



RAINFORREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body: BUREAU VERITAS	BUREAU VERITAS CÔTE D'IVOIRE	For internal use only
Country:	COTE D'IVOIRE	Reviewed by:
Date submitted:	31/01/2023	Approved by:
Contact person:	AKA MARIE BERTHE	Approved date:

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60. If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA (if applicable)	ILO convention name (if applicable)			
MANAGEMENT	3.1						
Group management demonstrates a commitment to sustainable agriculture by dedicating adequate resources and staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard.	3.1.1	Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives			Chapitre 2 - Administration et direction de la société coopérative avec conseil d'administration Sous-section 4 - Président du conseil d'administration et responsable chargé de direction	Article 324 et 329	RA standard goes beyond the national legislation concerning staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard. The requirement is for all staff.
Group management assesses at least every three years its management capacity to ensure compliance with the standard and the ability to make sustainability performance changes. Group management uses the Management Capacity Assessment Tool that includes the following topics: <ul style="list-style-type: none"> • Group organization and Management structure • Strategic management • Financial management • Member engagement and membership planning • Member training and services provision 							
There is a clearly documented and implemented Management Plan which addresses each applicable Rainforest Alliance Supply Chain requirement. Documented procedures include control of certified products for all applicable processes, included in the certificate scope, to maintain product integrity.	3.1.3	- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao ainsi que pour			- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de	All articles	RA standard goes beyond the national legislation because all RA requirements are not in the legal laws that governs supply chain actors activities.
The supply chain actor has devised, adopted and disseminated one or more policies for ensuring responsible business conduct in its own operations, supply chain and other business relationships. The policies cover direct and indirect adverse impacts on human rights and the environment. <ul style="list-style-type: none"> • The policies commit and refer to following the OECD Due Diligence Guidance for Responsible Business Conduct. References and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights are also acceptable. • Oversight and responsibility for these policies and their implementation is assigned to senior management. • The policies and its expectations are specified in engagement with suppliers and other business relationships, including contracts and other written agreements. A potential tool for compliance is to have a supplier code of 	3.1.4	- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao ainsi que pour			- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de	All articles	RA standard goes beyond the national legislation because all RA requirements are not in the legal laws that governs supply chain actors activities.
ADMINISTRATION	3.2						

<p>Management complies with applicable laws and collective bargaining agreements (CBA) within the scope of the Rainforest Alliance Sustainable Agriculture Standard.</p> <p>In the case that an applicable law or CBA is stricter than a criterion in the standard, such law or CBA will prevail unless such law has become obsolete. In the case that an applicable law or CBA is less strict than a criterion in the standard, the criterion in the standard will prevail, unless the criterion explicitly allows for such law or CBA to apply.</p>	1.2.1	<p>All applicable laws</p> <ul style="list-style-type: none"> - Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives - Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de 			<ul style="list-style-type: none"> - Chapitre 4 – Registre des sociétés coopératives - Immatriculation personnalité juridique Section 2 - Immatriculation - Personnalité Juridique - Sous-section 1 - Immatriculation - Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao 	<ul style="list-style-type: none"> - Art.74 - All articles 	
<p>Mechanisms are in place to ensure that service providers comply with applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard.</p>	1.2.2	<ul style="list-style-type: none"> - Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives. - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014 			<ul style="list-style-type: none"> - chapitre 4 Procédures de contrôle préventif, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales - Livre 3 – Société à responsabilité limitée - Titre 2 – Fonctionnement de la société à responsabilité limitée - Chapitre 4 – Moyens de contrôle de la société - Section 1 – Nomination du commissaire aux comptes 	<ul style="list-style-type: none"> - Article 119 à 121 - Article 376 à 381 	<p>External service providers within the framework of OHADA texts are used within the framework of management controls only.</p>
<p>There is a list of current subcontractors and suppliers of certified product that confirms their compliance to certification rules prior to or at the moment of an activity.</p> <p>For farms, this list of suppliers refers only to other farms they buy from.</p>	1.2.3						
<p>An up to date registry of group members is kept, containing for each group member (landowner or farm operator, e.g. sharecropper):</p> <ul style="list-style-type: none"> • Bull name • National ID Number • Group member identification number • Gender • Year of birth • Location • Phone number • Household size • GPS point of the largest farm unit • Number of farm units • Total farm area 	1.2.4	<p>Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Section 1, Article 9</p>			<p>Tenue du registre des membres, Section 1, Article 9</p>	<p>Section 1, Article 9</p>	
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> • Bull name • Gender • Year of birth • Start and end date(s) of employment • Wages <p>For workers for whom housing is provided, the registry additionally contains:</p> <ul style="list-style-type: none"> • Housing address • Number of family members • Year of birth of family members <p>For young workers (15 – 17 years), the registry additionally contains:</p>	1.2.5	<p>Décret n°96-287 du 3 avril 1996 relatif au contrat de travail</p>			<p>Article 2</p>		
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> • Bull name • Gender • Year of birth • Wages <p>Illiterate group members can give the above information orally.</p>	1.2.6	<p>décret n°96-287 du 3 avril 1996 relatif au contrat de travail</p>					

Management ensures that wherever the Rainforest Alliance Sustainable Agriculture Standard requires to inform workers or group members, the information is given in the predominant language(s) of the workers or group members.	1.2.7	Code du travail ivoirien	Decret N°98-41 du 18 janvier 1998 relatif aux conventions collectives de travail Section 1 Conditions de publication Article 1		Decret N°96-287 du 03 avril 1996 relatif au contrat de travail	Article 4	Le code du travail fait obligation que le contrat de travail soit en langue française. Mais n'évoque pas la langue pour les autres communications.
A signed (or marked) agreement is in place between the group and each group member, specifying the rights and obligations of each party including at least: <ul style="list-style-type: none"> •The group member's obligation to comply with the Rainforest Alliance Sustainable Agriculture Standard •The group member's obligation to accept both internal inspections and external audits and sanctions •The group member's guarantee that any product sold as certified comes only from their farm •The group member's right to appeal decisions made by the group management by using the grievance procedure Each group member understands the agreement. Agreements are centrally archived and a copy is available for each group member.	1.2.8	Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Sous-section 1 - Adhésion à la société coopérative			- Sous-section 1 - Adhésion à la société coopérative - Sous-section 2 - Retrait des associés coopérateurs - Droits au remboursement - Sous-section 3 - Exclusion des coopérateurs	Article 10 à 16	Le contrat demandé par l'acte uniforme est certes écrit, signé et daté mais il n'évoque pas spécifiquement les exigences du point de contrôle sauf le droit à Adhésion à la société coopérative, Retrait des associés coopérateurs et Exclusion des coopérateurs. L'archivage du document d'adhésion se fait à la société coopérative mais l'archivage au niveau des producteurs n'est pas évoqué.
Records for certification purposes and compliance are kept for at least four years.	1.2.9	Loi No 2013-450 du 19 Juin 2013 relative à la protection des données à caractère personnel. / Loi n° 2013-546 du 30 juillet 2013 relative aux transactions électroniques / Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao / Arrêté n° 511/MPTIC/CAB du 11 novembre 2014 portant définition du profil et fixant les conditions d'emploi du correspondant à la protection des données à caractère personnel.			Obligations des responsables et de leurs subordonnés	Art. 1 et 3 / Art. 9 / Art. 1, 5 et 6 /	Le standard RA est plus précis sur la période minimale de conservation des données
An up to date map of the farm (large farms) or the farm area (group of small farms) is available, including: <ul style="list-style-type: none"> •Barns/ farm units / production zones, •Processing facilities, •Human habitation areas, •Schools, •Medical centers/first aid sites, •Natural ecosystems, including water bodies and forests, and other existing Natural vegetation, •Riparian buffer zones •Agroforestry shade cover, •Protected areas. The map also includes risk areas identified in the Farm Risk Assessment	1.2.10	- Loi n°94-442 du 16 août portant modification de la loi n° 65-255 du 04 août 1965 relative à la protection de la faune et de la commercialisation des semences et plants - Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Loi n° 2015-537 du 20 juillet 2015 d'orientation agricole			Amélioration de la productivité, Article 5, 80, 131, 133,	Article 5, 80, 131, 133,	
A sketch of the farm is available, including: <ul style="list-style-type: none"> •The production area of certified crop •Forests •Water bodies •Buildings 	1.2.11	- Loi n°94-442 du 16 août portant modification de la loi n° 65-255 du 04 août 1965 relative à la protection de la faune et de la commercialisation des semences et plants - Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Loi n° 2015-537 du 20 juillet 2015 d'orientation agricole			Amélioration de la productivité, Article 5, 80, 131, 133,	Article 5, 80, 131, 133,	
Geolocation data is available for 100% of the farms. At least 10% is in the form of polygons. In the case of a farm with multiple farm units, the geolocation is provided for the largest farm unit with the certified crop. Please see Guidance Document F: Guide GPS and Polygons	1.2.12	- Loi n°94-442 du 16 août portant modification de la loi n° 65-255 du 04 août 1965 relative à la protection de la faune et de la commercialisation des semences et plants - Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Loi n° 2015-537 du 20 juillet 2015 d'orientation agricole			Amélioration de la productivité, Article 5, 80, 131, 133,	Article 5, 80, 131, 133,	
A polygon is available of the farm, including all farm units.	1.2.13	- Loi n°94-442 du 16 août portant modification de la loi n° 65-255 du 04 août 1965 relative à la protection de la faune et de la commercialisation des semences et plants - Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Loi n° 2015-537 du 20 juillet 2015 d'orientation agricole			Amélioration de la productivité, Article 5, 80, 131, 133,	Article 5, 80, 131, 133,	
There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.	1.2.16	Code du travail ivoirien Chapitre 3: Apprentissage et formation professionnelle			Chapitre 3: Apprentissage et formation professionnelle Section 5 Formation professionnelle continue	Article 13.23 à 13.25	Le code du travail ne fait pas obligation de tenir une liste des formés.

Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, addresses, scope, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.	1.2.17	- ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014			- Partie 1 – Dispositions générales sur la société commerciale - Livre 5 – Transformation de la société commerciale - Partie 1 – Dispositions générales sur la société commerciale - Livre 9 – Formalités - Publicités - Titre 4 – Formalités lors de la transformation de la société	- Article 181 à 188 - Article 265	La loi fait obligation que la transformation de la société soit légalement publiée mais n'aborde pas les questions d'évaluation de risques, champ et responsabilités des travailleurs ainsi que le consentement des sociétés n'appartenant au multisite.
RISK ASSESSMENT AND MANAGEMENT PLAN	1,3						
Management conducts a risk assessment in relation to the requirements in this standard, by using the Farm Risk Assessment Tool, at least every three years. Please see Annex 3: Farm Risk Assessment Tool	1.3.1	- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 1, 24, 39, 40, 41, 42, 88.			Etude d'Impact Environnemental, articles 1, 24, 39, 40, 41, 42, 88.	Articles 1, 24, 39, 40, 41, 42, 88.	La loi est plus contraignant en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (1.3.1) and self-assessment (1.4.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (1.1.1) and internal inspection (1.4.1). The Management Plan is updated yearly. Please see Guidance Document B: Template of Management Plan	1.3.2	- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 1, 24, 39, 40, 41, 42, 88.			Etude d'Impact Environnemental, articles 1, 24, 39, 40, 41, 42, 88.	Articles 1, 24, 39, 40, 41, 42, 88.	La loi est plus contraignant en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided. Indicators •# of training activities provided to members •#Topics of the training activities •# and % of members attending training activities (M/F) •# and type of services (other than training) provided to members	1.3.3	- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 1, 24, 39, 40, 41, 42, 88.			Etude d'Impact Environnemental, articles 1, 24, 39, 40, 41, 42, 88.	Articles 1, 24, 39, 40, 41, 42, 88.	La loi est plus contraignant en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided. Indicator •# of training activities provided to workers •#Topics of the training activities •# and % of workers attending training activities (M/F) •# and type of services (other than training) provided to workers	1.3.4	- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 1, 24, 39, 40, 41, 42, 88.			Etude d'Impact Environnemental, articles 1, 24, 39, 40, 41, 42, 88.	Articles 1, 24, 39, 40, 41, 42, 88.	La loi est plus contraignant en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
INTERNAL INSPECTION AND SELF-ASSESSMENT	1,4						
An internal inspection system is in place to assess compliance of group members (for farms/sites) (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes: •#early inspection of each group member/site •#Scope in the first year of certification of a group member/site is: all requirements of the Rainforest Alliance Sustainable Agriculture Standard •#Scope during consecutive years: based on risk assessment, on the previous year's internal inspection and on audit results For farm scope only: • A rotation system so that each farm unit is inspected at least every 3 years. In case of remote farm units, this is done at least every 6 years.	1.4.1	- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014			- chapitre 4 Procédures de contrôle préventif, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales Livre 3 – Société à responsabilité limitée Titre 2 – Fonctionnement de la société à responsabilité limitée Chapitre 4 – Moyens de contrôle de la société Section 1 – Nomination du commissaire aux comptes	- Article 119 à 121 - Article 376 à 381	La vérification diligentée par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.
The ratio between the number of internal inspectors and farms has to be at least one internal inspector to 250 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.	1.4.2	Loi n° 2015-537 du 20 juillet 2015 d'orientation agricole			Titre V: information, communication, recherche, formation et renforcement des capacités	Article 118	La loi évoque le rôle de l'état seulement sans donner de ratio d'agents de suivi agricole par rapport aux producteurs à suivre ni évoquer spécifiquement les inspections internes.

<p>An approval and sanction system is in place in relation to the compliance of group members (for farms/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:</p> <ul style="list-style-type: none"> • A written approval and sanction procedure • An approval and sanction manager or committee, • A mechanism to follow up on group members' improvement and corrective measures, • A decision on each group member's/site's certification status that is signed and documented and included in the final internal inspection report 	1.4.3	<p>- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives</p> <p>- ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014</p>		<p>- Titre 2 - Fonctionnement de la société coopérative Section 3 - Litiges entre coopérateurs ou entre un ou plusieurs coopérateurs et la société coopérative - Chapitre 4 - Litiges entre associés ou entre un ou plusieurs associés et la société</p>	<p>- Article 118</p> <p>- Article 147 à 149</p>	<p>l'acte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système d'approbation et de sanction.</p>
<p>Management yearly carries out a self-assessment to evaluate the compliance with the Rainforest Alliance Agricultural Standard.</p> <p>For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements.</p> <p>The self-assessment is made available to the external auditor.</p>	1.4.4	<p>- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014</p>		<p>- chapitre 4 Procédures de contrôle préventif, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales Livres 3 – Société à responsabilité limitée Titre 2 – Fonctionnement de la société à responsabilité limitée Chapitre 4 – Moyens de contrôle de la société Section 1 – Nomination du commissaire aux comptes</p>	<p>- Article 119 à 121</p> <p>- Article 376 à 381</p>	<p>La vérification diligente par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.</p>
<p>GRIEVANCE MECHANISM</p> <p>A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements:</p> <ul style="list-style-type: none"> • A grievance committee with decision making power, with knowledge about the grievances, that is impartial, accessible, and gender sensitive • Grievance committee is formed by at least one member/worker representative 	1.5	<p>- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014</p> <p>- Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Article 81.9, 82.5 à 82.8</p>		<p>- Titre 2 - Fonctionnement de la société coopérative Section 3 - Litiges entre coopérateurs ou entre un ou plusieurs coopérateurs et la société coopérative</p> <p>- Chapitre 4 - Litiges entre associés ou entre un ou plusieurs associés et la société</p>	<p>- Article 118</p> <p>- Article 147 à 149</p>	<p>l'acte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système de gestion des plaintes.</p>
<p>GENDER EQUALITY</p> <p>Management commits to promoting gender equality by:</p> <ul style="list-style-type: none"> • A written statement that is communicated to group members/workers • Appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment. Management can choose to appoint a responsible person instead of a committee, except in the case of large farms <p>The responsible committee/person:</p> <ul style="list-style-type: none"> • Is knowledgeable about gender equality and women's empowerment • In case of a committee, includes at least one woman and at least one person from management • Is known, accessible and trusted by 	1.6	<p>Loi n° 2015-537 du 20 juillet 2015 d'Orientation agricole</p>		<p>Genre, cohésion sociale, résilience, transhumance, association et intégration agriculture-élevage-foresterie</p>	<p>Articles 41; 85</p>	
<p>The responsible committee/person performs the following activities:</p> <ul style="list-style-type: none"> • Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan • Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually • Is involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol <p>Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2</p> <p>Supply Chain scope:</p>	1.6.2	<p>Loi n° 2015-537 du 20 juillet 2015 d'Orientation agricole</p>		<p>Genre, cohésion sociale, résilience, transhumance, association et intégration agriculture-élevage-foresterie</p>	<p>Articles 41; 85</p>	
<p>YOUNG FARMERS AND WORKERS</p>	1.7	<p>- Constitution de la Côte d'Ivoire article 10, 16, 32</p>		<p>- Constitution, Article 10, 16, 32</p>	<p>- Constitution, Article 10, 16, 32</p>	
<p>TRACEABILITY</p>		2.1				

<p>The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg/ha, stems/ha for flowers) of a representative sample of farms or farm units. The methodology and calculation are documented.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Estimated certified production volume (kg or stems) <p>Please see Guidance Document H: Yield estimation</p>	2.1.1	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> The total harvested certified production (in kg, in stems for flowers) is recorded once a year The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Total harvested production of the certified crop (kg or stems) 	2.1.2	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.3	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>Management has mapped the product flow from the group members (for farms/sites for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	2.1.4	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>Products that the group sells as certified can be traced back to the certified farm(s) where these were produced.</p> <p>Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume.</p> <p>Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sale documents include the group member, date, product type, (percentage of) certified volume and, if relevant, traceability level.</p>	2.1.5	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.</p>	2.1.6	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.</p>	2.1.7	<p>- Décret N°2012-1008 du 17 Octobre 2012 fixant les modalités de commercialisation du café et du cacao.</p> <p>- Ordonnance n° 2011-481 du 28 décembre 2011 fixant les règles relatives à la Commercialisation du Café et du Cacao et à la Régulation de la Filière Café-Cacao</p>					
<p>The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	2.1.8						
<p>Equipment used to define the weight or volume of the certified product is calibrated annually.</p>	2.1.9	<p>Décret N°2019-327 du 10 avril 2019 portant approbation de la délégation de service public de service de métrologie légale portant sur les vérifications primitives et périodiques d'appareil et instruments de mesure</p>		délégation de service public de service de métrologie légale portant sur les vérifications primitives et périodiques d'appareil et instruments de mesure	Tous les articles		Le standard RA est plus contraignant par rapport à la périodicité annuelle de la vérification

<p>A volume summary of certified product is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, outputs, lost and sold (as applicable).</p>	<p>2.1.10</p>	<p>- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao ainsi que pour</p>						
<p>Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.</p>	<p>2.1.11</p>	<p>- Décret N° 2012-1008 du 17 octobre 2012 fixant les modalités de commercialisation du café et du cacao - Décret N° 2012-1009 du 17 octobre 2012 fixant les conditions d'exercice de la profession d'acheteur de produits café et cacao - Décret N° 2012-1010 du 17 octobre 2012 réglementant la profession d'exportateur de café et de cacao - Décret N° 2017-321 du 24 mai 2015 relatif à la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao - Arrêté N°444/MINADER/CAB du 25 juillet 2018 déterminant la liste des manquements donnant lieu au retrait de l'agrément pour la mise en œuvre des projets de certification et de programme de durabilité dans la filière café-cacao ainsi que pour</p>						
<p>There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.</p>	<p>2.1.12</p>							
<p>TRACEABILITY IN THE ONLINE PLATFORM</p>	<p>2.2</p>							
<p>Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place. Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.2.1</p>	<p>Loi n° 2013-546 du 30 juillet 2013 relative aux transactions électroniques</p>						
<p>Total sales of certified products do not exceed the total production (where applicable), purchase of certified products plus remaining stock balance from the previous year.</p>	<p>2.2.2</p>	<p>Loi n° 2013-546 du 30 juillet 2013 relative aux transactions électroniques</p>						
<p>Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter. Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.2.3</p>	<p>Loi n° 2013-546 du 30 juillet 2013 relative aux transactions électroniques</p>						
<p>In case of public facing trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off-product trademarks prior to use.</p>	<p>2.2.4</p>							
<p>Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.</p>	<p>2.2.5</p>							
<p>Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgement by both parties is available.</p>	<p>2.2.6</p>							
<p>The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance. Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.2.7</p>							
<p>MASS BALANCE</p>	<p>2.3</p>							
<p>Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.</p>	<p>2.3.1</p>							
<p>The volume of product sold as mass balance is 100% covered by volumes purchased as certified.</p>	<p>2.3.2</p>							
<p>Purchase and sales documentation and/or recipes include origin information for products that fall in scope for origin matching as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.3.3</p>							

Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility	2.3.4						
Credit trading is limited to regional scope within a certificate, movement from one certificate to another shall be accompanied by physical shipment of relevant product.	2.3.5						
A process is in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which certified volume balance was exceeded.	2.3.6						
CHAPTER 3 - INCOME AND SHARED RESPONSIBILITY							
PRODUCTION COSTS AND LIVING INCOME	3.1						
SUSTAINABILITY DIFFERENTIAL	3.2					Article 09	
Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members: •Pro-rata, based on volumes delivered •In a timely and convenient manner, at least before the next crop season, or at least once a year in case of continuous harvest Group management at least annually: •Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums or crop and country specific premiums such as the Living Income Differential) •Communicates to group members the price and sustainability differential received for the certified crop	3.2.1	Loi n° 2015-537 du 20 juillet 2015 d'Orientation agricole Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao. Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao. - Courrier N°CCC/00993-22/DG-KBY/DDA-KJ/DANC-JFA/ML/AS/t				Article 09	RÀ propose que le DD soit versé uniquement aux producteurs alors que l'état ivoirien impose un partage entre coopérative et producteurs
Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential. Farm management documents at least annually: •The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums) •How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other Indicators: •Amount of Rainforest Alliance sustainability differential received (total amount received, and per MT)	3.2.2	Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao.				Article 09	
Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.							
The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.	3.2.3	Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao.				Article 09	
Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon. The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials. Please see Annex 6: Traceability and Shared Responsibility	3.2.4	Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao.				Article 09	
The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer. Please see Annex 6: Traceability and Shared Responsibility	3.2.5	Décret n° 2017-321 du 24 mai 2017 relatif à la mise en oeuvre des projets de certification et de programme de durabilité dans la filière café-cacao.				Article 09	
Sustainability Differential payments are recorded in the traceability platform once per quarter. Please see Annex 6: Traceability and Shared Responsibility	3.2.6						
The Sustainability Differential paid amounts to at least the prescribed minimum. Please see Annex 6: Traceability and Shared Responsibility	3.2.7						
SUSTAINABILITY INVESTMENTS	3.3						

<p>Management defines the investments needed to improve sustainability in an investment plan.</p> <p>The management uses the following sources to inform their investment needs:</p> <ul style="list-style-type: none"> •Audit reports (NCs and improvement areas) •Self-assessments •Internal inspections •Management Plan <p>Management documents the in-kind and cash Sustainability Investments received from buyers for this investment plan according to the Rainforest Alliance investment categories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> •Investment needs specified per category in the Rainforest Alliance 	3.3.1						
<p>The buyer of certified products ensures that the farm certificate holder receives the Sustainability Investment.</p> <p>Sustainability Investments align with the needs identified in the investment plan of the farm certificate holder.</p>	3.3.4						
<p>An annual report of investments made to farms is compiled and available. The investments:</p> <ul style="list-style-type: none"> •Align with the investment needs identified in the investment plan of the farm certificate holder •Are substantiated with proof of payment •Are recorded in the traceability platform at an annual basis 	3.3.5						
<p>Supply Chain Contribution for Living Wage Payment</p>	3.4						
CHAPTER 4 - FARMING							
PLANTING AND ROTATION							
<p>Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (1.3.1) regarding climate.</p> <p>Planting materials are free of pests and diseases.</p>	4.1.1			Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4		1-1 : Origine 5 1-2 : Utilisations et propriétés nutritives du cacao 5 1-3 : Classification	Article 1.1,1.2,1.3
<p>New plantings have a well-established cropping system which takes into account e.g.</p> <ul style="list-style-type: none"> •Requirements of the variety used •Geographical, ecological and agronomic conditions •Diversification and intercropping crops with different rooting depths and soil uses to enhance soil quality and health •Planting density 	4.1.2			Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4		1-1 : Origine 5 1-2 : Utilisations et propriétés nutritives du cacao 5 1-3 : Classification	Article 1.1,1.2,1.3
PRUNING AND RENOVATION OF TREE CROPS							
<p>Management implements a pruning cycle for adequate formation, maintenance and rejuvenation pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines.</p> <p>Group management supports group members to implement this pruning cycle</p>	4.2.1			Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4	2-ENTRETIEN DE LA CACAOYERE 2-1 : Réglage d'ombrage	Article 2.1	
GENETICALLY MODIFIED ORGANISMS (GMOs)							
<p>The certified crop is not genetically modified (GMO).</p>	4.3.1						
SOIL FERTILITY AND CONSERVATION							
<p>Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant:</p> <ul style="list-style-type: none"> •Erosion prone areas and slope •Soil structure •Soil depth and soil horizons •Densification of compaction areas •Soil moisture and water level in the soil •Drainage conditions •Identification of areas with visual symptoms of nutrient deficiency 	4.4.1						
<p>Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up soil organic matter, increase on-farm nutrient recycling, and optimize soil moisture.</p> <p>Please see Guidance Document K: Soil Matrix.</p>	4.4.2						

Management carries out regular soil tests and/or (visual) leaf tests, including macronutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.	4.4.3						
Producers use organic fertilizers and by-products available at farm level first, and supplement by inorganic fertilizer if nutrients are still lacking. To minimize risk, animal manure is hot composted before use as a fertilizer. Producers store animal manure and compost at least 25 meters away from any water body.	4.4.4						
INTEGRATED PEST MANAGEMENT (IPM)	4.5						
Management implements the IPM strategy as developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticides application records. The IPM strategy is annually updated. Please see Guidance Document I: IPM Strategy	4.5.1	- Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides abrogeant le décret n°74-388 du 7 août 1974 relatif à l'agrément des pesticides - Arrêté N°030 IMINAGRICAB du 11 Novembre 2015 portant interdiction d'emploi en agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques				- Arrêté N°030, Article 1	
Producers regularly monitor pests and their principal natural enemies. Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and or beneficial insects.	4.5.2	- Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides abrogeant le décret n°74-388 du 7 août 1974 relatif à l'agrément des pesticides - Arrêté N°030 IMINAGRICAB du 11 Novembre 2015 portant interdiction d'emploi en agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques				- Arrêté N°030, Article 1	
When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this. When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization. When agrochemicals are used: <ul style="list-style-type: none">• Agrochemicals with the lowest possible toxicity and highest selectiveness are used• Applications are made only on the impacted plants and areas• Active ingredients are rotated to avoid and reduce resistance• Calendar spraying is avoided, and only allowed when recommended by a competent technician or official national organization	4.5.3	- Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides abrogeant le décret n°74-388 du 7 août 1974 relatif à l'agrément des pesticides - Arrêté N°030 IMINAGRICAB du 11 Novembre 2015 portant interdiction d'emploi en agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques				- Arrêté N°030, Article 1	
Producers and workers that are involved in pest management activities are trained about the IPM strategy.	4.5.4	- Loi n°64-490 du 21 décembre 1964 relative à la protection des végétaux - Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides abrogeant le décret n°74-388 du 7 août 1974 relatif à l'agrément des pesticides - Arrêté N°030 IMINAGRICAB du 11 Novembre 2015 portant interdiction d'emploi en agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques				- Arrêté N°030, Article 1	
AGROCHEMICALS MANAGEMENT	4.6						

<p>No agrochemicals are used that are:</p> <ul style="list-style-type: none"> • In the Rainforest Alliance Prohibited List • Prohibited by applicable law • Not legally registered in the country where the farm is located <p>Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging.</p> <p>Applicable to group management in case the group management has a purchasing task.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.1	<p>Règlement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Arrêté n° 159/MINAGRI du 21 juin 2004 portant interdiction d'emploi en Agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques / Annexe 3B du Manuel d'utilisation de pesticides dans la cacao-culture suivant le règlement 149/2008/EEC de l'Union Européenne: LA LISTE DES SUBSTANCES ACTIVES DE PESTICIDES QUI NE PEUVENT PAS ETRE UTILISEES DANS LA CACAOCULTURE A COMPTER DU 1er SEPTEMBRE 2008 / Décisions du Comité Pesticides de Côte d'Ivoire par lettre n°389 du 02 décembre 2004 et n° 641/MINAGRI/DGPDA/DPVCCQ/CP du 25 juillet 2007 portant interdiction de la substance</p>					<p>Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE CACAO EN COTE D'IVOIRE.</p>	
<p>If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 7, Pesticides Management, are implemented.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.2	<p>Règlement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Arrêté n° 159/MINAGRI du 21 juin 2004 portant interdiction d'emploi en Agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques / Annexe 3B du Manuel d'utilisation de pesticides dans la cacao-culture suivant le règlement 149/2008/EEC de l'Union Européenne: LA LISTE DES SUBSTANCES ACTIVES DE PESTICIDES QUI NE PEUVENT PAS ETRE UTILISEES DANS LA CACAOCULTURE A COMPTER DU 1er SEPTEMBRE 2008 / Décisions du Comité Pesticides de Côte d'Ivoire par lettre n°389 du 02 décembre 2004 et n° 641/MINAGRI/DGPDA/DPVCCQ/CP du 25 juillet 2007 portant interdiction de la substance</p>					<p>Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE CACAO EN COTE D'IVOIRE.</p>	
<p>Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training.</p> <p>Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk and as recommended by a competent technician. The PPE is in good condition. Directly after use, PPE is washed and stored safely and does not enter the workers' housing. Single-use items are disposed of after one use.</p> <p>PPE is provided to workers free of charge.</p> <p>Farm/group management has a system to record, monitor and enforce the use of PPE.</p>	4.6.3	<p>Règlement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Arrêté n° 159/MINAGRI du 21 juin 2004 portant interdiction d'emploi en Agriculture de substances actives entrant dans la fabrication des produits phytopharmaceutiques / Annexe 3B du Manuel d'utilisation de pesticides dans la cacao-culture suivant le règlement 149/2008/EEC de l'Union Européenne: LA LISTE DES SUBSTANCES ACTIVES DE PESTICIDES QUI NE PEUVENT PAS ETRE UTILISEES DANS LA CACAOCULTURE A COMPTER DU 1er SEPTEMBRE 2008 / Décisions du Comité Pesticides de Côte d'Ivoire par lettre n°389 du 02 décembre 2004 et n° 641/MINAGRI/DGPDA/DPVCCQ/CP du 25 juillet 2007 portant interdiction de la substance</p>					<p>- Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE CACAO EN COTE D'IVOIRE. - Art. 14 et 15</p>	
<p>Persons handling pesticides bathe, change and wash clothes after application.</p> <p>Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible bathing facilities.</p>	4.6.4							
<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> • Safe transport to area of application • Respecting the correct dosage • Using appropriate equipment and techniques • Appropriate weather conditions • Respecting restricted entry intervals (REI), including warning signs in local language and informing potentially affected persons or communities in advance <p>When there is no other information, minimum restricted entry interval is 48 hours for WHO class II products and 12 hours for other products. When two or more products with different restricted entry intervals are used at the same time, the longest interval applies.</p>	4.6.5							

<p>Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including all aquatic and terrestrial natural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.6						
<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7						
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> •Product brand name and active ingredient(s) •Date and time of application •Location and area (size) of application •Dosage and volume •Crop •Name(s) of applicator(s) •Target pest <p>Group management facilitates record keeping for group members when needed.</p>	4.6.8						
<p>Empty pesticides containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in way that minimizes the negative impact on the environment and human health. The surplus mix is diluted with ten times the amount of clean water and applied evenly on the field that was subject of the pesticide application.</p> <p>The empty pesticide containers are kept in a locked storage area until safely disposed of through a formal collection, and recycling program or returned to the supplier. If the supplier does not accept empty containers, they are cut or perforated to prevent other uses. Containers may be re-used only for the original contents and only when labelled accordingly.</p> <p>Prohibited, obsolete and expired pesticides are returned to the supplier or local authority. In absence of a</p>	4.6.9	<p>Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides.</p>			Art. 17 et 18		
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well-ventilated •Made from non-absorbent material •Safely locked and accessible only by trained handlers •Not accessible to children •Separated from crop, food products, and packaging materials 	4.6.10	<p>Décret n° 89-02 du 04 janvier 1989 relatif à l'agrément, la fabrication, la vente et l'utilisation des pesticides.</p>			Art. 18		
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well ventilated and with a sound roof and impermeable floor •Safely locked and accessible only by trained handlers, •Separated from crops, food products or packaging material •With an emergency spill kit •With visible and understandable safety warning signs and pictograms •With an emergency procedure, eye-washing area and an emergency shower 	4.6.11						

<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> •Date of purchase •Product brand name and active ingredient, including an indication of chemicals that are on the Risk Mitigation list •Volume •Date of expiration <p>For groups this is only applicable for centralized stock.</p>	4.6.12						
<p>HARVEST AND POSTHARVEST PRACTICES</p>	4.7						
<p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including: loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> •Products are harvested at the right time and interval to optimize quality •Harvesting damages to the plant are minimized for future production •Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented •Damage due to humidity is prevented •Products are stored in a cool, dry, well ventilated and dark place •Maintenance and cleaning of harvest and postharvest tools, machinery and equipment 	4.7.1						
CHAPTER 5 - SOCIAL							
ASSESS & ADDRESS CHILD LABOR, FC 5.1							
<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> •Appointing a management representative who is accountable for the assess-and-address system •For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. •For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a 	5.1.1	<p>*Loi n° 2016-886 du 08 novembre 2016 portant Constitution de la République de Côte d'Ivoire</p> <p>"</p> <p>*Loi n° 2015-532 du 20 juillet 2015 portant Code du travail</p> <p>"</p> <p>Loi n° 2016-1111 du 8 décembre 2016 relative à la lutte contre la traite des personnes</p> <p>*Loi n°2010-272 du 30 septembre 2010 portant interdiction de la traite et des pires formes de travail des enfants et son Décret d'application (n°2014-290 du 21 mai 2014)</p> <p>"</p> <p>*ARRETE N°2017-016 MEPS/CAB du 02 Juin 2017 déterminant la liste des travaux légers autorisés aux enfants dont l'âge est compris entre treize (13) et seize (16) ans</p> <p>"</p>	Convention 182 concernant l'interdiction des pires formes de travail des enfants et l'action immédiate en vue de leur élimination, adoptée à Genève, le 17 juin 1999	Chapitre 3: Prévention		<p>"Le travail des enfants est interdit et puni par la loi (Article 16)</p> <p>L'école est obligatoire pour les enfants des deux sexes (Article 10) "</p> <p>"Les enfants ne peuvent être employés dans aucune entreprise avant l'âge de 16 ans et apprentis avant l'âge de 14 ans (Article 23.2)</p> <p>Interdiction du travail de nuit aux jeunes travailleurs de moins de 18 ans (Article 22.2) "</p> <p>"Définition de la traite des personnes (article 4)</p> <p>Sanctions (article 6)</p> <p>Mesures de protection et d'assistance aux victimes (article 24) "</p> <p>"Définitions de l'enfant (article 3), des PFTE (article 4), du travail dangereux (article 5)</p> <p>Sanctions (articles 19 à 34)"</p> <p>"Dans l'agriculture et la</p>	
<p>Risk mitigation:</p> <p>The management representative/ committee includes in the Management Plan the mitigation measures as identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Risk Assessment is repeated annually.</p> <p>Farm scope:</p> <ul style="list-style-type: none"> •Management Plan: see 1.3.2 •Farm Risk Assessment: see 1.3.1 <p>Supply Chain scope:</p> <ul style="list-style-type: none"> •Management Plan: see 1.1.3 <p>Please see Annex 3: Farm Risk</p>	5.1.2	<p>*Loi n° 2016-886 du 08 novembre 2016 portant Constitution de la République de Côte d'Ivoire</p> <p>"</p> <p>*Loi n° 2015-532 du 20 juillet 2015 portant Code du travail</p> <p>"</p> <p>Loi n° 2016-1111 du 8 décembre 2016 relative à la lutte contre la traite des personnes</p> <p>*Loi n°2010-272 du 30 septembre 2010 portant interdiction de la traite et des pires formes de travail des enfants et son Décret d'application (n°2014-290 du 21 mai 2014)</p> <p>"</p> <p>*ARRETE N°2017-016 MEPS/CAB du 02 Juin 2017 déterminant la liste des travaux légers autorisés aux enfants dont l'âge est compris entre treize (13) et seize (16) ans</p> <p>"</p>				<p>"Le travail des enfants est interdit et puni par la loi (Article 16)</p> <p>L'école est obligatoire pour les enfants des deux sexes (Article 10) "</p> <p>"Les enfants ne peuvent être employés dans aucune entreprise avant l'âge de 16 ans et apprentis avant l'âge de 14 ans (Article 23.2)</p> <p>Interdiction du travail de nuit aux jeunes travailleurs de moins de 18 ans (Article 22.2) "</p> <p>"Définition de la traite des personnes (article 4)</p> <p>Sanctions (article 6)</p> <p>Mesures de protection et d'assistance aux victimes (article 24) "</p> <p>"Définitions de l'enfant (article 3), des PFTE (article 4), du travail dangereux (article 5)</p> <p>Sanctions (articles 19 à 34)"</p> <p>"Dans l'agriculture et la</p>	

