Nations Educational, Scientific and Cultural Organization (UNESCO). It defines cultural heritage as including artefacts, monuments, a group of buildings and sites, museums that have a diversity of values including symbolic, historic, artistic, aesthetic, ethnological or anthropological, scientific and social significance. It includes tangible heritage (movable, immobile and underwater), intangible cultural heritage (ICH) embedded into cultural, and natural heritage artefacts, sites or monuments. The definition excludes ICH related to other cultural domains such as festivals, celebration etc. It covers industrial heritage and cave paintings.

The Company should ensure that it and supplying farms meets with all regulatory requirements with regard to cultural heritage.

The Company should ensure that risks are assessed of impacts to cultural heritage and that identification processes are documented

Where the risk assessment or other relevant identification process determines operations may impact cultural heritage the Company should:

- Engage with competent professionals to validate findings and assist in protection
- Include key stakeholders in decision making processes including affected communities who use, or have used impacted cultural heritage within living memory

Where the risk assessment or other relevant identification process determines operations have a high likelihood of uncovering cultural heritage because of company construction or general



operations, procedures should be developed which include not disturbing the findings and further assessments by competent professionals.

Where cultural heritage has been identified to be impacted through the Company's operations and those of supplying farms, the Company should:

- Allow for community access where affected communities use or have used the cultural heritage within living memory
- Any removal of replicable cultural heritage should be subject to the mitigation hierarchy which involves:
 - Minimising adverse impacts and implement restoration measures
 - Where restoration is not feasible, restore cultural heritage function in a different location
 - Permanent removal where restoration of function is not feasible, inline with any relevant government regulations and community consultation
- Compensation for loss where all other measures are not feasible
- Any removal of non-replicable cultural heritage or critical cultural heritage should best be left in place. The Company and supplying farms should only remove cultural heritage under the following conditions:
 - There are no technical or financially feasible alternative to the removal
 - The benefits from company operations outweighs the anticipated cultural heritage loss from removal
 - Removal is used using best available techniques

UNESCO definition reference:

UNESCO Institute for Statistics, 2009 UNESCO Framework for Cultural Statistics

Additional guidance has been informed based on IFC performance standard 8 Cultural Heritage (2012).

https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/performance-standards/ps8

Indicator	Indicator Description	Verifier
FARIND 3 31 1	Has the Company evaluated and documented risks to cultural heritage through a risk assessment or other relevant identification process?	Y, N
FARIND 3 31 2	Where the risk assessments indicates, has the Company established stakeholder consultations inline with guidance of this Criteria?	Y, N
FARIND 3 31 3	Where the risk assessments indicates, has the Company established procedures to follow related to uncovering of cultural heritage?	Y, N
FARIND 3 31 4	Where relevant, has the Company established community access to impacted cultural heritage?	Y, N
FARIND 3 31 5	Where relevant, has the Company utilised the mitigation hierarchy for replicable cultural heritage inline with guidance of this Criteria?	Y, N
FARIND 3 31 6	Where relevant, has the Company followed conditions detailed in this Criteria relevant to non-replicable or critical cultural heritage?	Y, N



FARIND|4| Environment

OBJECTIVE: The Company should ensure its supplying farmers produce the crop with the minimum possible adverse impact on the environment.

The Company should consider the impact of the crop production in the context of both the local environment (e.g. soil and waste management) and potential global effects (e.g. water consumption and Greenhouse Gas emissions).

FARIND|4|1 Risk Assessment

This Criteria has been updated versus VIVE Farm Version 4.0

CRITERIA: The Company should use Risk Assessment methodology to identify and mitigate any significant risks affecting the Criteria within the Environment Pillar.

In addition to ensuring the Company meets its legal obligations, an effective Risk Assessment helps the Company to focus on the most significant issues. This in turn may result in cost savings, protection of people and the environment from harm, and enhance the Company's reputation. The Company should review the Risk Assessment on at least an annual basis, or if operational changes occur, to ensure that it continues to address all current and new issues.

The Company should use a systematic approach to carrying out a risk assessment that includes the following steps:

- 1) Identify the risks for each Criteria within the Environment Pillar: what could go wrong and what might be the consequences?
- 2) Estimate the risk (Probability x Severity)
- 3) Evaluate the risk and agree how it might be mitigated
- 4) Implement mitigating actions to manage the risks identified
- 5) Review the effectiveness of any mitigating actions implemented

In addition to VIVE supplying farms, the Company should also assess risks on other supply sources which may be directly or indirectly included in the supply chain. The Company should attempt to identify all supplying sources and map their supply chain. Emphasis should be evaluated against water quality, water quantity and conversion of natural ecosystems risks, however all applicable VIVE Criteria may be used as appropriate.

Highlighted indicators below have been amended versus VIVE Farm Version 4.0

Indicator	Indicator Description	Verifier
FARIND 4 1 1	Has the Company conducted a Risk Assessment relevant to the Environment Pillar?	Y, N
FARIND 4 1 2	Does the Risk Assessment include potential risks relevant to all applicable Criteria within the Environment Pillar?	Y, N
FARIND 4 1 3	Has the Company estimated all identified risks?	Y, N



FARIND 4 1 4	Has the Company identified mitigating actions for all risk classified as unacceptable affecting Criteria within the Environment Pillar?	Y, N
FARIND 4 1 5	Has the Company identified mitigating actions for all risk classified as tolerable affecting Criteria within the Environment Pillar?	Y, N
FARIND 4 1 6	Has the Company implemented mitigating actions against all risks classified as unacceptable?	Y, N
FARIND 4 1 7	Has the Company implemented mitigating actions against all risks classified as tolerable?	Y, N
FARIND 4 1 8	Has the Company reviewed the Risk Assessment at least annually, or when operational changes occur, to ensure it remains up-to-date and effective?	Y, N
FARIND 4 1 9	Has the Company documented risks and opportunities for water quality, water quantity and conversion of natural ecosystems by Outsourced Operations outside of the scope of VIVE?	Y, N
FARIND 4 1 10	Where the Risk Assessment indicates, has the Company implemented improvement plans for addressing water quality, water quantity and conversion of natural ecosystems by Outsourced Operations outside of the scope of VIVE?	Y, N

FARIND|4|2| Farmer Training Programme

CRITERIA: The Company should communicate with and train supplying farmers in the Criteria of the VIVE Environment Pillar relevant to their activities.

The Company should provide training to each supplying farmer on the implementation of the VIVE Environment Pillar Criteria. Any training and guidance provided should be appropriate to the local growing conditions. The form in which this guidance is provided should take into account the current level of understanding within the various farmer segments (e.g. commercial farmers, smallholders, etc.), their ability to adapt and, where relevant, their level of literacy.

The aim should be to provide appropriate training on all relevant aspects of the Environment Pillar to all farmers supplying crop to the Company. Training priorities for farmers should be identified on an annual basis, based on a number of factors including the risk assessment.

The Farmer Training Programme may take some time to fully implement effectively but should set out to encompass the following:

- Water Management on Farm
- Soil Management
- Pollution control on farm
- Fuel Efficiency & GHG reduction
- Biodiversity
- Deforestation
- New Farmland

Where this will assist with the adoption of the VIVE Criteria, the Company should identify key influencers within the farming community (e.g. village elders, successful farmers, etc.) who can either lead by example or assist in extending any training to a wider audience (the 'train the trainer' principle).

Although women are often not the contract holders it is important that the Company includes women in any communication and training programmes in communities where women play an active role in farming activities.



Training may be provided by third parties but, regardless of who delivers it, the Company should ensure training is effective. Where necessary, training should be adapted as a result of these findings.

Mechanisms should be put in place to assess the effectiveness of any training delivered. This may include but is not limited to:

- Farmer Testing
- Farmer monitoring of adoption
- Farmer feedback
- Stakeholder feedback

Indicator	Indicator Description	Verifier
FARIND 4 2 1	Does the Company provide to its supplying farmers training and guidance on the implementation of the VIVE Environment Criteria appropriate to the local growing region?	Y, N
FARIND 4 2 2	Are training priorities for farmers identified annually, based on a number of factors including the risk assessment?	Y, N
FARIND 4 2 3	Does the Farmer Training Programme include all relevant aspects of the VIVE Environment Pillar identified for this crop year?	Y, N
FARIND 4 2 4	What percentage of the Company's supplying farmers has received training in all relevant aspects of the VIVE Environment Pillar identified for the most recent complete crop year?	%
FARIND 4 2 5	Does the Company have effective mechanisms in place to ensure any training given has resulted in improvements and adapt training as necessary?	Y, N

FARIND|4|3| Farm Monitoring

CRITERIA: The Company should systematically monitor the effective implementation of the VIVE Environment Pillar Criteria at farm level.

Field staff should be trained in Farm Monitoring and data collection techniques. In gathering data, the Company should comply with all applicable data protection regulations. Ideally, the Company should monitor all applicable VIVE Environment Pillar Criteria on all farms. Monitoring may be undertaken by the Company or designated 3rd parties who have the expertise and authority to conduct on farm data collection. Findings from farm monitoring against the VIVE Criteria should be gathered through the most effective means, such as:

- Visual verification
- Farmer interviews
- Worker interviews
- Document Review

Monitoring should ideally be undertaken annually by field staff or designated 3rd parties at all key stages of crop production (e.g. seedling production and transfer, crop development and harvesting).

Where issues or opportunities for improvement are identified during Farm Monitoring, the Company should discuss and agree an action plan with the farmers concerned. The Company should follow up to check if improvements have been implemented or whether additional help is needed. Where the most serious of issues are encountered, a Prompt Action Issue should be raised and remediated in line with the Company's Prompt Action Issue process.



To ensure the validity of the data collected the Company should have a procedure in place to highlight irregularities/anomalies and to compare the data from unannounced visits to those from the systematic monitoring.

The Company should operate standardised data collection tools and systems to record findings against the VIVE Criteria through either electronic or paper-based monitoring forms. The Company should collate findings from on farm monitoring to show:

- Total number of applicable unique farms
- Total number of unique farms monitored
- Unique farms without issues identified (by VIVE Criteria)
- Unique farms with issues identified (by VIVE Criteria)

For the purposes of VIVE, farmers not monitored will be counted as not conforming against the respective VIVE Criteria unless it can be demonstrated that the farms were not applicable for monitoring.