<p>Monitoring:</p> <p>The management representative/ committee</p> <ul style="list-style-type: none"> Monitors risks and the implementation of risk mitigation measures Reports potential cases of child labor, forced labor, discrimination and workplace violence and harassment to the management and to the grievance committee Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <p>Indicator:</p> <ul style="list-style-type: none"> The number of potential cases identified by the monitoring system and referred to the grievance mechanism (by gender, age, and type of issue) 	5.1.3	<p>"Loi n° 2016-886 du 08 novembre 2016 portant Constitution de la République de Côte d'Ivoire"</p> <p>"Loi n° 2015-532 du 20 juillet 2015 portant Code du travail"</p> <p>Loi n° 2016-1111 du 8 décembre 2016 relative à la lutte contre la traite des personnes</p> <p>"Loi n°2010-272 du 30 septembre 2010 portant interdiction de la traite et des pires formes de travail des enfants et son Décret d'application (n°2014-290 du 21 mai 2014)"</p> <p>"ARRETE N°2017-016 MEPS/CAB du 02 Juin 2017 déterminant la liste des travaux légers autorisés aux enfants dont l'âge est compris entre treize (13) et seize (16) ans"</p>				<p>"Le travail des enfants est interdit et puni par la loi (Article 16)</p> <p>L'école est obligatoire pour les enfants des deux sexes (Article 10) "</p> <p>"Les enfants ne peuvent être employés dans aucune entreprise avant l'âge de 16 ans et apprentis avant l'âge de 14 ans (Article 23.2)</p> <p>Interdiction du travail de nuit aux jeunes travailleurs de moins de 18 ans (Article 22.2) "</p> <p>"Définition de la traite des personnes (article 4)</p> <p>Sanctions (article 6)</p> <p>Mesures de protection et d'assistance aux victimes (article 24) "</p> <p>"Définitions de l'enfant (article 3), des PFTE (article 4), du travail dangereux (article 5)</p> <p>Sanctions (articles 19 à 34)"</p> <p>"Dans l'agriculture et la</p>	
<p>Remediation:</p> <p>The management representative/committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) <p>Please see Annex 4: Remediation Protocol</p>	5.1.4	<p>"Loi n° 2016-886 du 08 novembre 2016 portant Constitution de la République de Côte d'Ivoire"</p> <p>"Loi n° 2015-532 du 20 juillet 2015 portant Code du travail"</p> <p>Loi n° 2016-1111 du 8 décembre 2016 relative à la lutte contre la traite des personnes</p> <p>"Loi n°2010-272 du 30 septembre 2010 portant interdiction de la traite et des pires formes de travail des enfants et son Décret d'application (n°2014-290 du 21 mai 2014)"</p> <p>"ARRETE N°2017-016 MEPS/CAB du 02 Juin 2017 déterminant la liste des travaux légers autorisés aux enfants dont l'âge est compris entre treize (13) et seize (16) ans"</p>				<p>"Le travail des enfants est interdit et puni par la loi (Article 16)</p> <p>L'école est obligatoire pour les enfants des deux sexes (Article 10) "</p> <p>"Les enfants ne peuvent être employés dans aucune entreprise avant l'âge de 16 ans et apprentis avant l'âge de 14 ans (Article 23.2)</p> <p>Interdiction du travail de nuit aux jeunes travailleurs de moins de 18 ans (Article 22.2) "</p> <p>"Définition de la traite des personnes (article 4)</p> <p>Mesures de protection et d'assistance aux victimes (article 24) "</p> <p>"Définitions de l'enfant (article 3), des PFTE (article 4), du travail dangereux (article 5)</p> <p>Sanctions (articles 19 à 34)"</p> <p>"Dans l'agriculture et la</p>	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							
<p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p> <p>ILO Convention, Freedom of Association and Protection of the Right to Organise</p>	5.2.1	<p>Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Article 51.2, 51.4, 51.8, 53.2, 53.3, 54.2, 61.4, titre VII (72.1, 72.4, 72.5, 72.9, 73.1, 73.3), 81.3, 82.6, 82.10, 91.22, 102.6,</p>		Liberté syndicale et convention collective, Article 51.2, 51.4, 51.7, 51.8, 53.2, 53.3, 54.2, 61.4, titre VII (72.1, 72.4, 72.5, 72.9, 73.1, 73.3), 81.3, 82.6, 82.10, 91.22, 102.6.		Article 51.2, 51.4, 51.7, 51.8, 53.2, 53.3, 54.2, 61.4, titre VII (72.1, 72.4, 72.5, 72.9, 73.1, 73.3), 81.3, 82.6, 82.10, 91.22, 102.6.	
<p>Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations.</p> <p>ILO Convention, Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</p>	5.2.2	<p>Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Articles 4, 31.2</p>		Travail forcé interdit, article 4, 31.2		Article 4, 31.2	

<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, Workers'</p>	5-2.3	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; REPRESENTATION DES TRAVAILLEURS DANS L'ENTREPRISE CHAPITRE PREMIER Délégués du personnel Art. 61.1 TITRE VII: NEGOCIATION COLLECTIVE CHAPITRE PREMIER Instances de dialogue social SECTION I Commission consultative du travail Art. 71.1.-</p> <p>Décret n°96-207 du 7 mars 1996 relatifs aux délégués du personnels et aux délégués syndicaux</p> <p>Décret n°96-207 du 7 mars 1996 relatifs aux délégués du personnels et aux délégués syndicaux</p>			<p>Délégués du personnel</p> <p>Article 18</p> <p>Article 19, 20</p> <p>Délégués du personnel</p> <p>Articles 21, 22, 23 & 24</p>		
WAGES AND CONTRACTS							
<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written/verbal contracts include at minimum:</p> <ul style="list-style-type: none"> •Job duties •Location of the job •Working hours 	5-3.1	<p>Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Chapitre 5, articles (15.1 à 15.10)</p> <p>Décret n°96-287 du 3 avril 1996 relatif au contrat de travail</p> <p>Décret n°96-287 du 3 avril 1996 relatif au contrat de travail</p> <p>loi n°2014-131 du 24 mars 2014 portant institution de la couverture maladie universelle</p>			<p>Contrat à durée déterminée, Chapitre 5, articles (15.1 à 15.10)</p> <p>Article 4</p> <p>Article 2</p> <p>couverture maladie universelle</p> <p>Tout</p>		
<p>The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks.</p>	5-3.2						
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in a CBA, it is adjusted yearly for inflation based on the national inflation rate.</p>	5-3.3	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; Titre III: SALAIRE; Chapitre premier; Art 31.1</p> <p>décret n° 2022-986 du 21 décembre 2022 portant revalorisation du Salaire Minimum Interprofessionnel Garanti, le SMIG passe de 60 000 FCFA à 75 000 FCFA</p>			<p>Salaire minimum, article 31.1, 31.6, 32.3, 71.1, 81.29</p> <p>article 31.1, 31.6, 32.3, 71.1, 81.29</p> <p>Tout</p>		
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.</p>	5-3.4	<p>Loi n°2015-532 du 20 juillet 2015 portant Code du travail</p> <p>décret n° 2022-986 du 21 décembre 2022 portant revalorisation du Salaire Minimum Interprofessionnel Garanti, le SMIG passe de 60 000 FCFA à 75 000 FCFA</p>			<p>Titre 3: Salaire Chapitre 1: Détermination du salaire</p> <p>Article 31.1</p> <p>Tout</p>		
<p>Deductions from wages are permitted only if provided by national law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by law.</p> <p>In-kind benefits must be in accordance with national law, however, they cannot exceed 30% of the total remuneration.</p>	5-3.5	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; CHAPITRE 4 Retenues sur salaires</p>			<p>Titre 3: Salaire Chapitre 4: Retenues sur salaire</p> <p>Articles 34.1 & 34.2</p>		
<p>Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided pay slips with each payment containing this information.</p>	5-3.6	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; CHAPITRE 2 Paiement du salaire</p>	Titre 3: Salaire Chapitre 2: Paiement du salaire		<p>An. 32.3.- A l'exception des professions dont la liste. est définie par décret, le salaire doit être payé à intervalle régulier ne pouvant excéder quinze jours pour les travailleurs engagés à la journée ou à la semaine et un mois pour les travailleurs engagés à la quinzaine ou au mois. Les paiements mensuels doivent être effectués au plus tard huit jours après la fin du mois de travail qui donne droit au salaire.</p>		

Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Group members maintain records, per worker, of hours worked (regular and overtime) and/or volume produced, calculation of wages, in-kind benefits and deductions. The record is signed by each worker when he/she receives payment.	5.3.7	Loi n°2015-532 du 20 juillet 2015 portant Code du travail			Titre 3: Salaire Chapitre 2: Paiement du salaire	Article 32.3 & 32.5	
Work of equal value is remunerated with equal pay without discrimination e.g. on gender or type of worker, ethnicity, age, color, religion, political opinion, nationality, social origin or others.	5.3.8	Loi n° 2008-222 du 4 août 2008 modifiant et complétant les dispositions du Code pénal relatives à la répression du racisme, de la xénophobie, du tribalisme et des discriminations raciales et religieuses. - Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Articles 4, 31.2			Travail forcé interdit, article 4, 31.2	Journal officiel, 2009-11-12, n° 46, pp. 694-695 Article 4, 31.2	
If labor providers are used, management has a written contract and documented oversight mechanisms in place ensuring that the labor provider is: •Licensed or certified by the competent national authority, if available, compliant with applicable legal requirements •Not engaged in fraudulent or coercive recruiting practices •Compliant with all worker related requirements of this standard All recruitment fees are paid by the management, not by workers.	5.3.9	Décret n°96-193 du 7 mars 1996 relatif au bureau de placement payant				Articles 4 & 5	
If labor providers are used, name, contact and, if labor provider is officially registered, official registration number of the labor provider is recorded. All recruitment fees are paid by the farm, not by workers.	5.3.10	Décret n°96-193 du 7 mars 1996 relatif au bureau de placement payant				Articles 4 & 5	
LIVING WAGE	5.4						
The total remuneration (wages plus cash and in-kind benefits) for all types of workers is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). The management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages. Please see Annex 8: Salary Matrix Tool Please see Annex 9: Methodology for Measuring Remuneration and Gaps with a Living Wage Please see Annex 10: Benchmarks per country	5.4.1						
If the total remuneration is below the applied benchmark for any type of worker, management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. At a minimum, wages are adjusted yearly for inflation based on the national inflation rate.	5.4.2						
In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a (direct financial or another type of investment) contribution, the farm management agrees with the supply chain actor in writing on the related modalities and timelines of the wage improvement plan (5.4.2) linked to that contribution for the period for which it is provided. The farm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.	5.4.3						
WORKING CONDITIONS	5.5						
Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty-six hours per week on average per year. ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1) ILO Convention, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	5.5.1	- Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; TITREII CONDITIONS DE TRAVAIL CHAPITRE PREMIER Durée du travail Art. 21.1.- - Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Article 21.2, 21.3, 22.1, 22.3, 25.9, Décret n°96-203 du 7 mars 1996 relatif à la durée du travail			Heure normales de travail, Article 21.2, 21.3, 22.1, 22.3, 25.9 L'horaire collectif de travail	Article 21.2, 21.3, 22.1, 22.3, 25.9 Articles 1 & 3	

<p>Overtime work is voluntary and only permitted if:</p> <p>a) It is requested in a timely manner</p> <p>b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level</p> <p>c) The overtime work does not impose an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours</p> <p>d) Workers have safe transport home after work*</p> <p>e) The total working week does not exceed 60 hours per week. Exceptional circumstances only applicable for farms: see h)</p> <p>f) Workers have at least a 30-minute break after maximum six consecutive</p>	5.5.2	<p>- Article 62 (DUREE DE TRAVAIL - RECUPERATION - HEURES SUPPLEMENTAIRES) de la Convention Collective Interprofessionnelle du 19 Juillet 1977: Titre V (Conditions de Travail)</p> <p>- Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Article 73.2</p> <p>Décret n°96-203 du 7 mars 1996 relatif à la durée du travail</p>		<p>Heure supplémentaires Article 73.2</p> <p>L'horaire collectif de travail</p>	<p>Article 73.2</p> <p>Articles 25, 26</p>	
<p>Pregnant permanent workers are entitled to paid maternity leave of at least 24 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages.</p> <p>Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and a space for breastfeeding to nurture the child. This nursing space must be:</p> <ul style="list-style-type: none"> •Functional for expressing milk (at a minimum, has a chair and a flat surface for pumping equipment, if needed) •Shielded from view •Free from intrusion by the public and 	5.5.3	<p>- Loi du Travail en Côte d'Ivoire N°532-2015 du 20 Juillet 2015; CHAPITRE3 Travail des enfants et des femmes, protection de la maternité et éducation des enfants</p> <p>- Constitution, Article 32, 35</p> <p>- Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Article 22.2, 23.1, 23.3, à 23.9, 31.3, 73.2, 102.13</p>		<p>Article 22.2, 23.1, 23.3, à 23.9, 31.3, 73.2, 102.13</p> <p>Titre 2: Conditions de travail Chapitre 3: Travail des enfants et des femmes, protection de la maternité et éducation des enfants</p>	<p>- Art. 23.3.- L'employeur ne doit pas prendre en considération l'état de grossesse d'une femme pour refuser de l'embaucher, résilier son contrat de travail au cours d'une période d'essai, sous réserve des dispositions de l'article. 23.1 prononcer une mutation d'emploi ou de poste de travail. Il lui est également interdit de rechercher ou de faire rechercher toutes informations concernant l'état de grossesse de l'intéressée.</p> <p>- Article 22.2, 23.1, 23.3, à 23.9, 31.3, 73.2, 102.13</p>	
<p>Workers' children younger than the applicable minimum working age coming with their parents to the workplace:</p> <ul style="list-style-type: none"> •Are provided with a safe place to stay according to their age •Are under the supervision of adults at all times <p>ILO Code of Practice on Safety and Health in Agriculture, 2010</p>	5.5.4	NA				
HEALTH AND SAFETY						
<p>A competent professional conducts an analysis of the occupational health and safety risks. Corresponding health and safety measures are included in the Management Plan and implemented, considering at least the following;</p> <ul style="list-style-type: none"> •Risk analysis •Compliance with regulations •Training of workers •Procedures and equipment to ensure health and safety <p>The number and type of occupational health and safety incidents are recorded (specified for men and women) and include incidents related to agrochemical use.</p> <p>For groups of small farms this is done for their own facilities. (ILO Convention, Occupational Safety and Health Convention, 1981 (No. 155))</p>	5.6.1	<p>-Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL</p> <p>- Decret N°1996-206-comité-hygiène-sécurité et des conditions de travail</p>		<p>- Santé et sécurité au travail, Articles 42.1 à 42.3, 44.3, 91.8, 91.16, 102.7</p> <p>- Comité hygiène et sécurité, articles 1 à 18</p> <p>Titre 4: Santé et sécurité et organismes de santé au travail Chapitre 1: Santé et sécurité au travail</p>	<p>- Articles 42.1 à 42.3, 44.3, 91.8, 91.16, 102.7</p> <p>- Article 1 à 18</p> <p>Article 41.4</p>	
<p>First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital.</p> <p>The boxes are placed at the central locations of production, processing, and maintenance sites. For an emergency, appropriate measures, including showers and eyewashes, are present.</p> <p>Trained first aid employees are present during working hours. The workers are informed where and to who they should go to for first aid in case of an emergency.</p>	5.6.2					
<p>Group members and workers know where to go in case of an emergency.</p>	5.6.3	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; SANTE ET SECURITE ET ORGANISMES DE SANTEAU TRAVAIL CHAPITRE PREMIER Santé et sécurité au travail</p>				

<p>Workers have access to sufficient and safe drinking water at all times through one of the following means:</p> <ul style="list-style-type: none"> • A public drinking water system, or • Drinking water provided by the management, compliant with drinking water parameters as set by local law or the WHO, based on testing preceding each Rainforest Alliance certification audit and any time that water contamination risks have occurred or been identified <p>Drinking water sources are protected and, water distribution mechanisms are maintained to avoid contamination.</p> <p>Stored water is protected against contamination by a lid and is refreshed by fresh drinking water at least every 24 hours.</p>	5.6.4	<p>Loi n°2015-532 du 20 juillet 2015 portant Code du travail</p> <p>Décret n°98-38 du 28 Janvier 1998 relatif au mesures générales d'hygiène en milieu du travail</p> <p>Loi n°98-755 du 23 décembre 1998 portant Code de l'eau</p>			<p>Titre 4: Santé et sécurité et organismes de santé au travail</p> <p>Chapitre 1: Santé et sécurité au travail</p> <p>Installations sanitaires</p> <p>Titre 4: De la gestion des eaux, des aménagements et ouvrages hydrauliques</p> <p>Chapitre 2: Ordre de priorité</p> <p>Section 1: Les eaux de consommation</p>	<p>Article 41.6</p> <p>Article 7</p> <p>Article 79</p>	
<p>For small farms, in case of no access to safe public drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating and on the prevention of water contamination.</p>	5.6.5	<p>Loi n°98-755 du 23 décembre 1998 portant Code de l'eau</p>			<p>Titre 4: De la gestion des eaux, des aménagements et ouvrages hydrauliques</p> <p>Chapitre 2: Ordre de priorité</p> <p>Section 1: Les eaux de consommation</p>	Article 84	
<p>Workers always have access to safe and sufficient drinking water.</p>	5.6.6	<p>Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Articles 16.9, 21.2, 21.3, 31.4,</p> <p>Décret n°98-38 du 28 Janvier 1998 relatif au mesures générales d'hygiène en milieu du travail</p>			<p>Articles 16.9, 21.2, 21.3, 31.4</p> <p>Installations sanitaires</p>	<p>Articles 16.9, 21.2, 21.3, 31.4</p> <p>Article 7</p>	
<p>Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and workers' housing.</p> <p>Facilities are divided by gender in the case of 20 or more workers. Urinals are separated from toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed.</p>	5.6.7	<p>Décret n°98-38 du 28 Janvier 1998 relatif au mesures générales d'hygiène en milieu du travail</p>			Installations sanitaires	Article 10	
<p>Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community.</p>	5.6.8						
<p>Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.</p>	5.6.9	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; SANTE ET SECURITE ET ORGANISMES DE SANTE AU TRAVAIL CHAPITRE PREMIER Santé et sécurité au travail</p>				<p>Art. 41.2.- Pour protéger la vie et la santé des salariés. l'employeur est tenu de prendre toutes les mesures utiles qui sont adaptées aux conditions d'exploitation de l'entreprise.</p> <p>Art. 41.3.- Tout employeur est tenu d'organiser une formation en matière d'hygiène et de sécurité au bénéfice des salariés nouvellement embauchés, de ceux qui changent de poste de travail ou de technique</p>	
<p>All tools used by the workers are in good working condition.</p> <p>Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses.</p> <p>Machinery and other equipment are stored safely when not in use.</p>	5.6.10						
<p>Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not request pregnancy tests.</p>	5.6.11	<p>Loi du Travail en Côte d'Ivoire N°532-2015 du 20 juillet 2015; CHAPITRE3 Travail des enfants et des femmes, protection de la maternité et éducation des enfants</p>				<p>Art. 23.3.- L'employeur ne doit pas prendre en considération l'état de grossesse d'une femme pour refuser de l'embaucher, résilier son contrat de travail au cours d'une période d'essai, sous réserve des dispositions de l'article. 23.1 prononcer une mutation d'emploi ou de poste de travail, il lui est également interdit de rechercher ou de faire rechercher toutes informations concernant l'état de grossesse de l'intéressée.</p>	
<p>Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.</p>	5.6.12						

Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation. A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure. There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment. Only authorized personnel have access to workshops, storage, or processing facilities	5.6.13						
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5.6.14						
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5.6.15						
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5.6.16						
HOUSING AND LIVING CONDITIONS		5.7					
Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least: Location and construction: • Safe construction; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair • Protection against weather conditions • Workers/ families are informed about emergency evacuation plans • Measures are taken to reduce the effect of extreme climate conditions such as flooding • Fire Safety: collective housing has marked fire exits, firefighting equipment, and instructions	5.7.1	- Article 78 (LOGEMENT & AMEUBLEMENT) de la Convention Collective Interprofessionnelle du 19 Juillet 1977: Titre V (Conditions de Travail) - Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Loi N°2015-532 du 20 juillet 2015 portant CODE DU TRAVAIL, Articles 31.7, 52.3, 91.11			Logement, Articles 31.7, 52.3, 91.11	Articles 31.7, 52.3, 91.11	
Children living on-site and of school-going age go to school. Children either: • Go to a school at safe walking distance • Go to a school at reasonable traveling distance, with availability of safe transport • Have on-site schooling of a recognized and equivalent level.	5.7.2	Loi n°2015-635 du 17 septembre 2015 portant modification de la Loi n°95-696 du 7 septembre 1995 relatif à l'enseignement.			Art. 2-1		
Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions and the possibilities of each producer, and include: • Safe accommodation; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair • Marked evacuation routes for group accommodations • Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place • Access to safe drinking water • Adequate sanitary and washing facilities. Safety and privacy of vulnerable groups is ensured, at least by well-lit and lockable facilities	5.7.3	Non ratifiée par la Côte d'Ivoire					
COMMUNITIES		5.8					
Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 5 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex. Please see Annex 11: Free, Prior And Informed Consent (FPIC) Processes	5.8.1	- Constitution de la Côte d'Ivoire, Article 12 - Loi-N°1998-750 du 23 décembre 1998 modifié du domaine foncier rural - Décret 2021-440 du 08 septembre 2021 fixant les conditions et modalités de création et de gestion des forêts communautaires - décret N°2020-424 du 29 avril 2020 définissant les modalités de protection des forêts sacrées			les conditions et modalités de création et de gestion des forêts communautaires les modalités de protection des forêts sacrées	Article 3 Article 2	Les exigences sont équivalentes

<p>The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights.</p> <p>In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action.</p> <p>If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to attain the required conflict resolution</p>	5.8.2	<p>- Constitution de la Côte d'Ivoire, Article 12 - Loi-N°1998-750 du 23 décembre 1998 modifié du domaine foncier rural</p> <p>Décret n°2019-266 du 27 mars 2019 fixant les modalités d'application au domaine foncier rural coutumier de la loi n°98-750 du 23 décembre 1998</p>			<p>Chapitre 1: Définition des procédures de réalisation des enquêtes officielles de constat de droits sur le domaine foncier rural coutumier</p>	Article 1	
CHAPTER 6 - ENVIRONMENT							
FORESTS, OTHER NATURAL ECOSYSTEMS							
<p>From January 1st 2014, onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land uses.</p> <p>Please see annex 12: Additional Details on requirements for no-conversion.</p>	6.1.1	<p>- Loi n°2019-675 du 23 juillet 2019 portant Code forestier</p> <p>- Loi N° 96-766 du 3 octobre 1996 portant Code de l'Environnement article 51, 53</p> <p>- Loi n° 2002-102 du 11 février 2002 relative à la création, à la gestion et au financement des parcs nationaux et des réserves naturelles</p> <p>- Decret N°2020-423 du 29 avril 2020 fixant les conditions de déboisement et de défrichement dans le domaine forestier national</p>			<p>Titre 7: Dispositions financières Chapitre 3: Répression des infractions Section 7: Défrichement et déboisement</p> <p>- conditions de déboisement et de défrichement dans le domaine forestier national</p>	Article 101 - Article 1 à 6	La norme RA est plus contraignante que la loi ivoirienne
<p>Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.</p>	6.1.2	<p>- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 51, 53 - Loi n° 2002-102 du 11 février 2002 relative à la création, à la gestion et au financement des parcs nationaux et des réserves naturelles</p> <p>Loi n° 2019-675 portant Code forestier.</p>			<p>Aires protégées et réserves naturelles, Article 3, 6, 7, 10, 14</p> <p>Titre 7: Dispositions financières Chapitre 3: Répression des infractions Section 7: Défrichement et déboisement</p>	Article 3, 6, 7, 10, 14 Article 101	
<p>Management includes the mitigation measures from the Farm Risk Assessment Tool in 1.3.1 with regard to High Conservation Values in the Management Plan (1.3.2).</p> <p>Management implements these measures.</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	6.1.3	<p>- Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement, article 51, 53 - Loi n° 2002-102 du 11 février 2002 relative à la création, à la gestion et au financement des parcs nationaux et des réserves naturelles</p> <p>- Arrêté N°861/MINEF/CAB du 13 décembre 2019 portant modalités et d'élaboration de mise en oeuvre des plans d'aménagement des forêts et des agro-forêts</p>			<p>Aires protégées et réserves naturelles, Article 3, 6, 7, 10, 14</p> <p>- modalités et d'élaboration de mise en oeuvre des plans d'aménagement des forêts et des agro-forêts</p>	- Article 3, 6, 7, 10, 14 - Article 1 à 25	La loi nationale va au-delà de la norme RA car l'aménagement est soumise à des autorisations préalable de l'autorité en charge
CONSERVATION AND ENHANCEMENT							
<p>Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 1.2.9 and the natural ecosystems section of the Farm Risk Assessment Tool in 1.3.1 and is updated annually.</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p> <p>Please see Guidance Document N: Natural ecosystems and vegetation</p>	6.2.1	<p>Loi n° 2019-675 portant Code forestier.</p> <p>- Arrêté N°861/MINEF/CAB du 13 décembre 2019 portant modalités et d'élaboration de mise en oeuvre des plans d'aménagement des forêts et des agro-forêts</p> <p>- Arrêté n°007/MINEF/CAB du 06 janvier 2021 déterminant les conditions et les modalités d'enregistrement des forêts</p>			<p>Section 5: importation et exportation de ressources forestières</p> <p>- modalités et d'élaboration de mise en oeuvre des plans d'aménagement des forêts et des agro-forêts</p> <p>- conditions et les modalités d'enregistrement des forêts</p>	Article 98 et 99 - Article 1 à 25 - articles 1 à 10	
<p>Farms maintain all remnant forest trees, except when these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.</p>	6.2.2	<p>Décret N° 66-122 du 31 mars 1966, déterminant les essences forestières, dites protégées</p>				Art. 1 et 3	
RIPARIAN BUFFERS							
<p>Farms maintain existing riparian buffers adjacent to aquatic ecosystems.</p>	6.3 6.3.1	<p>LOI n°98-755 du 23 décembre 1998 Portant Code de l'Eau</p> <p>Loi n° 2019-675 portant Code forestier.</p>			<p>TITRE III – RÉGIME DE PROTECTION DES EAUX, DES AMÉNAGEMENTS ET OUVRAGES HYDRAULIQUES</p> <p>Titre 7: Dispositions financières Chapitre 2: Poursuite des infractions matière forestière Section 2: Transactions</p> <p>Chapitre 3: Repressions des infractions Section 6: Protection des zones sensibles</p>	Article 34 à 51 Article 81 Article 99	

Producers maintain the following additional safeguards for the protection of drinking water in case the farm is located closer than 50 m to a source of drinking water. Around the source: <ul style="list-style-type: none">•Maintain or establish a riparian buffer > 10 m•Maintain a pesticides non-application zone > 20 m•Maintain an additional zone > 40 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application	6.3.2	Décret n° 2013-440 du 13 juin 2013 déterminant le régime juridique des périmètres de protection des ressources en eau, des aménagements et ouvrages hydrauliques			Chapitre 2: Limites des périmètres de protection	Article 6 Article 7 Article 16	
PROTECTION OF WILDLIFE AND BIODIVERSITY	6.4						
Threatened animals and plants are not hunted, killed, fished, collected or trafficked. Additionally, producers and workers do not hunt other animals, with the following exceptions: <ul style="list-style-type: none">•Producers of small farms may hunt non-threatened animals for non-commercial use only•Producers may hunt vertebrate wildlife pests on the farm only following the farm's integrated pest management (IPM) plan, and only as a measure of last resort. Explosives or toxic substances are never used for hunting, fishing, or control of wildlife pests.	6.4.1	ANNEXES à la loi n°94-442 du 16 août 1994 portant modification de la loi n° 65-255 du 04 août 1965 relative à la protection de la faune et à l'exercice de la chasse - Loi n° 94-442 portant modification de la loi n° 65-225 relative à la protection de la faune et à l'exercice de la chasse. - Loi n° 2002-102 du 11 février 2002 relative à la création, à la gestion et au financement des parcs nationaux et des réserves naturelles - Code de l'environnement (Article 17, 19, 44) - Loi n° 2019-675 portant Code forestier. Loi n° 65-255 relative à la protection de la faune et à l'exercice de la chasse.			- Espèces intégralement protégées - Chasse interdite dans les aires protégées et parcs nationaux Article 10, 14 Code de l'environnement (Article 17, 19, 44) Titre 5: Protection, reconstitution et aménagement des forêts Chapitre 2: Protection des forêts Titre 4: Repression, constatation des délits Présomption de délits	- Annexe 1 - Loi sur les aires protégées, Article 10, 14 - Code de l'environnement, Article 17, 19, 44 Article 49 Article 32	
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.2	- Loi n° 65-255 du 4 août 1965 relative à la protection de la faune et à l'exercice de la chasse - Arrêté n° 1069 du 29 décembre 1967 réglementant la détention des animaux vivants par des particuliers			Détention d'animaux sauvages en captivité	Article 2, 17 Art. 1 et 3	
Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic ecosystems.	6.4.3	Loi n° 2019-675 portant Code forestier.			Titre 5: Protection, reconstitution et aménagement des forêts Chapitre 1: Mesures générales	Article 43	
Producers do not use wildlife for processing or harvesting of any crop (e.g. luwak for coffee, monkeys for coconut, etc).	6.4.4						
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing.	6.4.5	Loi n° 2019-675 portant Code forestier.			Titre 5: Protection, reconstitution et aménagement des forêts Chapitre 3: Reconstitution et création des forêts	Article 53	
Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan.	6.4.6	Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement			Titre 2: L'environnement Chapitre 2: L'environnement humain	Article 32	
WATER MANAGEMENT AND CONSERVATION	6.5						
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5.1	Loi n°98-755 du 23 décembre 1998 portant Code de l'eau			Titre 2: Régimes juridiques des eaux, des aménagements et ouvrages hydrauliques Chapitre 1: Dispositions communes Les eaux utilisées à des fins agro-pastorales, industrielles et pour la satisfaction d'autres besoins	Article 12, 89	
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.2	LOI n°98-755 du 23 décembre 1998 Portant Code de l'Eau			Titre 2: Régimes juridiques des eaux, des aménagements et ouvrages hydrauliques Chapitre 1: Dispositions communes	Article 12	
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.3	LOI n°98-755 du 23 décembre 1998 Portant Code de l'Eau			Titre 3: Régime de protection des eaux, des aménagements et ouvrages hydrauliques Chapitre 2: De la protection des eaux Section 1: Protection quantitative	Article 45	
WASTEWATER MANAGEMENT	6.6						
Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented. For farm groups, this is done at all group-managed (collective) processing facilities and at a representative sample of member processing operations including the different types of treatment systems. Wastewater from processing operations discharged into aquatic ecosystems meets legal wastewater quality parameters. In absence of these, it meets the wastewater parameters. Wastewater from processing operations may not be mixed with clean water to meet the parameters.	6.6.1	Loi n°98-755 du 23 décembre 1998 portant Code de l'eau Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement Décret no 2012-1047 du 24 octobre 2012 fixant les modalités d'application du principe Pollueur-Payeur. Arrêté n° 01164 MINEEF/CIAPOL/SDIHC du 04 novembre 2008 portant réglementation des rejets et émissions des Installations Classées pour la Protection de l'Environnement			Titre 3: Régime de protection des eaux, des aménagements et ouvrages hydrauliques Chapitre 2: De la protection des eaux Section 2: Protection qualitative Dispositions préventives	Articles 41, 48; 49; 50; 51 Article 77 Art. 8 et 20 Article 3	

Human sewage, sludge, and sewage water is not used for production and/or processing activities. Sewage is not discharged into aquatic ecosystems unless it has been treated. Treated discharge is demonstrated to meet legal wastewater quality parameters or, in the absence of these, the wastewater parameters (not applicable to smallholders).	6.6.2	- Loi n° 96-766 du 3 octobre 1996 Code de l'Environnement, Article 70, 77, 102; - Loi N°98-755 du 23 décembre 1998 Code de l'eau, Article 49,			- Code de l'Environnement, Article 70, 77, 102; - Code de l'eau, Article 49	- Code de l'Environnement, Article 70, 77, 102; - Code de l'eau, Article 49, 41	
Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins. If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.	6.6.3	LOI n°98-755 du 23 décembre 1998 Portant Code de l'Eau				Article 89	
WASTE MANAGEMENT							
Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems. Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems. Non-organic waste is not left on the land.	6.7 6.7.1	Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement			Titre 2: L'environnement Chapitre 2: L'environnement humain Titre 5: Chapitre 1: Dispositions préventives Article 81	Article 26 Article 78 Article 81	
Producers do not burn waste, except in incinerators technically designed for the specific type of waste.	6.7.2	- Décret no 2012-1047 du 24 octobre 2012 fixant les modalités d'application du principe Pollueur Payeur. -Loi n° 96-766 du 3 octobre 1996 portant Code de l'Environnement			Titre 2: L'environnement Chapitre 2: L'environnement humain	- Art. 8 et 20 - Article 28	
ENERGY EFFICIENCY							
Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy sources used for production and processing. The types of energy sources and associated machinery used for production and processing are quantified and documented. Guidance Document N: Energy Efficiency	6.8 6.8.1	Loi n° 2014-132 du 24 mars 2014 portant Code de l'Electricité. Décret n° 2016 du 03 novembre 2016 fixant les modalités, conditions et obligations de la mise en œuvre de la maîtrise d'énergie					



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	GHANA	<i>Reviewed by:</i>
Date submitted:	31/01/2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
Chapter 1 Administration	1.2.10	The Farm lands (Protection) Act 1962, Act 107 Survey Act 1962, Act 127			Farm lands Act and Survey Act	Part I & Part II Section 14(1)	
Chapter 1 Administration	1.2.11	The Farm lands (Protection) Act 1962, Act 107 Survey Act 1962, Act 127			Farm lands Act and Survey Act	Part I & Part II Section 14(1)	
Chapter 1 Administration	1.2.12	The Farm lands (Protection) Act 1962, Act 107 Survey Act 1962, Act 127			Farm lands Act and Survey Act	Part I & Part II Section 14(1)	
Chapter 1 Administration	1.2.13	The Farm lands (Protection) Act 1962, Act 107 Survey Act 1962, Act 127			Farm lands Act and Survey Act	Part I & Part II Section 14(1)	
Chapter 2 Traceability	2.1.1	Ghana Cocoa Board Law, 1984 (PNDC Law 81)			Ghana Cocoa Board Law	All Sections	
Chapter 2 Traceability in the Online Platform	2.2.2	Ghana Cocoa Board Law, 1984 (PNDC Law 81)			Ghana Cocoa Board Law	All Sections	
Chapter 2 Traceability	2.1.8	Ghana Cocoa Board Law, 1984 (PNDC Law 81)			Ghana Cocoa Board Law	All Sections	
Chapter 2 Traceability	2.1.2	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.3	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.5	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.4	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.6	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.7	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability	2.1.9	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability in the Online Platform	2.2.1	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability in the Online Platform	2.2.3	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Traceability in the Online Platform	2.2.4	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Mass Balance	2.3.1	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Mass Balance	2.3.2	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Mass Balance	2.3.3	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Mass Balance	2.3.4	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 2 Mass Balance	2.3.5	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Cocoa Industry (Regulation) Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 1 Administration	1.2.3	Registration of Business Names Act 1962, Act 151 Companies Code, 2014 Environmental Protection Agency Act, 1994 Act 490. However there is no specific law regarding selection of service providers in the private sector			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part-III, 55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) -vi & Section 11	

Chapter 1 Administration	1.2.2	Registration of Business Names Act 1962, Act 151 Companies Code, 2014 Environmental Protection Agency Act, 1994 Act 490. However there is no specific law regarding selection of service providers in the private sector			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part I-II .55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	
Chapter 5 Wages and Contracts	5.3.9	National Labour Act, 2003 Act 651			Labour Act	Section 15, 63 & 175 and Section 103 Criminal code	
Chapter 5 Wages and Contracts	5.3.10	National Labour Act, 2003 Act 651			Labour Act	Section 15, 63 & 175 and Section 103 Criminal code	
Chapter 1 Management	1.1.1	There is no specific law, however commitments have been made to source sustainably produced cocoa from Ghana through the signing of the Cocoa and Forest Initiative Program by Government of Ghana, Private sector actors, other stakeholders.			No specific law	No specific law	Refer to the RA standard Chapter 1 Management
Chapter 1 Administration	1.2.1	National Labour Act, 2003 Act 651					
Chapter 1 Risk Assessment & Management Plan	1.3.1	Registration of Business Names Act 1962, Act 151 Companies Code, 2014 Environmental Protection Agency Act, 1994 Act 490.			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part I-II .55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	
Chapter 1 Risk Assessment & Management Plan	1.3.2	Registration of Business Names Act 1962, Act 151 Companies Code, 2014 Environmental Protection Agency Act, 1994 Act 490.			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part I-II .55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	
Chapter 4 Planting and Rotation	4.1.1	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 4 Planting and Rotation
Chapter 4 Planting and Rotation	4.1.2	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 4 Planting and Rotation
Chapter 4 Pruning and Renovation of Tree Crops	4.2.1	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 4 Pruning and Renovation
Chapter 1 Risk Assessment & Management Plan	1.3.4	National Labour Act, 2003 Act 651; Companies Code, 2014			Labour Act		
Chapter 4 Agrochemical Management	4.6.8	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Harvest and Post-Harvest Practices	4.7.1	Pesticides Control and Management Act, 1996 Act 528			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 1 Administration	1.2.4	Citizenship Act 2000, Act 591 National Identity Register LI 2111, Regulation 2012 Registration of Birth and Death Act 1965, Act 301			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part I-II .55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	
Chapter 1 Administration	1.2.9	Citizenship Act 2000, Act 591 National Identity Register LI 2111, Regulation 2012 Registration of Birth and Death Act 1965, Act 301			Citizenship Act, Ghana Constitution, National Identity Register, Registration of Birth & Deaths	Part I-II .55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	
Chapter 1 Internal Inspection and Self-Assessment	1.4.1	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 1 Internal Inspection and Self-Assessment
Chapter 1 Internal Inspection and Self-Assessment	1.4.2	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 1 Internal Inspection and Self-Assessment
Chapter 1 Internal Inspection and Self-Assessment	1.4.3	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 1 Internal Inspection and Self-Assessment
Chapter 1 Internal Inspection and Self-Assessment	1.4.4	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 1 Internal Inspection and Self-Assessment
Chapter 1 Administration	1.2.8	Data protection Act, 2012			Data protection Act	All Sections	
Chapter 1 Risk Assessment & Management Plan	1.3.3	National Labour Act, 2003 Act 651; Companies Code, 2014			Labour Act		
Chapter 3 Sustainability Differential	3.2.1	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.2	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.3	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.4	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.5	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.6	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.2.7	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 3 Sustainability Differential	3.3.1	Ghana Cocoa Board Law, 1984 (PNDC Law 81) Co-operative Societies Act (1968); Consolidation Decree, 1968 (NLCD 278)			Ghana Cocoa Board Law & Cocoa Industry Regulation. Purchase,inspection,grading,s ealing,certification, export & sale	Sections 4(2&6), 6(1-5) & 34	
Chapter 6 Environment. Forests, other natural ecosystems and protected areas	6.1.3	National Interpretation of HCV Toolkit, 2006			HCV National Interpretation	Entire document	
Chapter 6 Environment. Forests, other natural ecosystems and protected areas	6.1.1	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Conservation and enhancement of natural ecosystems and vegetation	6.2.1	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Forests, other natural ecosystems and protected areas	6.1.2	Forest Protection (Amendment) Act, 2002 Act 624 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000 Trees and Timber Amendment Act 1994, Act 493			Forest Protection Act & Forestry Commission Act	Sections 1-2 & Part 1 2a	

Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.1	Wildlife Conservation (Amendment) Regulation 1989 L.I. 1452 Wildlife Reserve Regulations (Amendment) 1971 L.I. 710 Wild Animals Preservation Act 1961, Act 43 National Biodiversity Strategy for Ghana			Wildlife Conservation Reg, Wildlife Reserve Reg, Wild animals preservation & National Biodiversity Strategy	Section 68 1-3, Section 2-3 & Section 11 a-g	
Chapter 6 Environment. Conservation and enhancement of natural ecosystems and vegetation	6.2.2	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Riparian buffers	6.3.1	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Riparian buffers	6.3.2	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.2	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.4	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.3	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Wastewater Management	6.6.1	Water Resource Commission Act, 1996 Act 522 Water Use Regulations, 2001			Water Resource Act and Water use regulations	Entire documents	
Chapter 6 Environment. Wastewater Management	6.6.3	Water Resource Commission Act, 1996 Act 522 Water Use Regulations, 2001			Water Resource Act and Water use regulations	Entire documents	
Chapter 6 Environment. Wastewater Management	6.6.2	Environmental Sanitation Policy 2009			Sanitation Policy	Page 37	
Chapter 4 Integrated Pest Management (IPM)	4.5.1	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Integrated Pest Management (IPM)	4.5.3	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Integrated Pest Management (IPM)	4.5.4	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Agrochemicals Management	4.6.1	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemicals Management	4.6.7	N/A to smallholders			No specific law	No specific law	Refer to the RA standard Chapter 4 Agrochemical Management
Chapter 4 Genetically Modified Organisms (GMOs)	4.3.1	Ghana Biosafety Act, 2011 Act 831 Plant and Fertilizer Act, 2010 Act 803			Biosafety Act & Plant & Fertilizer Act	Section 12 (1-3) & Part II Section 30-44	
Chapter 6 Environment. Wastewater Management	6.6.2	Environmental Sanitation Policy 2009			Sanitation Policy	Page 37	
Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.5	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 4 Soil Fertility and Conservation	4.4.1	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Soil Fertility and Conservation	4.4.2	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Soil Fertility and Conservation	4.4.3	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Soil Fertility and Conservation	4.4.4	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 6 Environment. Protection of Wildlife and Biodiversity	6.4.6	Timber Resource Management Act 2002 Act 617 National Biodiversity Strategy for Ghana 2002 Forestry Commission Act 1999, Act 571 Forest and Wildlife Policy 2000			Timber Resources Management Act, NBSG, Forestry Commission Act & Forest & Wildlife Policy	Section 4 3b, Chapter 2-4, Part 1 2b & 1.3.1 a-e	
Chapter 6 Environment. Water Management and Conservation	6.5.1	National Interpretation of HCVF Toolkit, 2006; National Biodiversity Strategy for Ghana 2002			HCV National Interpretation	Entire document	
Chapter 6 Environment. Water Management and Conservation	6.5.2	National Interpretation of HCVF Toolkit, 2006; National Biodiversity Strategy for Ghana 2002			HCV National Interpretation	Entire document	
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Chapter 4 Integrated Pest Management (IPM)	4.5.4	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Integrated Pest Management (IPM)	4.5.2	Plant and Fertilizer Act, 2010 Act 803			Fertilizer and Plant Act	Part 1 9 c, f & j	
Chapter 4 Agrochemical Management	4.6.2	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.6	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.6	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.10	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.11	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.12	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.9	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	