Indicator	Indicator Description	Verifier
FARIND 4 3 1	Is the Company monitoring farms against any of the VIVE Environment Pillar Criteria?	Y, N
FARIND 4 3 2	Is the Company using systematic data collection templates for VIVE Environment Pillar Criteria?	Y, N
FARIND 4 3 3	Does the Company confirm that in gathering data it complies with all applicable data protection regulations?	Y, N
FARIND 4 3 4	Where issues are identified during farm monitoring, does the Company agree an action plan with the farmers concerned and follow up on implementation?	Y, N
FARIND 4 3 5	Does the Company ensure the validity of the data collected by highlighting any irregularities/anomalies and by comparing the data from unannounced visits to those from the systematic monitoring?	Y, N
FARIND 4 3 6	Does the Company have procedures which confirm that data is collected by the most effective means inline with the Guidance of this Criteria?	Y, N
FARIND 4 3 7	Does the Company have the ability to collate and report findings from on farm monitoring inline with the Guidance of this Criteria?	Y, N

FARIND|4|4| Water use efficiency

CRITERIA: The Company should confirm the efficient use of water on its supplying farms, with the aim of optimising water consumption per tonne of crop produced.

The Company should produce data to show how much water is applied across its supplying farms per tonne of crop and collect data to show how much water is drawn from all relevant sources. Where appropriate, the data may be based on samples representative of the growing areas. The Company should take into consideration varying practices such as irrigation methods and factor this in when estimating water consumption by supplying farms.

The Company should develop, implement and regularly update a Water Efficiency Plan for the use of water resources which should adapt to weather patterns and the growth stage of the crop and consider:






- Best available irrigation practices available in the growing areas (e.g. efficient irrigation systems, timing of irrigation, amount of water dispensed, etc.)



- Implementation of rainwater harvesting techniques (wherever this is practical and avoids any significant adverse effect on other catchment area users)
- Water wastage before reaching the field (for example through poorly maintained water distribution networks)

The Company should set a benchmark level of Water Use Efficiency by supplying farms and monitor performance on an annual basis to determine the impact and effectiveness of the Water Efficiency Plan.

The Water Efficiency Plan may be integrated within an Environmental Management Plan.

Indicator	Indicator Description	Verifier
FARIND 4 4 1 	Has the Company calculated how much water is drawn and used from relevant sources per tonne of crop produced?	Y, N
FARIND 4 4 2 	Has the Company developed a documented Water Efficiency Plan with targets for reduction in line with the guidance of this Criteria?	Y, N
FARIND 4 4 3 	What percentage of supplying farms have received communication on the key practices identified in the Water Efficiency Plan?	%
FARIND 4 4 4 	What percentage of supplying farms have been monitored and are confirmed as following the key practices identified in the Water Efficiency Plan?	%
FARIND 4 4 5 	What percentage of water has been saved since participating with VIVE?	%

FARIND|4|5| Water Extraction

CRITERIA: The Company should confirm that Water Extraction by its supplying farmers does not exceed sustainable water availability, or the maximum extraction rate permitted by regulations, whichever is more stringent.

The Company should calculate the amount of water consumed by its supplying farms for crop production.










Using estimates from sources of reliable information, the Company should compare consumption figures against estimated sustainable water availability to evaluate any potential environmental impact and identify water stressed areas within the growing regions.

All water used for crop production on the supplying farms should be considered, whether from boreholes, river extraction, mains water, harvested rainwater or other sources.

The Company's supplying farmers should hold any required concessions and permits from the relevant authorities for all water used on their crops. The Company should confirm that any extraction licenses are not being exceeded.

Any Water Extraction Plans may be integrated within an Environmental Management Plan.

Sustainable water availability can be defined as water extraction not exceeding recharge rates.

Indicator	Indicator Description	Verifier
FARIND 4 5 1 	Has the Company collected credible data for sustainable water availability in the growing areas?	Y, N
FARIND 4 5 2 	Has the Company identified water stressed areas within its growing regions?	Y, N
FARIND 4 5 3 	What percentage of supplying farms has the sources of water extraction been identified?	%
FARIND 4 5 4 	What percentage of supplying farms have received communication that sustainable water availability or the maximum extraction rate permitted by regulations should not be exceeded, whichever is more stringent?	%
FARIND 4 5 5 	What percentage of supplying farms have been monitored and are confirmed as holding and not exceeding any water abstraction licenses?	%
FARIND 4 5 6 	Has the Company evaluated the risks of drought in the market?	Y, N
FARIND 4 5 7 	Where high risks have been identified related to drought, has the Company established action plans?	Y, N
FARIND 4 5 8 	Has the Company evaluated the risks of water stress in the market?	Y, N
FARIND 4 5 9 	Where high risks have been identified related to water stress, has the Company established action plans?	Y, N

FARIND|4|6| Irrigation Water Quality

CRITERIA: The Company should confirm that the quality of water its supplying farmers use to irrigate their crop does not adversely affect the crop or soil.

The Company, credible 3rd parties or supplying farms should assess irrigation water for microbial, chemical and physical contamination. Water should then be analysed at a frequency and for parameters defined by the risk assessment. Potential parameters may include but are not limited to:

- Salinity
- pH
- Chloride
- Cadmium
- Nitrates
- Potassium
- Ammonium
- Sulphates
- Phosphorus
- Sodium
- Microbial contaminants



Water samples should be taken at the exit points of irrigation systems or the nearest practical sampling point. The analysis results should be assessed against:

- Relevant country-specific water quality regulations
- The FAO guide on Water Quality for Agriculture

Untreated sewage water should not be used for irrigation. Treated sewage water should only be used if the water quality complies with the WHO published Guidelines for the Safe Use of Wastewater and Excreta in Agriculture and Aquaculture 2006.

In cases where Water Quality does not currently meet these minimum standards, action plans should be put in place by the Company to rectify the issue as a matter of urgency.

Indicator	Indicator Description	Verifier
FARIND 4 6 1	Has the microbial, chemical and physical contamination of the irrigation water used by supplying farms been assessed?	Y, N
FARIND 4 6 2	What percentage of supplying farms is the irrigation water sampling representative of?	%
FARIND 4 6 3	Has the Company implemented action plans for all those water sources where quality does not meet relevant country-specific water quality regulations, FAO and WHO guidance?	Y, N

FARIND|4|7| Water Protection

CRITERIA: The Company should develop and implement a Water Protection Plan to reduce the risk of water pollution as a result of producing the crop.

The Company should aim to conserve the quality of all water resources around growing areas, including:

- Surface water bodies (e.g. ponds, lakes and reservoirs)
- Water courses (e.g. rivers, streams, ditches/trenches/channels)
- Underground water sources (e.g. wells and aquifers)

The Company should ensure that field locations and cultivation techniques are selected to minimise soil runoff into water bodies.

The Company should ensure that contour planting and conservation tillage are encouraged wherever appropriate to promote water infiltration into the soil and minimise surface run-off.




The Company should develop a Water Protection Plan that incorporates the following elements (this list is not necessarily exhaustive):

- Compliance with relevant regulations
- Implementation of minimum 10 metre buffer zones or those required by regulation (whichever is more stringent) between surface water courses/bodies and adjacent crop fields to reduce leaching where fertilisers and agrochemicals are in use.
- Avoiding application methods and timing of organic and inorganic fertilisers that would result in leaching
- Prohibiting the preparation or mixing of agrochemicals near watercourses
- Handling and storing organic and inorganic fertilisers and agrochemicals in a way that prevents contamination of water

- Mitigation measures to address additional potential issues identified by the risk assessment
- A requirement that farmers do not deposit any solid materials into water courses or water bodies unless a positive effect on the environment or local biodiversity will result from this action
- Effective methods for communicating best practices to farmers with regard to protection of water bodies, groundwater and aquatic systems from pollution

The Company should work with farmers to encourage implementation of all relevant aspects of the Water Protection Plan on their farms.

Buffer strips should be measured from the top of the watercourse/body's bank. While 10m is as a minimum width for a buffer strip, the width of a watercourse/size of waterbody should be considered when calculating a suitable width, with wider water courses/larger water bodies requiring wider buffer strips. Where the ground surrounding a water course/body is steeply sloping a wider buffer strip should also be considered. Where vegetation is planted on buffer strips, it should be representative or mirror native vegetation in the area.

Indicator	Indicator Description	Verifier
FARIND[4 7 1] 	Has the Company developed a documented Water Protection Plan taking into consideration the guidance of this Criteria?	Y, N
FARIND[4 7 2] 	What percentage of supplying farms have received communication of the relevant elements of the Water Protection Plan?	%
FARIND[4 7 3] 	What percentage of supplying farms have been monitored and are confirmed as implementing effective practices to promote Water Protection Plan?	%

FARIND[4|8| Monitoring of Water Pollution

CRITERIA: The Company should monitor water courses and water bodies in crop growing areas for all potential pollutants identified in the risk assessment.

The Company should work with third parties and use risk assessment methodology to develop, document and implement a sampling plan that will monitor biological, chemical and physical indicators. The Company should identify critical sources and pathways for potential pollutants to establish sampling sites that will best reflect the impacts of crop production.

Where water monitoring data is sourced from third parties, the relevant third parties should have reliable data capture processes in place to ensure data is accurate.

As a minimum, water sampling should be conducted in identified sensitive environmental areas within the crop growing areas (e.g. rivers, ditches, lakes and ponds, aquifers, etc.).

Water analysis should encompass potential pollutants informed by the findings of the risk assessment, and in consideration of the following:

- pH
- Nitrate (NO₃)
- Ammonium (NH₄)
- Nitrite (NO₂)

- Phosphorus (P)
- Heavy metals
- Biological Oxygen Demand (BOD)
- Total Suspended Solids (TSS)






Where monitoring identifies water pollution as a result of farming as an issue, the Company should conduct water analysis on a wider catchment scale.

The Company should work with other affected stakeholders within the catchment area to reduce any pollutants to acceptable levels.

The following can be used as initial indicators of water pollution:

- Algal blooms
- Presence/Absence of insect larvae, fish species and water plants, etc

The Water Pollution Monitoring Plan may be integrated within an Environmental Management Plan.

Indicator	Indicator Description	Verifier
FARIND 4 8 1 	Has the Company developed a documented Water Pollution Monitoring Plan taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 8 2 	Does the Company have analysis data for the relevant physical and chemical parameters detailed under the Criteria or Water Pollution Monitoring Plan?	Y, N
FARIND 4 8 3 	What percentage of supplying farms is the water pollution sampling representative of?	%
FARIND 4 8 4 	Has the Company evaluated the risks of water eutrophication in the market?	Y, N
FARIND 4 8 5 	Where high risks have been identified related to water eutrophication, has the Company established action plans?	Y, N

FARIND|4|9| Soil Conservation

CRITERIA: The Company should develop a documented Soil Conservation Plan to prevent soil damage and erosion on its supplying farms.

The Soil Conservation Plan should be developed locally and be communicated to supplying farmers.

The Company should map the areas in which its supplying farms are located in order to highlight:

- Soil types and conditions
- Climatic conditions including potential rainfall, wind and extreme temperatures
- Topography including the maximum slope upon which it is prudent to grow the crop

The Soil Conservation Plan should consider, where relevant, but need not be limited to:




- Compliance with relevant regulations

- Guidance on contour planting
- Use of terraces or strip planting
- Use of minimum or conservation tillage
- Use of mulch
- Use of cover crops
- Incorporation of organic matter
- Use of windbreaks
- Use of buffer strips (to reduce water flow)
- The use of drainage channels to avoid water-logging
- Avoiding the use of machinery on wet soil
- Use of machinery with extended reach or low-pressure tyres
- Limits on machine weight
- Use of permanent vehicle routes
- Where Best Practice indicates, the use of intercropping

Relevant parts of the Soil Conservation Plan should be communicated to those farmers on whose farms specific issues apply and any necessary training should be provided.

Corrective action should be taken wherever soils have been damaged by erosion, compaction or loss of organic matter. The Soil Conservation Plan may lead to changes in crop rotation or, in extreme cases, taking fields out of production.

The Soil Conservation Plan may be integrated within an Environmental Management Plan.

Indicator	Indicator Description	Verifier
FARIND 4 9 1 	Has the Company developed a documented Soil Conservation Plan taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 9 2 	What percentage of supplying farms have received communication of the relevant elements of the Soil Conservation Plan?	%
FARIND 4 9 3 	What percentage of supplying farms have been monitored and are confirmed as implementing effective practices to promote Soil Conservation?	%

FARIND|4|10| Soil Protection

CRITERIA: The Company should develop a documented Soil Protection Plan to protect soil from pollution and chemical degradation on its supplying farms.

In addition to soil analysis carried out as part of crop husbandry practices, soil testing should be completed at least once every five years in all growing areas, with sampling sites comparable over time, to highlight any potential trends in parameters identified by the risk assessment, to include as a minimum:

- Chemical degradation due to increased levels of salinity
- Accumulation of heavy metals (notably Arsenic and Cadmium)
- Accumulation of residual agrochemicals

The Company should use soil analysis results as well as additional potential issues identified by the risk assessment to develop and implement a Soil Protection Plan.



The Soil Protection Plan should incorporate the following elements (this list is not necessarily exhaustive):

- Compliance with relevant regulations
- Avoiding soil salinization that may be caused by irrigation practices
- Accurate use of agrochemicals to avoid accumulation of residual agrochemicals in the soil
- Effective methods for communicating best practices to farmers with regard to protection of soil from pollution and chemical degradation

The Soil Protection Plan should also be used to evaluate the suitability of potential new growing areas.

The Soil Protection Plan may be integrated within an Environmental Management Plan.

Relevant practices identified in the following Criteria may be used to demonstrate Soil Protection:

FAR|2|6| Soil Analysis

FAR|2|7| Fertiliser and Liming Management




FAR|2|8| Approved Fertilisers

FAR|2|14| Crop Scouting and Economic Thresholds for CPA Use

FAR|2|15| Company Approval of Agrochemicals

FAR|2|16| Toxicity of Agrochemicals

FAR|2|18| Maximum Residue Limits (MRLs)

Indicator	Indicator Description	Verifier
FARIND 4 10 1 	Has the Company developed a documented Soil Protection Plan taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 10 2 	What percentage of supplying farms have received communication of the relevant elements of the Soil Protection Plan?	%
FARIND 4 10 3 	What percentage of supplying farms have been monitored and are confirmed as implementing effective practices to promote Soil Protection?	%

FARIND|4|11| Fuel Storage on Farms (not including wood)

CRITERIA: The Company should confirm that any fuel held on its supplying farms is stored in a manner that minimises any potential adverse impacts on people, the environment or wildlife.

The Company should confirm that on its supplying farms:

- All regulatory requirements are met with regard to fuel storage
- Any risks specific to the fuels being stored are taken into account
- All fuel tanks are located in areas away from water courses or other sensitive areas

- All bulk fuel tank and multiple drum storage areas are rendered impervious to the fuels stored there
- All bulk tank and multiple drum storage areas are bunded (either locally or remotely) to a volume not less than the greater of the following or equipped with double-walled construction and leak detection:
 - 110% of the capacity of the largest tank or drum within the bunded area
 - 25% of the total volume of substance which could be stored within the bunded area

Where bunding is required:

- All drainage from bunded areas is treated as hazardous waste unless it can be demonstrated to be otherwise
- All inlets, outlets, vent pipes, valves and gauges associated with storage vessels for fuel and chemicals are within the bunded area
- Bund integrity inspections are carried out by a suitably qualified person at least annually and full integrity tests undertaken at a frequency dictated by the risk assessment
- Records of inspections and tests are retained

Overfill protection mechanisms are installed on all bulk fuel tanks

Refuelling operations only take place in suitably protected hard stands near the fuel tanks and any accidental spillages can be contained

Indicator	Indicator Description	Verifier
FARIND[4 11 1]	Has the Company established guidance on Fuel Storage for supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND[4 11 2]	What percentage of supplying farms have received communication of guidance on Fuel Storage?	%
FARIND[4 11 3]	What percentage of supplying farms have been monitored and are confirmed as storing Fuel in line with Regulatory requirements or Company guidance, whichever is more stringent?	%

FARIND[4|12| Minimising Atmospheric Pollution

CRITERIA: The Company should develop and implement a plan to minimise atmospheric pollution generated on its supplying farms.

Gases and particulate matter are released into the atmosphere from the operation of machinery during production of crops (e.g. tractors, mechanical harvesters, etc.).

Gases and particulate matter may also be released into the atmosphere as a result of burning to prepare for harvest, to clear crop residues or clear land.




The Company should assess the main potential sources of atmospheric pollution from the production of the crop so that farms can implement pollution management controls and minimise any potential adverse effects.

The Company should provide guidance to supplying farmers on how to Minimise Atmospheric Pollution and this should include, but is not necessarily limited to:

- Compliance with all relevant laws and regulations
- Use of cleaner fuels

- Efficiency of machinery and equipment
- Effective maintenance of machinery and equipment
- Avoiding the open burning of waste (unless it can be demonstrated that this is the most effective and least environmentally damaging option available)
- Avoiding burning during the preparation of land (unless it can be demonstrated that this is the most effective option, taking into account the impact on the environment)
- Avoiding, wherever possible burning to prepare the crop for harvest. Where this practice is conducted, this should be monitored by the company.

Avoiding the burning of crop residues

Indicator	Indicator Description	Verifier
FARIND 4 12 1] 	Has the Company established guidance on Minimising Atmospheric Pollution for supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 12 2] 	What percentage of supplying farms have received communication of guidance on Minimising Atmospheric Pollution?	%
FARIND 4 12 3] 	What percentage of supplying farms have been monitored and are confirmed as following Regulatory requirements or Company guidance on Minimising Atmospheric Pollution, whichever is more stringent?	%



FARIND|4|13| Reuse and Recycling of Plastics




CRITERIA: The Company should develop and implement guidance for the reuse and recycling of plastics generated on its supplying farms.

The Company should ensure farmers reuse materials until the end of their useful lives and participate in responsible plastic recycling programmes where these are available to them. In countries where there are no such programmes, the Company should work with stakeholders to establish one.

Any plastics used should be strong and thick enough to avoid splitting into small pieces. Typical products to be considered for recycling include, but are not restricted to, plastic tarpaulins, water bottles and fertiliser bags.

The Company should calculate the amount of plastic waste generated on farm on an annual basis and devise strategies to limit the use of non-recyclable plastics and to promote the recycling of plastics. The Company should calculate how much plastic waste is recycled based on farm findings.

Indicator	Indicator Description	Verifier
FARIND 4 13 1] 	Has the Company established guidance on reuse and recycling of plastics for supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 13 2] 	Has the Company calculated how much plastic waste is generated on supplying farms on an annual basis?	Y, N

FARIND 4 13 3 	Has the Company calculated how much plastic waste is recycled from supplying farms on an annual basis?	Y, N
FARIND 4 13 4 	What percentage of supplying farms have received communication of guidance on the reuse and recycling of plastics?	%
FARIND 4 13 5 	What percentage of supplying farms have been monitored and are confirmed as following guidance on the reuse and recycling of plastics?	%

FARIND|4|14| Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics)

CRITERIA: The Company should develop and implement a plan for the appropriate Reuse, Recycling and Disposal of Non-Hazardous Waste generated on its supplying farms.

The Company should ensure its supplying farmers reduce the amount of non-hazardous waste being produced and, where possible, reuse materials until they have reached the end of their useful lives.

The Company should ensure that after the end of a product's useful life its supplying farmers use any existing recycling programmes wherever possible. Where no such programmes exist, the Company should work with stakeholders to establish one.

Non-Hazardous farm waste (excluding plastics) includes, but is not restricted to: paper, metals, hessian, wood and plant material.

Where waste must be disposed of, it should be responsibly done and meet all regulatory requirements. Burying and burning waste on farms or sending waste to landfill should be avoided unless no other practical solutions exist.

Any hazardous waste should be segregated from non-hazardous waste

Indicator	Indicator Description	Verifier
FARIND 4 14 1	Has the Company established guidance on the Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics) on supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 14 2	What percentage of supplying farms have received communication of guidance on the Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics)?	%
FARIND 4 14 3	What percentage of supplying farms have been monitored and are confirmed as following guidance on the Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics)?	%

FARIND|4|15| Storage, Recycling and Disposal of Hazardous Waste

CRITERIA: The Company should develop and implement guidance for the Storage, Recycling and Disposal of Hazardous Waste generated on its supplying farms. Any hazardous waste should be clearly identified and segregated from other waste.



The Company should identify potentially hazardous waste that occurs on its supplying farms and communicate to its supplying farmers how to store, recycle or dispose of each type responsibly.

All hazardous waste should be disposed of by a suitably authorised and qualified organisation. The Company should prohibit the use of chemicals and hazardous materials which have been subject to international bans and phase out as defined through such agreements such as the Montreal Protocol on Substances that Deplete the Ozone Layer and Stockholm Convention on Persistent Organic Pollutants (POPs).