Chapter 4 Agrochemical Management	4.6.9	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 6 Environment. Waste Management	6.7.1	Water Resource Commission Act, 1996 Act 522 Water Use Regulations, 2001			Water Resource Act and Water use regulations	Entire documents	
Chapter 6 Environment. Waste Management	6.7.2	Water Resource Commission Act, 1996 Act 522 Water Use Regulations, 2001			Water Resource Act and Water use regulations	Entire documents	
Chapter 6 Environment. Energy Efficiency	6.8.1	A 2011 Renewable Energy Act (Law 832)			Renewable Energy Act	Entire documents	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.3	National Labour Act, 2003 Act 651			Labour Act	prohibition of forced labour Part XIV 116 (1-3) & 117 (a-d)	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.3	Criminal Code Act 1960, Act 29 National Labour Act, 2003 Act 651			Labour Act	Section 15,63 & 175 and Section 103 Criminal code	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.3	National Labour Act, 2003 Act 651			Labour Act	disability, equal pay for equal work, restrictive conditions Part III section 14, Part V section 50 & Part VIII section 68	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.3	Children's Act, 1998 Act 560 Human Trafficking Act, 2005 Act 694 Criminal Code (Amendment) Act, 1998 Act 554 Child Right Regulation and Labour Act, 2005 Act 651 Domestic Violence Act, 2007 Act 732 National Program for the Elimination of Child Labour in Cocoa (NPECLC) Hazardous Activity Framework (HAF)			Children's Act, Human trafficking Act, Criminal Code, NPA WFCL, HAF	all sections	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.1	Children's Act, 1998 Act 560 Human Trafficking Act, 2005 Act 694 Criminal Code (Amendment) Act, 1998 Act 554 Child Right Regulation and Labour Act, 2005 Act 651 Domestic Violence Act, 2007 Act 732 National Program for the Elimination of Child Labour in Cocoa (NPECLC) Hazardous Activity Framework (HAF)			Children's Act, Human trafficking Act, Criminal Code, NPA WFCL, HAF	all sections	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.2	Children's Act, 1998 Act 560 Human Trafficking Act, 2005 Act 694 Criminal Code (Amendment) Act, 1998 Act 554 Child Right Regulation and Labour Act, 2005 Act 651 Domestic Violence Act, 2007 Act 732 National Program for the Elimination of Child Labour in Cocoa (NPECLC) Hazardous Activity Framework (HAF)			Children's Act, Human trafficking Act, Criminal Code, NPA WFCL, HAF	all sections	
Chapter 5 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	5.1.4	Children's Act, 1998 Act 560 Human Trafficking Act, 2005 Act 694 Criminal Code (Amendment) Act, 1998 Act 554 Child Right Regulation and Labour Act, 2005 Act 651 Domestic Violence Act, 2007 Act 732 National Program for the Elimination of Child Labour in Cocoa (NPECLC) Hazardous Activity Framework (HAF)			Children's Act, Human trafficking Act, Criminal Code, NPA WFCL, HAF	all sections	
Chapter 5 Freedom of Association and Collective Bargaining	5.2.1	N/A to smallholders			No specific law	No specific law	Refer to the RA standard Chapter 5 Freedom of Association and Collective Bargaining
Chapter 5 Freedom of Association and Collective Bargaining	5.2.2	N/A to smallholders			No specific law	No specific law	Refer to the RA standard Chapter 5 Freedom of Association and Collective Bargaining
Chapter 5 Freedom of Association and Collective Bargaining	5.2.3	N/A to smallholders			No specific law	No specific law	Refer to the RA standard Chapter 5 Freedom of Association and Collective Bargaining
Chapter 5 Wages and Contracts	5.3.3	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.4	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.5	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.8	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.1	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 1 Administration	1.2.5	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.2	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 1 Grievance Mechanism	1.5.1	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Working Conditions	5.5.1	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Working Conditions	5.5.2	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.4	Community Water and Sanitation Agency Act 1998, Act 564			Community Water Act	Functions of Agency Part I section 2	
Chapter 5 Health and Safety	5.6.5	Community Water and Sanitation Agency Act 1998, Act 564			Community Water Act	Functions of Agency Part I section 2	
Chapter 5 Health and Safety	5.6.6	Community Water and Sanitation Agency Act 1998, Act 564			Community Water Act	Functions of Agency Part I section 2	
Chapter 1 Administration	1.2.5	Rent Act 220 of 1963			Rent Act	all sections	
Chapter 5 Housing and Living Conditions	5.7.1	Rent Act 220 of 1963			Rent Act	all sections	
Chapter 5 Housing and Living Conditions	5.7.2	Rent Act 220 of 1963			Rent Act	all sections	
Chapter 5 Housing and Living Conditions	5.7.3	Rent Act 220 of 1963			Rent Act	all sections	
Chapter 5 Health and Safety	5.6.1	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.8	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.10	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.12	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.15	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.3	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.5	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.9	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.3	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.4	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Working Conditions	5.5.3	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.11	National Labour Act, 2003 Act 651			labour Act	Entire document	

Chapter 5 Communities	5.8.2	Lands Commission Act 2008, Act 767 Land Title Registration Act 1986 PNDC Law 152 1992 Constitution of Ghana Administration of Land Act 1962, Act 123 Land Registry Act 1962, Act 122			Land Registry Act, Lands Commission Act, 1992 Constitution, Land title Act	Land ownership sections	
Chapter 5 Communities	5.8.1	Lands Commission Act 2008, Act 767 Land Title Registration Act 1986 PNDC Law 152 1992 Constitution of Ghana Administration of Land Act 1962, Act 123 Land Registry Act 1962, Act 122			Land Registry Act, Lands Commission Act, 1992 Constitution, Land title Act	Land ownership sections	
Chapter 5 Wages and Contracts	5.3.6	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Wages and Contracts	5.3.7	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 1 Administration	1.2.7	No applicable law			No specific law	No specific law	Refer to the RA standard Chapter 1 Administration
Chapter 5 Health and Safety	5.6.7	Rent Act 220 of 1963; National Labour Act, 2003 Act 651			Rent act and labour Act	Entire document	
Chapter 5 Housing and Living Conditions	5.7.1	Rent Act 220 of 1963; National Labour Act, 2003 Act 651			Rent act and labour Act	Entire document	
Chapter 5 Living Wage	5.4.1	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Living Wage	5.4.2	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.5	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.16	Pesticides Control and Management Act, 1996 Act 528; EPA Act, 1994 Act 490 and National Labour Act, 2003 Act 651			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 4 Agrochemical Management	4.6.11	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 5 Health and Safety	5.6.13	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.14	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.2	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.3	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 5 Health and Safety	5.6.16	National Labour Act, 2003 Act 651			labour Act	Entire document	
Chapter 4 Agrochemical Management	4.6.11	Pesticides Control and Management Act, 1996 Act 528 EPA Act, 1994 Act 490			Pesticides Control Act & EPA Act	Part I & Part II Section 28 & 31	
Chapter 5 Health and Safety	5.6.7	Rent Act 220 of 1963; National Labour Act, 2003 Act 651			Rent act and labour Act	Entire document	



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	NIGERIA	<i>Reviewed by:</i>
Date submitted:	31/01/2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name (if applicable): If there is a national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA (if applicable)	ILO convention name (if applicable)			
MANAGEMENT	1.1						
Group management demonstrates a commitment to sustainable agriculture by dedicating adequate resources and staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard.	1.1.1	Nigerian Cooperatives Act, 2004;			Group Organisation:		
Group management assesses at least every three years its management capacity to ensure compliance with the standard and the ability to make sustainability performance changes. Group management uses the Management Capacity Assessment Tool that includes the following topics: <ul style="list-style-type: none"> •Group organization and Management structure •Strategic management •Financial management •Member engagement and membership planning •Member training and services provision •Sales and marketing •Internal Management System Group management scores a minimum of one point on each of the seven topics of the Management Capacity							
There is a clearly documented and implemented Management Plan which addresses each applicable Rainforest Alliance Supply Chain requirement. Documented procedures include control of certified products for all applicable processes, included in the certificate scope, to maintain product integrity.	1.1.3						
The supply chain actor has devised, adopted and disseminated one or more policies for ensuring responsible business conduct in its own operations, supply chain and other business relationships. The policies cover direct and indirect adverse impacts on human rights and the environment. <ul style="list-style-type: none"> •The policies commit and refer to following the OECD Due Diligence Guidance for Responsible Business Conduct. References and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights are also acceptable. •Oversight and responsibility for these policies and their implementation is assigned to senior management. •The policies and its expectations are specified in engagement with suppliers and other business relationships, including contracts and other written agreements. A potential tool for compliance is to have a supplier code of conduct in place. •At a minimum, this policy requires from the supply chain actor, its suppliers and other business relationships: •Compliance with national and/or regional laws (or 	1.1.4						
ADMINISTRATION	1.2						
Management complies with applicable laws and collective bargaining agreements (CBA) within the scope of the Rainforest Alliance Sustainable Agriculture Standard. In the case that an applicable law or CBA is stricter than a criterion in the standard, such law or CBA will prevail unless such law has become obsolete. In the case that an applicable law or CBA is less strict than a criterion in the standard, the criterion in the standard will prevail, unless the criterion explicitly allows for such law or CBA to apply.	1.2.1						
Mechanisms are in place to ensure that service providers comply with applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard.	1.2.2						
There is a list of current subcontractors and suppliers of certified product that confirms their compliance to certification rules prior to or at the moment of an activity. For farms, this list of suppliers refers only to other farms they buy from.	1.2.3						

<p>An up to date registry of group members is kept, containing for each group member (landowner or farm operator, e.g. sharecropper):</p> <ul style="list-style-type: none"> •Full name •National ID Number •Group member identification number •Gender •Year of birth •Location •Phone number •Household size •GPS point of the largest farm unit •Number of farm units •Total farm area •Certified crop area 	1.2.4	<p>National Identity Management commission act, 2007. https://laws.lawnigeria.com/2018/04/25/1/n-national-identity-management-commission-act/</p>					
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Start and end date(s) of employment •Wages <p>For workers for whom housing is provided, the registry additionally contains:</p> <ul style="list-style-type: none"> •Housing address •Number of family members •Year of birth of family members <p>For young workers (15 – 17 years), the registry additionally contains:</p> <ul style="list-style-type: none"> •Housing address 	1.2.5	<p>Nigerian Immigration Act of 2015; Nigerian Labour Act, 2004; Expatriate Quota and Residence Permit (EQRP) regulations of 2018.</p>					
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Wages <p>Illiterate group members can give the above information orally.</p>	1.2.6	<p>Nigerian Immigration Act of 2015; Nigerian Labour Act, CAP L1 LFN 2004; Expatriate Quota and Residence Permit (EQRP) regulations of 2018.</p>					
<p>Management ensures that wherever the Rainforest Alliance Sustainable Agriculture Standard requires to inform workers or group members, the information is given in the predominant language(s) of the workers or group members.</p>	1.2.7						
<p>A signed (or marked) agreement is in place between the group and each group member, specifying the rights and obligations of each party including at least:</p> <ul style="list-style-type: none"> •The group member's obligation to comply with the Rainforest Alliance Sustainable Agriculture Standard •The group member's obligation to accept both internal inspections and external audits and sanctions •The group member's guarantee that any product sold as certified comes only from their farm •The group member's right to appeal decisions made by the group management by using the grievance procedure <p>Each group member understands the agreement. Agreements are centrally archived and a copy is available for each group member.</p>	1.2.8	<p>Nigerian Contract Act of 1990; Sale of Goods Act of 1979; Nigerian Arbitration and Conciliation Act of 1988</p>	Contract Agreement	right of indigenous people, communities and outgrower			
<p>Records for certification purposes and compliance are kept for at least four years.</p>	1.2.9						
<p>An up to date map of the farm (large farms) or the farm area (group of small farms) is available, including:</p> <ul style="list-style-type: none"> •Earms/ farm units / production zones, •Processing facilities, •Human habitation areas, •Schools, •Medical centers/first aid sites, •Natural ecosystems, including water bodies and forests, and other existing Natural vegetation, •Riparian buffer zones •Agroforestry shade cover, •Protected areas. <p>The map also includes risk areas identified in the Farm Risk Assessment (see 2.3.1). The date of the latest update is displayed on the map.</p> <p>Please see Guidance Document E: Maps</p>	1.2.10						
<p>A sketch of the farm is available, including:</p> <ul style="list-style-type: none"> •The production area of certified crop •Forests •Water bodies •Buildings 	1.2.11						

Geolocation data is available for 200% of the farms. At least 20% is in the form of polygons. In the case of a farm with multiple farm units, the geolocation is provided for the largest farm unit with the certified crop.	1.2.12	Nigerian Land Use Act of 1978; Nigerian Data Protection Regulation (NDRP) of 2019.				
Please see Guidance Document F: Guide GPS and Polygons						
A polygon is available of the farm, including all farm units.	1.2.13	Nigerian Land Use Act of 1978; Nigerian Data Protection Regulation (NDRP) of 2019.				
There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.	1.2.16					
Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, addresses, scope, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.	1.2.17					
RISK ASSESSMENT AND MANAGEMENT PLAN	1.3					
Management conducts a risk assessment in relation to the requirements in this standard, by using the Farm Risk Assessment Tool, at least every three years.	1.3.1					
Please see Annex 3: Farm Risk Assessment Tool						
Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (1.3.1) and self-assessment (1.4.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (1.1.1) and internal inspection (1.4.1). The Management Plan is updated yearly.	1.3.2	Public Procurement Act, 2007		Environment and Social Management policy		The Imperative of Risk Management Plan in Curbing Corruption in Public Procurement System in Nigeria
Please see Guidance Document B: Template of Management Plan						
Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided.	1.3.3					
Indicators						
<ul style="list-style-type: none"> •# of training activities provided to members •Topics of the training activities •# and % of members attending training activities (M/F) •# and type of services (other than training) provided to members 						
Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided.	1.3.4					
Indicator						
<ul style="list-style-type: none"> •# of training activities provided to workers •Topics of the training activities •# and % of workers attending training activities (M/F) •# and type of services (other than training) provided to workers 						
INTERNAL INSPECTION AND SELF-ASSESSMENT	1.4					
An internal inspection system is in place to assess compliance of group members (for farms)/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:	1.4.1					
<ul style="list-style-type: none"> •Nearby inspection of each group member/site •Scope in the first year of certification of a group member/site is: all requirements of the Rainforest Alliance Sustainable Agriculture Standard •Scope during consecutive years: based on risk assessment, on the previous year's internal inspection and on audit results <p>For farm scope only:</p> <ul style="list-style-type: none"> • A rotation system so that each farm unit is inspected at least every 3 years. In case of remote farm units, this is done at least every 6 years. 						
The ratio between the number of internal inspectors and farms has to be at least one internal inspector to 250 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.	1.4.2	Agricultural Training Programs 2020		Agricultural Training Programs 2020		
An approval and sanction system is in place in relation to the compliance of group members (for farms)/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:	1.4.3					
<ul style="list-style-type: none"> •A written approval and sanction procedure •An approval and sanction manager or committee, •A mechanism to follow up on group members' improvement and corrective measures, •A decision on each group member's/site's certification status that is signed and documented and included in the final internal inspection report 						
Management yearly carries out a self-assessment to evaluate the compliance with the Rainforest Alliance Agricultural Standard.	1.4.4					
For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements.						
The self-assessment is made available to the external auditor.						
GRIEVANCE MECHANISM	1.5					

<p>A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements:</p> <ul style="list-style-type: none"> ▪A grievance committee with decision making power, with knowledge about the grievances, that is impartial, accessible, and gender sensitive ▪Grievance committee is formed by at least one member/worker representative ▪The grievance mechanism has appropriate submission channels, for internal and external stakeholders, including workers, members, staff, buyers, suppliers, indigenous peoples and communities ▪Anonymous grievances are accepted and confidentiality is respected 	1.5.1	Nigerian Arbitration and Conciliation Act of 1988; Labour Act (Cap L1 LFN 2004).	Grievance Flowchart Overview	
<p>GENDER EQUALITY</p> <p>Management commits to promoting gender equality by:</p> <ul style="list-style-type: none"> ▪A written statement that is communicated to group members/workers ▪Appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment. Management can choose to appoint a responsible person instead of a committee, except in the case of large farms <p>The responsible committee/person:</p> <ul style="list-style-type: none"> ▪Is knowledgeable about gender equality and women's empowerment ▪In case of a committee, includes at least one woman and at least one person from management ▪Is known, accessible and trusted by the group members/workers <p>Guidance Document G: Gender Equality</p>	1.6	Protection & Promotion of Women's Right in Nigeria. ACT 2018. National Gender Policy of Nigeria; The Gender and Equal Opportunities Bill (Under review)	Women's Right and Protection in Nigeria	
<p>The responsible committee/person performs the following activities:</p> <ul style="list-style-type: none"> ▪Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan ▪Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually ▪Is involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol <p>Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2</p> <p>Supply Chain scope: Management Plan: see 1.1.3</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	1.6.1			
<p>YOUNG FARMERS AND WORKERS</p>	1.7	National Youth Policy (NYP) of 2001; National Agency for the Prohibition of Traffic in Persons (NAPTIP) Act of 2003; National Policy on Education of 1981.	Enhancing Youth Development and Participation in the context of Sustainable Development	
CHAPTER 2 - TRACEABILITY				
TRACEABILITY				
<p>The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg/ha, stems/ha for flowers) of a representative sample of farms or farm units. The methodology and calculation are documented.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Estimated certified production volume (kg or stems) <p>Please see Guidance Document H: Yield estimation</p>	2.1			
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> ▪The total harvested certified production (in kg, in stems for flowers) is recorded once a year ▪The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Total harvested production of the certified crop (kg or stems) 	2.1.1			
<p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.2			
<p>Management has mapped the product flow from the group members (for farms)/sites (for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	2.1.3			
<p>Management has mapped the product flow from the group members (for farms)/sites (for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	2.1.4			

Products that the group sells as certified can be traced back to the certified farm(s) where these were produced. Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume. Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sale documents include the group member, date, product type, (percentage of) certified volume and, if relevant, traceability level.	2.1.5	Agricultural Produce (Export) (Inspection and Quality Control) Act of 1992					
There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.	2.1.6						
Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.	2.1.7						
The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product. Please see Annex 6: Traceability and Shared Responsibility.	2.1.8						
Equipment used to define the weight or volume of the certified product is calibrated annually.	2.1.9						
A volume summary of certified product is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, outputs, lost and sold (as applicable).	2.1.10						
Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.	2.1.11						
There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.	2.1.12						
TRACEABILITY IN THE ONLINE PLATFORM	2.2						
Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place. Please see Annex 6: Traceability and Shared Responsibility.	2.2.1						
Total sales of certified products do not exceed the total production (where applicable), purchase of certified products plus remaining stock balance from the previous year.	2.2.2						
Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter. Please see Annex 6: Traceability and Shared Responsibility.	2.2.3						
In case of public-facing trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off-product trademarks prior to use.	2.2.4						
Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.	2.2.5						
Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgement by both parties is available.	2.2.6						
The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance. Please see Annex 6: Traceability and Shared Responsibility.	2.2.7						
MASS BALANCE	2.3						
Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.	2.3.1						
The volume of product sold as mass balance is 100% covered by volumes purchased as certified.	2.3.2	(section 49(1), Sale of Goods Act)					
Purchase and sales documentation and/or recipes include origin information for products that fall in scope for origin matching as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility.	2.3.3						
Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility.	2.3.4						
Credit trading is limited to regional scope within a certificate, movement from one certificate to another shall be accompanied by physical shipment of relevant product.	2.3.5						
A process is in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which certified volume balance was exceeded.	2.3.6						
CHAPTER 3 - INCOME AND SHARED RESPONSIBILITY							
PRODUCTION COSTS AND LIVING INCOME	3.1	National Minimum wage Acts of 2011					
SUSTAINABILITY DIFFERENTIAL	3.2						

<p>Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members:</p> <ul style="list-style-type: none"> •Pro-rata, based on volumes delivered •In a timely and convenient manner, at least before the next crop season, or at least once a year in case of continuous harvest <p>Group management at least annually:</p> <ul style="list-style-type: none"> •Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums or crop and country specific premiums such as the Living Income Differential) •Communicates to group members the price and sustainability differential received for the certified crop •Documents the payment of the Rainforest Alliance sustainability differential to the group members <p>Indicators:</p> <p>Amount of Rainforest Alliance sustainability differential received:</p>	3.2.1	Nigerian Investment Promotion Commission (NIPC) Act of 1995					
<p>Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential.</p> <p>Farm management documents at least annually:</p> <ul style="list-style-type: none"> •The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums) •How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other <p>Indicators:</p> <ul style="list-style-type: none"> •Amount of Rainforest Alliance sustainability differential received (total amount received, and per MT) •Distribution of the sustainability differential as % of the total amount received on the topics: <p>a) wages; b) working conditions; c) health and safety; d) housing; e) other (to be specified)</p>	3.2.2						
<p>Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.</p>							
<p>The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.</p>	3.2.3						
<p>Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon.</p> <p>The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.4						
<p>The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.5						
<p>Sustainability Differential payments are recorded in the traceability platform once per quarter.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.6						
<p>The Sustainability Differential paid amounts to at least the prescribed minimum.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.7						
<p>SUSTAINABILITY INVESTMENTS</p>	3.3						
<p>Management defines the investments needed to improve sustainability in an investment plan.</p> <p>The management uses the following sources to inform their investment needs:</p> <ul style="list-style-type: none"> •Audit reports (NCs and improvement areas) •Self-assessments •Internal inspections •Management Plan <p>Management documents the in-kind and cash Sustainability Investments received from buyers for this investment plan according to the Rainforest Alliance investment categories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> •Investment needs specified per category in the Rainforest Alliance defined investment categories •Sustainability Investments received from buyers: In-kind and cash contributions received per investment category 	3.3.1						
<p>The buyer of certified products ensures that the farm certificate holder receives the Sustainability Investment. Sustainability Investments align with the needs identified in the investment plan of the farm certificate holder.</p>	3.3.4						
<p>An annual report of investments made to farms is compiled and available. The investments:</p> <ul style="list-style-type: none"> •Align with the investment needs identified in the investment plan of the farm certificate holder •Are substantiated with proof of payment •Are recorded in the traceability platform at an annual basis 	3.3.5						
<p>Supply Chain Contribution for Living Wage Payment</p>	3.4						
<p>PLANTING AND ROTATION</p>	4.1						

Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (1.3.1) regarding climate.	4.1.1	National Agricultural Seeds Council Act of 1992. https://leap.unep.org/countries/ng/legislation/national-agricultural-seeds-act					
Planting materials are free of pests and diseases. New plantings have a well-established cropping system which takes into account e.g. <ul style="list-style-type: none">•Requirements of the variety used•Geographical, ecological and agronomic conditions•Diversification and intercropping crops with different rooting depths and soil uses to enhance soil quality and health•Planting density	4.1.2	National Agricultural Technology and innovation policy(NATIP)					
PRUNING AND RENOVATION OF TREE CROPS	4.2						
Management implements a pruning cycle for adequate formation, maintenance and rejuvenation pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines. Group management supports group members to implement this pruning cycle	4.2.1						
GENETICALLY MODIFIED ORGANISMS (GMOs)	4.3						
The certified crop is not genetically modified (GMO).	4.3.1	National Agricultural Seeds Council Act of 1992. https://leap.unep.org/countries/ng/legislation/national-agricultural-seeds-act					
SOIL FERTILITY AND CONSERVATION	4.4						
Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant: <ul style="list-style-type: none">•Erosion prone areas and slope•Soil structure•Soil depth and soil horizons•Densification of compaction areas•Soil moisture and water level in the soil•Drainage conditions•Identification of areas with visual symptoms of nutrient deficiency	4.4.1	National Land Use Act of 1978; National Soil Conservation Policy of Nigeria; Environmental Impact Assessment (EIA) Act of 1992					
Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up soil organic matter, increase on-farm nutrient recycling, and optimize soil moisture.	4.4.2						
Please see Guidance Document K: Soil Matrix	4.4.3						
Management carries out regular soil tests and/or (visual) leaf tests, including macronutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.	4.4.3						
Producers use organic fertilizers and by-products available at farm level first, and supplement by inorganic fertilizer if nutrients are still lacking. To minimize risk, animal manure is hot composted before use as a fertilizer. Producers store animal manure and compost at least 25 meters away from any water body.	4.4.4	National Fertilizer Quality Control Regulation of 2005	World bank report-Africa can end poverty	Inorganic fertilizer use in Africa-Evidence from nigeria	Inorganic fertilizer use in Africa-Evidence from nigeria		
INTEGRATED PEST MANAGEMENT (IPM)	4.5						
Management implements the IPM strategy as developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticides application records. The IPM strategy is annually updated. Please see Guidance Document I: IPM Strategy	4.5.1	Pesticides and Toxic Chemicals Control Act of 1989;					
Producers regularly monitor pests and their principal natural enemies. Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and/or beneficial insects.	4.5.2						
When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this. When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization. When agrochemicals are used: <ul style="list-style-type: none">•Agrochemicals with the lowest possible toxicity and highest selectiveness are used•Applications are made only on the impacted plants and areas•Active ingredients are rotated to avoid and reduce resistance•Calendar spraying is avoided, and only allowed when recommended by a competent technician or official national organization	4.5.3	Occupational Safety and Health Act (OSHA) of 2014					
Producers and workers that are involved in pest management activities are trained about the IPM strategy.	4.5.4	Occupational Safety and Health Act (OSHA) of 2014					
AGROCHEMICALS MANAGEMENT	4.6						

<p>No agrochemicals are used that are:</p> <ul style="list-style-type: none"> •On the Rainforest Alliance Prohibited List •Prohibited by applicable law •Not legally registered in the country where the farm is located <p>Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging.</p> <p>Applicable to group management in case the group management has a purchasing task.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.1	National Policy on the Environment of 1992					
<p>If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 7, Pesticides Management, are implemented.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.2						
<p>Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training.</p> <p>Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk and as recommended by a competent technician. The PPE is in good condition. Directly after use, PPE is washed and stored safely and does not enter the workers' housing. Single-use items are disposed of after one use.</p> <p>PPE is provided to workers free of charge.</p> <p>Farm/group management has a system to record, monitor and enforce the use of PPE.</p>	4.6.3	Occupational Safety and Health Act (OSHA) of 2014					
<p>Persons handling pesticides bathe, change and wash clothes after application.</p> <p>Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible bathing facilities.</p>	4.6.4	Nigerian Environmental Impact Assessment Act of 1992; the National Policy on the Environment of 1992; National Fertilizer Quality Control Act 2019.					
<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> •Safe transport to area of application •Respecting the correct dosage •Using appropriate equipment and techniques •Appropriate weather conditions •Respecting restricted entry intervals (REI), including warning signs in local language and informing potentially affected persons or communities in advance <p>When there is no other information, minimum restricted entry interval is 48 hours for WHO class II products and 12 hours for other products. When two or more products with different restricted entry intervals are used at the same time, the longest interval applies.</p> <p>Volume and dosage calculation methods are reviewed and refined to reduce the surplus mix and pesticide overuse.</p> <p>Pre-harvest intervals of pesticides as stipulated in the</p>	4.6.5	Nigerian Environmental Impact Assessment Act of 1992; the National Policy on the Environment of 1992; National Fertilizer Quality Control Act 2019.					
<p>Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including all aquatic and terrestrial natural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.6						
<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7						
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> •Product brand name and active ingredient(s) •Date and time of application •Location and area (size) of application •Dosage and volume •Crop •Name(s) of applicator(s) •Target pest <p>Group management facilitates record keeping for group members when needed.</p>	4.6.8	Treaty to Establish Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (Ratification and Enforcement) Act, 2005 (Act No. 17).					
<p>Empty pesticides containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in way that minimizes the negative impact on the environment and human health. The surplus mix is diluted with ten times the amount of clean water and applied evenly on the field that was subject of the pesticide application.</p> <p>The empty pesticide containers are kept in a locked storage area until safely disposed of through a formal collection, and recycling program or returned to the supplier. If the supplier does not accept empty containers, they are cut or perforated to prevent other uses. Containers may be re-used only for the original contents and only when labelled accordingly.</p> <p>Prohibited, obsolete and expired pesticides are returned to the supplier or local authority. In absence of a collection system in place, these products are labelled and stored safely and separately from other products in a locked space.</p>	4.6.9	National Environmental Standards and Regulations Enforcement Agency (NESREA) Act of 2007; National Water Resources Act of 1993					

<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well-ventilated •Made from non-absorbent material •Safely locked and accessible only by trained handlers •Not accessible to children •Separated from crop, food products, and packaging materials 	4.6.10	Occupational Safety and Health Act (OSHA) of 2014			Pesticide Registration Regulations 1993.	Review on pesticides safety on stored products in Nigeria Anyim, Alozie1 and Aghale, D. N.2*	
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well ventilated and with a sound roof and impermeable floor •Safely locked and accessible only by trained handlers, •Separated from crops, food products or packaging material •With an emergency spill kit •With visible and understandable safety warning signs and pictograms •With an emergency procedure, eye-washing area and an emergency shower 	4.6.11	Occupational Safety and Health Act (OSHA) of 2014					
<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> •Date of purchase •Product brand name and active ingredient, including an indication of chemicals that are on the Risk Mitigation list •Volume •Date of expiration <p>For purposes this is only applicable for centralized stock.</p>	4.6.12						
HARVEST AND POSTHARVEST PRACTICES							
<p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including: loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> •Products are harvested at the right time and interval to optimize quality •Harvesting damages to the plant are minimized for future production •Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented •Damage due to humidity is prevented •Products are stored in a cool, dry, well ventilated and dark place •Maintenance and cleaning of harvest and postharvest tools, machinery and equipment •Packaging materials are used that are suitable and approved for food products 	4.7 4.7.1	Nigerian Industrial Standards (NIS)	International Cocoa Organization (ICCO) Agreement				
CHAPTER 5 : SOCIAL							
ASSESS & ADDRESS CHILD LABOR, FORCED LABOR,	5.4	CHILD LABOUR LAW Section 14 © of The Child Right Act in 1999 constitution of The Federal Republic of Nigeria.			A LEGAL PROGNOSIS OF CHILD LABOUR UNDER THE CHILD RIGHTS ACT *	Article 32 of The Child Right Act.	
<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> •Appointing a management representative who is accountable for the assess-and-address system •For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. •For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a management representative only instead of a committee. <p>The committee members are:</p> <ul style="list-style-type: none"> •Knowledgeable about child labor, forced labor, discrimination and workplace violence and harassment 	5.1.1	Occupational Safety and Health Act (OSHA) of 2014; Child Rights Act of 2003; Nigerian Arbitration and Conciliation Act of 1988			A LEGAL PROGNOSIS OF CHILD LABOUR UNDER THE CHILD RIGHTS ACT *	Article 32 of The Child Right Act.	

<p>Risk mitigation:</p> <p>The management representative/ committee includes in the Management Plan the mitigation measures as identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Risk Assessment is repeated annually.</p> <p>Farm scope:</p> <ul style="list-style-type: none"> Management Plan: see 1.3.2 Farm Risk Assessment: see 1.3.1 <p>Supply Chain scope:</p> <ul style="list-style-type: none"> Management Plan: see 1.1.3 <p>Please see Annex 3: Farm Risk Assessment Tool</p>	5.1.2	CHILD LABOUR LAW Section 14 © of The Child Right Act in 1999 constitution of The Federal Republic of Nigeria.			A LEGAL PROGNOSIS OF CHILD LABOUR UNDER THE CHILD RIGHTS ACT *	Article 32 of The Child Right Act.	
<p>Monitoring:</p> <p>The management representative/ committee</p> <ul style="list-style-type: none"> Monitors risks and the implementation of risk mitigation measures Reports potential cases of child labor, forced labor, discrimination and workplace violence and harassment to the management and to the grievance committee Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <p>Indicator:</p> <ul style="list-style-type: none"> The number of potential cases identified by the monitoring system and referred to the grievance mechanism (by gender, age, and type of issue) 	5.1.3	CHILD LABOUR LAW Section 14 © of The Child Right Act in 1999 constitution of The Federal Republic of Nigeria.			A LEGAL PROGNOSIS OF CHILD LABOUR UNDER THE CHILD RIGHTS ACT *	Article 32 of The Child Right Act.	
<p>Remediation:</p> <p>The management representative/committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) <p>Please see Annex 4: Remediation Protocol</p>	5.1.4	CHILD LABOUR LAW Section 14 © of The Child Right Act in 1999 constitution of The Federal Republic of Nigeria. Nigerian Arbitration and Conciliation Act of 1988			A LEGAL PROGNOSIS OF CHILD LABOUR UNDER THE CHILD RIGHTS ACT *	Article 32 of The Child Right Act.	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							
<p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p> <p>ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</p>	5.2.1	Nigerian Labour Act, 2004		Freedom of Association	Trade Union Act (Chapter 437) as Amended.		
<p>Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations.</p> <p>ILO Convention, Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</p>	5.2.2	Nigerian Labour Act, 2004					
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, Workers' Representatives Convention, 1971 (No. 135)</p>	5.2.3	Nigerian Labour Act, 2004					
WAGES AND CONTRACTS							
	5.3						

<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written/verbal contracts include at minimum:</p> <ul style="list-style-type: none"> •Job duties •Location of the job •Working hours •Pay rate and/or method of calculation •Overtime pay rate •Frequency or schedule of payment 	5.3.1	Nigerian Labour Act, 2004			Terms and Conditions of Employment	Employees Compensation Act 2020, Factories Act, Chapter F1, LFN 2004	
<p>The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks.</p>	5.3.2						
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in a CBA, it is adjusted yearly for inflation based on the national inflation rate.</p>	5.3.3	The National Minimum Wages ACT 2019			The National Minimum Wage Act 2019 (the "2019 Act") has increased the minimum wage in Nigeria from 18,000 Naira (45 Euros) to 30,000 Naira (75 Euros) per month.	Collective Bargaining In Nigeria: Issues, Challenges and Hopes Ugbohm O. Ugbohm1 (Ph.D), & Osagie N.G2. (Ph.D)	
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.</p>	5.3.4						
<p>Deductions from wages are permitted only if provided by national law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by law.</p> <p>In-kind benefits must be in accordance with national law, however, they cannot exceed 30% of the total remuneration.</p>	5.3.5	Personal income tax (Amendment) Act, 2019, Pension Reform Act, 2014			Personal Income Tax Act, National Pension Funds	Personal Income Tax Act Section 1,	
<p>Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided pay slips with each payment containing this information.</p>	5.3.6	Personal income tax (Amendment) Act, 2019, Pension Reform Act, 2014			Nigerian Payroll and Tax Information		
<p>Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly.</p> <p>Group members maintain records, per worker, of hours worked (regular and overtime) and/or volume produced, calculation of wages, in-kind benefits and deductions. The record is signed by each worker when he/she receives payment.</p>	5.3.7						
<p>Work of equal value is remunerated with equal pay without discrimination e.g. on gender or type of worker, ethnicity, age, color, religion, political opinion, nationality, social origin or others.</p>	5.3.8	The National Gender policy 2006 (Review in 2014); National Employment Policy, 2017; The Discrimination Against Persons with Disabilities (Prohibition) ACT, 2018; The HIV/AIDS (Anti-Discrimination) Act, 2014			National Gender Equality Act, 2017		
<p>If labor providers are used, management has a written contract and documented oversight mechanisms in place ensuring that the labor provider is:</p> <ul style="list-style-type: none"> •Licensed or certified by the competent national authority, if available; compliant with applicable legal requirements •Not engaged in fraudulent or coercive recruiting practices •Compliant with all worker related requirements of this standard <p>All recruitment fees are paid by the management, not by workers.</p>	5.3.9	Trafficking in Persons (Prohibition) Law Enforcement and Administration Act in 2003 amended in 2015					
<p>If labor providers are used, name, contact and, if labor provider is officially registered, official registration number of the labor provider is recorded.</p> <p>All recruitment fees are paid by the farm, not by workers.</p>	5.3.10	Company Registration act, Law for Recruitment firms					
LIVING WAGE							
<p>The total remuneration (wages plus cash and in-kind benefits) for all types of workers is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). The management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages.</p> <p>Please see Annex 8: Salary Matrix Tool</p> <p>Please see Annex 9: Methodology for Measuring Remuneration and Gaps with a Living Wage</p> <p>Please see Annex 10: Benchmarks per country</p>	5.4.1						
<p>If the total remuneration is below the applied benchmark for any type of worker, management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. At a minimum, wages are adjusted yearly for inflation based on the national inflation rate.</p>	5.4.2						

In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a (direct financial or another type of investment) contribution, the farm management agrees with the supply chain actor in writing on the related modalities and timelines of the wage improvement plan (5.4.2) linked to that contribution for the period for which it is provided. The farm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.	5.4.3					
WORKING CONDITIONS	5.5					
Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work, and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty-six hours per week on average per year. ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1) ILO Convention, Hours of Work (Commerce and Offices) Convention, 1990 (No. 171) Overtime work is voluntary and only permitted if:	5.5.1	Nigerian Labour Act, 2004	40 Working Hours per week			
a) It is requested in a timely manner b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level c) The overtime work does not impose an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours d) Workers have safe transport home after work* e) The total working week does not exceed 60 hours per week. Exceptional circumstances only applicable for farms: see h) f) Workers have at least a 30-minute break after maximum six consecutive hours of work and have a minimum of 10 consecutive hours of rest per 24 hour-period g) A record of the number of regular hours and overtime hours of each worker is kept*	5.5.2	Nigerian Labour Act, 2004				
Pregnant permanent workers are entitled to paid maternity leave of at least 14 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages. Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and a space for breastfeeding to nurture the child. This nursing space must be: •Functional for expressing milk (at a minimum, has a chair and a flat surface for pumping equipment, if needed) •Shielded from view •Free from intrusion by the public and co-workers •Available whenever a mother needs to pump or express milk •Not a toilet	5.5.3	National Health Act of 2014; National Gender Policy of Nigeria; Maternity Protection Act of 1992	Workers under are given time-off at work.			
Workers' children younger than the applicable minimum working age coming with their parents to the workplace: •Are provided with a safe place to stay according to their age •Are under the supervision of adults at all times ILO Code of Practice on Safety and Health in Agriculture, 2010	5.5.4	Occupational Safety and Health Act (OSHA) of 2014; Child Rights Act of 2003	Underage persons are not employed at work.			
HEALTH AND SAFETY	5.6					
A competent professional conducts an analysis of the occupational health and safety risks. Corresponding health and safety measures are included in the Management Plan and implemented, considering at least the following: •Risk analysis •Compliance with regulations •Training of workers •Procedures and equipment to ensure health and safety The number and type of occupational health and safety incidents are recorded (specified for men and women) and include incidents related to agrochemical use. For groups of small farms this is done for their own facilities. ILO Convention, Occupational Safety and Health Convention, 1981 (No. 155)	5.6.1	Health and Safety at work Act, 2005 Factory Act, 1990 and Employees compensation Act, 2010		Occupational Health and Safety Laws at work in Nigeria		Impact of Occupational Health and Safety Legislation on Performance Improvement in the Nigerian Construction Industry
First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital. The boxes are placed at the central locations of production, processing, and maintenance sites. For an emergency, appropriate measures, including showers and eyewashes, are present. Trained first aid employees are present during working hours. The workers are informed where and to who they should go to for first aid in case of an emergency.	5.6.2	Occupational Safety and Health Act (OSHA) of 2014				
Group members and workers know where to go in case of an emergency.	5.6.3					