Indicator	Indicator Description	Verifier
FARIND 4 15 1	Has the Company established guidance on the Storage, Recycling and Disposal of Hazardous Waste on supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 15 2	What percentage of supplying farms have received communication of guidance on the Storage, Recycling and Disposal of Hazardous Waste?	%
FARIND 4 15 3	What percentage of supplying farms have been monitored without issues identified related to the Storage, Recycling and Disposal of Hazardous Waste?	%

FARIND|4|16| Recycling or Disposal of Empty Agrochemical Containers

CRITERIA: The Company should develop and implement guidance for the Recycling or Disposal of Empty Agrochemical Containers generated on its supplying farms.

The Company's guidance to its supplying farmers should specify that:

- When a metal, plastic or glass agrochemical container is empty it is rinsed as soon as possible a minimum of three times with the resulting residue from the container being added to the agrochemical tank for application
- Measures are taken to prevent spillage
- After rinsing, the container is rendered unusable by puncturing, crushing or breaking and then stored appropriately and safely prior to recycling or disposal

Where such a service is available, rinsed agrochemical containers should be returned to the agrochemical supplier or manufacturer. Where no such service is available, the Company should work with stakeholders to develop such a system as part of the supply arrangement with the agrochemical suppliers or manufacturers.

In areas where no recycling programmes are available, the Company should establish a process to collect any empty agrochemical containers from its supplying farmers and arrange for them to be recycled or incinerated by authorised companies.

Indicator	Indicator Description	Verifier
FARIND 4 16 1	Has the Company established guidance on the Recycling or Disposal of Empty Agrochemical Containers for supplying farms taking into consideration the guidance of this Criteria?	Y, N
FARIND 4 16 2	Has the Company calculated how much Agrochemical Container waste is generated on supplying farms on an annual basis?	Y, N
FARIND 4 16 3	Has the Company calculated how much Agrochemical Container waste is appropriately disposed of from supplying farms on an annual basis?	Y, N



FARIND 4 16 4	What percentage of supplying farms have received communication of guidance on the Recycling or Disposal of Empty Agrochemical Containers?	%
FARIND 4 16 5	What percentage of supplying farms have been monitored and are confirmed as following guidance on Recycling or Disposal of Empty Agrochemical Containers?	%

FARIND|4|17| Renewable Energy

CRITERIA: The Company should confirm its supplying farmers use renewable energy wherever practical.

All non-renewable energy used on farms, (e.g. electricity, gas, fuel oil, wood, etc.) should be considered for replacement with renewable alternatives.

Targets for the application of renewable energy should be documented and plans for replacement with renewable energy sources communicated to supplying farmers wherever practical.

Indicator	Indicator Description	Verifier
FARIND 4 17 1	Has the Company identified potential applications for Renewable Energy on its supplying farms?	Y, N
FARIND 4 17 2	What percentage of supplying farms have received communication of guidance on Renewable Energy?	%
FARIND 4 17 3	What percentage of supplying farms have been monitored and confirmed as using Renewable Energy sources?	%

FARIND|4|18| Reduction of Greenhouse Gas (GHG) Emissions on the Company's Supplying Farms

CRITERIA: The Company should carry out analysis to identify the activities on its supplying farms that are responsible for the majority of GHG emissions and implement plans to reduce them.

The Company should identify the significant sources of GHG emissions from crop production on its supplying farms. The Company should then establish metrics for the GHG emissions associated with crop production on its supplying farms, based on internationally recognised standards, and set targets for reduction. Emissions related to the crop production should be measured from seed planting or multiplication to receipt of the crop at the Company's processing facility.

The Company should work with its supplying farmers to implement practices that will reduce their GHG emissions.

Practices to be considered include, but are not restricted to:

- Soil cover management
- Reduced tillage
- Planting of perennial vegetation
- Efficient use of fertilisers, agrochemicals and fuels
- Waste management
- Use of efficient technologies



- Management of effluent ponds and manure

Use of the energy hierarchy, with the order of priorities being:

- Energy saving
- Energy efficiency
- Use of renewable energy
- Use of low emission energy
- Use of conventional energy






Other areas that the Company may consider include, but are not restricted to:

- Fertiliser sources
- Agrochemical sources
- Fuel sources

Nitrous oxide (N₂O) is a powerful GHG with approximately 300 times the global warming potential of carbon dioxide (CO₂). It is an unavoidable by-product of the industrial process used to manufacture nitric acid, a key component in Ammonium Nitrate fertiliser production. It is also a natural break-down product of plant matter and released from the soil during activities such as ploughing.

The Company should estimate through credible means any carbon sequestration as a result of initiatives promoted by the Company and/or supplying farms. These initiatives could include the following but not limited to:

- Afforestation
- Reforestation
- Creation of wetlands
- Restoration of peatlands

Indicator	Indicator Description	Verifier
FARIND 4 18 1 	Has the Company identified the main sources of GHG emissions from crop production on its supplying farms?	Y, N
FARIND 4 18 2 	Has the Company established metrics for the GHG emissions associated with crop production on its supplying farms, based on internationally recognised standards, and set targets for reduction?	Y, N
FARIND 4 18 3 	What percentage of supplying farms have received communication of guidance on practices to reduce GHG emissions?	%
FARIND 4 18 4 	What percentage of supplying farms have been monitored and confirmed as using practices to reduce GHG emissions?	%
FARIND 4 18 5 	What percentage of GHG emissions has been reduced since participating with VIVE?	%

CRITERIA: The Company should gather and collate internal and external data on areas of high biodiversity value in and around its supplying farms to form a Biodiversity Management Plan.

Areas of high biodiversity value in and around the Company's supplying farms should be mapped, along with any resources (e.g. ponds, watercourses, woodland, scrubland, etc.) that may be affected by the crop production and which typically have current or potential wildlife value.

The Company should identify those areas that should be protected or can be enhanced for wildlife. The Company should ensure biodiversity conservation and protection includes the principles of the mitigation hierarchy which considers avoidance, minimisation, restoration and offset.

The gathered data should be used to form a Biodiversity Management Plan.

The Company Biodiversity Management Plan should incorporate compliance with all applicable laws and regulations relating to biodiversity and wildlife on its supplying farms.






The production of crops should not be located in areas that will negatively impact National Parks or other protected conservation areas. Due consideration should also be given to protecting other areas of significant wildlife importance, whether or not direct legal protection is already in place.

As far as is practically possible, the Company should aim to enhance habitats, promote native species and maintain biodiversity on its supplying farms. Measures that may be adopted on supplying farms include, but are not restricted to:

- Protection of conservation areas
- Protection of any endangered species
- The conservation of natural habitats and corridors between natural habitats
- The protection and enhancement of unfarmed areas (field corners, woodland, verges, buffer zones, etc.)
- The provision of nesting platforms and nest boxes
- The provision of summer food for wildlife (e.g. nectar-bearing plants, fruits and seeds)
- The provision of winter food for wildlife (e.g. fruits and seeds)
- The provision of clean water (whether static or flowing)
- Replanting of native tree species
- Management of invasive species (these will vary depending on the area and may affect fields, watercourses or surrounding areas)

The Company should identify experts who can offer practical guidance on how identified areas in or close to the growing areas should be protected or may be enhanced for wildlife.

The Company should provide guidance to farmers on threatened and endangered species (known or likely to be) present on its supplying farms. Where rare/endangered species or habitats are found on the Company's supplying farms, specific support for these species or habitats should be developed and implemented as a priority. The Company should provide guidance on relevant practices farms should implement to protect and enhance Biodiversity.

Indicator	Indicator Description	Verifier
FARIND 4 19 1 	Has the Company collated data on areas of high biodiversity value in and around its supplying farms?	Y, N
FARIND 4 19 2 	Has the Company used the data it has gathered to create a Biodiversity Management Plan?	Y, N
FARIND 4 19 3 	What percentage of supplying farms have received communication of guidance on relevant elements and practices identified in the Biodiversity Management Plan?	%
FARIND 4 19 4 	What percentage of supplying farms have been monitored and confirmed as implementing practices to promote or enhance biodiversity?	%
FARIND 4 19 5 	Where the Company has identified areas of high biodiversity value impacted by growing operations, have experts been consulted for risk identification and development of the mitigation hierarchy?	Y, N

FARIND|4|20| Biodiversity Monitoring

CRITERIA: The Company should put in place monitoring to assess any positive or negative effects of current crop farming practices upon biodiversity.


The Company should monitor the effects upon biodiversity of current crop farming practices and of any actions taken to enhance or protect biodiversity in the crop growing areas. Where practical and necessary, farming practices and action plans should be amended according to findings.

Typically, a long-term monitoring approach needs to be undertaken to identify the effects of farming practices upon biodiversity. A minimum of three years is needed to establish developing trends but where evidence clearly shows that adjustments to practices are needed more urgently, appropriate action should be taken.



For practical purposes it can be beneficial to identify indicator species that reflect the overall health of the farmland habitat. Birds of prey, dragonflies and native gamebirds are among those that may be useful. As an initial and simple measure, farmers can be asked to record the indicator species they see on their farms.

Biodiversity data collection or monitoring on farm can be conducted based on farm segmentation based on factors, such as, but not limited to:

- Identified current or potential wildlife value
- Practices recommended and or followed by segments of the farmer base
- Areas identified with high biodiversity value
- Areas recommended for monitoring through the Biodiversity Management Plan
- Areas recommended for monitoring by relevant stakeholders

Indicator	Indicator Description	Verifier
FARIND 4 20 1 	Has the Company established the appropriate Biodiversity Indicators to be monitored on farm?	Y, N



FARIND 4 20 2 	What percentage of applicable supplying farms have been monitored for Biodiversity Indicators?	%
FARIND 4 20 3 	Have recommended practices and action plans detailed in the Biodiversity Management Plan been reviewed as a result of monitoring?	Y, N

FARIND|4|21| Deforestation

CRITERIA: The Company should confirm that none of its supplying farmers convert or damage land with high biodiversity value.

The Company should confirm it does not source crops from farmers who have converted or damaged land with high biodiversity value.

The Company should not source crops from land that had one or more of the following statuses on or after the 1 January 2008:

- Primary forest (wooded land of native species, where there is no clearly visible indication of human activity and the ecological processes are not significantly disturbed)
- Areas designated by law or by the relevant competent authority for nature protection purposes
- Areas designated for the protection of rare, threatened or endangered ecosystems or species recognised by international agreements or included in lists drawn up by intergovernmental organisations or the International Union for Conservation of Nature
- Areas designated as reservations for indigenous or tribal people
- Highly biodiverse natural grassland that would remain grassland in the absence of human intervention and which maintains the natural species composition and ecological characteristics and processes
- Highly biodiverse non-natural grassland that would cease to be grassland in the absence of human intervention and which is species-rich and not degraded
- Wetlands (land that is covered with or saturated by water permanently or for a significant part of the year)
- Continuously forested areas (land spanning more than one hectare with native trees higher than five metres and a canopy cover of more than 30% or trees able to reach those thresholds in situ)
- Peatland

Land conversion within the context of VIVE would include transforming primary forest and/or forests within protected/high conservation value areas into either other wooded areas or into other land use.