Workers have access to sufficient and safe drinking water at all times through one of the following means: <ul style="list-style-type: none"> ▪ public drinking water system, or ▪ Drinking water provided by the management, compliant with drinking water parameters as set by local law or the WHO, based on testing preceding each Rainforest Alliance certification audit and any time that water contamination risks have occurred or been identified Drinking water sources are protected and, water distribution mechanisms are maintained to avoid contamination. Stored water is protected against contamination by a lid and is refreshed by fresh drinking water at least every 24 hours.	5.6.4	Water Resources Act of 1993;			River Basin Development Authorities (RBDA) IN 1976	Water Resources Use, Abuse and Regulations in Nigeria	
For small farms, in case of no access to safe public drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating and on the prevention of water contamination.	5.6.5						
Workers always have access to safe and sufficient drinking water.	5.6.6						
Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and workers' housing.	5.6.7						
Facilities are divided by gender in the case of 10 or more workers. Urinals are separated from toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed.	5.6.8						
Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community.	5.6.8	National Health Act of 2014					
Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.	5.6.9	OHSA, Labour safety act (Occupational Safety and Health Bill 2012			Reenactment of Factory Act 2004	Reenactment of Factory Act 2004	
All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use.	5.6.10						
Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not request pregnancy tests.	5.6.11	Maternity Protection Act of 1992					
Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.	5.6.12						
Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation. A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure. There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment. Only authorized personnel have access to workshops, storage, or processing facilities	5.6.13	Occupational Safety and Health Act (OSHA) of 2014					
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5.6.14						
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5.6.15	Occupational Safety and Health Act (OSHA) of 2014					
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5.6.16	Occupational Safety and Health Act (OSHA) of 2014					
HOUSING AND LIVING CONDITIONS	6.7						
Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least: Location and construction: <ul style="list-style-type: none"> ▪ Safe construction; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair ▪ Protection against weather conditions ▪ Workers/ families are informed about emergency evacuation plans ▪ Measures are taken to reduce the effect of extreme climate conditions such as flooding ▪ Fire Safety: collective housing has marked fire exits, firefighting equipment, and instructions ▪ Avoid housing on sites subject to air pollution and surface runoff Health and Hygiene:	5.7.1	Occupational Safety and Health Act (OSHA) of 2014					

Children living on-site and of school-going age go to school. Children either: <ul style="list-style-type: none"> Go to a school at safe walking distance Go to a school at reasonable traveling distance, with availability of safe transport Have on-site schooling of a recognized and equivalent level. 	5.7.2					
Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions and the possibilities of each producer, and include: <ul style="list-style-type: none"> Safe accommodation, build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair Marked evacuation routes for group accommodations Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place Access to safe drinking water Adequate sanitary and washing facilities. Safety and privacy of vulnerable groups is ensured, at least by well-lit and lockable facilities ILO Recommendation, Workers' Housing Recommendation, 1961 (No. 115)	5.7.3	Occupational Safety and Health Act (OSHA) of 2014				
COMMUNITIES	5.8					
Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 5 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex. Please see Annex 11: Free, Prior And Informed Consent (FPIC) Processes	5.8.1	National Policy on the Environment of 1992; National Policy on the Environment of 1992; National Commission for Nomadic Education Act of 2004;	International Covenant on Civil and Political Rights 1966 (ICCPR)	The Role of International Law in Protecting Land Rights of Indigenous Peoples in Nigeria and Kenya: A Comparative Perspective	Article 27 of the ICPR, (see [77, 78, 79, 80])	
The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights. In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action. If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to attain the required conflict resolution and remediation.	5.8.2	The Land Use Act of 1978, Grazing Reserve act of 1964, National Grazing Reserve Bill 2016; Nigerian Constitution of 1999		Seeking to achieve grazing reserve routes in each states and to improve agric productivity	Examining the Land Use Act of 1978 and its Effects on Tenure Security in Nigeria: A Case Study of Ekiti State, Nigeria, ACAPS (2017)Thematic report:Nigeria, Farmer-Fulani Herder Violence in Benue, Kaduna and Plateau state	
CHAPTER 6 - ENVIRONMENT						
FORESTS, OTHER NATURAL ECOSYSTEMS, AND PRO						
From January 2024 onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land uses. Please see annex 12: Additional Details on requirements for no-conversion.	6.1.1	Constitutional Conference of 1995, (Section 20); National Park Service Act of 1992; National Forest Policy of 1988		Legal and Regulatory Reforms of Forest Resources Conservation in Edo South, Edo State, Nigeria	Legal and Regulatory Reforms of Forest Resources Conservation in Edo South, Edo State, Nigeria	
Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.	6.1.2	National Park Service Decree No 49 of 1999; National Forest Policy of 1988		Challenges of buffer one management.	CHALLENGES OF BUFFER ZONE MANAGEMENT IN CROSS RIVER NATIONAL PARK, SOUTH EASTERN NIGERIA.	
Management includes the mitigation measures from the Farm Risk Assessment Tool in 1.3.1 with regard to High Conservation Values in the Management Plan (1.3.2). Management implements these measures. Please see Annex 3: Farm Risk Assessment Tool	6.1.3					
CONSERVATION AND ENHANCEMENT OF NATURAL						
Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 1.2.9 and the natural ecosystems section of the Farm Risk Assessment Tool in 1.3.1 and is updated annually. Please see Annex 3: Farm Risk Assessment Tool Please see Guidance Document N: Natural ecosystems and vegetation	6.2.1				Problems and strategies. Paper presented at the 21 st Annual Conference of the Forestry Association of Nigeria, Uyo, Akwa Ibom State 7 th -12 th April, 1992	
Farms maintain all remnant forest trees, except when these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.	6.2.2	The Forest Act of 1968; National Forest Policy of 1988; Land Use Act of 1978;		Ministry of Environment, water and agriculture is promoting and creating awareness to enhance community participation to achieve vision 2030 goals		
RIPARIAN BUFFERS						
Farms maintain existing riparian buffers adjacent to aquatic ecosystems.	6.3.1	National Policy on the Environment of 1992; Water Resources Act of 1993.				
Producers maintain the following additional safeguards for the protection of drinking water in case the farm is located closer than 50 m to a source of drinking water. Around the source: <ul style="list-style-type: none"> Maintain or establish a riparian buffer > 10 m Maintain a pesticides non-application zone > 20 m Maintain an additional zone > 40 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application 	6.3.2	National Policy on the Environment of 1992; Water Resources Act of 1993.				
PROTECTION OF WILDLIFE AND BIODIVERSITY						
	6.4					

Threatened animals and plants are not hunted, killed, fished, collected or trafficked. Additionally, producers and workers do not hunt other animals, with the following exceptions: •Producers of small farms may hunt non-threatened animals for non-commercial use only •Producers may hunt vertebrate wildlife pests on the farm only following the farm's integrated pest management (IPM) plan, and only as a measure of last resort. Explosives or toxic substances are never used for hunting, fishing, or control of wildlife nests.	6.4.1	Wildlife Protection Act of 1992;		CITES(Convention on International Trade in Endangered Species & International union for conservation of nature(IUCN)	This law seek to regulate the local & international trade of animals & plants species	
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.2	Wildlife Protection Act of 1992; Animal Health and Production Law of 2014				
Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic ecosystems.	6.4.3	National Forest Policy of 1988				
Producers do not use wildlife for processing or harvesting of any crop (e.g. Luwak for coffee, monkeys for coconut, etc).	6.4.4	Wildlife Protection Act of 1992; Animal Health and Production Law of 2014				
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing.	6.4.5					
Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan.	6.4.6	National Environmental Regulations 2011 (Government Notice No. 129)		National Environmental (Control of Bush, Forest Fire and Open Burning) Regulations, 2011		
WATER MANAGEMENT AND CONSERVATION						
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5.1	Water Resources Act of 1993; the National Water Resources Master Plan of 2000; the Nigerian Environmental Impact Assessment Act of 1992; the National Water Supply and Sanitation Policy of 2001.		National Water Policy	Water Resources Use, Abuse and Regulations in Nigeria (Section 1 and 3)	
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.2	Water Resources Act of 1993; the National Water Resources Master Plan of 2000; the Nigerian Environmental Impact Assessment Act of 1992; the National Water Supply and Sanitation Policy of 2001.				
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.3	Nigerian Environmental Impact Assessment Act of 1992				
WASTEWATER MANAGEMENT						
Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented.	6.6.1	Water Resources Act of 1993; the Nigerian Environmental Impact Assessment Act of 1992;				
For farm groups, this is done at all group-managed (collective) processing facilities and at a representative sample of member processing operations including the different types of treatment systems. Wastewater from processing operations discharged into aquatic ecosystems meets legal wastewater quality parameters. In absence of these, it meets the wastewater parameters. Wastewater from processing operations may not be mixed with clean water to meet the parameters.						
Human sewage, sludge, and sewage water is not used for production and/or processing activities. Sewage is not discharged into aquatic ecosystems unless it has been treated. Treated discharge is demonstrated to meet legal wastewater quality parameters or, in the absence of these, the wastewater parameters (not applicable to smallholders).	6.6.2	Solid Waste Management Act of 2007; Nigerian Environmental Impact Assessment Act of 1992, the Public Health Act of 1990, and the National Policy on the Environment of 1992				
Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins. If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.	6.6.3	Solid Waste Management Act of 2007; Nigerian Environmental Impact Assessment Act of 1992, the Public Health Act of 1990, and the National Policy on the Environment of 1993				
WASTE MANAGEMENT						
Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems. Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems. Non-organic waste is not left on the land.	6.7.1	Solid Waste Management Act of 2007; Nigerian Environmental Impact Assessment Act of 1992; the Public Health Act of 1990; the National Policy on the Environment of 1993		Household Waste Disposal Laws in the Federal Republic of Nigeria	Environment Laws in Niigeria	
Producers do not burn waste, except in incinerators technically designed for the specific type of waste.	6.7.2	Air Quality Regulations of 2009; National Air Quality Standards of 2011; Nigerian Environmental Impact Assessment Act of 1992		Household Waste Disposal Laws in the Federal Republic of Nigeria	Environment Laws in Niigeria	
ENERGY EFFICIENCY						
Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy sources used for production and processing. The types of energy sources and associated machinery used for production and processing are quantified and documented.	6.8.1	Nigerian National Energy Policy; the Nigerian National Energy Conservation Bill; the Energy Commission Act and the National Renewable Energy; Energy Efficiency Policy.				
Guidance Document N: Energy Efficiency						



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	CAMEROON	<i>Reviewed by:</i>
Date submitted:	31/01/2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If **RA standard goes beyond the national legislation**, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review
		<i>Legislation Name</i>	<i>CBA if applicable</i>	<i>ILO convention name (if applicable)</i>		
MANAGEMENT	1,1					

<p>Group management demonstrates a commitment to sustainable agriculture by dedicating adequate resources and staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard.</p> <p>Group management assesses at least every three years its management capacity to ensure compliance with the standard and the ability to make sustainability performance changes. Group management uses the Management Capacity Assessment Tool that includes the following topics:</p> <ul style="list-style-type: none"> • Group organization and Management structure • Strategic management • Financial management • Member engagement and membership planning • Member training and services provision • Sales and marketing • Internal Management System <p>Group management scores a minimum of one point on each of the seven topics of the Management Capacity Assessment Tool.</p>	1.1.1	Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>Tilte 2 - Fonctionnement des sociétés coopératives chapitre 1- Pouvoirs de gestion et principes de société</p> <p>Training and learning</p>	<p>Article 95, 96, 97 and 98</p> <p>Article 23</p>
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<p>There is a clearly documented and implemented Management Plan which addresses each applicable Rainforest Alliance Supply Chain requirement. Documented procedures include control of certified products for all applicable processes, included in the certificate scope, to maintain product integrity.</p>	<p>1.1.3</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>All chapters and articles</p>
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<p>The supply chain actor has devised, adopted and disseminated one or more policies for ensuring responsible business conduct in its own operations, supply chain and other business relationships. The policies cover direct and indirect adverse impacts on human rights and the environment.</p> <ul style="list-style-type: none"> • The policies commit and refer to following the OECD Due Diligence Guidance for Responsible Business Conduct. References and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights are also acceptable. • Oversight and responsibility for these policies and their implementation is assigned to senior management. • The policies and its expectations are specified in engagement with suppliers and other business relationships, including contracts and other written agreements. A potential tool for compliance is to have a supplier code of conduct in place. • At a minimum, this policy requires from the supply chain actor, its suppliers and other business relationships: • Compliance with national and/or regional laws (or relevant certification standards) in relation to Human Rights, Worker Rights & Conditions, Health & Safety. 	<p>1.1.4</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>All articles</p>
<p>ADMINISTRATION</p>	<p>1,2</p>					

<p>Management complies with applicable laws and collective bargaining agreements (CBA) within the scope of the Rainforest Alliance Sustainable Agriculture Standard.</p> <p>In the case that an applicable law or CBA is stricter than a criterion in the standard, such law or CBA will prevail unless such law has become obsolete. In the case that an applicable law or CBA is less strict than a criterion in the standard, the criterion in the standard will prevail, unless the criterion explicitly allows for such law or CBA to apply.</p>	1.2.1	<p>Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995</p>			<p>Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005</p>	<p>Titte 2 - Fonctionnement des sociétés coopératives chapitre 1- Pouvoirs de gestion et principes de société</p> <p>All articles</p>
<p>Mechanisms are in place to ensure that service providers comply with applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard.</p>	1.2.2	<p>- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - Cahier des charges pour le controle de la qualite du cacao et des cafes a l'exportation</p>			<p>- chapitre 4 Procédures de contrôle préventif , Section 1 Procédure d’alerte,Section 2 - Expertise de gestion</p> <p>All chapters</p>	<p>- Article 119 à 121</p> <p>All articles</p>
<p>There is a list of current subcontractors and suppliers of certified product that confirms their compliance to certification rules prior to or at the moment of an activity.</p> <p>For farms, this list of suppliers refers only to other farms they buy from.</p>	1.2.3			<p>liste des societe et magasins agree pour e stockage l'exportation du cacao et du café</p> <p>https://www.oncc.cm/index.php/fr/vie-des-filières/listes-des-usines-a-café</p>	<p>web</p>	<p>tout les article</p> <p>Article 37</p>

<p>An up to date registry of group members is kept, containing for each group member (landowner or farm operator, e.g. sharecropper):</p> <ul style="list-style-type: none"> • Full name • National ID Number • Group member identification number • Gender • Year of birth • Location • Phone number • Household size • GPS point of the largest farm unit • Number of farm units • Total farm area • Certified crop area • Previous year's total harvest of certified crop 	<p>1.2.4</p>	<p>Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Section 1, Article 9</p>			<p>Tenue du registre des membres, Section 1, Article 9</p>	<p>Section 1, Article 9</p>
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<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> • Full name • Gender • Year of birth • Start and end date(s) of employment • Wages <p>For workers for whom housing is provided, the registry additionally contains:</p> <ul style="list-style-type: none"> • Housing address • Number of family members • Year of birth of family members <p>For young workers (15 – 17 years), the registry additionally contains:</p> <ul style="list-style-type: none"> • Housing address 	1.2.5	Code du travail Camerounais ANNOTE 1997		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	Chapitre I- Du contract de travail individuel TITRE III: LE CONTRAT DE TRAVAIL	Article 23 a 44 Article 19 to 34
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> • Full name • Gender • Year of birth • Wages <p>Illiterate group members can give the above information orally.</p>	1.2.6	Loi no 92/007 du 14 août 1992, portant Code du Travail.			Chapitre I- Du contract de travail individuel	Article 23 a 44
<p>Management ensures that wherever the Rainforest Alliance Sustainable Agriculture Standard requires to inform workers or group members, the information is given in the predominant language(s) of the workers or group members.</p>	1.2.7	Loi no 92/007 du 14 août 1992, portant Code du Travail.	Décret n° 93/578 du 15 juillet 1993 fixant les conditions de fond et de forme applicables aux conventions collectives de travail chapitre IV page 94	CONVENTION COLLECTIVE NATIONALE DU COMMERCE	Responsable syndicaux sur la communication , panneau et affichage	Article 17

<p>A signed (or marked) agreement is in place between the group and each group member, specifying the rights and obligations of each party including at least:</p> <ul style="list-style-type: none"> • The group member's obligation to comply with the Rainforest Alliance Sustainable Agriculture Standard • The group member's obligation to accept both internal inspections and external audits and sanctions • The group member's guarantee that any product sold as certified comes only from their farm • The group member's right to appeal decisions made by the group management by using the grievance procedure <p>Each group member understands the agreement. Agreements are centrally archived and a copy is available for each group member.</p>	1.2.8	Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Sous-section 1 - Adhésion à la société coopérative			<p>- Sous-section 1 - Adhésion à la société coopérative</p> <p>- Sous-section 2 - Retrait des associés coopérateurs - Droits au remboursement</p> <p>- Sous-section 3 - Exclusion des coopérateurs</p>	Article 10 à 16
Records for certification purposes and compliance are kept for at least four years.	1.2.9					
<p>An up to date map of the farm (large farms) or the farm area (group of small farms) is available, including:</p> <ul style="list-style-type: none"> • Farms/ farm units / production zones, • Processing facilities, • Human habitation areas, • Schools, • Medical centers/first aid sites, • Natural ecosystems, including water bodies and forests, and other existing Natural vegetation, • Riparian buffer zones • Agroforestry shade cover, • Protected areas. <p>The map also includes risk areas identified in the Farm Risk Assessment (see 1.3.1). The date of the latest update is displayed on the map.</p> <p>Please see Guidance Document E: Maps</p>	1.2.10	Décret N° 95/466/PM du 20 juillet 1995 – fixant les modalités d'application du régime de faune			<p>TITRE PREMIER - DES DISPOSITIONS GENERALES</p> <p>TITRE II - DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE PREMIER - DE LA CONSERVATION DE LA FAUNE</p> <p>SECTION PREMIERE - DE LA CREATION DES AIRES PROTEGEES</p> <p>TITRE III - DE LA GESTION DE LA FAUNE</p>	<p>Article 1,2,3,4</p> <p>Article 5, 8</p> <p>Article 19</p>

<p>A sketch of the farm is available, including:</p> <ul style="list-style-type: none"> • The production area of certified crop • Forests • Water bodies • Buildings 	1.2.11	Décret N° 95/466/PM du 20 juillet 1995 – fixant les modalités d'application du régime de faune			<p>TITRE PREMIER - DES DISPOSITIONS GENERALES</p> <p>TITRE II - DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE PREMIER - DE LA CONSERVATION DE LA FAUNE</p> <p>SECTION PREMIERE - DE LA CREATION DES AIRES PROTEGEES</p> <p>TITRE III - DE LA GESTION DE LA FAUNE</p>	<p>Article 1,2,3,4</p> <p>Article 5, 8</p> <p>Article 19</p>
<p>Geolocation data is available for 100% of the farms. At least 10% is in the form of polygons. In the case of a farm with multiple farm units, the geolocation is provided for the largest farm unit with the certified crop.</p> <p>Please see Guidance Document F: Guide GPS and Polygons</p>	1.2.12			PRACTICAL GUIDE FOR INSPECTORS AND CONTROLLERS OF THE MINISTRY OF ENVIRONMENT AND PROTECTION OF NATURE	all document	all document
<p>A polygon is available of the farm, including all farm units.</p>	1.2.13					
<p>There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.</p>	1.2.16	Loi no 92/007 du 14 août 1992, portant Code du Travail.	CONVENTION COLLECTIVE NATIONALE DU COMMERCE		<p>CHAPITRE II.- DE L'APPRENTISSAGE</p> <p>TITRE XI.- DISPOSITIONS PARTICULIERES, TRANSITOIRES ET FINALES</p> <p>TITRE III: LE CONTRAT DE TRAVAIL</p> <p>CHAPITRE I: FORMATION ET EXECUTION DU CONTRAT</p>	<p>Article 45</p> <p>Article 175</p> <p>Article 23</p>
<p>Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, addresses, scope, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.</p>	1.2.17					
<p>RISK ASSESSMENT AND MANAGEMENT PLAN</p>	1,3					

<p>Management conducts a risk assessment in relation to the requirements in this standard, by using the Farm Risk Assessment Tool, at least every three years.</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	1.3.1	LOI N° 96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT			CHAPITRE II DES ETUDES D'IMPACT ENVIRONNEMENTAL	Article 17
<p>Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (1.3.1) and self-assessment (1.4.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (1.1.1) and internal inspection (1.4.1). The Management Plan is updated yearly.</p> <p>Please see Guidance Document B: Template of Management Plan</p>	1.3.2	LOI N° 96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE I FORMATION ET EXECUTION DU CONTRAT DE TRAVAIL CHAPITRE II DES ETUDES D'IMPACT ENVIRONNEMENTAL	Article 25 Article 17
<p>Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided.</p> <p>Indicators</p> <ul style="list-style-type: none"> •# of training activities provided to members • Topics of the training activities •# and % of members attending training activities (M/F) •# and type of services (other than training) provided to members 	1.3.3	LOI N° 96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE I FORMATION ET EXECUTION DU CONTRAT DE TRAVAIL CHAPITRE II DES ETUDES D'IMPACT ENVIRONNEMENTAL	Article 25 Article 17

<p>Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided.</p> <p>Indicator</p> <ul style="list-style-type: none"> •# of training activities provided to workers •Topics of the training activities •# and % of workers attending training activities (M/F) •# and type of services (other than training) provided to workers 	1.3.4	Loi no 92/007 du 14 août 1992, portant Code du Travail.			<p>CHAPITRE II.- DE L'APPRENTISSAGE</p> <p>TITRE XI.- DISPOSITIONS PARTICULIERES, TRANSITOIRES ET FINALES</p> <p>TITRE III: LE CONTRAT DE TRAVAIL</p> <p>CHAPITRE I: FORMATION ET EXECUTION DU CONTRAT</p>	<p>Article 45</p> <p>Article 175</p> <p>Article 23</p>
INTERNAL INSPECTION AND SELF-ASSESSMENT						
<p>An internal inspection system is in place to assess compliance of group members (for farms)/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:</p> <ul style="list-style-type: none"> •Yearly inspection of each group member/site •Scope in the first year of certification of a group member/site is: all requirements of the Rainforest Alliance Sustainable Agriculture Standard •Scope during consecutive years: based on risk assessment, on the previous year's internal inspection and on audit results <p>For farm scope only:</p> <ul style="list-style-type: none"> • A rotation system so that each farm unit is inspected at least every 3 years. In case of remote farm units, this is done at least every 6 years. 	1.4 1.4.1	LOI N° 96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT			<p>TITRE III DE LA GESTION DE L'ENVIRONNEMENT</p> <p>CHAPITRE I DU PLAN NATIONAL DE GESTION DE L'ENVIRONNEMENT</p>	Article 15,16
<p>The ratio between the number of internal inspectors and farms has to be at least one internal inspector to 250 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.</p>	1.4.2					

<p>An approval and sanction system is in place in relation to the compliance of group members (for farms)/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:</p> <ul style="list-style-type: none"> • A written approval and sanction procedure • An approval and sanction manager or committee, • A mechanism to follow up on group members' improvement and corrective measures, • A decision on each group member's/site's certification status that is signed and documented and included in the final internal inspection report 	1.4.3	Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE X.- DES PENALITES CHAPITRE IV: DISCIPLINE	Article 53, 172 Article 66
<p>Management yearly carries out a self-assessment to evaluate the compliance with the Rainforest Alliance Agricultural Standard.</p> <p>For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements.</p> <p>The self-assessment is made available to the external auditor.</p>	1.4.4	LAW NO. 2003/006 OF 21 APRIL 2003 TO LAY DOWN SAFETY REGULATIONS GOVERNING MODERN BIOTECHNOLOGY IN CAMEROON			Chapter III RISK ASSESSMENT	Article 18,19
GRIEVANCE MECHANISM	1,5					

<p>A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements:</p> <ul style="list-style-type: none"> • A grievance committee with decision making power, with knowledge about the grievances, that is impartial, accessible, and gender sensitive • Grievance committee is formed by at least one member/worker representative • The grievance mechanism has appropriate submission channels, for internal and external stakeholders, including workers, members, staff, buyers, suppliers, indigenous peoples and communities • Anonymous grievances are accepted and confidentiality is respected 	1,5,1	Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>CHAPITRE III.- DES DELEGUES DU PERSONNEL</p> <p>CHAPITRE II.- DU DIFFEREND COLLECTIF</p> <p>CHAPITRE I FORMATION ET EXECUTION DU CONTRAT DE TRAVAIL</p> <p>CHAPITRE II ADHESION - DUREE - REVISION</p>	<p>Article 128,129</p> <p>Article 157</p> <p>Article 27</p> <p>Article 7</p>
GENDER EQUALITY	1,6					

<p>Management commits to promoting gender equality by:</p> <ul style="list-style-type: none"> • A written statement that is communicated to group members/workers • Appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment. Management can choose to appoint a responsible person instead of a committee, except in the case of large farms <p>The responsible committee/person:</p> <ul style="list-style-type: none"> • knowledgeable about gender equality and women's empowerment • In case of a committee, includes at least one woman and at least one person from management • known, accessible and trusted by the group members/workers <p>Guidance Document G: Gender Equality</p>	<p>1.6.1</p>	<p>Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>Document de travail no. 65 Etude nationale sur la discrimination en matière d'emploi et de profession et proposition d'un plan national d'action au Cameroun</p> <p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>tout chapitre</p> <p>CHAPITRE III RUPTURE DU CONTRAT DE TRAVAIL</p> <p>CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS</p>	<p>tout articles</p> <p>Article 42</p> <p>Article 83</p>
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<p>The responsible committee/person performs the following activities:</p> <ul style="list-style-type: none"> • Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan • Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually • Is involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol <p>Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2</p> <p>Supply Chain scope: Management Plan: see 1.1.3</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p> <p>Please see Annex 4: Remediation Protocol</p>	1.6.2	Loi no 92/007 du 14 août 1992, portant Code du Travail.		<p>Document de travail no. 65 Etude nationale sur la discrimination en matière d'emploi et de profession et proposition d'un plan national d'action au Cameroun</p> <p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>tout chapitre</p> <p>CHAPITRE III RUPTURE DU CONTRAT DE TRAVAIL</p> <p>CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS</p>	<p>tout articles</p> <p>Article 42</p> <p>Article 83</p>
YOUNG FARMERS AND WORKERS	1,7	Loi no 92/007 du 14 août 1992, portant Code du Travail.			CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS	Article 86
TRACEABILITY	CHAPTER 2 - TRACEABILITY					
	2.1					

<p>The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg/ha, stems/ha for flowers) of a representative sample of farms or farm units. The methodology and calculation are documented.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Estimated certified production volume (kg or stems) <p>Please see Guidance Document H: Yield estimation</p>	<p>2.1.1</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao</p>	<p>Tout articles</p>
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<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> • The total harvested certified production (in kg, in stems for flowers) is recorded once a year • The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Total harvested production of the certified crop (kg or stems) 	<p>2.1.2</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
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<p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	<p>2.1.3</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
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<p>Management has mapped the product flow from the group members (for farms)/sites (for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	<p>2.1.4</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao</p>	<p>Tout articles</p>
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<p>Products that the group sells as certified can be traced back to the certified farm(s) where these were produced.</p> <p>Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume.</p> <p>Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sale documents include the group member, date, product type, (percentage of) certified volume and, if relevant, traceability level.</p>	<p>2.1.5</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
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<p>There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.</p>	<p>2.1.6</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
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<p>Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.</p>	<p>2.1.7</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
<p>The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.1.8</p>					
<p>Equipment used to define the weight or volume of the certified product is calibrated annually.</p>	<p>2.1.9</p>			<p>CAHIER DE CHARGES POUR LE CONTROL DE LA QUALITE DU CACAO ET CAFÉ A L'EXPORTATION</p>	<p>Chapitre I</p>	<p>Article 4,5S</p>

<p>A volume summary of certified product is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, outputs, lost and sold (as applicable).</p>	<p>2.1.10</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	<p>Tout articles</p>
<p>Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.</p>	<p>2.1.11</p>					

<p>There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.</p>	<p>2.1.12</p>	<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao. Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café. Ordonnance N° 01/007 Du 12</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café. Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun. Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun. Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao</p>	<p>Tout articles</p>
<p>TRACEABILITY IN THE ONLINE PLATFORM</p>	<p>2.2</p>					
<p>Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.2.1</p>					
<p>Total sales of certified products do not exceed the total production (where applicable), purchase of certified products plus remaining stock balance from the previous year.</p>	<p>2.2.2</p>					
<p>Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	<p>2.2.3</p>					
<p>In case of public facing trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off product trademarks prior to use.</p>	<p>2.2.4</p>					

Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.	2.2.5					
Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgement by both parties is available.	2.2.6					
The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance. Please see Annex 6: Traceability and Shared Responsibility	2.2.7					
MASS BALANCE	2.3					
Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.	2.3.1					
The volume of product sold as mass balance is 100% covered by volumes purchased as certified.	2.3.2					
Purchase and sales documentation and/or recipes include origin information for products that fall in scope for origin matching as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility	2.3.3					
Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility	2.3.4					
Credit trading is limited to regional scope within a certificate, movement from one certificate to another shall be accompanied by physical shipment of relevant product.	2.3.5					
A process is in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which certified volume balance was exceeded.	2.3.6					
	CHAPTER 3 - INCOME AND SHARED RESPO					
PRODUCTION COSTS AND LIVING INCOME	3.1					
SUSTAINABILITY DIFFERENTIAL	3.2					

<p>Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members:</p> <ul style="list-style-type: none"> • Pro-rata, based on volumes delivered • In a timely and convenient manner, at least before the next crop season, or at least once a year in case of continuous harvest <p>Group management at least annually:</p> <ul style="list-style-type: none"> • Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums or crop and country specific premiums such as the Living Income Differential) • Communicates to group members the price and sustainability differential received for the certified crop • Documents the payment of the Rainforest Alliance sustainability differential to the group members <p>Indicators:</p> <p>Amount of Rainforest Alliance sustainability differential received:</p>	<p>3.2.1</p>	<p>Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>Prime d'assiduité ou de rendement</p> <p>CHAPITRE IV.- DE LA CONVENTION COLLECTIVE ET DES ACCORDS D'ETABLISSEMENTS</p>	<p>Article 76 :</p> <p>Article 40,57</p>
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<p>Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential.</p> <p>Farm management documents at least annually:</p> <ul style="list-style-type: none"> • The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums) • How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other <p>Indicators:</p> <ul style="list-style-type: none"> • Amount of Rainforest Alliance sustainability differential received (total amount received, and per MT) • Distribution of the sustainability differential as % of the total amount received on the topics: <p>a) wages; b) working conditions; c) health and safety; d) housing; e) other (to be specified)</p>	3.2.2	Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	Prime d'assiduité ou de rendement CHAPITRE IV.- DE LA CONVENTION COLLECTIVE ET DES ACCORDS D'ETABLISSEMENTS	Article 76 : Article 40,57
Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.						
<p>The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.</p>	3.2.3	<p>DECREE NO. 2008-64 OF 4 FEBRUARY 2008 TO LAY DOWN THE CONDITIONS FOR THE MANAGEMENT OF THE NATIONAL ENVIRONMENT AND SUSTAINABLE DEVELOPMENT FUND</p>			<p>Chapter II RESOURCES AND EXPENDITURE OF THE FUND Section II EXPENDITURE</p>	Article 4

<p>Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon.</p> <p>The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.4	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>TITRE III.- DU CONTRAT DE TRAVAIL</p> <p>o CHAPITRE I.- DU CONTRAT DE TRAVAIL INDIVIDUEL</p> <p>☑ Section I: Dispositions d'ensemble</p> <p>☑ Section II: De la conclusion et de l'exécution du contrat de travail</p> <p>☑ Section III: De la suspension et de la résiliation du contrat de travail</p> <p>TITRE III: LE CONTRAT DE TRAVAIL</p>	<p>Article 23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,38,40,41,42,43,44</p> <p>Article 19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34</p>
<p>The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.5	DECREE NO. 2008-64 OF 4 FEBRUARY 2008 TO LAY DOWN THE CONDITIONS FOR THE MANAGEMENT OF THE NATIONAL ENVIRONMENT AND SUSTAINABLE DEVELOPMENT FUND			Chapter II RESOURCES AND EXPENDITURE OF THE FUND Section II EXPENDITURE	Article 4
<p>Sustainability Differential payments are recorded in the traceability platform once per quarter.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.6	DECREE NO. 2008-64 OF 4 FEBRUARY 2008 TO LAY DOWN THE CONDITIONS FOR THE MANAGEMENT OF THE NATIONAL ENVIRONMENT AND SUSTAINABLE DEVELOPMENT FUND			Chapter II RESOURCES AND EXPENDITURE OF THE FUND Section II EXPENDITURE	Article 4
<p>The Sustainability Differential paid amounts to at least the prescribed minimum.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>	3.2.7	DECREE NO. 2008-64 OF 4 FEBRUARY 2008 TO LAY DOWN THE CONDITIONS FOR THE MANAGEMENT OF THE NATIONAL ENVIRONMENT AND SUSTAINABLE DEVELOPMENT FUND			Chapter II RESOURCES AND EXPENDITURE OF THE FUND Section II EXPENDITURE	Article 4
SUSTAINABILITY INVESTMENTS	3.3					

<p>Management defines the investments needed to improve sustainability in an investment plan.</p> <p>The management uses the following sources to inform their investment needs:</p> <ul style="list-style-type: none"> • Audit reports (NCs and improvement areas) • Self-assessments • Internal inspections • Management Plan <p>Management documents the in-kind and cash Sustainability Investments received from buyers for this investment plan according to the Rainforest Alliance investment categories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> • Investment needs specified per category in the Rainforest Alliance defined investment categories • Sustainability Investments received from buyers: In-kind and cash contributions received per investment category <p>Please see Annex 6: Traceability and Shared</p>	3.3.1	LOI N° 94-01 DU 20 JANVIER 1994 - PORTANT REGIME DES FORETS, DE LA FAUNE ET DE LA PECHE			TITRE III - DE LA GESTION DE LA FAUNE	Article 14 a 39
<p>The buyer of certified products ensures that the farm certificate holder receives the Sustainability Investment. Sustainability Investments align with the needs identified in the investment plan of the farm certificate holder.</p>	3.3.4					
<p>An annual report of investments made to farms is compiled and available. The investments:</p> <ul style="list-style-type: none"> • Align with the investment needs identified in the investment plan of the farm certificate holder • Are substantiated with proof of payment • Are recorded in the traceability platform at an annual basis 	3.3.5					
Supply Chain Contribution for Living Wage Payment	3,4					
	CHAPTER 4 - FARMING					
PLANTING AND ROTATION	4.1					

Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (1.3.1) regarding climate. Planting materials are free of pests and diseases.	4.1.1			FICHE TECHNIQUE Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4	1-GENERALITES 1-1 : Origine 5 1-2 : Utilisations et propriétés nutritives du cacao 5 1-3 : Classification	Article 1.1,1.2,1.3
New plantings have a well-established cropping system which takes into account e.g. <ul style="list-style-type: none"> • Requirements of the variety used • Geographical, ecological and agronomic conditions • Diversification and intercropping crops with different rooting depths and soil uses to enhance soil quality and health • Planting density 	4.1.2			FICHE TECHNIQUE Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4	1-GENERALITES 1-1 : Origine 5 1-2 : Utilisations et propriétés nutritives du cacao 5 1-3 : Classification	Article 1.1,1.2,1.3
PRUNING AND RENOVATION OF TREE CROPS	4.2					
Management implements a pruning cycle for adequate formation, maintenance and rejuvenation pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines. Group management supports group members to implement this pruning cycle	4.2.1			FICHE TECHNIQUE Chaîne de valeur Cacao: De l'agriculteur au consommateur Guide technique N°4	ENTRETIEN DE LA CACAOYERE	Article 2.1,2.2,2.3
GENETICALLY MODIFIED ORGANISMS (GMOS)	4.3					
The certified crop is not genetically modified (GMO).	4.3.1	LAW NO. 2003/006 OF 21 APRIL 2003 TO LAY DOWN SAFETY REGULATIONS GOVERNING MODERN BIOTECHNOLOGY IN CAMEROON			PART II CONTAINED USE OF GENETICALLY MODIFIED ORGANISMS	Article 16,17
SOIL FERTILITY AND CONSERVATION	4.4					

<p>Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant:</p> <ul style="list-style-type: none"> •Erosion prone areas and slope •Soil structure •Soil depth and soil horizons •Densification of compaction areas •Soil moisture and water level in the soil •Drainage conditions •Identification of areas with visual symptoms of nutrient deficiency 	4.4.1	<p>Loi n° 2003/007 du 10 Juillet 2003 régissant les activités du sous-secteur engrais au Cameroun</p> <p>DECRET N° 2011/2584/PM DU 23 AOUT 2011 FIXANT LE REGIME DE PROTECTION DES SOLS ET DU SOUS-SOL</p>			<p>TITRE 1 DISPOSITIONS GÉNÉRALES CHAPITRE II DES CONDITIONS D'UTILISATION DES ENGRAIS</p> <p>Chapitre II : Des conditions particulières de protection des sols et du sous-sol. Section I : De la protection contre l'érosion et la désertification</p>	<p>Article 2</p> <p>Article 6</p> <p>Article 3,4</p>
<p>Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up soil organic matter, increase on-farm nutrient recycling, and optimize soil moisture.</p> <p>Please see Guidance Document K: Soil Matrix</p>	4.4.2	<p>Loi n° 2003/007 du 10 Juillet 2003 régissant les activités du sous-secteur engrais au Cameroun</p> <p>DECREE NO. 2013/0171/PM OF 14 FEBRUARY 2013 TO LAY DOWN THE TERMS AND CONDITIONS FOR CONDUCTING ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENTS</p>			<p>TITRE 1 DISPOSITIONS GÉNÉRALES</p> <p>Chapter II CONTENT OF THE ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT, STRATEGIC ENVIRONMENTAL ASSESSMENT AND ENVIRONMENTAL IMPACT STATEMENT</p>	<p>Article 1,2</p> <p>all article</p>
<p>Management carries out regular soil tests and/or (visual) leaf tests, including macronutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.</p>	4.4.3	<p>DECRET N° 2011/2584/PM DU 23 AOUT 2011 FIXANT LE REGIME DE PROTECTION DES SOLS ET DU SOUS-SOL</p>			<p>Chapitre V : Dispositions diverses et finales</p>	Article 14
<p>Producers use organic fertilizers and by-products available at farm level first, and supplement by inorganic fertilizer if nutrients are still lacking.</p> <p>To minimize risk, animal manure is hot composted before use as a fertilizer. Producers store animal manure and compost at least 25 meters away from any water body.</p>	4.4.4	<p>Loi n° 2003/007 du 10 Juillet 2003 régissant les activités du sous-secteur engrais au Cameroun</p>			<p>TITRE 1 DISPOSITIONS GÉNÉRALES CHAPITRE II DES CONDITIONS D'UTILISATION DES ENGRAIS</p>	<p>Article 1</p> <p>Article ,6,7,8</p>
INTEGRATED PEST MANAGEMENT (IPM)	4.5					

<p>Management implements the IPM strategy as developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticides application records. The IPM strategy is annually updated.</p> <p>Please see Guidance Document I: IPM Strategy</p>	4.5.1	Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides		PLAN DE GESTION DES NUISIBLES DANS LE CADRE DU PROGRAMME NATIONAL DE DEVELOPPEMENT PARTICIPATIF-PHASE «3 » ET FINANCEMENT ADDITIONNEL IDA18	Tout les chapitre	tout les article
<p>Producers regularly monitor pests and their principal natural enemies.</p> <p>Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and or beneficial insects.</p>	4.5.2	Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides			Chapter V PLANT PROTECTION PRODUCT RELATED ACTIVITIES Section I IMPORT OF PLANT PROTECTION PRODUCTS	Article 31,32,33
<p>When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this.</p> <p>When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization.</p> <p>When agrochemicals are used:</p> <ul style="list-style-type: none"> • Agrochemicals with the lowest possible toxicity and highest selectiveness are used • Applications are made only on the impacted plants and areas • Active ingredients are rotated to avoid and reduce resistance • Calendar spraying is avoided, and only allowed when recommended by a competent technician or official national organization 	4.5.3	Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides			Chapter VI CONTROL OF PLANT PROTECTION PRODUCTS AND TREATMENT EQUIPMENT Section I CONTROL OF PLANT PROTECTION PRODUCTS AND TREATMENT EQUIPMENT	Article 46,47,48,48,50,51,52,53,54
<p>Producers and workers that are involved in pest management activities are trained about the IPM strategy.</p>	4.5.4	Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides			Section IV PROFESSIONAL PHYTOSANITARY TREATMENT FOR THIRD PARTIES	Article 42
AGROCHEMICALS MANAGEMENT	4.6					

<p>No agrochemicals are used that are:</p> <ul style="list-style-type: none"> • On the Rainforest Alliance Prohibited List • Prohibited by applicable law • Not legally registered in the country where the farm is located <p>Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging.</p> <p>Applicable to group management in case the group management has a purchasing task.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.1	<p>Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides</p> <p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p>		<p>LISTE DES PESTICIDES HOMOLOGUES AU CAMEROUN AU 04 Mars 2021 Liste réservée au Grand Public</p>	<p>Chapter V PLANT PROTECTION PRODUCT RELATED ACTIVITIES Section I</p> <p>tout les chapitre</p> <p>USE, INSPECTION AND CONTROL OF PHYTOSANITARY PRODUCTS Section I USE OF PHYTOSANITARY PRODUCTS</p>	<p>Article 31,32,33</p> <p>tout les article</p> <p>Article 21,22</p>
<p>If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 7, Pesticides Management, are implemented.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.2	<p>Decree No.2005/0772/PM of 6 April 2005 to lay down requirements for approving and controlling pesticides</p> <p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p>			<p>Chapter II PHYTOSANITARY CONTROL OF HARMFUL ORGANISMS Section I BIOLOGICAL CONTRO</p> <p>Section IV PHYTOSANITARY CONTROL</p>	<p>Article 4,5,6</p> <p>Article 19,20</p>
<p>Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training.</p> <p>Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk and as recommended by a competent technician. The PPE is in good condition. Directly after use, PPE is washed and stored safely and does not enter the workers' housing. Single-use items are disposed of after one use.</p> <p>PPE is provided to workers free of charge.</p> <p>Farm/group management has a system to record, monitor and enforce the use of PPE.</p>	4.6.3	<p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p> <p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p>			<p>Section IV PHYTOSANITARY CONTROL</p> <p>Section II ALERT AND CONTROL OF OTHER HARMFUL ORGANISMS</p> <p>Section IV PHYTOSANITARY CONTRO</p>	<p>Article 4,5</p> <p>Article 20</p> <p>Article 20</p>

<p>Persons handling pesticides bathe, change and wash clothes after application.</p> <p>Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible bathing facilities.</p>	4.6.4				Chapter III USE, INSPECTION AND CONTROL OF PHYTOSANITARY PRODUCTS Section II INSPECTION AND CONTROL OF PHYTOSANITARY PRODUCTS	Article 28,29,30
<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> • Safe transport to area of application • Respecting the correct dosage • Using appropriate equipment and techniques • Appropriate weather conditions • Respecting restricted entry intervals (REI), including warning signs in local language and informing potentially affected persons or communities in advance <p>When there is no other information, minimum restricted entry interval is 48 hours for WHO class II products and 12 hours for other products. When two or more products with different restricted entry intervals are used at the same time, the longest interval applies.</p> <p>Volume and dosage calculation methods are reviewed and refined to reduce the surplus mix and pesticide overuse.</p> <p>Pre-harvest intervals of pesticides as stipulated in the product's MSDS label according to regulation by</p>	4.6.5	LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION			Chapter I GENERAL PROVISIONS Section III PHYTOSANITARY SURVEILLANCE	Article 3 Article 16
<p>Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including all aquatic and terrestrial natural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.6	LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION DECREE NO. 2005/0772/PM OF 6 APRIL 2005 TO LAY DOWN TERMS AND CONDITIONS FOR REGISTRATION AND CONTROL OF PLANT PROTECTION PRODUCTS			Chapter I GENERAL PROVISIONS Section IV PROFESSIONAL PHYTOSANITARY TREATMENT FOR THIRD PARTIES	Article 1,3 Article 42

<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7	<p>DECREE NO.2005/0770/PM OF 6 APRIL 2005 TO LAY DOWN PHYTOSANITARY CONTROL PROCEDURES</p>			<p>Chapter III CONTROL MEASURES AGAINST PESTS AND OTHER HARMFUL ORGANISMS</p>	Article 15
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> • Product brand name and active ingredient(s) • Date and time of application • Location and area (size) of application • Dosage and volume • Crop • Name(s) of applicator(s) • Target pest <p>Group management facilitates record keeping for group members when needed.</p>	4.6.8	<p>DECREE NO. 2005/0772/PM OF 6 APRIL 2005 TO LAY DOWN TERMS AND CONDITIONS FOR REGISTRATION AND CONTROL OF PLANT PROTECTION PRODUCTS</p>			<p>Chapter V PLANT PROTECTION PRODUCT RELATED ACTIVITIES Section I IMPORT OF PLANT PROTECTION PRODUCTS</p> <p>Chapter III CERTIFICATION OF TREATMENT EQUIPMENT</p>	<p>Article 30,31,32,33</p> <p>Article 18</p>
<p>Empty pesticides containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in way that minimizes the negative impact on the environment and human health. The surplus mix is diluted with ten times the amount of clean water and applied evenly on the field that was subject of the pesticide application.</p> <p>The empty pesticide containers are kept in a locked storage area until safely disposed of through a formal collection, and recycling program or returned to the supplier. If the supplier does not accept empty containers, they are cut or perforated to prevent other uses. Containers may be re-used only for the original contents and only when labelled accordingly.</p> <p>Prohibited, obsolete and expired pesticides are returned to the supplier or local authority. In absence of a collection system in place, these products are labelled and stored safely and separately from other products in a locked space.</p>	4.6.9	<p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p> <p>DECREE NO. 2005/0772/PM OF 6 APRIL 2005 TO LAY DOWN TERMS AND CONDITIONS FOR REGISTRATION AND CONTROL OF PLANT PROTECTION PRODUCTS</p>			<p>Chapter I GENERAL PROVISIONS</p> <p>Section II PLANT QUARANTINE</p> <p>Section I USE OF PHYTOSANITARY PRODUCTS</p> <p>Chapter III CERTIFICATION OF TREATMENT EQUIPMENT</p>	<p>Article 3</p> <p>Article 8,9,12</p> <p>Article 27</p> <p>Article 16,17,18</p>

<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> • Dry, clean, well-ventilated • Made from non-absorbent material • Safely locked and accessible only by trained handlers • Not accessible to children • Separated from crop, food products, and packaging materials 	4.6.10	<p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p> <p>DECREE NO. 2005/0772/PM OF 6 APRIL 2005 TO LAY DOWN TERMS AND CONDITIONS FOR REGISTRATION AND CONTROL OF PLANT PROTECTION PRODUCTS</p>			<p>Chapter I GENERAL PROVISIONS</p> <p>Section II PLANT QUARANTINE</p> <p>Section I USE OF PHYTOSANITARY PRODUCTS</p> <p>Chapter III CERTIFICATION OF TREATMENT EQUIPMENT</p>	<p>Article 3</p> <p>Article 8,9,12</p> <p>Article 27</p> <p>Article 16,17,18</p>
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> • Dry, clean, well ventilated and with a sound roof and impermeable floor • Safely locked and accessible only by trained handlers, • Separated from crops, food products or packaging material • With an emergency spill kit • With visible and understandable safety warning signs and pictograms • With an emergency procedure, eye-washing area and an emergency shower 	4.6.11	<p>LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION</p> <p>DECREE NO. 2005/0772/PM OF 6 APRIL 2005 TO LAY DOWN TERMS AND CONDITIONS FOR REGISTRATION AND CONTROL OF PLANT PROTECTION PRODUCTS</p>			<p>Chapter I GENERAL PROVISIONS</p> <p>Section II PLANT QUARANTINE</p> <p>Section I USE OF PHYTOSANITARY PRODUCTS</p> <p>Chapter III CERTIFICATION OF TREATMENT EQUIPMENT</p>	<p>Article 3</p> <p>Article 8,9,12</p> <p>Article 27</p> <p>Article 16,17,18</p>

<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> • Date of purchase • Product brand name and active ingredient, including an indication of chemicals that are on the Risk Mitigation list • Volume • Date of expiration <p>For groups this is only applicable for centralized stock.</p>	4.6.12	LAW NO. 2003/003 OF 21 APRIL 2003 RELATING TO PHYTOSANITARY PROTECTION			Chapter III USE, INSPECTION AND CONTROL OF PHYTOSANITARY PRODUCTS Section I USE OF PHYTOSANITARY PRODUCTS	Article 24
HARVEST AND POSTHARVEST PRACTICES						
<p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including: loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Products are harvested at the right time and interval to optimize quality • Harvesting damages to the plant are minimized for future production • Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented • Damage due to humidity is prevented • Products are stored in a cool, dry, well ventilated and dark place • Maintenance and cleaning of harvest and postharvest tools, machinery and equipment • Packaging materials are used that are suitable and approved for food products 	4.7.1	<p>Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun.</p> <p>Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun.</p> <p>Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p> <p>Loi N° 95/11 Du 27 Juillet 1995 Portant organisation du commerce du cacao et du café.</p> <p>Ordonnance N° 91/007 Du 12 Juin 1999 Portant restructuration de la filière café et cacao</p>			<p>Loi N°2004/025 Du 30 Dec 2004 Modifiant et complétant certaines dispositions de la Loi N° 95/11 du 27 Juillet 1995 portant organisation du commerce du cacao et du café.</p> <p>Décret N° 2005/1212 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cacao produit en République du Cameroun.</p> <p>Décret N° 2005/1213 /PM Du 27 Avril 2005 Règlementant le conditionnement et la commercialisation des fèves de cafe produit en République du Cameroun.</p> <p>Arette N° 00026/MINCOMERCE Du 12 Aout 2005 Fixant les conditions générales de commercialisation des fèves de cacao.</p>	All articles
CHAPTER 5 - SOCIAL						
ASSESS & ADDRESS CHILD LABOR, FORCED LABOR, 5.1						

<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> • Appointing a management representative who is accountable for the assess-and-address system • For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. • For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a management representative only instead of a committee. <p>The committee members are:</p> <ul style="list-style-type: none"> • Knowledgeable about child labor, forced labor, discrimination and workplace violence and harassment • Impartial, accessible and trusted by workers/group 	<p>5.1.1</p>	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p> <p>Vu l'arrêté n° 68/MINTSS du 28 novembre 2005 portant création d'un comité national de mise en oeuvre du Programme International pour l'Abolition du Travail des enfants (IPEC),</p>			<p>TITRE V.- DES CONDITIONS DE TRAVAIL CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS</p>	<p>article 83,84,85,86,87</p> <p>all the article</p>
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<p>Remediation:</p> <p>The management representative/committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> •Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) <p>Please see Annex 4: Remediation Protocol</p>	5.1.4	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.			TITRE V.- DES CONDITIONS DE TRAVAIL CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS	article 83,84,85,86,87
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
<p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p> <p>ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</p>	5.2.1	Loi n° 92/007 of 14th August 1992 relating to the Labour Code		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE II.- DES SYNDICATS PROFESSIONNELS CHAPITRE I.- DE L'OBJET DES SYNDICATS PROFESSIONNELS ET DE LEUR CONSTITUTION TITRE II: EXERCICE DU DROIT SYNDICAL - DELEGUES DU PERSONNEL ET SYNDICAUX, RESPONSABLES SYNDICAUX CHAPITRE I : EXERCICE DU DROIT SYNDICAL	Article 3,4,5,6,7,8,9,10 Article 10, 11,12,13

<p>Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations.</p> <p>ILO Convention, Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</p>	5.2.2	Loi n° 92/007 of 14th August 1992 relating to the Labour Code		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>TITRE II.- DES SYNDICATS PROFESSIONNELS CHAPITRE I.- DE L'OBJET DES SYNDICATS PROFESSIONNELS ET DE LEUR CONSTITUTION</p> <p>TITRE II: EXERCICE DU DROIT SYNDICAL - DELEGUES DU PERSONNEL ET SYNDICAUX, RESPONSABLES SYNDICAUX CHAPITRE I : EXERCICE DU DROIT SYNDICAL</p>	<p>Article 4 ,168</p> <p>Article 16</p>
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, Workers' Representatives Convention, 1971 (No. 135)</p>	5.2.3	Loi n° 92/007 of 14th August 1992 relating to the Labour Code		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>TITRE II.- DES SYNDICATS PROFESSIONNELS CHAPITRE III.- DES DISPOSITIONS DIVERSES RELATIVES AUX SYNDICATS</p> <p>CHAPITRE II CONVENTION COLLECTIVE NATIONALE DU COMMERCE 14 DELEGUES DU PERSONNEL ET SYNDICAUX RESPONSABLES SYNDICAUX</p>	<p>Article 16,17,18,19,20,21</p> <p>Article 14,15,16,17,18</p>
WAGES AND CONTRACTS	5.3					

<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written/verbal contracts include at minimum:</p> <ul style="list-style-type: none"> • Job duties • Location of the job • Working hours • Pay rate and/or method of calculation • Overtime pay rate • Frequency or schedule of payment 	5.3.1	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>TITRE III.- DU CONTRAT DE TRAVAIL</p> <p>o CHAPITRE I.- DU CONTRAT DE TRAVAIL INDIVIDUEL</p> <p>☑ Section I: Dispositions d'ensemble</p> <p>☑ Section II: De la conclusion et de l'exécution du contrat de travail</p> <p>☑ Section III: De la suspension et de la résiliation du contrat de travail</p> <p>TITRE III: LE CONTRAT DE TRAVAIL</p>	<p>Article 23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,38,40,41,42,43,44</p> <p>Article 19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34</p>
<p>The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks.</p>	5.3.2	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	<p>TITRE IV.- DU SALAIRE</p> <p>o CHAPITRE I.- DE LA DETERMINATION DU SALAIRE</p> <p>o CHAPITRE II.- DU PAIEMENT DU SALAIRE</p> <p>☑ Section I: Du mode de paiement du salaire</p> <p>TITRE V: SALAIRES ET ACCESSOIRES 44</p> <p>CHAPITRE I : SALAIRES Détermination du salaire et mode de rémunération</p>	<p>Article 61 a 69</p> <p>Article 69</p>

<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in a CBA, it is adjusted yearly for inflation based on the national inflation rate.</p>	<p>5.3.3</p>	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>TITRE IV.- DU SALAIRE o CHAPITRE I.- DE LA DETERMINATION DU SALAIRE o CHAPITRE II.- DU PAIEMENT DU SALAIRE ☑ Section I: Du mode de paiement du salaire</p> <p>TITRE V: SALAIRES ET ACCESSOIRES 44 CHAPITRE I : SALAIRES Détermination du salaire et mode de rémunération</p>	<p>Article 61 a 69</p> <p>Article 69</p>
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.</p>	<p>5.3.4</p>	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>TITRE IV.- DU SALAIRE o CHAPITRE I.- DE LA DETERMINATION DU SALAIRE o CHAPITRE II.- DU PAIEMENT DU SALAIRE ☑ Section I: Du mode de paiement du salaire</p> <p>TITRE V: SALAIRES ET ACCESSOIRES 44 CHAPITRE I : SALAIRES Détermination du salaire et mode de rémunération</p>	<p>Article 61 a 69</p> <p>Article 69</p>

<p>In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a (direct financial or another type of investment) contribution, the farm management agrees with the supply chain actor in writing on the related modalities and timelines of the wage improvement plan (5.4.2) linked to that contribution for the period for which it is provided. The farm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.</p>	<p>5.4.3</p>	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>D'ETABLISSEMENTS TITRE IV.- DU SALAIRE Section III: De la prescription de l'action en paiement du salaire</p> <p>TITRE V: SALAIRES ET ACCESSOIRES Détermination du salaire et mode de rémunération</p>	<p>Article 74</p> <p>Article 69 :</p>
<p>WORKING CONDITIONS</p>	<p>5.5</p>					
<p>Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty-six hours per week on average per year.</p> <p>ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1)</p> <p>ILO Convention, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)</p>	<p>5.5.1</p>	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>TITRE V.- DES CONDITIONS DE TRAVAIL CHAPITRE I.- DE LA DUREE DU TRAVAIL</p> <p>TITRE IV: CONDITIONS DE TRAVAIL CHAPITRE I : DUREE DU TRAVAIL</p>	<p>article 80, 81 and 82</p> <p>Article 49 a 55</p>

<p>Overtime work is voluntary and only permitted if:</p> <p>a) It is requested in a timely manner</p> <p>b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level</p> <p>c) The overtime work does not impose an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours</p> <p>d) Workers have safe transport home after work*</p> <p>e) The total working week does not exceed 60 hours per week. Exceptional circumstances only applicable for farms: see h)</p> <p>f) Workers have at least a 30-minute break after maximum six consecutive hours of work and have a minimum of 10 consecutive hours of rest per 24 hour-period</p> <p>g) A record of the number of regular hours and overtime hours of each worker is kept*</p> <p>h) Applicable only to tea, coffee, bananas, fresh fruits</p>	5.5.2	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE V.- DES CONDITIONS DE TRAVAIL CHAPITRE I.- DE LA DUREE DU TRAVAIL TITRE IV: CONDITIONS DE TRAVAI CHAPITRE I : DUREE DU TRAVAIL	article 80, 81 and 82 Article 49 a 55
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<p>Pregnant permanent workers are entitled to paid maternity leave of at least 14 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages.</p> <p>Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and a space for breastfeeding to nurture the child. This nursing space must be:</p> <ul style="list-style-type: none"> • Functional for expressing milk (at a minimum, has a chair and a flat surface for pumping equipment, if needed) • Shielded from view • Free from intrusion by the public and co-workers • Available whenever a mother needs to pump or express milk • Not a toilet 	5.5.3	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.			CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS	article 83,84,85
<p>ILO Convention C183 - Maternity Protection Convention Workers' children younger than the applicable minimum working age coming with their parents to the workplace:</p> <ul style="list-style-type: none"> • Are provided with a safe place to stay according to their age • Are under the supervision of adults at all times <p>ILO Code of Practice on Safety and Health in Agriculture, 2010</p>	5.5.4	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.			CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS	article 83,84,85,86,87
HEALTH AND SAFETY	5.6					

<p>A competent professional conducts an analysis of the occupational health and safety risks. Corresponding health and safety measures are included in the Management Plan and implemented, considering at least the following;</p> <ul style="list-style-type: none"> • Risk analysis • Compliance with regulations • Training of workers • Procedures and equipment to ensure health and safety <p>The number and type of occupational health and safety incidents are recorded (specified for men and women) and include incidents related to agrochemical use.</p> <p>For groups of small farms this is done for their own facilities. ILO Convention, Occupational Safety and Health Convention, 1981 (No. 155)</p>	5.6.1	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE TITRE VI SANTE ET PROTECTION SOCIALE	article 95,96,97,98,99,100,101,102,103,104,105 Article 83,84,85,86,97
<p>First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital.</p> <p>The boxes are placed at the central locations of production, processing, and maintenance sites. For an emergency, appropriate measures, including showers and eyewashes, are present.</p> <p>Trained first aid employees are present during working hours. The workers are informed where and to who they should go to for first aid in case of an emergency.</p>	5.6.2	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE TITRE VI SANTE ET PROTECTION SOCIALE	article 95,96,97,98,99,100,101,102,103,104,105 Article 83,84,85,86,97
<p>Group members and workers know where to go in case of an emergency.</p>	5.6.3			CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI SANTE ET PROTECTION SOCIALE	Article 86

<p>Workers have access to sufficient and safe drinking water at all times through one of the following means:</p> <ul style="list-style-type: none"> • A public drinking water system, or • Drinking water provided by the management, compliant with drinking water parameters as set by local law or the WHO, based on testing preceding each Rainforest Alliance certification audit and any time that water contamination risks have occurred or been identified <p>Drinking water sources are protected and, water distribution mechanisms are maintained to avoid contamination.</p> <p>Stored water is protected against contamination by a lid and is refreshed by fresh drinking water at least every 24 hours.</p>	5.6.4	<p>Décret n° 2005/493 du 31 décembre 2005 fixant les modalités de délégation des services publics de l'eau potable et de l'assainissement liquide en milieu urbain et périurbain</p> <p>DECRET N° 2001/163/PM DU 08 MAI 2001 - REGLEMENTANT LES PERIMETRES DE PROTECTION AUTOUR DES POINTS DE CAPTAGE, DE TRAITEMENT ET DE STOCKAGE DES EAUX POTABILISABLES</p>			<p>TITRE II</p> <p>DES MODALITES DE DELEGATION DU SERVICE PUBLIC DE LA PRODUCTION ET DE LA DISTRIBUTION DE L'EAU POTABLE EN MILIEU URBAIN ET PERIURBAIN</p> <p>tout les chapitre</p>	<p>Article 5,6,7</p> <p>Tout les article</p>
<p>For small farms, in case of no access to safe public drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating and on the prevention of water contamination.</p>	5.6.5	<p>LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU</p>			<p>CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES</p>	<p>article 13</p>
<p>Workers always have access to safe and sufficient drinking water.</p>	5.6.6	<p>LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU</p> <p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>			<p>CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES</p> <p>TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE</p>	<p>article 13</p> <p>Article 97</p>
<p>Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and workers' housing.</p> <p>Facilities are divided by gender in the case of 10 or more workers. Urinals are separated from toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed.</p>	5.6.7	<p>Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.</p>		<p>CONVENTION COLLECTIVE NATIONALE DU COMMERCE</p>	<p>TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE</p> <p>TITRE VI SANTE ET PROTECTION SOCIALE</p>	<p>Aticle 95,96,97</p> <p>Article 84</p>

Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community.	5.6.8	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE II.- DE LA SANTE TITRE VI SANTE ET PROTECTION SOCIALE	Article 95,98,99,100 Article 83
Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.	5.6.9	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE TITRE VI SANTE ET PROTECTION SOCIALE	Article 95,96,97 Article 84
All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use.	5.6.10			CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE II ACCESSOIRES DE SALAIRES	article 77
Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not request pregnancy tests.	5.6.11	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS CHAPITRE I FORMATION ET EXECUTION DU CONTRAT DE TRAVAIL	Article 84,85 Article 31
Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.	5.6.12	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE III : RUPTURE DU CONTRAT DE TRAVAIL Section III: De la suspension et de la résiliation du contrat de travail	Article 41 Article 32

<p>Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation.</p> <p>A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure.</p> <p>There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment.</p> <p>Only authorized personnel have access to workshops, storage, or processing facilities</p>	5.6.13	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	DELEGUES DU PERSONNEL ET SYNDICAUX RESPONSABLES SYNDICAUX TITRE IX.- DES DIFFERENDS DU TRAVAIL	Article 14 Article 132,133,134,135
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5.6.14	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.			TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE	Article 95,96,97
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5.6.15	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE VI.- DE LA SECURITE ET DE LA SANTE AU TRAVAIL CHAPITRE I.- DE LA SECURITE TITRE VI SANTE ET PROTECTION SOCIALE	Article 95,96,98 Article 84,85
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5.6.16	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	CHAPITRE III.- DU TRAVAIL DES FEMMES, DES JEUNES GENS ET DES ENFANTS CHAPITRE I FORMATION ET EXECUTION DU CONTRAT DE TRAVAIL	Article 86 Article 20
HOUSING AND LIVING CONDITIONS	5.7					

<p>Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least:</p> <p>Location and construction:</p> <ul style="list-style-type: none"> • Safe construction; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair • Protection against weather conditions • Workers/ families are informed about emergency evacuation plans • Measures are taken to reduce the effect of extreme climate conditions such as flooding • Fire Safety: collective housing has marked fire exits, firefighting equipment, and instructions • Avoid housing on sites subject to air pollution and surface runoff <p>Health and Hygiene:</p> <p>• Availability of enough and safe drinking water, at least</p>	5.7.1	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE IV.- DU SALAIRE CHAPITRE I.- DE LA DETERMINATION DU SALAIRE CHAPITRE II DEPLACEMENTS ET MUTATIONS	Article 66 Article 56,57,58,59
<p>Children living on-site and of school-going age go to school. Children either:</p> <ul style="list-style-type: none"> • Go to a school at safe walking distance • Go to a school at reasonable traveling distance, with availability of safe transport • Have on-site schooling of a recognized and equivalent level. 	5.7.2	LOI N°98/004 DU 4 AVRIL 1998 D'ORIENTATION DE L'EDUCATION AU CAMEROUN1			TITRE III - DE L'ORGANISATION, DE L'EVALUATION DU SYSTEME EDUCATIF ET DE LA RECHERCHE EN EDUCATION Chapitre I : De l'organisation du système éducatif	Article 14,15,16

<p>Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions and the possibilities of each producer, and include:</p> <ul style="list-style-type: none"> • Safe accommodation; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair • Marked evacuation routes for group accommodations • Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place • Access to safe drinking water • Adequate sanitary and washing facilities. Safety and privacy of vulnerable groups is ensured, at least by well-lit and lockable facilities <p>ILO Recommendation, Workers' Housing Recommendation, 1961 (No. 115)</p>	5.7.3	Cameroun Loi no 92/007 du 14 août 1992, portant Code du Travail.		CONVENTION COLLECTIVE NATIONALE DU COMMERCE	TITRE IV.- DU SALAIRE CHAPITRE I.- DE LA DETERMINATION DU SALAIRE CHAPITRE II DEPLACEMENTS ET MUTATIONS	Article 66 Article 56,57,58,59
COMMUNITIES	5.8					
<p>Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 5 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex.</p> <p>Please see Annex 11: Free, Prior And Informed Consent (FPIC) Processes</p>	5.8.1	Loi n° 80-22 du 14 JUILLET 1980 PORTANT REPRESSION DES ATTEINTES A LA PROPRIETE FONCIERE ET DOMANIALE Code de l'urbanisme Loi n°2004/003 du 21 avril 2004			Tout les chapitre Chapitre 2 - Des prévisions et des règles d'urbanisme	Tout les article Article 37

<p>The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights.</p> <p>In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action.</p> <p>If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to attain the required conflict resolution and remediation.</p>	5.8.2	<p>Loi n° 80-22 du 14 JUILLET 1980 PORTANT REPRESSION DES ATTEINTES A LA PROPRIETE FONCIERE ET DOMANIALE</p> <p>Code de l'urbanisme Loi n°2004/003 du 21 avril 2004</p>			<p>Tout les chapitre</p> <p>Chapitre 2 - Des prévisions et des règles d'urbanisme</p>	<p>Tout les article</p> <p>Article 37</p>
CHAPTER 6 - ENVIRONMENT						
FORESTS, OTHER NATURAL ECOSYSTEMS, AND PRO						
<p>From January 1st 2014 onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land uses.</p> <p>Please see annex: 12: Additional Details on requirements for no-conversion.</p>	6.1.1	<p>LOI N° 94-01 DU 20 JANVIER 1994 - PORTANT REGIME DES FORETS, DE LA FAUNE ET DE LA PECHE</p>			<p>TITRE II - DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE</p> <p>TITRE III - DES FORETS</p>	<p>Article 11 a 19</p> <p>Article 20 a 39</p>
<p>Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.</p>	6.1.2	<p>LOI N° 94-01 DU 20 JANVIER 1994 - PORTANT REGIME DES FORETS, DE LA FAUNE ET DE LA PECHE</p>			<p>CHAPITRE PREMIER - DE LA CONSERVATION DE LA FAUNE SECTION PREMIERE - DE LA CREATION DES AIRES PROTEGEE</p>	<p>Article 5 a 13</p>
<p>Management includes the mitigation measures from the Farm Risk Assessment Tool in 1.3.1 with regard to High Conservation Values in the Management Plan (1.3.2).</p> <p>Management implements these measures.</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	6.1.3	<p>LOI N° 94-01 DU 20 JANVIER 1994 - PORTANT REGIME DES FORETS, DE LA FAUNE ET DE LA PECHE</p>			<p>TITRE III - DE LA GESTION DE LA FAUNE</p>	<p>Article 14 a 39</p>
CONSERVATION AND ENHANCEMENT OF NATURAL						

<p>Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 1.2.9 and the natural ecosystems section of the Farm Risk Assessment Tool in 1.3.1 and is updated annually.</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p> <p>Please see Guidance Document N: Natural ecosystems and vegetation</p>	6.2.1	DÉCRET N° 95 /466/ PM DU 20 JUILLET 1995 FIXANT LES MODALITÉS D'APPLICATION DU RÉGIME DE LA FAUNE			TITRE II DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITÉ Chapitre I DE LA CONSERVATION DE LA FAUNE Section I DE LA CRÉATION DES AIRES PROTÉGÉES	Article 19
Farms maintain all remnant forest trees, except when these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.	6.2.2	LOI N° 94-01 DU 20 JANVIER 1994 - PORTANT REGIME DES FORETS, DE LA FAUNE ET DE LA PECHE			TITRE II - DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE SECTION II - DES FORETS COMMUNAUTAIRES	Article 29 a 35 Article 37
RIPARIAN BUFFERS	6.3					
Farms maintain existing riparian buffers adjacent to aquatic ecosystems.	6.3.1	DÉCRET N° 95 /466/ PM DU 20 JUILLET 1995 FIXANT LES MODALITÉS D'APPLICATION DU RÉGIME DE LA FAUNE			TITRE II - DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE SECTION II - DES FORETS COMMUNAUTAIRES	Article 29 a 35 Article 37
<p>Producers maintain the following additional safeguards for the protection of drinking water in case the farm is located closer than 50 m to a source of drinking water.</p> <p>Around the source:</p> <ul style="list-style-type: none"> •Maintain or establish a riparian buffer > 10 m •Maintain a pesticides non-application zone >20 m •Maintain an additional zone > 40 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application 	6.3.2	e décret n°92 /244 du 25 novembre 1992 portant nomination du 1er ministre, chef du gouvernement, ensemble ses divers modifications ;			Chapitre VII TRACE, CONSTRUCTION ET AMÉLIORATION DES ROUTES FORESTIÈRE Section I PLANIFICATION DU RÉSEAU ROUTIER	Article 43
PROTECTION OF WILDLIFE AND BIODIVERSITY	6,4					

<p>Threatened animals and plants are not hunted, killed, fished, collected or trafficked.</p> <p>Additionally, producers and workers do not hunt other animals, with the following exceptions:</p> <ul style="list-style-type: none"> • Producers of small farms may hunt non-threatened animals for non-commercial use only • Producers may hunt vertebrate wildlife pests on the farm only following the farm's integrated pest management (IPM) plan, and only as a measure of last resort. <p>Explosives or toxic substances are never used for hunting, fishing, or control of wildlife pests.</p>	6.4.1	LOI N°94/01 du 20 janvier 1994 portant régime des forêts, de la faune et de la pêche			<p>TITRE I DES DISPOSITIONS GENERALES</p> <p>TITRE II DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE</p> <p>TITRE IV CHAPITRE I DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE III DE L'EXERCICE DU DROIT DE CHASSE</p>	<p>Article 1 a 10</p> <p>Article 11 a 19</p> <p>Article 78 a 84</p> <p>Article 85 a 105</p>
<p>Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.</p>	6.4.2	LOI N°94/01 du 20 janvier 1994 portant régime des forêts, de la faune et de la pêche			<p>TITRE I DES DISPOSITIONS GENERALES</p> <p>TITRE II DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE</p> <p>TITRE IV CHAPITRE I DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE III DE L'EXERCICE DU DROIT DE CHASSE</p>	<p>Article 1 a 10</p> <p>Article 11 a 19</p> <p>Article 78 a 84</p> <p>Article 85 a 105</p>

Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic ecosystems.	6.4.3	LOI N°94/01 du 20 janvier 1994 portant régime des forêts, de la faune et de la pêche			<p>TITRE I DES DISPOSITIONS GENERALES</p> <p>TITRE II DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE</p> <p>TITRE IV CHAPITRE I DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE III DE L'EXERCICE DU DROIT DE CHASSE</p>	<p>Article 1 a 10</p> <p>Article 11 a 19</p> <p>Article 78 a 84</p> <p>Article 85 a 105</p>
Producers do not use wildlife for processing or harvesting of any crop (e.g. luwak for coffee, monkeys for coconut, etc).	6.4.4	LOI N°94/01 du 20 janvier 1994 portant régime des forêts, de la faune et de la pêche			<p>TITRE I DES DISPOSITIONS GENERALES</p> <p>TITRE II DE LA PROTECTION DE LA NATURE ET DE LA BIODIVERSITE</p> <p>TITRE IV CHAPITRE I DE LA PROTECTION DE LA FAUNE ET DE LA BIODIVERSITE</p> <p>CHAPITRE III DE L'EXERCICE DU DROIT DE CHASSE</p>	<p>Article 1 a 10</p> <p>Article 11 a 19</p> <p>Article 78 a 84</p> <p>Article 85 a 105</p>
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing.	6.4.5	DECRET N° 2011/2584/PM DU 23 AOUT 2011 FIXANT LE REGIME DE PROTECTION DES SOLS ET DU SOUS-SOL			<p>Chapitre II : Des conditions particulières de protection des sols et du sous-sol.</p> <p>Section I : De la protection contre l'érosion et la désertification</p>	<p>Article 3 et 4</p>

Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan.	6.4.6	DECRET N° 2011/2584/PM DU 23 AOUT 2011 FIXANT LE REGIME DE PROTECTION DES SOLS ET DU SOUS-SOL			Chapitre II : Des conditions particulières de protection des sols et du sous-sol. Section II : De la protection contre la perte des terres arables	Article 9 a 10
WATER MANAGEMENT AND CONSERVATION	6.5					
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5.1	LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU			TITRE I DES DISPOSITIONS GENERALES CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES	Article 1 a 12 Article 13
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.2	LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU			TITRE I DES DISPOSITIONS GENERALES CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES	Article 1 a 12 Article 13
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.3	LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU			TITRE I DES DISPOSITIONS GENERALES CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES	Article 1 a 12 Article 13
WASTEWATER MANAGEMENT	6.6					
Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented. For farm groups, this is done at all group-managed (collective) processing facilities and at a representative sample of member processing operations including the different types of treatment systems. Wastewater from processing operations discharged into aquatic ecosystems meets legal wastewater quality parameters. In absence of these, it meets the wastewater parameters. Wastewater from processing operations may not be mixed with clean water to meet the parameters.	6.6.1	LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU			TITRE I DES DISPOSITIONS GENERALES CHAPITRE II DE L'EXPLOITATION DES EAUX DE SOURCE ET DES EAUX MINERALES	Article 1 a 12 Article 13

Human sewage, sludge, and sewage water is not used for production and/or processing activities.	6.6.2	Décret n° 2005/3089/PM du 29 août 2005 Précisant les règles d'assiette, de recouvrement et de contrôle de la taxe d'assainissement et de la redevance des prélèvements des eaux.			CHAPITRE I DES DISPOSITIONS GENERALES	Article 3,5,8
Sewage is not discharged into aquatic ecosystems unless it has been treated.						
Treated discharge is demonstrated to meet legal wastewater quality parameters or, in the absence of these, the wastewater parameters (not applicable to smallholders).						
Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins.	6.6.3	LOI N°96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT LOI N°98-005 du 14 Avril 1998 PORTANT REGIME DE L'EAU			CHAPITRE IV Des Installations Classées Dangereuses, Insalubres Ou Incommodes Et Des Activités Polluantes SECTION I CHAPITRE II DES SANTIIONS PENALES	Article 41 a 50 Article 15
If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.						
WASTE MANAGEMENT	6.7					
Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems.	6.7.1	LOI N°96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT			CHAPITRE IV Des Installations Classées Dangereuses, Insalubres Ou Incommodes Et Des Activités Polluantes SECTION I	Article 41 a 50
Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems.						
Non-organic waste is not left on the land.						
Producers do not burn waste, except in incinerators technically designed for the specific type of waste.	6.7.2	LOI N°96/12 DU 5 AOUT 1996 PORTANT LOI-CADRE RELATIVE A LA GESTION DE L'ENVIRONNEMENT			CHAPITRE IV Des Installations Classées Dangereuses, Insalubres Ou Incommodes Et Des Activités Polluantes SECTION I	Article 41 a 50
ENERGY EFFICIENCY	6.8					
Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy sources used for production and processing. The types of energy sources and associated machinery used for production and processing are quantified and documented.	6.8.1	Loi n° 98/022 du 24 Décembre 1998 REGISSANT LE SECTEUR DE L'ELECTRICITE			CHAPITRE II DE L'AGENCE DE REGULATION DU SECTEUR DE L'ELECTRICITE	ARTICLE 41 a 42
Guidance Document N: Energy Efficiency						



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	KENYA	<i>Reviewed by:</i>
Date submitted:	31/01/2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA (if applicable)	ILO convention name (if applicable)			
MANAGEMENT	1.1						
Group management demonstrates a commitment to sustainable agriculture by dedicating adequate resources and staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard.							
Group management assesses at least every three years its management capacity to ensure compliance with the standard and the ability to make sustainability performance changes. Group management uses the Management Capacity Assessment Tool that includes the following topics:							
<ul style="list-style-type: none"> •Group organization and Management structure •Strategic management •Financial management •Member engagement and membership planning •Member training and services provision •Sales and marketing •Internal Management System 	1.1.1	Cooperative Societies Act, 2021.			Guidelines for the management and governance of cooperative societies in Kenya.	Sections 22,23, 26,33,50	The legal requirement are more stringent.
Group management scores a minimum of one point on each of the seven topics of the Management Capacity							
There is a clearly documented and implemented Management Plan which addresses each applicable Rainforest Alliance Supply Chain requirement. Documented procedures include control of certified products for all applicable processes, included in the certificate scope, to maintain product integrity.	1.1.3	Coffee Act, 2019 and the Tea Act, 2020.			Coffee Act, 2019 and the Tea Act, 2020.	Kenyan Coffee Act, 2019: Section 14,22,33 Kenyan Tea Act, 2020: Sections 26,35, 42	The legal requirement are more stringent.
The supply chain actor has devised, adopted and disseminated one or more policies for ensuring responsible business conduct in its own operations, supply chain and other business relationships. The policies cover direct and indirect adverse impacts on human rights and the environment.	1.1.4						
<ul style="list-style-type: none"> •The policies commit and refer to following the OECD Due Diligence Guidance for Responsible Business Conduct. References and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights are also acceptable. •Oversight and responsibility for these policies and their implementation is assigned to senior management. •The policies and its expectations are specified in engagement with suppliers and other business relationships, including contracts and other written agreements. A potential tool for compliance is to have a supplier code of conduct in place. •At a minimum, this policy requires from the supply chain actor, its suppliers and other business relationships: •Compliance with national and/or regional laws (or 		Coffee Act, 2019 and the Tea Act, 2020.			Coffee Act, 2019 and the Tea Act, 2020.	Kenyan Coffee Act, 2019: Section 35, and 40 Kenyan Tea Act, 2020: Sections 47 and 54	The legal requirement are more stringent.
ADMINISTRATION	1.2						
Management complies with applicable laws and collective bargaining agreements (CBA) within the scope of the Rainforest Alliance Sustainable Agriculture Standard.							
In the case that an applicable law or CBA is stricter than a criterion in the standard, such law or CBA will prevail unless such law has become obsolete. In the case that an applicable law or CBA is less strict than a criterion in the standard, the criterion in the standard will prevail, unless the criterion explicitly allows for such law or CBA to apply.	1.2.1	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.	Kenyan Coffee Act, 2019: Section 35, and 40 Kenyan Tea Act, 2020: Sections 47 and 54	The legal requirement are more stringent.
Mechanisms are in place to ensure that service providers comply with applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard.	1.2.2	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.	Kenyan Coffee Act, 2019: Section 35, and 40 Kenyan Tea Act, 2020: Sections 47 and 54	The legal requirement are more stringent.
There is a list of current subcontractors and suppliers of certified product that confirms their compliance to certification rules prior to or at the moment of an activity.	1.2.3					All Sections	The legal requirement are more stringent.
For farms, this list of suppliers refers only to other farms they buy from.							