Identification of land conversion issues will vary by country, depending on the level of publicly available data, resources at your company's disposal and availability of subject matter experts. Engagement with local stakeholders, including farmers is recommended to gain an accurate understanding of potential or actual issues related to land conversion. Other means to identify where potential or actual conversion has taken place may include, but should not be limited to:

- Farmer mapping: Understanding the location of farmers in relationship to primary forests, protected areas and/or areas with high conservation value. Farmers in and/or around these areas may pose a greater risk to possible land conversion (at risk forests)










- Monitoring: On farm monitoring of compliance with any requirements related to wood usage on farm and/or land conversion.
- Stakeholder feedback: Engagement with NGOs, Universities, Government entities or other relevant parties who may have assessed changes to forests in or around growing areas

Prioritization may be given where your supplying farmers and/or your growing operations are directly causing and/or are linked to damage to forestation over existing forestation concerns which may exist but are not linked to production.



FAO guidance defines deforestation as the conversion of forested areas to non-forest land use such as arable land, urban use, logged area or wasteland. According to FAO, deforestation is the conversion of forest to another land use or the long-term reduction of tree canopy cover below the 10% threshold. Deforestation can result from deliberate removal of forest cover for agriculture or urban development, or it can be an unintentional consequence of uncontrolled grazing (which can prevent the natural regeneration of young trees). Deforestation implies the long-term (>10 years) or permanent loss of forest cover. Deforestation defined broadly can include not only conversion to non-forest, but also degradation that reduces forest quality – the density and structure of the trees, the ecological services supplied, the biomass of plants and animals, the species diversity and the genetic diversity.

References:

Giri, T. and Rome (2007). MAR-SFM Working Paper 5 / 2007 Forestry Department Food and Agriculture Organization of the United Nations MANUAL ON DEFORESTATION, DEGRADATION, AND FRAGMENTATION USING REMOTE SENSING AND GIS PREPARED STRENGTHENING MONITORING, ASSESSMENT AND REPORTING ON SUSTAINABLE FOREST MANAGEMENT IN ASIA (GCP/INT/988/JPN). [online] Available at: <https://www.fao.org/forestry/18222-045c26b711a976bb9d0d17386ee8f0e37.pdf>.

Indicator	Indicator Description	Verifier
FARIND 4 21 1 	Has the Company gathered evidence to confirm that no crop is sourced from land on or after 1 January 2008, which was primary forest?	Y, N
FARIND 4 21 2 	Has the Company gathered evidence to confirm that no crop is sourced from land on or after 1 January 2008, which was designated by law or by the relevant competent authority for nature protection purposes?	Y, N
FARIND 4 21 3 	Has the Company gathered evidence to confirm that no crop is sourced from land on or after 1 January 2008, which was designated for the protection of rare, threatened or endangered ecosystems or species recognised by international agreements or included in lists drawn up by intergovernmental organisations or the International Union for Conservation of Nature?	Y, N
FARIND 4 21 4 	Has the Company gathered evidence to confirm that no crop is sourced from land on or after 1 January 2008, which was designated as reservations for indigenous, tribal or traditional native peoples?	Y, N
FARIND 4 21 5 	Has the Company gathered evidence to confirm that no crop is sourced from land that on or after 1 January 2008, which was highly biodiverse natural grassland?	Y, N
FARIND 4 21 6 	Has the Company gathered evidence to confirm that no crop is sourced from land that on or after 1 January 2008, which was highly biodiverse non-natural grassland?	Y, N
FARIND 4 21 7 	Has the Company gathered evidence to confirm that no crop is sourced from land on or after 1 January 2008, which was wetland?	Y, N



FARIND 4 21 8 	Has the Company gathered evidence to confirm that no crop is sourced from land that on or after 1 January 2008, which was continuously forested?	Y, N
FARIND 4 21 9 	Has the Company gathered evidence to confirm that no crop is sourced from land that on or after 1 January 2008, which was peatland?	Y, N

FARIND|4|22| Expansion onto New Farmland

CRITERIA: The Company should have a documented procedure which is to be used to evaluate the potential of new farmland for its suitability for crop production. The company should ensure no Natural Ecosystems which are not classified as having a high conservation value have been converted to agricultural production on or after 31 December 2020.

In addition to any potential issues associated with converting natural ecosystems for the production of crops, the Company should also consider issues that may be inherited in the conversion of cropland previously used by other industries for crop production.

The following issues should be considered as a minimum when evaluating New Farmland. This list is not necessarily exhaustive:

- Any legal restrictions that may apply
- Presence of rare or endangered species
- Proximity to historical/archaeological remains
- Soil pollution issues
- Threat of deforestation
- The avoidance of slash and burn techniques
- Availability and quality of water sources
- Presence of pests and diseases
- Weed levels
- Susceptibility to erosion (by air or water)
- Potential for water pollution
- Proximity to protected areas or areas of high wildlife value

Unless the Company's evaluation can demonstrate that the expansion of crops onto New Farmland will be achieved without significant adverse environmental impact, expansion should not proceed.

Natural Ecosystems which are not classified as having a high conservation value should not have been expanded onto and converted for agricultural production on or after 31 December 2020.

The Risk Assessment or a Risk Based approach should be used to determine if monitoring and evaluation of supplying farms is required for expansion into New Farmland.



The European Environment Agency defines natural ecosystems as, "An ecosystem where human impact has been of no greater influence than that of any other native species, and has not affected the ecosystem's structure since the industrial revolution. Human impact excludes changes of global proportions, such as climate change due to global warming."

References:



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Available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32023R1115&qid=1687867231461>

www.eea.europa.eu. (n.d.). natural ecosystem — European Environment Agency. [online] Available at: <https://www.eea.europa.eu/help/glossary/eea-glossary/natural-ecosystem>

Indicator	Indicator Description	Verifier
FARIND 4 22 1 	Does the Company have a documented procedure to evaluate the potential of New Farmland inline with the guidance of this Criteria?	Y, N
FARIND 4 22 2 	Has the Company gathered evidence to confirm that no crop is sourced from land that on or after 30 December 2020 was converted from natural ecosystems?	Y, N



FARIND|5| Traceability

OBJECTIVE: The Company should ensure that it can trace all of its raw materials back to individual farms, all products through its facilities and all finished products forward to its individual customers. Wherever mass balances are used the VIVE Mass Balance rules must be applied.

FARIND|5|1| Mass Balance Methodology

CRITERIA: The Company must accurately measure all quantities of product entering a mass balance and all quantities leaving a mass balance. Wherever process losses occur within a defined mass balance these must be taken into account.

The Mass Balance methodology used within VIVE allows VIVE product to be physically comingled with non-VIVE products meeting the same specification but requires continued administrative separation of the VIVE Tonnage to ensure there is no over-claiming of the tonnage assigned to VIVE.

Indicator	Indicator Description	Verifier
FARIND 5 1 1	Does the Company utilise the VIVE Mass Balance Methodology?	Y, N

FARIND|5|2| Mass Balance Physical Boundaries

CRITERIA: The Company must limit each VIVE Mass Balance to an individual Company facility, with all VIVE Mass Balance Transfers acknowledged and approved.

Where more than one VIVE Mass Balance commodity is in the system of a given facility it is not acceptable to transfer the VIVE data from one type of commodity to another. For example: VIVE data for molasses cannot be transferred to sugar.

It is not acceptable to transfer data from one farm to another (e.g. production data including but not limited to, volume produced, commodity, results of farm monitoring, farm profiles etc.)

Each Mass Balance must operate within a defined Company facility. It is not acceptable for one facility to utilise the data for product delivered to another facility, unless this has been agreed via a VIVE Mass Balance Transfer Request.

No VIVE trade can be backdated, a VIVE physical trade or a VIVE Mass Balance transfer trade. For a VIVE physical trade, the VIVE volume should be agreed at time of shipment and the relevant documents should be issued.

VIVE Mass Balance Transfer

A volume of VIVE Mass Balance can be transferred / traded between two separate VIVE participants without an accompanying physical transaction in the following circumstances:



- 1) If a Company owns two VIVE product supplying facilities in the same geographical market, where both have achieved VIVE Claim Level for the same verified commodity, the participant can apply to directly transfer their VIVE Mass Balance between the two facilities. Each Mass Balance Transfer request will need to be approved by the VIVE team in writing. For sugar products, this point 1) is applicable for the movement of both VIVE raw sugar and white sugar Mass Balance.
- 2) If it can be demonstrated that a physical flow of VIVE raw sugar between a VIVE participants facility and any of its intermediaries or secondary processors is not commercially or logistically viable, the Company may apply to the VIVE programme to trade a volume of VIVE Mass Balance, without a physical flow attached. Any receiver of such a VIVE Mass Balance Transfer must be a participant of the VIVE programme and achieved VIVE Claim Level through assessment against the relevant VIVE Module. For a VIVE Claim to be accepted, each requested VIVE Mass Balance Transfer under this point 2) must be approved by the VIVE team in writing. In the event of a Company facility completing a VIVE Mass Balance Transfer the balance held by the participant must be reduced to reflect this in the participants available mass balance. For sugar products, this point 2) can only be used to transfer a Mass Balance of VIVE raw sugar and cannot be used to transfer a Mass Balance of VIVE white sugar. This VIVE Mass Balance Transfer applies from a primary producer to a secondary processor, for example, the transfer of VIVE raw sugar from a mill to a refinery, however, cannot be used to transfer a Mass Balance of VIVE white or refined sugar to an industrial consumer.

All Mass Balance Transfers will be confirmed by the issuing of a Mass Balance Transfer Certificate, issued exclusively by the VIVE team.

A VIVE raw sugar trade is confirmed by the either of the following documents:

- A VIVE Purchase Confirmation Certificate for a physical VIVE raw sugar trade, including the VIVE reference number and total volume of VIVE sugar traded.

OR

- A VIVE Mass Balance Transfer Certificate when a physical flow of VIVE raw sugar has not been undertaken. The Mass Balance Transfer Certificate will confirm the new VIVE reference number for the volume of VIVE product exchanged.

A VIVE white sugar trade is confirmed with the following document:

- A VIVE Purchase Confirmation Certificate for a physical VIVE white sugar trade, including the VIVE reference number and total volume of VIVE sugar traded. For each sale, the document will clearly state the volume of physical VIVE sugar that the supplying participant received through a physical transaction (Physical VIVE Mass Balance) and the volume of VIVE sugar received by a Mass Balance Transfer (VIVE Mass Balance Transfer).

All participants are expected to keep an administrative record for the following:

- Physical VIVE Mass Balance – volume of VIVE Claim Level product awarded during a VIVE assessment or received via a physical VIVE cargo.
- Mass Balance Transfer – the volume of VIVE Claim Level product sold or received via a Mass Balance Transfer to or from another participant.

Participants can only complete a VIVE Mass Balance transfer trade if they have available VIVE Mass Balance at the time of request.



The rules stated in the following VIVE Criteria still apply:

- FAR|5|1| Mass Balance Methodology
- FAR|5|3| Mass Balance Time Boundaries

Indicator	Indicator Description	Verifier
FARIND 5 2 1	Does the Company ensure each VIVE Mass Balance is operated only with reference to defined farms and that no farm is assigned data from another farm?	Y, N

FARIND|5|3| Mass Balance Time Boundaries

CRITERIA: The Company must limit the administrative life of any VIVE Mass Balance product to three years after the physical and administrative stocks have been balanced, reconciled and audited at the end of each crop year.

The Company may only maintain an administrative Mass Balance for VIVE products for a maximum of three years after the physical and administrative stocks have been balanced, reconciled and audited at the end of each crop year.

Any administrative Mass Balances left after this period must be deleted.

Indicator	Indicator Description	Verifier
FARIND 5 3 1	Does the Company ensure the administrative life of any Mass Balance product is limited to three years after the physical and administrative stocks have been balanced, reconciled and audited at the end of each crop year?	Y, N
FARIND 5 3 2	Does the Company ensure any remaining administrative Mass Balance is deleted three years after the physical and administrative stocks have been balanced, reconciled and audited at the end of each crop year?	Y, N

FARIND|5|4| Traceability of Incoming Products

CRITERIA: The Company must be able to demonstrate traceability for the raw materials it receives.

The Company must be able to demonstrate traceability for all crops in all forms (crop received from farm, semi manufactured, manufactured) received at its facilities, whether or not they are destined for the VIVE programme. This will require the ability to produce a traceability trail for each delivery back to the point in the supply chain where a previous Mass Balance occurred and/or the VIVE status of the product can be verified.

Upon request, the Company must be able to provide a traceability trail back to the farm for each lot of VIVE product. To facilitate this, the Company must:

- Record the names and addresses of suppliers of incoming products
- Record the types and quantities of incoming products
- Record the numbers of the batches or lots received
- Identify the transport means and unique identification reference of the transport for all incoming products
- Where applicable, container, trailer and ship hold references must be known



- Where intermediate storage is used, the relevant stores, silos or bays must be known

The Company need not hold all records necessary to trace its raw materials back to farms but it must be able to access such records if required to do so.

In all cases the Company must be able to demonstrate that no product of unknown or uncertain sustainability status has entered into a product stream intended to be assigned as VIVE product.

The Traceability of all crop products is required so that their VIVE status can be confirmed. In addition, the Traceability of all products back to farm and individual field is required so that any issues that may arise at farm level can be addressed (e.g. inappropriate use of agrochemicals, poor quality, etc.). The Traceability of packed product is required so that, in the event of any problem arising, all affected product can be quickly identified and all necessary actions taken (including, where necessary, recall of products).

The Company should be able to demonstrate Traceability for the raw materials it receives and the finished products it despatches.

Upon request, the Company should be able to provide a Traceability trail back to named farms and forwards to individual customers for each lot of product.

Indicator	Indicator Description	Verifier
FARIND 5 4 1	Does the Company have records for all lots of incoming raw materials, traceable back to farm and individual field?	Y, N
FARIND 5 4 2	Can the Company demonstrate traceability for all crops and in all forms received at its facilities, whether or not they are destined for the VIVE programme?	Y, N
FARIND 5 4 3	Can the Company access all necessary traceability records for its raw materials if required to do so?	Y, N

Advisory

Objective:

The purpose of this advisory section is to inform stakeholders about emerging sustainability regulations and themes that may influence the future development of the VIVE Sustainable Supply Programme. This content is strictly informational and will not be assessed, whether through self-assessment, onsite audits, or any other form of evaluation. The following sustainability certifications or concepts have been identified:

- CSDDD (EU Corporate Sustainability Due Diligence Directive)
- CSRD (EU Corporate Sustainability Reporting Directive)
- EUDR (EU Deforestation Regulation)
- Living Wage
- Regenerative Agriculture

Overview:

This guidance aims to raise awareness among programme participants and relevant supply chain partners of potential risks to business operations due to evolving sustainability expectations. By staying informed, stakeholders can proactively address these challenges and align their practices with upcoming compliance requirements.

Disclaimer:

Please note that the guidance provided here is subject to change as sustainability standards and regulatory processes evolve.

CSDDD (EU Corporate Sustainability Due Diligence Directive)

What is it?

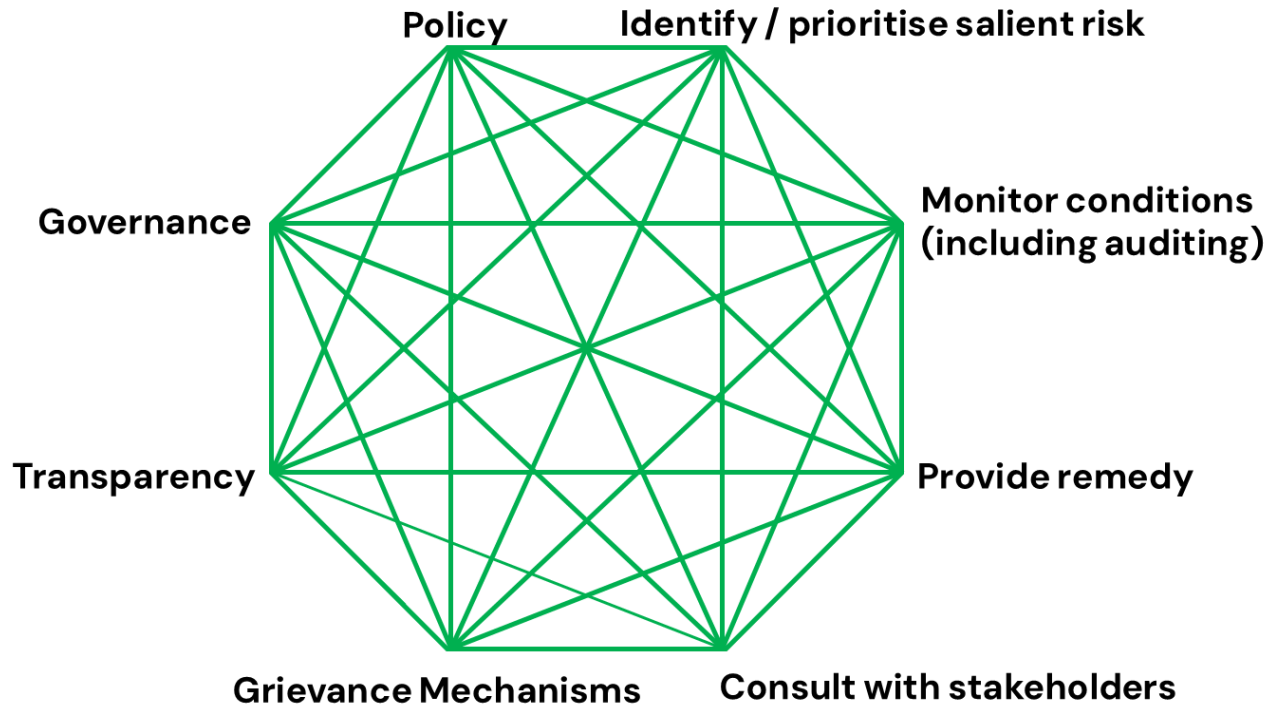
The EU Due Diligence Directive (EUDDD) is a proposed regulation aimed at holding companies accountable for environmental and human rights standards across their supply chains. It requires companies operating within the EU to conduct due diligence to identify, prevent, mitigate, and address risks associated with human rights abuses (such as forced and child labour) and environmental harm (including pollution and deforestation) within their supply chain activities. The directive applies to both EU-based companies and certain non-EU companies conducting significant business in the EU, placing emphasis on transparency, reporting, and remediation actions.

This directive forms part of the EU's wider initiative to promote corporate sustainability and responsible business practices, ensuring that companies actively contribute to reducing negative social and environmental impacts on a global scale.



How might it impact on VIVE programme development?

The following themes have been identified through EUDDD interpretation:



The following has been benchmarked

Based on initial review of the ESRS, the following VIVE Pillars and Criteria overlap and provide reportable insights into participant supply chain activities.

Category	VIVE Criteria
Governance	FAC 1 Governance FARIND 1 Governance FARCO 1 Governance
Policy	FAC 1 2 Company Policies FARIND 1 1 Company Policies FARCO 1 1 Company Policies
Identify / prioritise salient risk	FAC 3 1 Risk Assessment FARIND 3 1 Risk Assessment FARCO 3 1 Risk Assessment
Monitor conditions	Annual VIVE Onsite Assessment FAC 3 People FARIND 3 People FARCO 3 People
Provide Remedy	VIVE remediation process <i>refer to VIVE Manual</i>
Consult with stakeholders	FAC 1 6 Stakeholder Engagement FARIND 1 5 Stakeholder Engagement FARCO 1 5 Stakeholder Engagement

Category	VIVE Criteria
Grievance Mechanisms	FAC[3 10 Grievance Mechanism FARIND[3 26 Grievance Mechanism FARCO[3 23 Grievance Mechanism
Transparency	VIVE Annual Reporting VIVE Programme Manual (Communicating VIVE achievements)

CSRD (EU Corporate Sustainability Reporting Directive)

What is it?

The Corporate Sustainability Reporting Directive (CSRD) is an EU directive that requires large companies and listed SMEs to report on their environmental, social, and governance (ESG) impacts. It aims to enhance transparency, consistency, and comparability in sustainability reporting across the EU. CSRD replaces the Non-Financial Reporting Directive (NFRD) and mandates the use of European Sustainability Reporting Standards (ESRS).