<p>An up to date registry of group members is kept, containing for each group member (landowner or farm operator, e.g. sharecropper):</p> <ul style="list-style-type: none"> •Full name •National ID Number •Group member identification number •Gender •Year of birth •Location •Phone number •Household size •GPS point of the largest farm unit •Number of farm units •Total farm area •Certified crop area 	1.2.4		Cooperative Societies Act, 2021.		Maintaining the register of members, Section 4, Article 9	Kenyan Coffee Act, 2019: Section 35, and 40 Kenyan Tea Act, 2020: Sections 47 and 54	The legal requirement are more stringent.
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Start and end date(s) of employment •Wages <p>For workers for whom housing is provided, the registry additionally contains:</p> <ul style="list-style-type: none"> •Housing address •Number of family members •Year of birth of family members <p>For young workers (15 – 17 years), the registry additionally contains:</p> <ul style="list-style-type: none"> •Housing address 	1.2.5		The Employment Act, 2007, The Labour Relations Act, 2007		The Employment Act, 2007, The Labour Relations Act, 2007	Sections 10, 11	The legal requirement are more stringent.
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Wages <p>Illiterate group members can give the above information orally.</p>	1.2.6		The Employment Act, 2007, The Labour Relations Act, 2007		The Employment Act, 2007, The Labour Relations Act, 2007	Sections 12,14	The legal requirement are more stringent.
<p>Management ensures that wherever the Rainforest Alliance Sustainable Agriculture Standard requires to inform workers or group members, the information is given in the predominant language(s) of the workers or group members.</p>					The Employment Act, 2007, The Labour Relations Act, 2007	Sections 10, 11	The legal requirement are more stringent.
<p>A signed (or marked) agreement is in place between the group and each group member, specifying the rights and obligations of each party including at least:</p> <ul style="list-style-type: none"> •The group member's obligation to comply with the Rainforest Alliance Sustainable Agriculture Standard •The group member's obligation to accept both internal inspections and external audits and sanctions •The group member's guarantee that any product sold as certified comes only from their farm •The group member's right to appeal decisions made by the group management by using the grievance procedure <p>Each group member understands the agreement. Agreements are centrally archived and a copy is available for each group member.</p>	1.2.8		Cooperative Societies Act, 2021.		Cooperative Societies Act, 2021.	Section 23	The legal requirement are more stringent.
<p>Records for certification purposes and compliance are kept for at least four years.</p>	1.2.9		Data Protection Act, 2019		Data Protection Act, 2019	Section 26(3)	The legal requirement are more stringent.
<p>An up to date map of the farm (large farms) or the farm area (group of small farms) is available, including:</p> <ul style="list-style-type: none"> •Farms/ farm units / production zones, •Processing facilities, •Human habitation areas, •Schools, •Medical centers/first aid sites, •Natural ecosystems, including water bodies and forests, and other existing Natural vegetation, •Riparian buffer zones •Agroforestry shade cover, •Protected areas. <p>The map also includes risk areas identified in the Farm Risk Assessment (see 2.3.1). The date of the latest update is displayed on the map.</p> <p>Please see Guidance Document E: Maps</p>	1.2.10		Agriculture Act, 2019		Agriculture Act, 2019	Section 11	The legal requirement are more stringent.
<p>A sketch of the farm is available, including:</p> <ul style="list-style-type: none"> •The production area of certified crop •Forests •Water bodies •Buildings 	1.2.11		Agriculture Act, 2019		Agriculture Act, 2019	Section 11	The legal requirement are more stringent.

Geolocation data is available for 200% of the farms. At least 20% is in the form of polygons. In the case of a farm with multiple farm units, the geolocation is provided for the largest farm unit with the certified crop.	1.2.12					Agriculture Act, 2019	The legal requirement are more stringent.
Please see Guidance Document F: Guide GPS and Polygons							
A polygon is available of the farm, including all farm units.	1.2.13	Agriculture Act, 2019			Agriculture Act, 2019	Agriculture Act, 2019	The law does not require the polygons, just the cadastre.
There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.	1.2.16	The Employment Act, 2007, The Labour Relations Act, 2007			The Employment Act, 2007, The Labour Relations Act, 2007	Sections 4(2&6), 6(1-5) & 34	The labor code does not require a list of trainees to be kept. So the RA standard is more rigorous
Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, addresses, scope, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.	1.2.17	Companies Act, 2015			Companies Act, 2015	Sections 4(2&6), 6(1-5) & 34	The law requires that the transformation of the company be legally published but does not address the issues of risk assessment, scope and responsibilities of the workers as well as the consent of the companies not belonging to the multisite.
RISK ASSESSMENT AND MANAGEMENT PLAN	1.3						
Management conducts a risk assessment in relation to the requirements in this standard, by using the Farm Risk Assessment Tool, at least every three years.	1.3.1	Environmental Management and Coordination Act (EMCA), 1999			Environmental Management and Coordination Act (EMCA), 1999	Sections 4(2&6), 6(1-5) & 34	The law is more restrictive in terms of environmental risk assessment and covers many more subjects than the law.
Please see Annex 3: Farm Risk Assessment Tool							
Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (1.3.1) and self-assessment (1.4.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (1.1.1) and internal inspection (1.4.1). The Management Plan is updated yearly.	1.3.2	Environmental Management and Coordination Act (EMCA), 1999			Environmental Management and Coordination Act (EMCA), 1999	Sections 4(2&6), 6(1-5) & 34	The law is more restrictive in terms of environmental risk assessment and covers many more subjects than the law.
Please see Guidance Document B: Template of Management Plan							
Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided.							
Indicators	1.3.3	Environmental Management and Coordination Act (EMCA), 1999			Environmental Management and Coordination Act (EMCA), 1999	Part II - 55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	The law is more restrictive in terms of environmental risk assessment but for industrial plantations. However, the RA standard covers many more topics than the law.
<ul style="list-style-type: none"> • # of training activities provided to members • Topics of the training activities • # and % of members attending training activities (M/F) • # and type of services (other than training) provided to members 							
Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided.							
Indicator	1.3.4	Environmental Management and Coordination Act (EMCA), 1999			Environmental Management and Coordination Act (EMCA), 1999	Part II - 55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	The law is more restrictive in terms of environmental risk assessment. However, the RA standard covers many more topics than the law.
<ul style="list-style-type: none"> • # of training activities provided to workers • Topics of the training activities • # and % of workers attending training activities (M/F) • # and type of services (other than training) provided to workers 							
INTERNAL INSPECTION AND SELF-ASSESSMENT	1.4						
An internal inspection system is in place to assess compliance of group members (for farms/sites for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:							
<ul style="list-style-type: none"> • Early inspection of each group member/site • Scope in the first year of certification of a group member/site is: all requirements of the Rainforest Alliance Sustainable Agriculture Standard • Scope during consecutive years: based on risk assessment, on the previous year's internal inspection and on audit results 	1.4.1	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.	Section 15, 63 & 175 and Section 103 Criminal code	The verification carried out by the certificate holder concerns management operations in general. The text of the law is unclear.
For farm scope only:							
<ul style="list-style-type: none"> • A rotation system so that each farm unit is inspected at least every 3 years. In case of remote farm units, this is done at least every 6 years. 							
The ratio between the number of internal inspectors and farms has to be at least one internal inspector to 250 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.	1.4.2					No specific law	The RA standard is more stringent than the law
An approval and sanction system is in place in relation to the compliance of group members (for farms/sites for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes:							
<ul style="list-style-type: none"> • A written approval and sanction procedure • An approval and sanction manager or committee, • A mechanism to follow up on group members' improvement and corrective measures, • A decision on each group member's/site's certification status that is signed and documented and included in the final internal inspection report 	1.4.3	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.		the uniform act calls for the settlement of disputes without clearly asking for the establishment of a system of approval and sanction.
Management yearly carries out a self-assessment to evaluate the compliance with the Rainforest Alliance Agricultural Standard.							
For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements.	1.4.4	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.	Part II - 55, Article 7 Clause 1-5 Chapter 3, Regulation 5(1) i-vi & Section 11	The verification carried out by the certificate holder concerns management operations in general. The text of the law is unclear.
The self-assessment is made available to the external auditor.							
GRIEVANCE MECHANISM	1.5						

<p>A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements:</p> <ul style="list-style-type: none"> ▪A grievance committee with decision making power, with knowledge about the grievances, that is impartial, accessible, and gender sensitive ▪Grievance committee is formed by at least one member/worker representative ▪The grievance mechanism has appropriate submission channels, for internal and external stakeholders, including workers, members, staff, buyers, suppliers, indigenous peoples and communities ▪Anonymous grievances are accepted and confidentiality is respected 	1.5.1	Cooperative Societies Act, 2021.			Cooperative Societies Act, 2021.	No specific law	the uniform act calls for the settlement of disputes without clearly asking for the establishment of a complaints management system.
<p>GENDER EQUALITY</p> <p>Management commits to promoting gender equality by:</p> <ul style="list-style-type: none"> ▪A written statement that is communicated to group members/workers ▪Appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment. Management can choose to appoint a responsible person instead of a committee, except in the case of large farms <p>The responsible committee/person:</p> <ul style="list-style-type: none"> ▪Is knowledgeable about gender equality and women's empowerment ▪In case of a committee, includes at least one woman and at least one person from management ▪Is known, accessible and trusted by the group members/workers <p>Guidance Document G: Gender Equality</p>	1.6						
<p>The responsible committee/person performs the following activities:</p> <ul style="list-style-type: none"> ▪Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan ▪Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually ▪Is involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol <p>Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2</p> <p>Supply Chain scope: Management Plan: see 1.1.3</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	1.6.1	Employment Act, 2007			Employment Act, 2007	Sections 5, 6,10, 29, 47A	The RA standard is more stringent than the law
<p>The responsible committee/person performs the following activities:</p> <ul style="list-style-type: none"> ▪Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan ▪Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually ▪Is involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol <p>Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2</p> <p>Supply Chain scope: Management Plan: see 1.1.3</p> <p>Please see Annex 3: Farm Risk Assessment Tool</p>	1.6.2	Employment Act, 2007			Employment Act, 2007	Sections 5, 6,10, 29, 47A	The RA standard is more stringent than the law
YOUNG FARMERS AND WORKERS	1.7	Labour Act, 2007			Employment Act, 2007	Sections 5, 6,10, 29, 47A	The law is more stringent than the RA Standard.
CHAPTER 2 - TRACEABILITY							
<p>TRACEABILITY</p> <p>The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg/ha, stems/ha for flowers) of a representative sample of farms or farm units. The methodology and calculation are documented.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Estimated certified production volume (kg or stems) <p>Please see Guidance Document H: Yield estimation</p>	2.1						
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> ▪The total harvested certified production (in kg, in stems for flowers) is recorded once a year ▪The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Total harvested production of the certified crop (kg or stems) <p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.1						The standard is more rigorous and broader
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> ▪The total harvested certified production (in kg, in stems for flowers) is recorded once a year ▪The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Total harvested production of the certified crop (kg or stems) <p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.2	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> ▪The total harvested certified production (in kg, in stems for flowers) is recorded once a year ▪The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> ▪Total harvested production of the certified crop (kg or stems) <p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.3	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
<p>Management has mapped the product flow from the group members (for farms)/sites (for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	2.1.4	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.

Products that the group sells as certified can be traced back to the certified farm(s) where these were produced.							
Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume.	2.1.5						The law is more stringent than the RA Standard.
Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sale documents include the group member, date, product type, (percentage of certified volume and, if relevant, traceability level).		Crops Act, 2013				Section 31	
There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.	2.1.6	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.	2.1.7	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product.	2.1.8						The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility		Crops Act, 2013				Section 31	
Equipment used to define the weight or volume of the certified product is calibrated annually.	2.1.9	Weights and Measures Act, Cap 613			Weights and Measures Act, Cap 613	Section 16	The law is more stringent than the RA Standard.
A volume summary of certified product is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, outputs, lost and sold (as applicable).	2.1.10	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.	2.1.11	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.	2.1.12	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
TRACEABILITY IN THE ONLINE PLATFORM	2.2						
Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place.	2.2.1	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility							
Total sales of certified products do not exceed the total production (where applicable), purchase of certified products plus remaining stock balance from the previous year.	2.2.2	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter.	2.2.3	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility							
In case of public facing trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off product trademarks prior to use.	2.2.4	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.	2.2.5	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgement by both parties is available.	2.2.6	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance.	2.2.7	Agriculture and Food Authority Act, 2013				Section 25	The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility							
MASS BALANCE	2.3						
Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.	2.3.1	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
The volume of product sold as mass balance is 100% covered by volumes purchased as certified.	2.3.2	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
Purchase and sales documentation and/or recipes include origin information for products that fall in scope for origin matching as per crop specific annexes.	2.3.3						The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility		Crops Act, 2013				Section 31	
Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annexes.	2.3.4	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
Please see Annex 6: Traceability and Shared Responsibility							
Credit trading is limited to regional scope within a certificate, movement from one certificate to another shall be accompanied by physical shipment of relevant product.	2.3.5	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
A process is in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which certified volume balance was exceeded.	2.3.6	Crops Act, 2013				Section 31	The law is more stringent than the RA Standard.
CHAPTER 3 - INCOME AND SHARED RESPONSIBILITY							
PRODUCTION COSTS AND LIVING INCOME	3.1	Agriculture Act, 2019			Agriculture Act, 2019	Section 25	The law is more stringent than the RA Standard.
SUSTAINABILITY DIFFERENTIAL	3.2						

<p>Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members:</p> <ul style="list-style-type: none"> •Pro-rata, based on volumes delivered •In a timely and convenient manner, at least before the next crop season, or at least once a year in case of continuous harvest <p>Group management at least annually:</p> <ul style="list-style-type: none"> •Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums or crop and country specific premiums such as the Living Income Differential) •Communicates to group members the price and sustainability differential received for the certified crop •Documents the payment of the Rainforest Alliance sustainability differential to the group members <p>Indicators:</p> <p>Amount of Rainforest Alliance sustainability differential received:</p>	3-2.1						The RA standard is more stringent than the law
<p>Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential.</p> <p>Farm management documents at least annually:</p> <ul style="list-style-type: none"> •The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums) •How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other <p>Indicators:</p> <ul style="list-style-type: none"> •Amount of Rainforest Alliance sustainability differential received (total amount received, and per MT) •Distribution of the sustainability differential as % of the total amount received on the topics: <p>a) wages; b) working conditions; c) health and safety; d) housing; e) other (to be specified)</p>	3-2.2						The RA standard is more stringent than the law
<p>Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.</p>							
<p>The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.</p>	3-2.3	Crops Act, 2013				Section 31	The RA standard is more stringent than the law
<p>Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon.</p>	3-2.4						The RA standard is more stringent than the law
<p>The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials.</p> <p>Please see Annex 6: Traceability and Shared Responsibility</p>		Crops Act, 2013				Section 31	
<p>The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer.</p>	3-2.5						The RA standard is more stringent than the law
<p>Please see Annex 6: Traceability and Shared Responsibility</p>		Crops Act, 2013				Section 31	
<p>Sustainability Differential payments are recorded in the traceability platform once per quarter.</p>	3-2.6						The RA standard is more stringent than the law
<p>Please see Annex 6: Traceability and Shared Responsibility</p>		Crops Act, 2013				Section 31	
<p>The Sustainability Differential paid amounts to at least the prescribed minimum.</p>	3-2.7						The RA standard is more stringent than the law
<p>Please see Annex 6: Traceability and Shared Responsibility</p>		Crops Act, 2013				Section 31	
<p>SUSTAINABILITY INVESTMENTS</p>	3.3						
<p>Management defines the investments needed to improve sustainability in an investment plan.</p> <p>The management uses the following sources to inform their investment needs:</p> <ul style="list-style-type: none"> •Audit reports (NCs and improvement areas) •Self-assessments •Internal inspections •Management Plan <p>Management documents the in-kind and cash Sustainability Investments received from buyers for this investment plan according to the Rainforest Alliance investment categories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> •Investment needs specified per category in the Rainforest Alliance defined investment categories •Sustainability Investments received from buyers: In-kind and cash contributions received per investment category 	3-3.1						The RA standard is more stringent than the law
<p>The buyer of certified products ensures that the farm certificate holder receives the Sustainability Investment. Sustainability Investments align with the needs identified in the investment plan of the farm certificate holder.</p>	3-3.4						The RA standard is more stringent than the law
<p>An annual report of investments made to farms is compiled and available. The investments:</p> <ul style="list-style-type: none"> •Align with the investment needs identified in the investment plan of the farm certificate holder •Are substantiated with proof of payment •Are recorded in the traceability platform at an annual basis 	3-3.5						The RA standard is more stringent than the law
<p>Supply Chain Contribution for Living Wage Payment</p>	3.4						
<p>CHAPTER 4 - FARMING</p>							
<p>PLANTING AND ROTATION</p>	4.1						

Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (1-3-1) regarding climate.	4.1.1	Agriculture Act, 2019			Agriculture Act, 2019	Part 19 c, f & j	The scope of the standard is broader than the law and more rigorous
Planting materials are free of pests and diseases. New plantings have a well-established cropping system which takes into account e.g. <ul style="list-style-type: none">•Requirements of the variety used•Geographical, ecological and agronomic conditions•Diversification and intercropping crops with different rooting depths and soil uses to enhance soil quality and health•Planting density	4.1.2	Agriculture Act, 2019			Agriculture Act, 2019	Part 19 c, f & j	The scope of the standard is broader than the law and more rigorous
PRUNING AND RENOVATION OF TREE CROPS	4.2						
Management implements a pruning cycle for adequate formation, maintenance and rejuvenation pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines. Group management supports group members to implement this pruning cycle	4.2.1	Agriculture Act, 2019			Agriculture Act, 2019	Part 19 c, f & j	the standard is more precise and rigorous than the law
GENETICALLY MODIFIED ORGANISMS (GMOs)	4.3						
The certified crop is not genetically modified (GMO).	4.3.1	Biosafety Act, 2009.			Biosafety Act, 2009.	Sections 3, 5, 7, 15.24	The Standard is more rigorous, because the law only provides that the use of GMOs is done in such a way as to avoid or reduce the risks to the environment and health.
SOIL FERTILITY AND CONSERVATION	4.4						
Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant: <ul style="list-style-type: none">•Erosion prone areas and slope•Soil structure•Soil depth and soil horizons•Densification of compaction areas•Soil moisture and water level in the soil•Drainage conditions•Identification of areas with visual symptoms of nutrient deficiencies	4.4.1	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	Part I & Part II Section 28 & 31	The standard is clearer on this subject compared to the legislation
Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up soil organic matter, increase on-farm nutrient recycling, and optimize soil moisture. Please see Guidance Document K: Soil Matrix	4.4.2	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	Part I & Part II Section 28 & 31	The RA standard is clearer on soil testing than the law
Management carries out regular soil tests and/or (visual) leaf tests, including macronutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.	4.4.3					Part I & Part II Section 28 & 31	
Producers use organic fertilizers and by-products available at farm level first, and supplement with inorganic fertilizer if nutrients are still lacking. To minimize risk, animal manure is hot composted before use as a fertilizer. Producers store animal manure and compost at least 25 meters away from any water body.	4.4.4					Part I & Part II Section 28 & 31	
INTEGRATED PEST MANAGEMENT (IPM)	4.5						
Management implements the IPM strategy as developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticides application records. The IPM strategy is annually updated. Please see Guidance Document I: IPM Strategy	4.5.1	Environmental Management and Coordination Act (EMCA), 1999.			Environmental Management and Coordination Act (EMCA), 1999.	Entire documents	The RA standard is more precise on the period of application
Producers regularly monitor pests and their principal natural enemies. Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and or beneficial insects.	4.5.2	Environmental Management and Coordination Act (EMCA), 1999.			Environmental Management and Coordination Act (EMCA), 1999.	Entire documents	The RA standard is more precise on the period of application
When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this. When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization. When agrochemicals are used:	4.5.3					Entire documents	
Producers and workers that are involved in pest management activities are trained about the IPM strategy.	4.5.4					prohibition of forced labour Part XIV 116 (1-3) & 117 (a-d)	
AGROCHEMICALS MANAGEMENT	4.6						

<p>No agrochemicals are used that are:</p> <ul style="list-style-type: none"> On the Rainforest Alliance Prohibited List Prohibited by applicable law Not legally registered in the country where the farm is located <p>Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging.</p> <p>Applicable to group management in case the group management has a purchasing task.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.1	Environmental Management and Coordination Act (EMCA), 1999.			Environmental Management and Coordination Act (EMCA), 1999.	disability, equal pay for equal work, restrictive conditions Part III section 14, Part V section 50 & Part VIII section 68	The RA standard is more precise on the period of application
<p>If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 7, Pesticides Management, are implemented.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.2	Environmental Management and Coordination Act (EMCA), 1999.			Environmental Management and Coordination Act (EMCA), 1999.	all sections	The RA standard is more precise on the period of application
<p>Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training.</p> <p>Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk and as recommended by a competent technician. The PPE is in good condition. Directly after use, PPE is washed and stored safely and does not enter the workers' housing. Single-use items are disposed of after one use.</p> <p>PPE is provided to workers free of charge.</p> <p>Farm/group management has a system to record, monitor and enforce the use of PPE.</p>	4.6.3	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	all sections	The RA standard is more specific on protective equipment
<p>Persons handling pesticides bathe, change and wash clothes after application.</p> <p>Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible bathing facilities.</p>	4.6.4	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	all sections	The RA standard is more specific on protective equipment
<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> Safe transport to area of application Respecting the correct dosage Using appropriate equipment and techniques Appropriate weather conditions Respecting restricted entry intervals (REI), including warning signs in local language and informing potentially affected persons or communities in advance <p>When there is no other information, minimum restricted entry interval is 48 hours for WHO class II products and 12 hours for other products. When two or more products with different restricted entry intervals are used at the same time, the longest interval applies.</p> <p>Volume and dosage calculation methods are reviewed and refined to reduce the surplus mix and pesticide overuse.</p> <p>Pre-harvest intervals of pesticides as stipulated in the Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including all aquatic and terrestrial natural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.5	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	all sections	The RA standard is more specific on protective equipment
<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7					No specific law	The RA standard is more specific on protective equipment
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> Product brand name and active ingredient(s) Date and time of application Location and area (size) of application 	4.6.8	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	No specific law	The RA standard is more specific on protective equipment
<p>Empty pesticides containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> Dry, clean, well-ventilated Made from non-absorbent material Safely locked and accessible only by trained handlers Not accessible to children Separated from crop, food products, and packaging materials 	4.6.9	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	Entire document	The RA standard is more specific on protective equipment
<p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> Dry, clean, well-ventilated Made from non-absorbent material Safely locked and accessible only by trained handlers Not accessible to children Separated from crop, food products, and packaging materials 	4.6.10	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.			Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	Entire document	The RA standard is more specific on the storage conditions of agrochemicals

<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well ventilated and with a sound roof and impermeable floor •Safely locked and accessible only by trained handlers, •Separated from crops, food products or packaging material •With an emergency spill kit •With visible and understandable safety warning signs and pictograms •With an emergency procedure, eye-washing area and an emergency shower 	4.6.11	Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.		Prohibition of Chemical Weapons Act, 2010. The act prohibits the development, production, stockpiling, and use of chemical weapons in Kenya.	Entire document	The RA standard is more specific on the storage conditions for protective equipment	
<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> •Date of purchase •Product brand name and active ingredient, including an indication of chemicals that are on the Risk Mitigation list •Volume •Date of expiration 	4.6.12				Entire document		
For groups this is only applicable for centralized stock.							
HARVEST AND POSTHARVEST PRACTICES							
<p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including: loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> •Products are harvested at the right time and interval to optimize quality •Harvesting damages to the plant are minimized for future production •Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented •Damage due to humidity is prevented •Products are stored in a cool, dry, well ventilated and dark place •Maintenance and cleaning of harvest and postharvest tools, machinery and equipment •Packaging materials are used that are suitable and approved for food products 	4.7.1				Entire document		
CHAPTER 5 - SOCIAL							
ASSESS & ADDRESS CHILD LABOR, FORCED LABOR,							
<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> •Appointing a management representative who is accountable for the assess-and-address system •For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. •For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a management representative only instead of a committee. <p>The committee members are:</p> <ul style="list-style-type: none"> •Knowledgeable about child labor, forced labor, discrimination and workplace violence and harassment 	5.1				Entire document		
<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> •Appointing a management representative who is accountable for the assess-and-address system •For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. •For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a management representative only instead of a committee. <p>The committee members are:</p> <ul style="list-style-type: none"> •Knowledgeable about child labor, forced labor, discrimination and workplace violence and harassment 	5.1.1	The Employment Act, 2007		The Employment Act, 2007	Entire document	The RA standard is more rigorous than the law and its scope is broader	

<p>Risk mitigation:</p> <p>The management representative/ committee includes in the Management Plan the mitigation measures as identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Risk Assessment is repeated annually.</p> <p>Farm scope:</p> <ul style="list-style-type: none"> Management Plan: see 1.3.2 Farm Risk Assessment: see 1.3.1 <p>Supply Chain scope:</p> <ul style="list-style-type: none"> Management Plan: see 1.1.3 <p>Please see Annex 3: Farm Risk Assessment Tool</p>	5-1.2	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous than the law and its scope is broader
<p>Monitoring:</p> <p>The management representative/ committee</p> <ul style="list-style-type: none"> Monitors risks and the implementation of risk mitigation measures Reports potential cases of child labor, forced labor, discrimination and workplace violence and harassment to the management and to the grievance committee Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <p>Indicator:</p> <ul style="list-style-type: none"> The number of potential cases identified by the monitoring system and referred to the grievance mechanism (by gender, age, and type of issue) 	5-1.3	The Employment Act, 2007			The Employment Act, 2007	Functions of Agency Part I section 2	The RA standard is more rigorous than the law and its scope is broader
<p>Remediation:</p> <p>The management representative/committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) <p>Please see Annex 4: Remediation Protocol</p>	5-1.4	The Employment Act, 2007			The Employment Act, 2007	Functions of Agency Part I section 2	The RA standard is more rigorous and broader
<p>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</p> <p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p> <p>ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</p>	5-2						
<p>Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations.</p> <p>ILO Convention, Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</p>	5-2.1	The Employment Act, 2007		ILO Convention, Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)*	The Employment Act, 2007	all sections	The RA standard is more rigorous and broader
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, Workers' Representatives Convention, 1971 (No. 135)</p>	5-2.2	The Employment Act, 2007			The Employment Act, 2007	all sections	The RA standard is more rigorous and broader
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, Workers' Representatives Convention, 1971 (No. 135)</p>	5-2.3	The Employment Act, 2007		ILO Convention, Workers' Representatives Convention (No. 135), 1971*	The Employment Act, 2007	all sections	The RA standard is more rigorous and broader
<p>WAGES AND CONTRACTS</p>	5-3						

<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written/verbal contracts include at minimum:</p> <ul style="list-style-type: none"> • Job duties 	5-3-1	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks.</p> <p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in a CBA, it is adjusted yearly for inflation based on the national inflation rate.</p>	5-3-2	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.</p>	5-3-3	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.</p>	5-3-4	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Deductions from wages are permitted only if provided by national law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by law.</p> <p>In-kind benefits must be in accordance with national law, however, they cannot exceed 30% of the total remuneration.</p>	5-3-5	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided pay slips with each payment containing this information.</p>	5-3-6	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly.</p> <p>Group members maintain records, per worker, of hours worked (regular and overtime) and/or volume produced, calculation of wages, in-kind benefits and deductions. The record is signed by each worker when he/she receives payment.</p>	5-3-7	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>Work of equal value is remunerated with equal pay without discrimination e.g. on gender or type of worker, ethnicity, age, color, religion, political opinion, nationality, social origin or others.</p>	5-3-8	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>If labor providers are used, management has a written contract and documented oversight mechanisms in place ensuring that the labor provider is:</p> <ul style="list-style-type: none"> • Licensed or certified by the competent national authority, if available; compliant with applicable legal requirements • Not engaged in fraudulent or coercive recruiting practices • Compliant with all worker related requirements of this standard <p>All recruitment fees are paid by the management, not by workers.</p>	5-3-9	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
<p>If labor providers are used, name, contact and, if labor provider is officially registered, official registration number of the labor provider is recorded.</p> <p>All recruitment fees are paid by the farm, not by workers.</p>	5-3-10	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and broader
LIVING WAGE							
	5-4						
<p>The total remuneration (wages plus cash and in-kind benefits) for all types of workers is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). The management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages.</p> <p>Please see Annex 8: Salary Matrix Tool</p> <p>Please see Annex 9: Methodology for Measuring Remuneration and Gaps with a Living Wage</p> <p>Please see Annex 10: Benchmarks per country</p>	5-4-1					Entire document	
<p>If the total remuneration is below the applied benchmark for any type of worker, management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. At a minimum, wages are adjusted yearly for inflation based on the national inflation rate.</p>	5-4-2					Land ownership sections	

<p>In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a (direct financial or another type of investment) contribution, the farm management agrees with the supply chain actor in writing on the related modalities and timelines of the wage improvement plan (5.4.2) linked to that contribution for the period for which it is provided. The farm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.</p>	5.4.3				Land ownership sections	
WORKING CONDITIONS	5.5					
<p>Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work, and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty-six hours per week on average per year.</p> <p>ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1)</p> <p>ILO Convention, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)</p> <p>Overtime work is voluntary and only permitted if:</p>	5.5.1	The Employment Act, 2007		The Employment Act, 2007	Entire document	Art.105 - In all non-agricultural public or private establishments, including educational and charitable establishments, the legal working hours of employees or workers of either sex, of any age, working at time, by task or by piece, may not exceed forty hours per week. In all agricultural enterprises, working hours are based on 2,400 hours for the year. The law is stricter than the norm
<p>a) It is requested in a timely manner</p> <p>b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level</p> <p>c) The overtime work does not impose an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours</p> <p>d) Workers have safe transport home after work*</p> <p>e) The total working week does not exceed 60 hours per week. Exceptional circumstances only applicable for farms: see h)</p> <p>f) Workers have at least a 30-minute break after maximum six consecutive hours of work and have a minimum of 20 consecutive hours of rest per 24-hour-period</p> <p>g) A record of the number of regular hours and overtime hours of each worker is kept*</p>	5.5.2	The Employment Act, 2007		The Employment Act, 2007	No specific law	The standard is more specific on the fact that overtime is done on a voluntary basis
<p>Pregnant permanent workers are entitled to paid maternity leave of at least 14 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages.</p> <p>Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and a space for breastfeeding to nurture the child. This nursing space must be:</p>	5.5.3	The Employment Act, 2007		The Employment Act, 2007	Entire document	The law is more rigorous because it provides for 6 weeks before delivery and 9 weeks after
<p>Workers' children younger than the applicable minimum working age coming with their parents to the workplace:</p> <ul style="list-style-type: none"> •Are provided with a safe place to stay according to their age •Are under the supervision of adults at all times <p>ILO Code of Practice on Safety and Health in Agriculture, 2010</p>	5.5.4	N/A		N/A	Entire document	
<p>HEALTH AND SAFETY</p> <p>A competent professional conducts an analysis of the occupational health and safety risks. Corresponding health and safety measures are included in the Management Plan and implemented, considering at least the following:</p> <ul style="list-style-type: none"> •Risk analysis •Compliance with regulations •Training of workers •Procedures and equipment to ensure health and safety <p>The number and type of occupational health and safety incidents are recorded (specified for men and women) and include incidents related to agrochemical use.</p> <p>For groups of small farms this is done for their own facilities. ILO Convention, Occupational Safety and Health Convention, 1981 (No. 155)</p>	5.6					
<p>First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital.</p> <p>The boxes are placed at the central locations of production, processing, and maintenance sites. For an emergency, appropriate measures, including showers and eyewashes, are present.</p> <p>Trained first aid employees are present during working hours. The workers are informed where and to who they should go to for first aid in case of an emergency.</p>	5.6.2	Occupational Safety and Health Act, 2007		Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law

Group members and workers know where to go in case of an emergency.	5-6.3					Part I & Part II Section 28 & 31	
Workers have access to sufficient and safe drinking water at all times through one of the following means: <ul style="list-style-type: none"> •A public drinking water system, or •Drinking water provided by the management, compliant with drinking water parameters as set by local law or the WHO, based on testing preceding each Rainforest Alliance certification audit and any time that water contamination risks have occurred or been identified Drinking water sources are protected and, water distribution mechanisms are maintained to avoid contamination. Stored water is protected against contamination by a lid and is refreshed by fresh drinking water at least every 24 hours.	5-6.4	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Part I & Part II Section 28 & 31	The RA standard is more rigorous and covers a wider field and is more precise than the law
For small farms, in case of no access to safe public drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating and on the prevention of water contamination.	5-6.5	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
Workers always have access to safe and sufficient drinking water.	5-6.6	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and workers' housing. Facilities are divided by gender in the case of 20 or more workers. Urinals are separated from toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed.	5-6.7	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community.	5-6.8	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.	5-6.9	Occupational Safety and Health Act, 2007			Occupational Safety and Health Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use.	5-6.10					Part I & Part II Section 28 & 31	
Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not request pregnancy tests.	5-6.11	The Employment Act, 2007			The Employment Act, 2007	Entire document	The RA standard is more rigorous and covers a wider field and is more precise than the law
Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.	5-6.12						
Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation.	5-6.13						
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5-6.14						
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5-6.15						
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5-6.16						
HOUSING AND LIVING CONDITIONS	5-7						

Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least: Location and construction: <ul style="list-style-type: none">• Safe construction; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair• Protection against weather conditions• Workers/ families are informed about emergency evacuation plans• Measures are taken to reduce the effect of extreme climate conditions such as flooding• Fire Safety: collective housing has marked fire exits, firefighting equipment, and instructions• Avoid housing on sites subject to air pollution and surface runoff Health and Hygiene:	5.7.1	The Employment Act, 2007			The Employment Act, 2007	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Children living on-site and of school-going age go to school. Children either: <ul style="list-style-type: none">• Go to a school at safe walking distance• Go to a school at reasonable traveling distance, with availability of safe transport• Have on-site schooling of a recognized and equivalent level	5.7.2	CONSTITUTION OF THE REPUBLIC OF KENYA			CONSTITUTION OF THE REPUBLIC OF KENYA	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions and the possibilities of each producer, and include: <ul style="list-style-type: none">• Safe accommodation; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair• Marked evacuation routes for group accommodations• Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place• Access to safe drinking water• Adequate sanitary and washing facilities. Safety and privacy of vulnerable groups is ensured, at least by well-lit and lockable facilities ILO Recommendation, Workers' Housing Recommendation, 1961 (No. 115)	5.7.3	The Employment Act, 2007			The Employment Act, 2007	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
COMMUNITIES	5.8						
Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 5 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex. Please see Annex 11: Free, Prior And Informed Consent (FPIC) Processes	5.8.1	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights. In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action. If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to attain the required conflict resolution and remediation.	5.8.2					All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
CHAPTER 6 - ENVIRONMENT							
FORESTS, OTHER NATURAL ECOSYSTEMS, AND PRO	6.1						
From January 1st 2014, onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land uses. Please see annex 12: Additional Details on requirements for no-conversion.	6.1.1	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.	6.1.2	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	All Parts	the RA standard is more restrictive
Management includes the mitigation measures from the Farm Risk Assessment Tool in 1.3.1 with regard to High Conservation Values in the Management Plan (1.3.2). Management implements these measures. Please see Annex 3: Farm Risk Assessment Tool	6.1.3						
CONSERVATION AND ENHANCEMENT OF NATURAL E	6.2						
Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 1.2.9 and the natural ecosystems section of the Farm Risk Assessment Tool in 1.3.3 and is updated annually. Please see Annex 3: Farm Risk Assessment Tool	6.2.1						
Please see Guidance Document N: Natural ecosystems and vegetation							
Farms maintain all remnant forest trees, except when these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.	6.2.2	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
RIPARIAN BUFFERS	6.3						

Farms maintain existing riparian buffers adjacent to aquatic ecosystems.	6.3.1	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Producers maintain the following additional safeguards for the protection of drinking water in case the farm is located closer than 50 m to a source of drinking water. Around the source: •Maintain or establish a riparian buffer > 10 m •Maintain a pesticides non-application zone > 20 m •Maintain an additional zone > 40 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application	6.3.2	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
PROTECTION OF WILDLIFE AND BIODIVERSITY	6.4						
Threatened animals and plants are not hunted, killed, fished, collected or trafficked. Additionally, producers and workers do not hunt other animals, with the following exceptions: •Producers of small farms may hunt non-threatened animals for non-commercial use only •Producers may hunt vertebrate wildlife pests on the farm only following the farm's integrated pest management (IPM) plan, and only as a measure of last resort. Explosives or toxic substances are never used for hunting, fishery or control of wildlife pests.	6.4.1	The Wildlife Conservation and Management Act, 2013			The Wildlife Conservation and Management Act, 2013	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.2	The Wildlife Conservation and Management Act, 2013			The Wildlife Conservation and Management Act, 2013	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic ecosystems.	6.4.3						
Producers do not use wildlife for processing or harvesting of any crop (e.g. Iwak for coffee, monkeys for coconut, etc).	6.4.4	The Wildlife Conservation and Management Act, 2013			The Wildlife Conservation and Management Act, 2013	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing.	6.4.5						
Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan.	6.4.6	The Forest Conservation and Management Act, 2016			The Forest Conservation and Management Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
WATER MANAGEMENT AND CONSERVATION	6.5						
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5.1	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.2	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.3	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
WASTEWATER MANAGEMENT	6.6						
Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented.	6.6.1	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
Human sewage, sludge, and sewage water is not used for production and/or processing activities.	6.6.2						
Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins.	6.6.3	The Water Act, 2016			The Water Act, 2016	All Parts	The RA standard is more rigorous and covers a wider field and is more precise than the law
If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.	6.7						
WASTE MANAGEMENT	6.7						
Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems.	6.7.1	Waste Management Regulations 2006					
Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems. Non-organic waste is not left on the land.	6.7.2	Waste Management Regulations 2006					
Producers do not burn waste, except in incinerators technically designed for the specific type of waste.	6.8						
ENERGY EFFICIENCY	6.8						
Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy sources used for production and processing. The types of energy sources and associated machinery used for production and processing are quantified and documented.	6.8.1	The Energy Act, 2019					
Guidance Document N: Energy Efficiency							



RAINFORREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body: BUREAU VERITAS	BUREAU VERITAS COTE D'IVOIRE	For internal use only
Country:	MALI	Reviewed by:
Date submitted:	31/01/2023	Approved by:
Contact person:	AKA MARIE BERTHE	Approved date:

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete the template:

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective bargaining.