Double materiality is a key concept in the Corporate Sustainability Reporting Directive (CSRD). It requires companies to assess and report on two aspects of materiality:

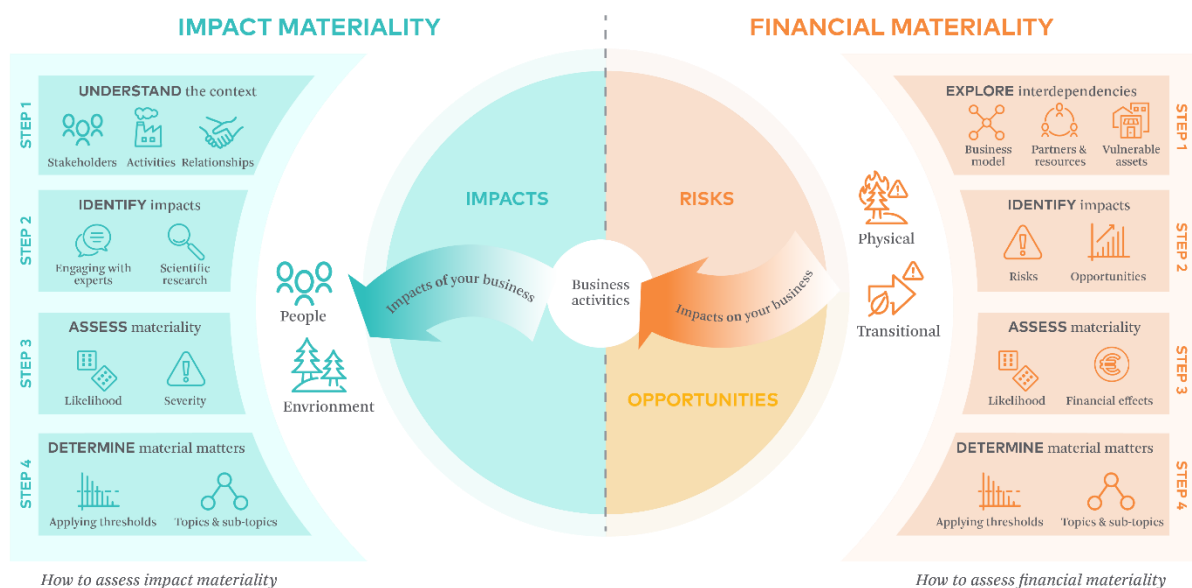
Impact materiality:

Focuses on how a company's activities impact the environment and society. This includes contributions to climate change, human rights issues, biodiversity loss, and more.

Financial materiality:

Examines how sustainability-related risks and opportunities affect the company's financial performance and position, such as exposure to climate risks or regulatory changes.

What does double materiality look like in practice?





How might it impact on VIVE programme development?

Based on initial review of the ESRS, the following VIVE Pillars and Criteria overlap and provide reportable insights into participant supply chain activities.

Category	Standard	RSRS Topic	VIVE Benchmark
General	ESRS 1	General Requirements: Principles, double materiality, integration with financial statements.	N/A
	ESRS 2	General Disclosures: Governance, strategy, risk management, and metrics.	FAC 1 Governance FARIND 1 Governance FARCO 1 Governance
Environmental	ESRS E1	Climate Change: GHG emissions (Scope 1, 2, 3), risks, opportunities, and transition plans.	VIVE CLIMATE ACTION (VCA) – Farm and Facility Carbon Reporting FAC 4 1 Risk Assessment FAC 4 12 Reduction of Greenhouse Gas (GHG) Emissions from Processing FAC 4 13 Scope 3 Reductions in GHG Emissions FARIND 4 1 Risk Assessment FARIND 4 18 Reduction of Greenhouse Gas (GHG) Emissions on the Company's Supplying Farms FARCO 4 1 Risk Assessment FARCO 4 17 Reduction of Greenhouse Gas (GHG) Emissions on the Company's Supplying Farms
	ESRS E2	Pollution: Air, water, soil pollution, and reduction measures.	FAC 4 3 Boiler and Dryer Emissions FAC 4 4 Disposal of Non-Hazardous Waste FAC 4 5 Disposal of Hazardous Waste FAC 4 6 Wastewater and Effluent Management FAC 4 8 Operating and Environmental Permits FAC 4 9 Waste Reduction FAC 4 10 Reduction of Energy Consumed by Company Facilities FAC 4 11 Water Reduction and Climate Change FARIND 4 7 Water Protection FARIND 4 8 Monitoring of Water Pollution FARIND 4 9 Soil Conservation FARIND 4 10 Soil Protection FARIND 4 12 Minimising Atmospheric Pollution FARCO 4 6 Water Protection FARCO 4 7 Monitoring of Water Pollution FARCO 4 8 Soil Conservation FARCO 4 9 Soil Protection FARCO 4 10 Fuel Storage on Farms (not including wood)

Category	Standard	RSRS Topic	VIVE Benchmark
			FARCO 4 11 Minimising Atmospheric Pollution
	ESRS E3	Water and Marine Resources: Usage, efficiency, and marine ecosystem impacts.	FAC 4 6 Wastewater and Effluent Management FAC 4 11 Water Reduction and Climate Change FARIND 4 4 Water use efficiency FARIND 4 5 Water Extraction FARIND 4 6 Irrigation Water Quality FARIND 4 7 Water Protection FARIND 4 8 Monitoring of Water Pollution FARCO 4 3 Water use efficiency FARCO 4 4 Water Extraction FARCO 4 5 Irrigation Water Quality FARCO 4 6 Water Protection FARCO 4 7 Monitoring of Water Pollution
	ESRS E4	Biodiversity and Ecosystems: Protection of habitats, species, and biodiversity conservation.	FAC 4 2 Monitoring of Environmental Complaints FARIND 4 19 Biodiversity Management Plan FARIND 4 20 Biodiversity Monitoring FARIND 4 21 Deforestation FARIND 4 22 Expansion onto New Farmland FARCO 4 18 Biodiversity Management Plan FARCO 4 19 Biodiversity Monitoring FARCO 4 20 Deforestation FARCO 4 21 Expansion onto New Farmland



Category	Standard	RSRS Topic	VIVE Benchmark
	ESRS E5	Resource Use and Circular Economy: Material consumption, waste, recycling, and circularity.	FAC 4 4 Disposal of Non-Hazardous Waste FAC 4 5 Disposal of Hazardous Waste FAC 4 6 Wastewater and Effluent Management FAC 4 9 Waste Reduction FARIND 4 13 Reuse and Recycling of Plastics FARIND 4 14 Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics) FARIND 4 15 Storage, Recycling and Disposal of Hazardous Waste FARIND 4 16 Recycling or Disposal of Empty Agrochemical Containers FARCO 4 12 Reuse and Recycling of Plastics FARCO 4 13 Reuse, Recycling and Disposal of Non-Hazardous Waste (excluding plastics) FARCO 4 14 Storage, Recycling and Disposal of Hazardous Waste FARCO 4 15 Recycling or Disposal of Empty Agrochemical Containers



Category	Standard	RSRS Topic	VIVE Benchmark
Social	ESRS S1	Own Workforce: Employment, diversity, wages, health and safety, and training.	FAC 3 2 Contracts of Employment FAC 3 3 Training FAC 3 4 Appraisal FAC 3 5 Child Labour FAC 3 6 Forced Labour FAC 3 7 Freedom of Association and Collective Bargaining FAC 3 8 Working Hours, Pay and Benefits FAC 3 9 Fair Treatment FARCO 3 2 Farmer Training Programme FARCO 3 3 Employment of Young Workers FARCO 3 4 Prevention of Bond, Debt and Threat FARCO 3 5 Freedom to Leave Employment FARCO 3 6 Financial Deposits FARCO 3 7 Withholding of Payments FARCO 3 8 Retention of Identity Documents and Valuables FARCO 3 9 Prison and Compulsory Labour FARCO 3 10 Safe Environment, Injury and Illness FARCO 3 11 Health & Safety Training on Farms FARCO 3 12 Wild Animals FARCO 3 13 Storage of Agrochemicals and Fertilisers FARCO 3 14 Handling and Use of Agrochemicals and Fertilisers FARCO 3 15 Re-entry and Harvest-Interval Times FARCO 3 16 Access to Clean Water and Hydration FARCO 3 17 Access to Toilets FARCO 3 18 Accommodation Provided to Workers FARCO 3 19 Physical Abuse and Intimidation FARCO 3 20 Sexual Abuse and Harassment FARCO 3 21 Routine Verbal Abuse and Harassment FARCO 3 22 Discrimination FARCO 3 23 Grievance Mechanism FARCO 3 26 Working Hours, Wages and Benefits for Farm Workers



Category	Standard	RSRS Topic	VIVE Benchmark
	ESRS S2	Workers in the Value Chain: Labour practices of suppliers and contractors.	FAC 3 2 Contracts of Employment FAC 3 3 Training FAC 3 4 Appraisal FAC 3 5 Child Labour FAC 3 6 Forced Labour FAC 3 7 Freedom of Association and Collective Bargaining FAC 3 8 Working Hours, Pay and Benefits FAC 3 9 Fair Treatment FARCO 3 2 Farmer Training Programme FARCO 3 3 Employment of Young Workers FARCO 3 4 Prevention of Bond, Debt and Threat FARCO 3 5 Freedom to Leave Employment FARCO 3 6 Financial Deposits FARCO 3 7 Withholding of Payments FARCO 3 8 Retention of Identity Documents and Valuables FARCO 3 9 Prison and Compulsory Labour FARCO 3 10 Safe Environment, Injury and Illness FARCO 3 11 Health & Safety Training on Farms FARCO 3 12 Wild Animals FARCO 3 13 Storage of Agrochemicals and Fertilisers FARCO 3 14 Handling and Use of Agrochemicals and Fertilisers FARCO 3 15 Re-entry and Harvest-Interval Times FARCO 3 16 Access to Clean Water and Hydration FARCO 3 17 Access to Toilets FARCO 3 18 Accommodation Provided to Workers FARCO 3 19 Physical Abuse and Intimidation FARCO 3 20 Sexual Abuse and Harassment FARCO 3 21 Routine Verbal Abuse and Harassment FARCO 3 22 Discrimination FARCO 3 23 Grievance Mechanism

Category	Standard	RSRS Topic	VIVE Benchmark
	ESRS S3	Affected Communities: Engagement, impacts on communities, and social inclusion.	FAC 1 6 Stakeholder Engagement FAC 3 10 Grievance Mechanism FAC 3 11 Wellbeing Programmes FAC 3 12 Community and Land Rights FAC 4 2 Monitoring of Environmental Complaints FARIND 1 5 Stakeholder Engagement FARIND 3 26 Grievance Mechanism FARIND 3 30 Community and Land Rights FARIND 3 31 Cultural Heritage FARCO 1 5 Stakeholder Engagement FARCO 3 23 Grievance Mechanism FARCO 3 27 Community and Land Rights FARCO 3 28 Cultural Heritage
	ESRS S4	Consumers and End-Users: Product safety, consumer rights, and data privacy.	FAC 2 40 Food Quality, Contaminant Monitoring and Control FARIND 2 18 Maximum Residue Limits (MRLs) FARCO 2 18 Maximum Residue Limits (MRLs)
Governance	ESRS G1	Business Conduct: Anti-corruption, lobbying, and fair competition.	FAC 1 2 Company Policies FAC 1 4 Business Integrity FAC 1 8 Regulations FARIND 1 1 Company Policies FARIND 1 3 Business Integrity FARIND 1 13 Regulation FARCO 1 1 Company Policies FARCO 1 3 Business Integrity FARCO 1 7 Regulation

EUDR (EU Deforestation Regulation)

What is it?

The EU Deforestation Regulation (EUDR) is an EU regulation designed to prevent products linked to deforestation and forest degradation from entering the EU market. It requires companies to ensure that commodities such as palm oil, soy, coffee, cocoa, timber, and cattle – as well as some derived products – are sourced in a way that does not contribute to deforestation or forest degradation.

Under the EUDR, companies must conduct due diligence to confirm that these commodities are produced on land that has not been deforested after a certain cut-off date, providing geographic information on the origin of the products to ensure transparency and traceability. This regulation reflects the EU's commitment to reducing its impact on global deforestation and supporting sustainable supply chains.

These requirements include:

1. **Deforestation-Free Products:** Products must be sourced from areas that have not experienced deforestation after 31 December 2020. This applies not only to raw materials



such as cattle, cocoa, coffee, oil palm, rubber, soya, and wood but also to products derived from these commodities.

2. Compliance with National Legislation: The products must be produced in line with the relevant national laws of the country of production. This includes adhering to environmental protection, land use rights, biodiversity conservation, and labour rights, among others.
3. Due Diligence Statement: Companies must provide a due diligence statement documenting their supply chain practices. This includes:
 - a. Gathering information on the product, including its origin, species (for wood), and the geolocation of production sites.
 - b. Conducting a risk assessment to identify deforestation or degradation risks in the country of production.
 - c. Implementing measures to mitigate any identified risks, such as ensuring transparency and traceability within the supply chain.
4. Risk Assessment: Companies must evaluate the risk of deforestation in the supply chain based on country-specific factors like forest presence, indigenous land rights, and past deforestation history. A system of risk levels (standard, high, or low) will help companies assess these factors.

As of December 2024, the scope of products which EUDR relates to is Cattle, Cocoa, Coffee, Oil Palm, Rubber, Soya and Wood¹. However, VIVE participants should remain aware of the regulation, as there is potential for either end-users to require compliance for all commodities in their supply chains or for the scope of covered products to be expanded in the future.

How might it impact on VIVE programme development?

The following VIVE version 5.0 Criteria may require amends:

Farm Module

FAR|1|7| Regulation

This Criteria may require a specific update which verifies that the participant is specifically compliant with applicable regulations related to deforestation.

FAR|4|1| Risk Assessment

This Criteria may need to be adjusted to include specific evaluation of deforestation risks on supplying farms in addition to other supply chain integrity risks (infiltration of non-compliant products entering into the supply chain).

FAR|4|20| Deforestation and FAR|4|21| Expansion onto New Farmland

The current cut off dates are based on the more stringent of end user requirements being 1 January 2008. Under EUDR the cutoff is 31 December 2020. This may be adjusted in the future for better alignment. Content and verification that geolocation of production has been conducted.

FAR|5|4| Traceability of Incoming Products

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32023R1115&qid=1687867231461#d1e32-243-1>



Currently, VIVE operates on a mass balance principle which essentially enables VIVE and non VIVE products to be comingled which is detailed under the traceability Pillar (FAR|5| Traceability). Under the current interpretation EUDR, this would not be acceptable. All products must be separated into compliant and non-compliant products and must not be mingled at any point in the supply chain (farm, processing, warehousing/storage and transport).

The following is not included in the programme but may need to be included:

Use of claims and due diligence statements

Currently this is included as part of the VIVE Programme Manual under section J2. Use of claims however may need to be included directly within the programme along with verification indicators.

Facility Module

FAC|1|8| Regulations

This Criteria may require a specific update which verifies that the participant is specifically compliant with applicable regulations related to deforestation.

FAC|5|5| Traceability of Incoming Products

There may be additional guidance and indicators related to Due Diligence of products received. Currently, VIVE operates on a mass balance principle which essentially enables VIVE and non VIVE products to be comingled which is detailed under the traceability Pillar (FAC|6| Logistics). Under the current interpretation EUDR, this would not be acceptable. All products must be separated into compliant and non-compliant products and must not be mingled at any point in the supply chain (farm, processing, warehousing/storage and transport).

This will also require the addition of guidance and indicators related to Risk Assessment to products received and dispatched.

Resources

Official guidance: https://green-business.ec.europa.eu/publications/guidance-eu-deforestation-regulation_en

Products in scope: https://green-business.ec.europa.eu/deforestation-regulation-implementation_en#which-products-are-covered

Living Wage

What is it?

The Living Wage concept advocates that workers receive a wage sufficient to meet their basic needs and maintain a decent standard of living, including adequate food, housing, healthcare, education, and other essentials. Unlike minimum wage, which is often a legally mandated baseline, a living wage is calculated based on local living costs and is intended to provide fair compensation that allows workers and their families to live with dignity.



In a supply chain context, living wage initiatives encourage companies to ensure that their suppliers and partners provide fair compensation to workers. By promoting living wages, companies contribute to poverty reduction, improved worker well-being, and enhanced social equity, aligning with broader goals of sustainable and responsible business practices.

How might it impact on VIVE programme development?

Living Wage content was included within VIVE version 4.0, however due to stakeholder feedback from participants and other interested parties, it was removed as part of the standard assessment. If the content was to be reinstated it would be included within the following Criteria: FAC[3|8| Working Hours, Pay and Benefits and FAR[3|29| Working Hours, Wages and Benefits for Farm Workers. The guidance developed and indicators are as per below:

Living Wage:

The VIVE programme embraces the guidance to Living Wage set out by the IDH roadmap which consists of a 5-step process.

Step 1. Identify the Living Wage

- The Company should consider adopting a national approach, however, where none exists collaboration may be required with key stakeholders such as civil society, academia, unions, and NGOs.

Step 2. Measure Living Wage Gaps

- Where a Living Wage has been established, the Company should measure wages internally of workers and externally of workers on supplying farms or contracted facility workers.

Step 3. Verify calculations of living wage gaps

Step 4. Close living wage gaps

- Where gaps have been identified and verified, the Company should consider the following when closing these gaps:
- Consulting and collaborating with internal and external stakeholders, including workers' representative organizations
- Engaging and supporting suppliers
- Adjusting purchasing practices and unit prices paid to enable payment of fair wages by suppliers
- Measuring and monitoring progress using a mix of quantitative and progress achievement metrics

Step 5. Share learnings

- The Company should consider establishing a working group and engage each of their businesses to share information, cross-business and cross-divisional learning and strategies, particularly where risks are systemic and or severe

Indicator	Verifier
Has the Company identified the Living Wage?	Y. N
Has the Company measured Living Wage gaps?	Y. N
Has the Company verified calculations of Living Wage gaps?	Y. N
Has the Company established measures to close any Living Wage gaps?	Y. N



Has the Company established mechanisms to share learnings related to Living Wage?	Y. N
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Resources

<https://www.idhsustainabletrade.com/living-wage-platform/>

Regenerative Agriculture

Regenerative Agriculture refers to a set of farming practices focused on restoring and enhancing the health and biodiversity of the soil, ecosystems, and local communities. Unlike conventional agriculture, which often depletes soil health through practices like monocropping and heavy use of synthetic chemicals, regenerative agriculture aims to improve the long-term vitality of the land.

Key principles of regenerative agriculture include crop rotation, agroforestry, no-till farming, cover cropping, and the use of organic inputs to rebuild soil organic matter. The goal is to increase carbon sequestration, improve water retention, promote biodiversity, and reduce the carbon footprint of farming operations.

Based on SAI Regenerative Agriculture Global Framework dated September 2023, the following core processes should be followed implement, monitor and assess regenerative agricultural impacts:

1. Risk Screening and Assessment: Farmers first assess potential risks to sustainability, considering factors such as local soil health, water resources, biodiversity, and climate impacts. This helps identify areas where regenerative practices could be most beneficial.
2. Outcome Selection: Based on the risk assessment, farmers select specific environmental outcomes they aim to achieve, such as improved soil health, increased biodiversity, or enhanced water retention. The selection process is tailored to each farm's unique needs and context.
3. Adoption of Regenerative Principles and Practices: Farmers then implement regenerative practices that are aligned with their selected outcomes. These may include crop rotation, agroforestry, reduced tillage, or livestock integration, among other methods.
4. Monitoring and Assessment: Ongoing monitoring is crucial to evaluate the progress towards the desired outcomes. This step helps farmers adapt and adjust their practices to continuously improve sustainability and meet their goals.

How might it impact on VIVE programme development?

Based on VIVE version 5.0, the FARM Module promotes the use of regenerative agricultural practices through Criteria guidance and Best Practices across the module.

Risk Assessment is included within the following relevant Criteria:

- FAR|2|1| Risk Assessment (Crop Risk Assessment)
- FAR|4|1| Risk Assessment (Environment Risk Assessment)

Outcome selection


The following outcome selection are currently aligned within VIVE Farm Module version 5.0:



- Maximise soil organic carbon content
- Optimise water use
- Minimise water pollution
- Maintain and enhance on-farm biodiversity
- Protect on-farm habitat
- Minimise greenhouse gas emissions
- Maximise carbon sequestration

Adoption of Regenerative Principles and Practices

Various Criteria have been benchmarked against SAI Regenerative Agriculture Global Framework

dated September 2023 and have been tagged with  within VIVE Farm Module version 5.0.

VIVE is a verification programme therefore does not monitor and or collect supply chain data, however metrics of performance may be further incorporated into the programme depending on stakeholder needs. Currently greenhouse gas emissions can be reported through the VIVE Climate Action Crop Carbon forms.

Monitoring and Assessment

VIVE Farm Module assessment can be used as a basis for verification that regenerative practices have been implemented on Company owned and managed farms, or have been trained, communicated and monitored on independent supplying farms.