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60. If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
MANAGEMENT	1.1						
Group management demonstrates a commitment to sustainable agriculture by dedicating adequate resources and staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard. Group management assesses at least every three years its management capacity to ensure compliance with the standard and the ability to make sustainability performance changes. Group management uses the Management Capacity Assessment Tool that includes the following topics: <ul style="list-style-type: none"> Group organization and Management structure Strategic management Financial management Member engagement and membership planning Member training and services provision 	1.1.1	Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives			Chapitre 2 - Administration et direction de la société coopérative avec conseil d'administration Sous-section 4 - Président du conseil d'administration et responsable chargé de direction	Article 324 et 329	RA standard goes beyond the national legislation concerning staff to the implementation of the Rainforest Alliance Sustainable Agriculture Standard. The requirement is for all staff.
There is a clearly documented and implemented Management Plan which addresses each applicable Rainforest Alliance Supply Chain requirement. Documented procedures include control of certified products for all applicable processes, included in the certificate scope, to maintain product integrity.	1.1.3	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais				All articles	RA standard goes beyond the national legislation because all RA requirements are not in the legal laws that govern supply chain actors activities.
The supply chain actor has devised, adopted and disseminated one or more policies for ensuring responsible business conduct in its own operations, supply chain and other business relationships. The policies cover direct and indirect adverse impacts on human rights and the environment. <ul style="list-style-type: none"> The policies commit and refer to following the OECD Due Diligence Guidance for Responsible Business Conduct. References and commitments to the OECD Guidelines for Multinational Enterprises or UN Guiding Principles for Business and Human Rights are also acceptable. oversight and responsibility for these policies and their implementation is assigned to senior management. The policies and its expectations are specified in engagement with suppliers and other business relationships, including contracts and other written agreements. A potential tool for compliance is to have a supplier code of 	1.1.4	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais			- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais	All articles	RA standard goes beyond the national legislation because all RA requirements are not in the legal laws that govern supply chain actors activities.
ADMINISTRATION	1.2						

<p>Management complies with applicable laws and collective bargaining agreements (CBA) within the scope of the Rainforest Alliance Sustainable Agriculture Standard.</p> <p>In the case that an applicable law or CBA is stricter than a criterion in the standard, such law or CBA will prevail unless such law has become obsolete. In the case that an applicable law or CBA is less strict than a criterion in the standard, the criterion in the standard will prevail, unless the criterion explicitly allows for such law or CBA to apply.</p>	1.2.1	<p>All applicable laws</p> <ul style="list-style-type: none"> - LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA) - Acte uniforme OHADA du 15 décembre 2010 relatif au droit des sociétés coopératives - Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence maliennne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais 			<ul style="list-style-type: none"> - Lois d'orientation agricole - Chapitre 2 - Administration et direction de la société coopérative avec conseil d'administration Sous-section 4 - Président du conseil d'administration et responsable chargé de direction - Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence maliennne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais 	<p>Article 27, 28, 29 et 30</p> <p>Article 324 et 329</p>	
<p>Mechanisms are in place to ensure that service providers comply with applicable requirements of the Rainforest Alliance Sustainable Agriculture Standard.</p>	1.2.2	<ul style="list-style-type: none"> - Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014 			<ul style="list-style-type: none"> - chapitre 4 Procédures de contrôle préventif , Section 1 Procédure d'alerte,Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales Livre 3 – Société à responsabilité limitée Titre 2 – Fonctionnement de la société à responsabilité limitée Chapitre 4 – Moyens de contrôle de la société Section 1 – Nomination du commissaire aux comptes 	<p>-Article 119 à 121</p> <p>- Article 376 à 381</p>	<p>External service providers within the framework of OHADA texts are used within the framework of management controls only.</p>
<p>There is a list of current subcontractors and suppliers of certified product that confirms their compliance to certification rules prior to or at the moment of an activity.</p> <p>For farms, this list of suppliers refers only to other farms they buy from.</p>	1.2.3						
<p>An up to date registry of group members is kept, containing for each group member (landowner or farm operator, e.g. sharecropper):</p> <ul style="list-style-type: none"> •Full name •National ID Number •Group member identification number •Gender •Year of birth •Education •Phone number •Household size •GPS point of the largest farm unit •Number of farm units •Total farm area 	1.2.4	<p>Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Section 1, Article 9</p>			<p>Tenue du registre des membres, Section 1, Article 9</p>	<p>Section 1, Article 9</p>	
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Start and end date(s) of employment •Wages <p>For workers for whom housing is provided, the registry additionally contains:</p> <ul style="list-style-type: none"> •Housing address •Number of family members •Year of birth of family members <p>For young workers (15 – 17 years), the registry additionally contains:</p>	1.2.5	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992)</p>			<p>Article 2</p>		
<p>An up to date list of permanent and temporary workers is kept, containing for each worker:</p> <ul style="list-style-type: none"> •Full name •Gender •Year of birth •Wages <p>Illiterate group members can give the above information orally.</p>	1.2.6	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992)</p>					

Management ensures that wherever the Rainforest Alliance Sustainable Agriculture Standard requires to inform workers or group members, the information is given in the predominant language(s) of the workers or group members.	1.2.7	Code du travail Malien			Loi N°92-020 du 23 Septembre 1992 relatif au contrat de travail		Le code du travail fait obligation que le contrat de travail soit en langue française. Mais n'évoque pas la langue pour les autres communications.
A signed (or marked) agreement is in place between the group and each group member, specifying the rights and obligations of each party including at least: <ul style="list-style-type: none"> The group member's obligation to comply with the Rainforest Alliance Sustainable Agriculture Standard The group member's obligation to accept both internal inspections and external audits and sanctions The group member's guarantee that any product sold as certified comes only from their farm The group member's right to appeal decisions made by the group management by using the grievance procedure Each group member understands the agreement. Agreements are centrally archived and a copy is available for each group member.	1.2.8	Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, Sous-section 1 - Adhésion à la société coopérative			- Sous-section 1 - Adhésion à la société coopérative - Sous-section 2 - Retrait des associés coopérateurs - Droits au remboursement - Sous-section 3 - Exclusion des coopérateurs	Article 10 à 16	Le contrat demandé par l'acte uniforme est certes écrit, signé et daté mais il n'évoque pas spécifiquement les exigences du point de contrôle sauf le droit à Adhésion à la société coopérative, Retrait des associés coopérateurs et Exclusion des coopérateurs. L'archivage du document d'adhésion se fait à la société coopérative mais l'archivage au niveau des producteurs n'est pas évoqué.
Records for certification purposes and compliance are kept for at least four years.	1.2.9	Loi n° 2013-015 du 21 mai 2013 portant protection des données à caractère personnel. LA LOI MALIENNE N° 2016-012 du 6 MAI 2016 RELATIVE AUX TRANSACTIONS, ECHANGES ET SERVICES ELECTRONIQUES - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité			Obligations des responsables et de leurs subordonnés	Art. 2 et 3 /Art. 4 /Art. 1, 5 et 6 /	Le standard RA est plus précis sur la période minimale de conservation des données
An up to date map of the farm (large farms) or the farm area (group of small farms) is available, including: <ul style="list-style-type: none"> Barns/ farm units / production zones, Processing facilities, Human habitation areas, Schools, Medical centers/first aid sites, Natural ecosystems, including water bodies and forests, and other existing Natural vegetation, Riparian buffer zones Agroforestry shade cover, Protected areas. The map also includes risk areas identified in the Farm Risk Assessment	1.2.10	- Loi n° 10-032 du 12 juillet 2010 relative aux semences d'origine végétale La présente loi fixe les règles de gestion, de production, de commercialisation et de contrôle de qualité des semences d'origine végétale (les semences issues de variétés améliorées ou traditionnelles) - LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			Amélioration de la productivité, Article 5, 80, 131, 133,	Article 5, 80, 131, 133,	
A sketch of the farm is available, including: <ul style="list-style-type: none"> The production area of certified crop Forests Water bodies Buildings 	1.2.11	- DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITÉS DE GESTION DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DE LA FAUNE DANS LES DOMAINES DE L'ÉTAT. - Loi n° 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			Amélioration de la protection et productivité, Article 2, 3, 4, 5	Article 2, 3, 4, 5,	
Geolocation data is available for 100% of the farms. At least 10% is in the form of polygons. In the case of a farm with multiple farm units, the geolocation is provided for the largest farm unit with the certified crop. Please see Guidance Document F: Guide GPS and Polygons	1.2.12	- DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITÉS DE GESTION DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DE LA FAUNE DANS LES DOMAINES DE L'ÉTAT. - Loi n° 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			Amélioration de la protection et productivité, Article 2, 3, 4, 5	Article 2, 3, 4, 5,	
A polygon is available of the farm, including all farm units.	1.2.13	- DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITÉS DE GESTION DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DE LA FAUNE DANS LES DOMAINES DE L'ÉTAT. - Loi n° 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			Amélioration de la protection et productivité, Article 2, 3, 4, 5	Article 2, 3, 4, 5,	
There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.	1.2.16	Code du travail malien Chapitre 1: Apprentissage et de la formation			Chapitre 1: Apprentissage et de la formation Section 2 de la Formation et des stages	Article 9 à 12	Le code du travail ne fait pas obligation de tenir une liste des formés.

Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, addresses, scope, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.	1.2.17	- ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014			- Partie 1 – Dispositions générales sur la société commerciale Livres 5 – Transformation de la société commerciale - Partie 1 – Dispositions générales sur la société commerciale Livres 9 – Formalités - Publicités Titre 4 – Formalités lors de la transformation de la société	- Article 181 à 188 - Article 265	La loi fait obligation que la transformation de la société soit légalement publiée mais n'aborde pas les questions d'évaluation de risques, champ et responsabilités des travailleurs ainsi que le consentement des sociétés n'appartenant au multisite.
RISK ASSESSMENT AND MANAGEMENT PLAN	1,3						
Management conducts a risk assessment in relation to the requirements in this standard, by using the Farm Risk Assessment Tool, at least every three years. Please see Annex 3: Farm Risk Assessment Tool	1.3.1	Décret n° 03 – 594 / P-PM du 31 décembre 2003 Relatif à l'étude d'impact sur l'environnement			Etude d'Impact Environnemental, articles 1, 6, 7, 11, 12, 15, 16, 17.	Articles 1, 6, 7, 11, 12, 15, 16, 17.	La loi est plus contraignante en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (1.3.1) and self-assessment (1.4.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (1.1.1) and internal inspection (1.4.1). The Management Plan is updated yearly. Please see Guidance Document B: Template of Management Plan	1.3.2	Décret n° 03 – 594 / P-PM du 31 décembre 2003 Relatif à l'étude d'impact sur l'environnement			Etude d'Impact Environnemental, articles 1, 6, 7, 11, 12, 15, 16, 17.	Articles 1, 6, 7, 11, 12, 15, 16, 17.	La loi est plus contraignante en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided. Indicators <ul style="list-style-type: none"> • # of training activities provided to members • Topics of the training activities • # and % of members attending training activities (M/F) • # and type of services (other than training) provided to members 	1.3.3	Décret n° 03 – 594 / P-PM du 31 décembre 2003 Relatif à l'étude d'impact sur l'environnement			Etude d'Impact Environnemental, articles 1, 6, 7, 11, 12, 15, 16, 17.	Articles 1, 6, 7, 11, 12, 15, 16, 17.	La loi est plus contraignante en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided. Indicator <ul style="list-style-type: none"> • # of training activities provided to workers • Topics of the training activities • # and % of workers attending training activities (M/F) • # and type of services (other than training) provided to workers 	1.3.4	Décret n° 03 – 594 / P-PM du 31 décembre 2003 Relatif à l'étude d'impact sur l'environnement			Etude d'Impact Environnemental, articles 1, 6, 7, 11, 12, 15, 16, 17.	Articles 1, 6, 7, 11, 12, 15, 16, 17.	La loi est plus contraignante en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
INTERNAL INSPECTION AND SELF-ASSESSMENT	1,4						
An internal inspection system is in place to assess compliance of group members (for farms/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes: <ul style="list-style-type: none"> • Yearly inspection of each group member/site • Scope in the first year of certification of a group member/site is: all requirements of the Rainforest Alliance Sustainable Agriculture Standard • Scope during consecutive years: based on risk assessment, on the previous year's internal inspection and on audit results For farm scope only: <ul style="list-style-type: none"> • A rotation system so that each farm unit is inspected at least every 3 years. In case of remote farm units, this is done at least every 6 years. 	1.4.1	- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014	1.4.1	- chapitre 4 Procédures de contrôle préventif, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales Livres 3 – Société à responsabilité limitée Titre 2 – Fonctionnement de la société à responsabilité limitée Chapitre 4 – Moyens de contrôle de la société Section 1 – Nomination du commissaire aux comptes	- Article 119 à 121 - Article 376 à 381	La vérification diligentée par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.	
The ratio between the number of internal inspectors and farms has to be at least one internal inspector to 250 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.	1.4.2	LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			Titre II: De la place et rôle des acteurs Chapitre II: DES ORGANISATIONS PROFESSIONNELLES AGRICOLES	Article 30	La loi évoque le rôle de l'état seulement sans donner de ratio d'agents de suivi agricole par rapport aux producteurs à suivre ni évoquer spécifiquement les inspections internes.

An approval and sanction system is in place in relation to the compliance of group members (for farms/sites (for supply chain actors) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes: •A written approval and sanction procedure •An approval and sanction manager or committee, •A mechanism to follow up on group members' improvement and corrective measures, •A decision on each group member's/site's certification status that is signed and documented and included in the final internal inspection report	1.4.3	- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014			- Titre 2 - Fonctionnement de la société coopérative Section 3 - Litiges entre coopérateurs ou entre un ou plusieurs coopérateurs et la société coopérative - Chapitre 4 - Litiges entre associés ou entre un ou plusieurs associés et la société	- Article 118 - Article 147 à 149	l'acte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système d'approbation et de sanction.
Management yearly carries out a self-assessment to evaluate the compliance with the Rainforest Alliance Agricultural Standard. For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements. The self-assessment is made available to the external auditor.	1.4.4	- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014			- chapitre 4 Procédures de contrôle préventif , Section 1 Procédure d'alerte,Section 2 - Expertise de gestion - Partie 2 – Dispositions particulières aux sociétés commerciales Livre 3 – Société à responsabilité limitée Titre 2 – Fonctionnement de la société à responsabilité limitée Chapitre 4 – Moyens de contrôle de la société Section 1 – Nomination du commissaire aux comptes	- Article 119 à 121 - Article 376 à 381	La vérification diligentée par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.
GRIEVANCE MECHANISM A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements: •A grievance committee with decision making power, with knowledge about the grievances, that is impartial, accessible, and gender sensitive •Grievance committee is formed by at least one member/worker representative	1.5 1.5.1	- Acte uniforme OHADA du 15 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME RÉVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE du 30/01/2014 - Loi n°92-020 du 23 septembre 1992 portant Code du travail,	1.5.1		- Titre 2 - Fonctionnement de la société coopérative Section 3 - Litiges entre coopérateurs ou entre un ou plusieurs coopérateurs et la société coopérative - Chapitre 4 - Litiges entre associés ou entre un ou plusieurs associés et la société	- Article 118 - Article 147 à 149	l'acte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système de gestion des plaintes.
GENDER EQUALITY Management commits to promoting gender equality by: •A written statement that is communicated to group members/workers •Appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment. Management can choose to appoint a responsible person instead of a committee, except in the case of large farms The responsible committee/person: •B knowledgeable about gender equality and women's empowerment •h case of a committee, includes at least one woman and at least one person from management •B known, accessible and trusted by	1.6 1.6.1	'LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			La politique de développement Agricole vise à assurer la promotion des femmes et des hommes qui vivent du secteur Agricole dans le respect de l'équité, notamment entre les milieux rural et urbain.	Articles 8	
The responsible committee/person performs the following activities: •Implements gender equality mitigation measures following the basic Farm Risk Assessment or the Supply Chain Risk Assessment and includes these measures in the Management Plan •Raises awareness on gender equality and women's empowerment with management and (group) staff at least annually •B involved in remediation cases concerning gender-based violence and gender based discrimination in accordance with the Remediation Protocol Farm scope: Farm Risk Assessment: see 1.3.1 Management Plan: see 1.3.2 Supply Chain scope:	1.6.2	'LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)			La politique de développement Agricole vise à assurer la promotion des femmes et des hommes qui vivent du secteur Agricole dans le respect de l'équité, notamment entre les milieux rural et urbain.	Articles 8	
YOUNG FARMERS AND WORKERS	1.7	DECRET N° 92-0731 P.-CTSP PORTANT PROMULGATION DE LA CONSTITUTION			- Constitution, Article 17,	- Constitution, Article 17,	
CHAPTER 2 - TRACEABILITY							
TRACEABILITY	2.1						

<p>The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg/ha, stems/ha for flowers) of a representative sample of farms or farm units. The methodology and calculation are documented.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Estimated certified production volume (kg or stems) <p>Please see Guidance Document H: Yield estimation</p>	2.1.1	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais 						
<p>Management takes stock annually of:</p> <ul style="list-style-type: none"> The total harvested certified production (in kg, in stems for flowers) is recorded once a year The balance of products purchased, produced, sold and in stock <p>In case the difference between estimated production and actual production is >15 %, a reasonable justification is given, and measures are taken to prevent such differences to occur.</p> <p>For groups, the differences is checked and justified both on the group level and for the individual members.</p> <p>Indicator:</p> <ul style="list-style-type: none"> Total harvested production of the certified crop (kg or stems) 	2.1.2	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais 						
<p>Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.</p>	2.1.3	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de 						
<p>Management has mapped the product flow from the group members (for farms/sites) (for supply chain actors) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.</p>	2.1.4	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des 						
<p>Products that the group sells as certified can be traced back to the certified farm(s) where these were produced.</p> <p>Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume.</p> <p>Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sale documents include the group member, date, product type, (percentage of) certified volume and, if relevant, traceability level.</p>	2.1.5	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais 						
<p>There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.</p>	2.1.6	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des 						
<p>Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.</p>	2.1.7	<ul style="list-style-type: none"> Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014 déterminant les modalités et les conditions de délivrance de l'agrément de 						

The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product.	2.1.8						
Please see Annex 6: Traceability and Shared Responsibility							
Equipment used to define the weight or volume of the certified product is calibrated annually.	2.1.9	DÉCRET N°2017-0200/P-RM DU 06 MARS 2017 FIXANT L'ORGANISATION ET LES MODALITES DE FONCTIONNEMENT DE L'AGENCE MALIENNE DE METROLOGIE (AMAM)			organisation et les modalités de fonctionnement de l'Agence Malienne de Métrologie (AMAM).	Tous les articles	Le standard RA est plus contraignant par rapport à la périodicité annuelle de la vérification
A volume summary of certified product is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, outputs, lost and sold (as applicable).	2.1.10	- Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014, déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais					
Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.	2.1.11	- Décret N° 00-505/P-RM du 16 octobre 2000 réglementation du commerce extérieur - Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité - Arrêté No 2014-1978/MDR-SG 23 JUILLET 2014, déterminant les modalités et les conditions de délivrance de l'agrément de distribution et de vente des engrais					
There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.	2.1.12						
TRACEABILITY IN THE ONLINE PLATFORM	2.2						
Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place. Please see Annex 6: Traceability and Shared Responsibility	2.2.1	LOI MALIENNE N° 2016-012 du 6 MAI 2016 RELATIVE AUX TRANSACTIONS, ECHANGES ET SERVICES ELECTRONIQUES					
Total sales of certified products do not exceed the total production (where applicable), purchase of certified products plus remaining stock balance from the previous year.	2.2.2	LOI MALIENNE N° 2016-012 du 6 MAI 2016 RELATIVE AUX TRANSACTIONS, ECHANGES ET SERVICES ELECTRONIQUES					
Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter. Please see Annex 6: Traceability and Shared Responsibility	2.2.3	LOI MALIENNE N° 2016-012 du 6 MAI 2016 RELATIVE AUX TRANSACTIONS, ECHANGES ET SERVICES ELECTRONIQUES					
In case of public facing trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off product trademarks prior to use.	2.2.4						
Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.	2.2.5						
Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgement by both parties is available.	2.2.6						
The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance. Please see Annex 6: Traceability and Shared Responsibility	2.2.7						
MASS BALANCE	2.3						
Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.	2.3.1						
The volume of product sold as mass balance is 100% covered by volumes purchased as certified.	2.3.2						
Purchase and sales documentation and/or recipes include origin information for products that fall in scope for origin matching as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility	2.3.3						
Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annexes. Please see Annex 6: Traceability and Shared Responsibility	2.3.4						
Credit trading is limited to regional scope within a certificate, movement from one certificate to another shall be accompanied by physical shipment of relevant product.	2.3.5						

A process is in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which certified volume balance was exceeded.	2.3.6						
CHAPTER 3 - INCOME AND SHARED RESPONSIBILITY							
PRODUCTION COSTS AND LIVING INCOME	3.1		LOI N°06-40/AN-RM portant Lois d'Orientation Agricole (LOA)				
SUSTAINABILITY DIFFERENTIAL	3.2		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members: •Bro-rata, based on volumes delivered •In a timely and convenient manner, at least before the next crop season, or at least once a year in case of continuous harvest Group management at least annually: •Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums or crop and country specific premiums such as the Living Income Differential) •Communicates to group members the price and sustainability differential received for the certified crop	3.2.1		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential. Farm management documents at least annually: •The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums) •How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other Indicators: •Amount of Rainforest Alliance sustainability differential received (total amount received, and per MT)	3.2.2		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.							
The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.	3.2.3		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon. The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials. Please see Annex 6: Traceability and Shared Responsibility	3.2.4		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer. Please see Annex 6: Traceability and Shared Responsibility	3.2.5		- Ordonnance N°2012-016/P-RM du 19 mars 2012 portant création de l'agence malienne de normalisation et de promotion de la qualité		Règlement C/REG.4/05/2008 portant harmonisation des règles régissant le contrôle de qualité, la certification et la commercialisation des semences végétales et plants dans l'espace CEDEAO		Article 02
Sustainability Differential payments are recorded in the traceability platform once per quarter. Please see Annex 6: Traceability and Shared Responsibility	3.2.6						
The Sustainability Differential paid amounts to at least the prescribed minimum. Please see Annex 6: Traceability and Shared Responsibility	3.2.7						
SUSTAINABILITY INVESTMENTS	3.3						

<p>Management defines the investments needed to improve sustainability in an investment plan.</p> <p>The management uses the following sources to inform their investment needs:</p> <ul style="list-style-type: none"> •Audit reports (NGs and improvement areas) •Self-assessments •Internal inspections •Management Plan <p>Management documents the in-kind and cash Sustainability Investments received from buyers for this investment plan according to the Rainforest Alliance investment categories.</p> <p>Indicators:</p> <ul style="list-style-type: none"> •Investment needs specified per category in the Rainforest Alliance 	3.3.1						
<p>The buyer of certified products ensures that the farm certificate holder receives the Sustainability Investment. Sustainability Investments align with the needs identified in the investment plan of the farm certificate holder.</p>	3.3.4						
<p>An annual report of investments made to farms is compiled and available. The investments:</p> <ul style="list-style-type: none"> •Align with the investment needs identified in the investment plan of the farm certificate holder •Are substantiated with proof of payment •Are recorded in the traceability platform at an annual basis 	3.3.5						
<p>Supply Chain Contribution for Living Wage Payment</p>	3.4						
CHAPTER 4 - FARMING							
PLANTING AND ROTATION		4.1					
<p>Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (1.3.2) regarding climate.</p> <p>Planting materials are free of pests and diseases.</p>	4.1.1						
<p>New plantings have a well-established cropping system which takes into account e.g.</p> <ul style="list-style-type: none"> •Requirements of the variety used •Geographical, ecological and agronomic conditions •Diversification and intercropping crops with different rooting depths and soil uses to enhance soil quality and health •Planting density 	4.1.2						
PRUNING AND RENOVATION OF TREE CROPS		4.2					
<p>Management implements a pruning cycle for adequate formation, maintenance and rejuvenation pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines.</p> <p>Group management supports group members to implement this pruning cycle</p>	4.2.1						
GENETICALLY MODIFIED ORGANISMS (GMOS)		4.3					
<p>The certified crop is not genetically modified (GMO).</p>	4.3.1						
SOIL FERTILITY AND CONSERVATION		4.4					
<p>Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant:</p> <ul style="list-style-type: none"> •Erosion prone areas and slope •Soil structure •Soil depth and soil horizons •Densification of compaction areas •Soil moisture and water level in the soil •Drainage conditions •Identification of areas with visual symptoms of nutrient deficiency 	4.4.1						
<p>Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up soil organic matter, increase on-farm nutrient recycling, and optimize soil moisture.</p> <p>Please see Guidance Document K: Soil Matrix</p>	4.4.2						

Management carries out regular soil tests and/or (visual) leaf tests, including macronutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.	4.4.3					
Producers use organic fertilizers and by-products available at farm level first, and supplement by inorganic fertilizer if nutrients are still lacking. To minimize risk, animal manure is hot composted before use as a fertilizer. Producers store animal manure and compost at least 25 meters away from any water body.	4.4.4					
INTEGRATED PEST MANAGEMENT (IPM)	4.5					
Management implements the IPM strategy as developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticides application records. The IPM strategy is annually updated. Please see Guidance Document I: IPM Strategy	4.5.1	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali - Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali - Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			- Article 3, 4, 5, 6, 7, 8	
Producers regularly monitor pests and their principal natural enemies. Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and or beneficial insects.	4.5.2	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali - Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali - Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			- Article 3, 4, 5, 6, 7, 8	
When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this. When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization. When agrochemicals are used: <ul style="list-style-type: none">• Agrochemicals with the lowest possible toxicity and highest selectiveness are used• Applications are made only on the impacted plants and areas• Active ingredients are rotated to avoid and reduce resistance• Calendar spraying is avoided, and only allowed when recommended by a competent technician or official national organization	4.5.3	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali - Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali - Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			- Article 3, 4, 5, 6, 7, 8	
Producers and workers that are involved in pest management activities are trained about the IPM strategy.	4.5.4	- Loi 10-032 du 12 juillet 2010 relative aux semences d'origine végétale - Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali - Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali - Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			- Article 3, 4, 5, 6, 7, 8	
AGROCHEMICALS MANAGEMENT	4.6					
No agrochemicals are used that are: <ul style="list-style-type: none">• On the Rainforest Alliance Prohibited List• Prohibited by applicable law• Not legally registered in the country where the farm is located Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging. Applicable to group management in case the group management has a purchasing task. Please see Annex 7: Pesticides Management	4.6.1	Règlement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali - Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali			Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE COTON AU MALI.	

<p>If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 7, Pesticides Management, are implemented.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.2	<p>Reglement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali</p> <p>- Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali</p>				Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE COTON AU MALI.	
<p>Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training.</p> <p>Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk and as recommended by a competent technician. The PPE is in good condition. Directly after use, PPE is washed and stored safely and does not enter the workers' housing. Single-use items are disposed of after one use.</p> <p>PPE is provided to workers free of charge.</p> <p>Farm/group management has a system to record, monitor and enforce the use of PPE.</p>	4.6.3	<p>Reglement C/REG.3/05/2008 portant harmonisation des règles régissant l'homologation des pesticides dans l'espace CEDEAO / Décret n°09-313 P-RM du 19 juin 2009 fixant les modalités d'application de la loi instituant l'homologation et le contrôle des pesticides en République du Mali</p> <p>- Loi n° 02-014 instituant l'homologation et le contrôle des pesticides en République du Mali</p>				Art.10 /Art. 1/ Annexe 3C: LISTE DES PRODUITS COMMERCIAUX SUSPENDUS SUR LE COTON AU MALI.	
<p>Persons handling pesticides bathe, change and wash clothes after application.</p> <p>Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible bathing facilities.</p>	4.6.4						
<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> • Safe transport to area of application • Respecting the correct dosage • Using appropriate equipment and techniques • Appropriate weather conditions • Respecting restricted entry intervals (REI), including warning signs in local language and informing potentially affected persons or communities in advance <p>When there is no other information, minimum restricted entry interval is 48 hours for WHO class II products and 12 hours for other products. When two or more products with different restricted entry intervals are used at the same time, the longest interval applies.</p>	4.6.5						
<p>Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including all aquatic and terrestrial natural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.6						
<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management.</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7						
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> • Product brand name and active ingredient(s) • Date and time of application • Location and area (size) of application • Dosage and volume • Crop • Name(s) of applicator(s) • Target pest <p>Group management facilitates record keeping for group members when needed.</p>	4.6.8						

<p>Empty pesticides containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in way that minimizes the negative impact on the environment and human health. The surplus mix is diluted with ten times the amount of clean water and applied evenly on the field that was subject of the pesticide application.</p> <p>The empty pesticide containers are kept in a locked storage area until safely disposed of through a formal collection, and recycling program or returned to the supplier. If the supplier does not accept empty containers, they are cut or perforated to prevent other uses. Containers may be re-used only for the original contents and only when labelled accordingly.</p> <p>Prohibited, obsolete and expired pesticides are returned to the supplier or local authority. In absence of a</p>	4.6.9	- Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			Le présent arrêté détermine les conditions d'attribution de l'agrément de revente des pesticides. Toute infraction aux dispositions du présent arrêté sera punie conformément aux dispositions de la loi n°02-014 du 03 juin 2002 instituant l'homologation et le contrôle des pesticides en République du Mali.		
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well-ventilated •Made from non-absorbent material •Safely locked and accessible only by trained handlers •Not accessible to children •Separated from crop, food products, and packaging materials 	4.6.10	- Arrêté n°02-2669 MAEP-SG du 31 déc. 2002 déterminant les conditions de délivrance de l'Agrément de revente des pesticides.			Le présent arrêté détermine les conditions d'attribution de l'agrément de revente des pesticides. Toute infraction aux dispositions du présent arrêté sera punie conformément aux dispositions de la loi n°02-014 du 03 juin 2002 instituant l'homologation et le contrôle des pesticides en République du Mali.		
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> •Dry, clean, well ventilated and with a sound roof and impermeable floor •Safely locked and accessible only by trained handlers, •Separated from crops, food products or packaging material •With an emergency spill kit •With visible and understandable safety warning signs and pictograms •With an emergency procedure, eye-washing area and an emergency shower 	4.6.11						
<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> •Date of purchase •Product brand name and active ingredient, including an indication of chemicals that are on the Risk Mitigation list •Volume •Date of expiration <p>For groups this is only applicable for centralized stock.</p>	4.6.12						
<p>HARVEST AND POSTHARVEST PRACTICES</p>	4.7						
<p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> •Products are harvested at the right time and interval to optimize quality •Harvesting damages to the plant are minimized for future production •Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented •Damage due to humidity is prevented •Products are stored in a cool, dry, well ventilated and dark place •Maintenance and cleaning of harvest and postharvest tools, machinery and 	4.7.1						
CHAPTER 5 - SOCIAL							
ASSESS & ADDRESS CHILD LABOR, FC5.1							

<p>Commitment:</p> <p>Management commits to assess-and-address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> •Appointing a management representative who is accountable for the assess-and-address system •For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers representative(s) to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. •For Group management: giving a mandate to a committee comprised of the appointed management representative and a group member representative to manage the Assess-and-Address system. Group management can choose to appoint a 	5.1.1	<p>"Décret N°92-0731 P-CTSP portant promulgation de la constitution en République du Mali "</p> <p>"Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992) "</p> <p>loi no 2012- 023 du 12 juillet 2012 relative à la lutte contre la traite des personnes et les pratiques assimilées</p> <p>"Arrêté n° 2017-4388 MTFP-SG du 29 décembre 2017 complétant la liste des travaux dangereux interdits aux enfants de moins de 18 ans"</p> <p>Loi n°92-020 du 23 septembre 1992 portant Code du travail</p>		Convention 182 concernant l'interdiction des pires formes de travail des enfants et l'action immédiate en vue de leur élimination, adoptée à Genève, le 17 juin 1999	Chapitre 3: Prévention	<p>"Le travail des enfants est interdit et puni par la loi (Article 16)</p> <p>L'école est obligatoire pour les enfants des deux sexes (Article 10) "</p> <p>"Les enfants ne peuvent être employés dans aucune entreprise avant l'âge de 16 ans et apprentis avant l'âge de 14 ans (Article 23.2)</p> <p>Interdiction du travail de nuit aux jeunes travailleurs de moins de 18 ans (Article 22.2) "</p> <p>"Définition de la traite des personnes (article 4)</p> <p>Sanctions (article 6)</p> <p>Mesures de protection et d'assistance aux victimes (article 24) "</p> <p>"Définitions de l'enfant (article 3), des PFTE (article 4), du travail dangereux (article 5)</p> <p>Sanctions (articles 19 à 34)"</p> <p>"Dans l'agriculture et la</p>	
<p>Risk mitigation:</p> <p>The management representative/ committee includes in the Management Plan the mitigation measures as identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Risk Assessment is repeated annually.</p> <p>Farm scope:</p> <ul style="list-style-type: none"> •Management Plan: see 1.3.2 •Farm Risk Assessment: see 1.3.1 <p>Supply Chain scope:</p> <ul style="list-style-type: none"> •Management Plan: see 1.1.3 <p>Please see Annex 3: Farm Risk</p>	5.1.2	<p>"Décret N°92-0731 P-CTSP portant promulgation de la constitution en République du Mali "</p> <p>"Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992) "</p> <p>loi no 2012- 023 du 12 juillet 2012 relative à la lutte contre la traite des personnes et les pratiques assimilées</p> <p>"Arrêté n° 2017-4388 MTFP-SG du 29 décembre 2017 complétant la liste des travaux dangereux interdits aux enfants de moins de 18 ans"</p> <p>Loi n°92-020 du 23 septembre 1992 portant Code du travail</p>				Article L-4 et Article L-6 Article 187	
<p>Monitoring:</p> <p>The management representative/ committee</p> <ul style="list-style-type: none"> •Monitors risks and the implementation of risk mitigation measures •Reports potential cases of child labor, forced labor, discrimination and workplace violence and harassment to the management and to the grievance committee •Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. <p>Indicator:</p> <ul style="list-style-type: none"> •The number of potential cases identified by the monitoring system and referred to the grievance mechanism (by gender, age, and type of issue) 	5.1.3	<p>"Décret N°92-0731 P-CTSP portant promulgation de la constitution en République du Mali "</p> <p>"Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992) "</p> <p>loi no 2012- 023 du 12 juillet 2012 relative à la lutte contre la traite des personnes et les pratiques assimilées</p> <p>"Arrêté n° 2017-4388 MTFP-SG du 29 décembre 2017 complétant la liste des travaux dangereux interdits aux enfants de moins de 18 ans"</p> <p>Loi n°92-020 du 23 septembre 1992 portant Code du travail</p>				Article L-4 et Article L-6	
<p>Remediation:</p> <p>The management representative/committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination, workplace violence and harassment. Confirmed cases are remediated and documented following the Rainforest Alliance Remediation Protocol. Safety and confidentiality of the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> •Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) <p>Please see Annex 4: Remediation Protocol</p>	5.1.4	<p>"Décret N°92-0731 P-CTSP portant promulgation de la constitution en République du Mali "</p> <p>"Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992) "</p> <p>loi no 2012- 023 du 12 juillet 2012 relative à la lutte contre la traite des personnes et les pratiques assimilées</p> <p>"Arrêté n° 2017-4388 MTFP-SG du 29 décembre 2017 complétant la liste des travaux dangereux interdits aux enfants de moins de 18 ans"</p> <p>Loi n°92-020 du 23 septembre 1992 portant Code du travail</p>				Article L-4 et Article L-6 Article 187	
FREEDOM OF ASSOCIATION AND COL	5.2						

<p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p> <p>ILO Convention, Freedom of Association and Protection of the Right</p>	5.2.1	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992),</p> <p>Titre VI: Article L-171 L-190 Chapitre II Section I: L-218, 219, 220, 221, 222, 223, 224</p>				<p>Titre IV: Article L-171 L-190 Chapitre II Section I: L-218, 219, 220, 221, 222, 223, 224</p>	
<p>Workers are not subject to discrimination or retaliation for reasons of past or present workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reason for termination and workers affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and/or unions, nor in elections or duties related to membership of such organizations.</p> <p>ILO Convention, Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</p>	5.2.2	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992),</p>		Travail forcé interdit, article L-4,5 et 6		<p>Chapitre II Section I: L-218, 219, 220, 221, 222, 223, 224</p>	
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting space, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p> <p>Management keeps records of the minutes from meetings with worker organizations and / or trade unions.</p> <p>ILO Convention, 'Workers'</p>	5.2.3	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali (Loi N°92-020 du 23 Septembre 1992),</p>		<p>Délégués du personnel</p> <p>Délégués du personnel</p>	<p>Article 265</p> <p>Article 266, 267</p> <p>Articles 268, 269 et 270</p>		
<p>WAGES AND CONTRACTS</p>	5.3						
<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written/verbal contracts include at minimum:</p> <ul style="list-style-type: none"> • Job duties • Location of the job • Working hours 	5.3.1	<p>Loi N°2017-021 du 12 juin 2017 portant modification du code de travail en République du Mali ,</p> <p>Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali</p> <p>Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali</p>		<p>Contrat à durée déterminée, Chapitre II, Section II articles (L-18, 21, 22, 23, 24)</p>		<p>Chapitre II, Section II articles (L-18, 21, 22, 23, 24)</p> <p>Article L-18</p> <p>Article L-18</p>	
<p>The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks.</p>	5.3.2						
<p>Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in a CBA, it is adjusted yearly for inflation based on the national inflation rate.</p>	5.3.3	<p>Loi de Travail au Mali N°2017-021 du 12 juin 2017; Titre III: Des conditions générales de travail Chapitre I: SALAIRE; Art L-95, 9, 97</p>		<p>Salaires minimum, article L-99</p>		<p>article L-99</p>	

Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, quota or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.	5.3.4	Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali			Chapitre I: SALAIRE; Art L-95, 9, 97	article L-99	
Deductions from wages are permitted only if provided by national law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by law. In-kind benefits must be in accordance with national law, however, they cannot exceed 30% of the total remuneration.	5.3.5	Loi de Travail au Mali N°2017-021 du 12 juin 2017; Chapitre I, Section VI Des retenues sur salaires			Chapitre I, Section VI Des retenues sur salaires	Articles L121, 122, 123, 124 et 125	
Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided pay slips with each payment containing this information.	5.3.6	Loi de Travail au Mali N°2017-021 du 12 juin 2017; Chapitre I, Section V De la prescription de l'action en paiement du salaire			Chapitre I, Section V, Article 118, 119 et 120	Article 103.- A l'exception des professions dont la liste est définie par décret, le salaire doit être payé à intervalle régulier ne pouvant excéder quinze jours pour les travailleurs engagés à la journée ou à la semaine et un mois pour les travailleurs engagés à la quinzaine ou au mois. Les paiements mensuels doivent être effectués au plus tard huit jours après la fin du mois de travail qui donne droit au salaire.	
Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Group members maintain records, per worker, of hours worked (regular and overtime) and/or volume produced, calculation of wages, in-kind benefits and deductions. The record is signed by each worker when he/she receives payment.	5.3.7	Loi de Travail au Mali N°2017-021 du 12 juin 2017;			Chapitre I, Section V De la prescription de l'action en paiement du salaire	Article 118, 119 et 120	
Work of equal value is remunerated with equal pay without discrimination e.g. on gender or type of worker, ethnicity, age, color, religion, political opinion, nationality, social origin or others.	5.3.8	Loi n°2001-79 du 20 août 2001 portant Code pénal Chapitre I Article 29 Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali				Chapitre I Article 29	
If labor providers are used, management has a written contract and documented oversight mechanisms in place ensuring that the labor provider is: •Licensed or certified by the competent national authority, if available, compliant with applicable legal requirements •Not engaged in fraudulent or coercive recruiting practices •Compliant with all worker related requirements of this standard All recruitment fees are paid by the management, not by workers.	5.3.9	Décret n°96-178/P-RM du 13 juin 1996 relatif au Bureau de placement payant				Articles L303 et L305	
If labor providers are used, name, contact and, if labor provider is officially registered, official registration number of the labor provider is recorded. All recruitment fees are paid by the farm, not by workers.	5.3.10	Décret n°96-178/P-RM du 13 juin 1996 relatif au Bureau de placement payant				Articles L303 et L305	
LIVING WAGE	5.4						
The total remuneration (wages plus cash and in-kind benefits) for all types of workers is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). The management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages. Please see Annex 8: Salary Matrix Tool Please see Annex 9: Methodology for Measuring Remuneration and Gaps with a Living Wage Please see Annex 10: Benchmarks per country	5.4.1						

<p>If the total remuneration is below the applied benchmark for any type of worker, management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. At a minimum, wages are adjusted yearly for inflation based on the national inflation rate.</p>	5.4.2						
<p>In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a (direct financial or another type of investment) contribution, the farm management agrees with the supply chain actor in writing on the related modalities and timelines of the wage improvement plan (5.4.2) linked to that contribution for the period for which it is provided. The farm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.</p>	5.4.3						
<p>WORKING CONDITIONS</p>	5.5						
<p>Workers do not work more than eight regular working hours per day and 48 regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty-six hours per week on average per year.</p> <p>ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1)</p> <p>ILO Convention, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)</p>	5.5.1	<p>- Loi de Travail au Mali N°2017-021 du 12 juin 2017; TITRE III CONDITIONS GENERALES DE TRAVAIL CHAPITRE IV De la Durée du travail Art. 131 - - Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali, Article 131, 132, 133,</p>			Heure normales de travail, Article Article 131, 132, 133	Article 131, 132, 133	
<p>Overtime work is voluntary and only permitted if:</p> <p>a) It is requested in a timely manner</p> <p>b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1,5 times the regular wage level</p> <p>c) The overtime work does not impose an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours</p> <p>d) Workers have safe transport home after work*</p> <p>e) The total working week does not exceed 60 hours per week. Exceptional circumstances only applicable for farms: see h)</p> <p>f) Workers have at least a 30-minute break after maximum six consecutive</p>	5.5.2	<p>- Article 137 (Des Heures supplémentaires) - Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali, Article 137, 138, 139 et 140</p> <p>-Loi de Travail au Mali N°2017-021 du 12 juin 2017;</p>			Heure supplémentaires Article 137	Article 137	
<p>Pregnant permanent workers are entitled to paid maternity leave of at least 14 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages.</p> <p>Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and a space for breastfeeding to nurture the child. This nursing space must be:</p> <ul style="list-style-type: none"> •Functional for expressing milk (at a minimum, has a chair and a flat surface for pumping equipment, if needed) •Shielded from view •Free from intrusion by the public and 	5.5.3	<p>- Loi du Travail au Mali N°2017-021 du 12 Juin 2017; CHAPITRE II Travail des femmes et des enfants</p> <p>- Constitution du Mali, Article 17, 19 - Loi N°92-020 du 23 Septembre 1992 portant Code de Travail au Mali, Article 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188 et 189</p>				Article 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188 et 189	
<p>Workers' children younger than the applicable minimum working age coming with their parents to the workplace:</p> <ul style="list-style-type: none"> •Are provided with a safe place to stay according to their age •Are under the supervision of adults at all times <p>ILO Code of Practice on Safety and Health in Agriculture, 2020</p> <p>HEALTH AND SAFETY</p>	5.5.4	NA					
<p>HEALTH AND SAFETY</p>	5.6						

All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or encased. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use.	5.6.10						
Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not request pregnancy tests.	5.6.11		- Loi du Travail au Mali N°2017-021 du 12 Juin 2017; CHAPITRE II Travail des femmes et des enfants			Article 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188 et 189	
Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.	5.6.12						
Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation. A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure. There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment. Only authorized personnel have access to workshops, storage, or processing facilities	5.6.13						
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5.6.14						
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5.6.15						
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5.6.16						
HOUSING AND LIVING CONDITIONS Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least: Location and construction: • Safe construction; build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair • Protection against weather conditions • Workers/ families are informed about emergency evacuation plans • Measures are taken to reduce the effect of extreme climate conditions such as flooding • Fire Safety: collective housing has marked fire exits, firefighting equipment, and instructions	5.7 5.7.1		- Article 78 (LOGEMENT & AMEUBLEMENT) de la Convention Collective Interprofessionnelle du 19 Juillet 1977: Titre V (Conditions de Travail) - Loi du Travail au Mali N°2017-021 du 12 Juin 2017; Article 171			Logement, Articles 31.7, 52.3, 91.11	Articles 31.7, 52.3, 91.11
Children living on-site and of school-going age go to school. Children either: • Go to a school at safe walking distance • Go to a school at reasonable traveling distance, with availability of safe transport • Have on-site schooling of a recognized and equivalent level.	5.7.2		NA				

Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions and the possibilities of each producer, and include: •Safe accommodation, build on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair •Marked evacuation routes for group accommodations •Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place •Access to safe drinking water •Adequate sanitary and washing facilities. Safety and privacy of vulnerable groups is ensured, at least by well-lit and lockable facilities	5.7.3	Non ratifiée par le Mali					
COMMUNITIES	5.8						
Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 3 or 6, are conducted only after having received free, prior and informed consent (FPIC) following the Rainforest Alliance FPIC annex. Please see Annex 11: Free, Prior And Informed Consent (FPIC) Processes	5.8.1	- Constitution du Mali, Article 6 - Décret N°92-0731 P-CTSP portant promulgation de la constitution - Ordonnance N°00-027/P-RM du 22 Mars 2000 portant code domanial et foncier					
The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights. In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action. If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to attain the required conflict resolution	5.8.2	- Constitution du Mali, Article 6 - Décret N°92-0731 P-CTSP portant promulgation de la constitution - Ordonnance N°00-027/P-RM du 22 Mars 2000 portant code domanial et foncier		Les particuliers ont le droit de jour du domaine public suivant les conditions spécifiques à chaque nature de biens, l'usage auquel ils sont destinés et ce dans les limites déterminées par voie réglementaire.	Article 20		
CHAPTER 6 - ENVIRONMENT							
FORESTS, OTHER NATURAL ECOSYSTEMS	6.1						
From January 1st 2014 onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land uses. Please see annex 12: Additional Details on requirements for no-conversion.	6.1.1	LOI NO 86-42/AN-RM PORTANT CODE FORESTIER Décret n°97-053/P-RM du 31 janvier 1997 fixant les taux de redevances de défrichement dans le domaine forestier de l'Etat et définissant la limite sud officielle de la zone sahélienne DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITÉS DE GESTION DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMÉNA-	6.1.1	Titre V : Section 2 Infractions et pénalités	Article 65		
Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.	6.1.2	DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITÉS DE GESTION DU FONDS D'AMÉNAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMÉNA-GEMENT ET DE PROTECTION DE LA FAUNE DANS LES DOMAINES DE L'ETAT. LOI NO 86-42/AN-RM PORTANT CODE FORESTIER LOI NO 86-42/AN-RM PORTANT CODE FORESTIER		Titre V : Section 2 Infractions et pénalités	Article 65		
Management includes the mitigation measures from the Farm Risk Assessment Tool in 1.3.1 with regard to High Conservation Values in the Management Plan (1.3.2). Management implements these measures. Please see Annex 3: Farm Risk Assessment Tool	6.1.3	Décret n°97-053/P-RM du 31 janvier 1997 fixant les taux de redevances de défrichement dans le domaine forestier de l'Etat et définissant la limite sud officielle de la zone sahélienne		Domaine classé, domaine protégé, Article 15, 16, 17, 18, 19	Article 15, 16, 17, 18, 19		
CONSERVATION AND ENHANCEMENT	6.2						

Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 1.2.9 and the natural ecosystems section of the Farm Risk Assessment Tool in 1.3.1 and is updated annually. Please see Annex 3: Farm Risk Assessment Tool Please see Guidance Document N: Natural ecosystems and vegetation	6.2.1	LOI NO 86-42/AN-RM PORTANT CODE FORESTIER			Section I : Des droits d'usage	Article 27, 28, 29 et 30	
Farms maintain all remnant forest trees, except when these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.	6.2.2	Décret N° 10-387/P-RM du 26 Juillet 2010 fixant la liste des essences forestières protégées et des essences forestières de valeur économique				Art. 1 et 3	
RIPIARIAN BUFFERS							
Farms maintain existing riparian buffers adjacent to aquatic ecosystems.	6.3	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			TITRE II : DE LA GESTION ET DE LA PROTECTION DU DOMAINE HYDRAULIQUE	Article 8 à 43	
	6.3.1	LOI NO 86-42/AN-RM PORTANT CODE FORESTIER			Titre V : Section 2 Infractions et pénalités	Article 65	
Producers maintain the following additional safeguards for the protection of drinking water in case the farm is located closer than 50 m to a source of drinking water. Around the source: •Maintain or establish a riparian buffer > 10 m •Maintain a pesticides non-application zone > 20 m •Maintain an additional zone > 40 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application	6.3.2	DECRET N°04-091/P-RM DU 24 MARS 2004 FIXANT L'ORGANISATION ET LES MODALITES DE GESTION DU FONDS D'AMENAGEMENT ET DE PROTECTION DES FORÊTS ET DU FONDS D'AMENAGEMENT ET DE PROTECTION DE LA FAUNE DANS LES DOMAINES DE L'ETAT.			Chapitre II : Modalité de gestion des fonds	Article 4 Article 5	
PROTECTION OF WILDLIFE AND BIODIVERSITY							
Threatened animals and plants are not hunted, killed, fished, collected or trafficked. Additionally, producers and workers do not hunt other animals, with the following exceptions: •Producers of small farms may hunt non-threatened animals for non-commercial use only •Producers may hunt vertebrate wildlife pests on the farm only following the farm's integrated pest management (IPM) plan, and only as a measure of last resort. Explosives or toxic substances are never used for hunting, fishing, or control of wildlife pests.	6.4	Loi n°04-005 du 14 janvier 2004 portant création du Fonds d'Aménagement et de Protection des Forêts et du Fonds d'Aménagement et de Protection de la Faune dans les Domaines de l'Etat - Décret n°01-136/P-RM du 23 mars 2001 fixant les taux des redevances et des taxes perçues à l'occasion de l'exploitation de la faune sauvage dans le domaine faunique de l'Etat LOI NO 86-42/AN-RM PORTANT CODE FORESTIER - Décret n°97-052/P-RM du 31 janvier 1997 déterminant les conditions et modalités d'exercice des droits conférés par les titres de chasse			- Espèces intégralement protégées - Chasse interdite dans les aires protégées et parcs nationaux	Article 65	
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.1	LOI N°02- 006/ DU 31			Titre V : Section 2 Infractions et pénalités	Article 2 à 10	
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.2	Décret n°97-052/P-RM du 31 janvier 1997 déterminant les conditions et modalités d'exercice des droits conférés par les titres de chasse			CHAPITRE I* DES MODALITES ET CONDITIONS DE DELIVRANCE ET DE RETRAIT DES TITRES DE CHASSE	Article 2 à 10	
Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic environments.	6.4.3	LOI NO 86-42/AN-RM PORTANT CODE FORESTIER			SECTION I : Des droits d'usage A. - Généralités - Définitions	Article 27	
Producers do not use wildlife for processing or harvesting of any crop (e.g. luwak for coffee, monkeys for coconut, etc).	6.4.4						
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing.	6.4.5	LOI NO 86-42/AN-RM PORTANT CODE FORESTIER			SECTION I : Des droits d'usage A. - Généralités - Définitions	Article 27	
Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan.	6.4.6	NA					
WATER MANAGEMENT AND CONSERVATION							
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 1 : De l'eau d'irrigation	Article 56, 57, 58 et 59	
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.1	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 1 : De l'eau d'irrigation	Article 56, 57, 58 et 59	
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.2	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 1 : De l'eau d'irrigation	Article 56, 57, 58 et 59	
	6.5.3	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 1 : De l'eau d'irrigation	Article 56, 57, 58 et 59	
WASTEWATER MANAGEMENT							
	6.6						

<p>Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented.</p> <p>For farm groups, this is done at all group-managed (collective) processing facilities and at a representative sample of member processing operations including the different types of treatment systems.</p> <p>Wastewater from processing operations discharged into aquatic ecosystems meets legal wastewater quality parameters. In absence of these, it meets the wastewater parameters.</p> <p>Wastewater from processing operations may not be mixed with clean water to meet the parameters.</p>	6.6.1	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 2 : De l'eau industrielle	Article 60, 61	
<p>Human sewage, sludge, and sewage water is not used for production and/or processing activities.</p> <p>Sewage is not discharged into aquatic ecosystems unless it has been treated.</p> <p>Treated discharge is demonstrated to meet legal wastewater quality parameters or, in the absence of these, the wastewater parameters (not applicable to smallholders).</p>	6.6.2	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU Décret N°2018-0991/P-RM du 31 Décembre 2018 relatif à l'Étude et à la Notice d'impacts environnemental et social			CHAPITRE V : DES DISPOSITIONS PROPRES A CERTAINS USAGES Section 2 : De l'eau industrielle	Article 60, 61	
<p>Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins.</p> <p>If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.</p>	6.6.3	LOI N°02- 006/ DU 31 JAN.2002 PORTANT CODE DE L'EAU				Article 60, 61	
WASTE MANAGEMENT							
<p>Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems.</p> <p>Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems.</p> <p>Non-organic waste is not left on the land.</p>	6.7	Décret N°2018-0991/P-RM du 31 Décembre 2018 relatif à l'Étude et de la Notice d'impacts environnemental et social			Chapitre III: Procédure de l'étude et de la Notice d'impacts environnemental et social	Article 14 à 33	
<p>Producers do not burn waste, except in incinerators technically designed for the specific type of waste.</p>	6.7.2	Décret N°2018-0991/P-RM du 31 Décembre 2018 relatif à l'Étude et de la Notice d'impacts environnemental et social			Chapitre III: Procédure de l'étude et de la Notice d'impacts environnemental et social	Article 14 à 33	
ENERGY EFFICIENCY							
<p>Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy sources used for production and processing.</p> <p>The types of energy sources and associated machinery used for production and processing are quantified and documented.</p> <p>Guidance Document N: Energy Efficiency</p>	6.8	ORDONNANCE N°00-019/P-RM DU 15 MARS 2000 PORTANT ORGANISATION DU SECTEUR DE L'ELECTRICITE					

Apolygon is available at the farm, including all farm units.	LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE	3.0.3		TITRE 2 : DE L'EXPLOITATION AGRICOLE	Article 12, Article 13, Article 14	La loi ne demande pas les polygones joints au cadastre. La norme RA est plus rigoureuse
There is a list of workers who have been trained and have the knowledge and skills to effectively implement the supply chain Management Plan.	Code du travail du Congo Loi n°45-75 du 15 mars 1975	3.1.05		Chapitre 2 - De la formation professionnelle	Article A1168 à 1325	Le code du travail ne fait pas obligation de tenir une liste des fermes. Dans la norme RA est plus rigoureuse
Multi-site administrator maintains a list of sites to be included in the certificate with the following information: Risk result, address, crops, and workers responsible for implementation at that site. Consent forms for sites not under common ownership are required, if applicable.	- ACTE UNIFORME REVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE DU 30/07/2014	3.1.07		- Partie 1 - Dispositions générales sur la société commerciale Livre 5 - Transformation de la société commerciale Partie 1 - Dispositions générales sur la société commerciale Livre 9 - Formales - Publicités Titre 4 - Formales lors de la transformation de la société	- Article 181 à 188 - Article 205	La loi fait obligation que la transformation de la société soit légalement publiée mais n'aborde pas les questions d'indemnité de rupture, de champ et de responsabilité des travailleurs ainsi que le consentement des sociétés n'appartenant au multisé de la société
RISK ASSESSMENT AND MANAGEMENT PLAN		3.1				
Management conducts a risk assessment in relation to their requirements in this standard, by using the Farm Risk Assessment Tool at least every three years.	- Loi No.003/91 du 23 Avril 1991 sur la protection de l'Environnement, - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE	3.1.1		Etude d'Impact Environnemental	Art 2.	La loi est plus contraignant en matière d'évaluation des risques environnementaux et couvre beaucoup plus de sujets que la loi.
Please see Annex 3: Farm Risk Assessment Tool		3.1.1				
Management makes a Management Plan that includes the goals and actions based on the Farm Risk Assessment (3.1.1) and self-assessment (3.1.4). For groups, the Management Plan is additionally based on the Management Capacity Assessment (3.1.1) and internal inspection (3.1.4). The Management Plan is updated yearly.	- Loi No.003/91 du 23 Avril 1991 sur la protection de l'Environnement, - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE	3.1.1		Etude d'Impact Environnemental art 2	article 2	La loi est plus contraignant en matière d'évaluation des risques environnementaux et couvre beaucoup plus de sujets que la loi.
Please see Guidance Document B: Template of Management Plan		3.1.1				
Management provides group members with services based on the Management Plan. Services can include training, technical assistance, support in record keeping, access to inputs (e.g., seedlings), awareness-raising activities, etc. Management documents the services provided.	- Loi No.003/91 du 23 Avril 1991 sur la protection de l'Environnement,	3.1.3		Etude d'Impact Environnemental article 2	article 2	La loi est plus contraignant en matière d'évaluation des risques environnementaux mais pour les plantations industrielles. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Indicators: - # of training activities provided to members - # topics of the training activities - # and % of members attending training activities (MF)		3.1.3		TITRE 4 - DE LA PROTECTION DE L'ENVIRONNEMENT	Article 66	
Management provides workers with services based on the Management Plan. Services can include training, awareness-raising activities, etc. Management documents the services provided.	- Loi No.003/91 du 23 Avril 1991 sur la protection de l'Environnement,	3.1.4		Etude d'Impact Environnemental, article 2	Articles 1, 24, 39, 40, 41, 42, 88.	La loi est plus contraignant en matière d'évaluation des risques environnementaux. Cependant, la norme RA couvre beaucoup plus de sujets que la loi.
Indicator: - # of training activities provided to workers - # topics of the training activities - # and % of workers attending training activities (MF)		3.1.4				
INTERNAL INSPECTION AND SELF-ASSESSMENT		3.4				
An internal inspection system is in place to assess compliance of group members (for farms/sites for supply chain action) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes: - # of internal inspection of each group member/site - # of internal inspection of each group member/site in all requirements of the Rainforest Alliance Sustainable Agriculture Standard - # of internal inspection during consecutive years. based on risk assessment, on the previous year's internal inspection and on audit results	- Acte uniforme ONADA du 25 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME REVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE DU 30/07/2014	3.4.1		- chapitre 4 Procédure de contrôle préliminaire, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 - Dispositions particulières aux sociétés commerciales Livre 1 - Société à responsabilité limitée Titre 2 - Fonctionnement de la société à responsabilité limitée Chapitre 4 - Moyens de contrôle de la société Section 1 - Nomination du commissaire aux comptes	- Article 119 à 121 - Article 376 à 381	La vérification diligente par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.
The ratio between the number of internal inspections and farms has to be at least one internal inspector to 150 farms. An internal inspector cannot inspect more than 6 farms per day. Internal inspectors have been trained, evaluated based on the training content, and have acquired skills on good internal inspection practices.		3.4.2				
An approval and sanction system is in place in relation to the compliance of group members (for farms/sites for supply chain action) with the Rainforest Alliance Sustainable Agriculture Standard. The system includes: - # of approval and sanction procedures - # of approval and sanction manager or committee, - # mechanism to follow up on group members' improvement and corrective measures, - # decision on each group member/site's certification status that is signed and documented and included in the final internal inspection report.	- Acte uniforme ONADA du 25 décembre 2010 - Droit des sociétés coopératives - ACTE UNIFORME REVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE DU 30/07/2014	3.4.3		- Titre 2 - Fonctionnement de la société coopérative Section 3 - Liens entre coopératives et la société coopérative - Chapitre 4 - Liens entre associés ou entre un ou plusieurs associés et la société	- Article 118	Facte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système d'approbation et de sanction.
Management yearly carries out self-assessment to evaluate the compliance with the Rainforest Alliance Sustainable Agriculture Standard. For groups, the self-assessment includes the internal inspections of the group members and the self-assessment of the group management against the applicable requirements. The self-assessment is made available to the external auditor.	- Acte uniforme ONADA du 25 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME REVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE DU 30/07/2014	3.4.4		- chapitre 4 Procédure de contrôle préliminaire, Section 1 Procédure d'alerte, Section 2 - Expertise de gestion - Partie 2 - Dispositions particulières aux sociétés commerciales Livre 1 - Société à responsabilité limitée Titre 2 - Fonctionnement de la société à responsabilité limitée Chapitre 4 - Moyens de contrôle de la société Section 1 - Nomination du commissaire aux comptes	- Article 119 à 121 - Article 376 à 381	La vérification diligente par le titulaire de certificat concerne les opérations de gestion en général. Le texte de loi n'est pas clair.
GRIEVANCE MECHANISM		3.5				
A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including technical, social, or economic nature. The grievance mechanism may be provided directly through collaboration with other companies, or through an industry program or institutionalized mechanism and in accordance with the UNGPs. The grievance mechanism should be accessible, in local languages and also for those who cannot read or do not have access to internet. The grievance mechanism should include at least the following elements: - # grievance committee with decision making power, with knowledge about the grievance, that is impartial, accessible, and gender sensitive	- Acte uniforme ONADA du 25 décembre 2010 - Droit des sociétés coopératives, - ACTE UNIFORME REVISÉ RELATIF AU DROIT DES SOCIÉTÉS COMMERCIALES ET DU GROUPEMENT D'INTÉRÊT ÉCONOMIQUE DU 30/07/2014 - LOI N° 2015-137 DU 20 JUILLET 2015 PORTANT CODE DU TRAVAIL, Article 6.1.5, 6.1.5.1 & 6.1.5.2	3.5.1		- Titre 2 - Fonctionnement de la société coopérative Section 3 - Liens entre coopératives et la société coopérative - Chapitre 4 - Liens entre associés ou entre un ou plusieurs associés et la société	- Article 118	Facte uniforme demande le règlement des litiges sans clairement demander la mise en place d'un système de gestion des plaintes.
GENDER EQUALITY		3.6				
Management commits to promoting gender equality by: - # written statement that is communicated to group members/workers - # appointing a committee that is responsible for the implementation, monitoring, and evaluation of measures that promote gender equality and women's empowerment	- LOI N° 15/013 DU 1er août 2015 portant modalités d'application des droits de la femme et de la parité	3.6.1		Genre, cohésion sociale, #littérature, #transformation, association et intégration agriculture-élevage-Structure	Articles 41, 85	La norme RA est plus rigoureuse que la loi
The responsible committee includes the following elements: - # awareness on gender equality and women's empowerment with management and forward staff at least annually	- loi n° 2015-137 du 20 juillet 2015 d'Orientation agricole	3.6.2		Genre, cohésion sociale.	Section 2 - De la participation de la femme dans le domaine économique : Article 7, Article 9	La norme RA est plus rigoureuse que la loi
YOUNG FARMERS AND WORKERS		3.7				
- Constitution du Congo article 29, 40 - Loi n°45-75 du 15 mars 1975 portant CODE DU TRAVAIL, Art.116 - LOI N° 16/150 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL		3.7		- Constitution, Article 29, 40 - Les jeunes travailleurs, art 6.1 & 6.3	- Constitution, Article 29, 40, - LOI N° 16/150 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL art 6.1 & 6.3	La loi est plus rigoureuse que la Norme RA.
CHAPTER 3 - TRACEABILITY		3.4				
TRACEABILITY		3.4				
The total certified production and the certified production for each group member (in kg, in stems for flowers) is estimated once a year. It is based on a credible methodology for yield estimation (in kg), stems for flowers of a representative sample of farms on farms. The methodology and calculation are documented. Indicator: - # estimated certified production volume (kg or stems) Please see Guidance Document H: Yield estimation	- LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE	3.4.1		CHAPITRE 2 : DE L'ACQUISITION DES TERRES AGRICOLES Section 3ème - De l'attribution et du statut des terres agricoles CHAPITRE 2 : DE LA RECHERCHE	Article 17 Article 54	La norme est plus rigoureuse et plus large
Management takes stock annually of: - # the total harvested certified production (in kg, in stems for flowers) is recorded once a year - # the balance of products purchased, produced, sold and in stock In case the difference between estimated production and actual production is >= 5% a reasonable justification is given, and measures are taken to prevent such differences to occur. For groups, the difference is checked and justified both on the group level and for the individual members.		3.4.2				
Certified products are visually segregated from non-certified products at all stages, including transport, storage and processing.		3.4.3				
Management has mapped the product flow from the group members (for farms/sites for supply chain action) up to the final location of the certificate scope, including all intermediaries (collection points, transport, processing units, warehouses, etc.) and activities carried out on the product.		3.4.4				

Products that the group sells as certified can be traced back to the certified farms where these were produced.						
Group management ensures that group members receive a receipt for each delivery from the group member to the group or an intermediary, specifying name of group member, group member ID, date, product type and volume.	3.1.5					
Group management keeps purchase and sales documents linked to physical deliveries from the certified, multi-certified and non-certified products, and group management ensures that all intermediaries do the same. The purchase and sales documents include the group member, date, product type, percentage of certified volume and, if relevant, traceability level.						
There is no double selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative are not also sold as Rainforest Alliance certified.	3.1.6					
Group members keep sales receipts, including name of group member, group member ID, date, product type, and volume.	3.1.7					
The correct methodology for the calculation of conversion factors is demonstrated and documented for each certified product.	3.1.8					
Please see Annex 6: Traceability and Shared Responsibility						
Equipment used to define the weight or volume of the certified product is calibrated annually.	3.1.9	Arrêté n° 2245 du 6 juin 1991 relatif au contrôle des instruments de mesure.	obligation de service public de service de métrologie légale portant sur les vérifications et certifiées de mesure utilisées pour les bords hydrauliques - instruments de pesage à fonctionnement non automatique.	Article 2 ; Article 3; Article 4		Le standard RA est plus contraignant par rapport à la précision annuelle de la vérification.
A volume summary of certified products is provided for the previous 12 months. This includes inputs, volume purchased, in stock, processed, output, lost and sold (as applicable).	3.1.10					
Documentation includes percentage and traceability type when there is a change in legal ownership and/or physical possession of the certified product.	3.1.11					
There is evidence (labeling approvals, incoming and outgoing documentation, on-site procedures) that any Rainforest Alliance claim made is valid and complies with Rainforest Alliance Certification Program requirements.	3.1.12					
TRACEABILITY IN THE ONLINE PLATFORM						
Sales transactions of certified products are recorded in the Rainforest Alliance traceability platform at the latest two weeks after the end of the quarter within which the shipment took place.	3.2.1					
Please see Annex 6: Traceability and Shared Responsibility						
Total sales of certified products do not exceed the total production (before applicable) purchase of certified products plus remaining stock balance from the previous year.	3.2.2					
Volumes not sold as Rainforest Alliance Certified and/or lost are removed from the traceability platform within two weeks after the end of the quarter.	3.2.3					
Please see Annex 6: Traceability and Shared Responsibility						
In case of public (except trademark use, an approval is obtained in accordance with the Rainforest Alliance Labeling & Trademarks Policy for on- and off-product trademarks prior to use.	3.2.4					
Shipments that are combined into one transaction include sufficient information to relate the transaction to the individual shipments.	3.2.5					
Written confirmation granting a traceability platform mandate by the farm certificate holder and acknowledgment by both parties is available.	3.2.6					
The party granted the traceability platform mandate complies with applicable traceability requirements and associated guidance.	3.2.7					
Please see Annex 6: Traceability and Shared Responsibility						
MASS BALANCE						
Volume credits are only converted for a process that can occur in reality, product conversion cannot go backwards to a previous product.	3.3.1					
The volume of product sold as mass balance is solely covered by volumes purchased as certified.	3.3.2					
Purchase and sales documentation and/or receipts include origin information for products that fall in scope for origin labeling per crop specific annex.	3.3.3					
Please see Annex 6: Traceability and Shared Responsibility						
Products sold as certified shall meet the minimum percentage requirements for origin information as per crop specific annex.	3.3.4					
Please see Annex 6: Traceability and Shared Responsibility						
Credit findings limited to regular issues with a certificate, movement from one certified to another shall be accompanied by physical shipment of relevant product.	3.3.5					
A process in place to ensure that sales of certified product exceeding purchases are covered with sufficient purchases of certified input within two weeks after the end of the quarter in which credit findings are identified.	3.3.6					
CHAPTER 3: INCOME AND SHARED RESPONSIBILITY						
PRODUCTION COSTS AND LIVING INCOME	3.4	LOI N° 11022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		CHAPITRE 5 : DU CADRE INSTITUTIONNEL	Article 7,	La Norme est plus rigoureuse
SUSTAINABILITY DIFFERENTIAL						
Group management transfers the full amount of the Rainforest Alliance sustainability differential in cash or monetary payment to group members.	3.4.1					
•No-ids, based on volumes delivered						
•A timely and consistent manner, at least before the next crop season, or at least once a year in case of continuous harvest						
Group management at least annually:						
•Documents prices paid by individual first buyers, and the Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as						
Farm management uses the Rainforest Alliance sustainability differential to benefit workers. Farm management consults with a representation of workers on sustainability priorities and the allocation of the sustainability differential.						
Farm management documents at least annually:						
•The Rainforest Alliance sustainability differential received per MT (per individual first buyer, not including other premiums, such as quality premiums)						
•How the sustainability differential has been spent according to the categories: wages, working conditions, health and safety, housing, other						
Applicable to supply chain actors and to farms if they are purchasing certified product directly from other farms.						
The buyer of certified products ensures that the seller receives the Sustainability Differential in the form of a cash payment on top of the market price, quality premiums or other differentials.	3.4.3					
Buyer and seller have a contract in place in which the Sustainability Differential amount payable and the terms and conditions are agreed upon.						
The Sustainability Differential is clearly distinguished from price, quality premiums and other differentials.	3.4.4					
Please see Annex 6: Traceability and Shared Responsibility						
The Sustainability Differential is paid within 3 months after change of physical ownership from farm certificate holder to the first buyer.	3.4.5					
Please see Annex 6: Traceability and Shared Responsibility						

Sustainability Differential payments are recorded in the traceability platform once per quarter. Please see Annex 6: Traceability and Shared Responsibility	3.6						
The Sustainability Differential paid amounts to at least the prescribed minimum. Please see Annex 6: Traceability and Shared Responsibility	3.7						
SUSTAINABILITY INVESTMENTS							
Management defines the investments needed to improve sustainability in an investment plan. The management uses the following sources to inform their investment needs: •Audit reports (NGC and improvement areas) •Self assessments •External inspections •Management Plan	3.8						
The buyer of certified products ensure that the farm certificate holder receives the Sustainability Investment. Sustainability investments align with the needs identified in the investment plan of the farm certificate holder.	3.9						
An annual report of investments made to farms is compiled and available. The investments: •Align with the investment needs identified in the investment plan of the farm certificate holder •Are substantiated with proof of payment •Are recorded in the traceability platform at an annual basis	3.10						
Supply Chain Contribution for Living Wage Payment	3.4						
SOILS AND PLANTING							
PLANTING AND ROTATION							
Plant varieties for planting, grafting and renovation are selected based on quality, productivity, resistance to pests and diseases and on suitability for the climate during the lifetime of the plants. This is done as per the findings of the Farm Risk Assessment (3, 3) regarding climate. Planting materials are free of pests and diseases.	4.1	LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		CHAPITRE 3 : DES INTRANTS ET INFRASTRUCTURES AGRICOLES DE BASE Section 3ème : Des intrants agricoles	Article 20		Le champ d'application de la norme est plus large que la loi et plus rigoureuse
New plantings have a well-established cropping system which takes into account e.g. •Requirements of the variety used •Geographical, ecological and agronomic conditions •Diversification and intercropping crops with different rooting depths, and soil uses to enhance soil quality and health •Planting density	4.2	LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		CHAPITRE 3 : DES INTRANTS ET INFRASTRUCTURES AGRICOLES DE BASE Section 3ème : Des intrants agricoles	Article 20		Le champ d'application de la norme est plus large que la loi et plus rigoureuse
PRUNING AND RENOVATION OF TREE CROPS							
Management implements a pruning cycle for adequate formation, maintenance and regeneration pruning according to crop needs, agro-ecological conditions and applicable pruning guidelines. Group management supports group members to implement this pruning cycle	4.3	LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 4 : DE LA PROTECTION DE L'ENVIRONNEMENT	Article 71		La norme est plus précise et plus rigoureuse que la loi
GENETICALLY MODIFIED ORGANISMS (GMOs)							
The certified crop is not genetically modified (GMO).	4.4	LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 4 : DE LA PROTECTION DE L'ENVIRONNEMENT	Article 71		La Norme est plus rigoureuse, car la loi dispose juste après l'utilisation, des GOM le fabricant de manière à éviter ou à réduire les risques pour l'environnement et la santé
SOIL FERTILITY AND CONSERVATION							
Management conducts a soil assessment for a representative sample of areas, and updates this at least once every three years. The soil assessment includes, if relevant: •Erosion prone areas and slope •Soil structure •Soil depth and soil horizons •Denudation of compaction areas •Soil moisture and water level in the soil	4.5	Loi n° 33-2020 du 8 juillet 2020 portant code forestier		TITRE II : DE LA GESTION DU DOMAINE FORESTIER NATIONAL Chapitre 1 : Du classement et du déclassement	Article 53		La norme est plus claire à ce sujet par rapport à la législation
Based on the soil assessment, management identifies soil management measures and includes these in the Management Plan to build up organic matter, increase on-farm nutrient recycling, and optimize soil moisture. Please see Guidance Document K: Soil Matrix	4.6	Loi n° 33-2020 du 8 juillet 2020 portant code forestier		TITRE III : DE LA GESTION DU DOMAINE FORESTIER NATIONAL Chapitre 1 : Du classement et du déclassement			La norme RA est plus claire sur l'analyse de sol que la loi
Management carries out regular soil tests and/or (biom) leaf tests, including macro-nutrients and organic matter, for a representative sample of areas. For perennial crops this is done at least once every three years and for annual crops at least once per year.	4.7						
Producers use organic fertilizers and by-products available at farm level first, and supplement by inorganic fertilizer if nutrients are still lacking. To minimize risk, animal manure is not composted before use as a fertilizer. Producers store animal manure and compost at least 30 meters away from any water body.	4.8						
INTEGRATED PEST MANAGEMENT (IPM)							
Management implements the IPM strategy developed by a competent professional and implements relevant Rainforest Alliance IPM policies. The IPM strategy includes the prevention, monitoring and intervention measures for the scope of the whole farm, including processing facilities. The IPM strategy is based on climate conditions, pest monitoring results, implemented IPM actions and pesticide application records. The IPM strategy is annually updated. Please see Guidance Document L: IPM Strategy	4.9	- Loi No 003/91 du 23 Avril 1991 sur la protection de l'Environnement - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 4 : DE LA PROTECTION DE L'ATMOSPHERE TITRE 6 : DE LA PROTECTION DES SOLS CHAPITRE 6 : DES MESURES PHYTO-SANITAIRES TITRE 6 : DES DISPOSITIONS PENALES Article 77	ARTICLE 36; ARTICLE 32; ARTICLE 34; ARTICLE 36; Article 47; Article 49; Article 83		La norme RA est plus précise sur la période d'application
Producers regularly monitor pests and their principal natural enemies. Records of the monitoring are kept by large farms and by group management for a representative sample of farmers. Records include date, location, type of pest and/or beneficial insects.	4.10	- Loi No 003/91 du 23 Avril 1991 sur la protection de l'Environnement - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 4 : DE LA PROTECTION DE L'ATMOSPHERE TITRE 6 : DE LA PROTECTION DES SOLS CHAPITRE 6 : DES MESURES PHYTO-SANITAIRES TITRE 6 : DES DISPOSITIONS PENALES	ARTICLE 36; ARTICLE 32; ARTICLE 34; ARTICLE 36; Article 47; Article 49; Article 84; Article 79		La norme RA est plus précise sur la période d'application
When threshold levels of pests are reached, producers firstly try biological, physical, and other non-chemical control methods, and document this. When such methods are proven not to be effective, producers can do agrochemical applications, as advised by a competent technician and/or upon the advice or instruction by an official national organization. When agrochemicals are used: •Agrochemicals with the lowest possible toxicity and highest selectiveness are used •Applications are made only on the impacted plants and areas Producers and workers that are involved in pest management activities are trained about the IPM strategy.	4.11						
	4.12						
AGROCHEMICALS MANAGEMENT							
No agrochemicals are used that are: •On the Rainforest Alliance Prohibited List •Restricted by applicable law •Not legally registered in the country where the farm is located Producers use only agrochemicals sold by authorized vendors, in original and sealed packaging. Applicable to group management in case the group management has a purchasing task.	4.13	- Loi No 003/91 du 23 Avril 1991 sur la protection de l'Environnement - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 4 : DE LA PROTECTION DE L'ATMOSPHERE TITRE 6 : DE LA PROTECTION DES SOLS CHAPITRE 6 : DES MESURES PHYTO-SANITAIRES TITRE 6 : DES DISPOSITIONS PENALES	ARTICLE 26; ARTICLE 32; ARTICLE 34; ARTICLE 36; Article 47; Article 49; Article 84; Article 79		La norme RA est plus précise sur la période d'application
If producers use pesticides included on the Risk Mitigation list, all respective risk mitigation practices, as described in Annex 3, Pesticides Management, are implemented. Please see Annex 3: Pesticides Management	4.14	- Loi No 003/91 du 23 Avril 1991 sur la protection de l'Environnement - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE		TITRE 6 : DE LA PROTECTION DE L'ATMOSPHERE TITRE 6 : DE LA PROTECTION DES SOLS CHAPITRE 6 : DES MESURES PHYTO-SANITAIRES TITRE 6 : DES DISPOSITIONS PENALES	ARTICLE 26; ARTICLE 32; ARTICLE 34; ARTICLE 36; Article 47; Article 49; Article 84; Article 79		La norme RA est plus précise sur la période d'application
Persons handling pesticides are skilled in the preparation and application of pesticides, and receive annual training. Persons handling pesticides use the Personal Protective Equipment (PPE) as prescribed in the product's label or Material Safety Data Sheet (MSDS). If there is no information, basic protective clothing with additional items are worn according to the potential risk, and as recommended by a competent technician. The PPE is in good condition. Dirty PPE is washed and stored safely and does not enter the workers' housing. Single use items are disposed of after one use. PPE is provided to workers free of charge. Farm group management has a system to record, monitor and enforce the use of PPE. Persons handling pesticides bathe, change and wash clothes after application. Management provides the agrochemical handlers at least a site that provides privacy, water and soap, and, when feasible, bathing facilities.	4.15	- LOI : 29 mai Loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction. - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE - LOI : 29 mai Loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction. - LOI N° 11/022 DU 24 DECEMBRE 2011 PORTANT PRINCIPES FONDAMENTAUX RELATIFS A L'AGRICULTURE - LOI : 29 mai Loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.		ANNEXE SUR L'APPLICATION DE LA CONVENTION ET LA VERIFICATION	Point 6.a.iv		La norme RA est plus précise sur les équipements de protection
	4.16						
	4.17						

<p>Pesticides are prepared and applied according to the label, MSDS or security tag, or as recommended by an official national organization or a competent technician, especially with regards to:</p> <ul style="list-style-type: none"> • Safe transport to area of application • Respecting the correct dosage • Using appropriate equipment and techniques • Appropriate weather conditions 	4.6.5	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	ANNEXE SUR L'APPLICATION DE LA CONVENTION ET LA VÉRIFICATION	Point 6.a.v	La norme RA est plus précise sur les équipements de protection
<p>Mechanisms are established and maintained to avoid contamination by pesticides, through spray drift or other pathways, from treated areas to other areas including adjacent agricultural and non-agricultural ecosystems and infrastructure.</p> <p>Such mechanisms include non-crop vegetative barriers, non-application zones or other effective mechanisms.</p>	4.6.6	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	ANNEXE SUR L'APPLICATION DE LA CONVENTION ET LA VÉRIFICATION	Point 6.a.v	La norme RA est plus précise sur les équipements de protection
<p>Aerial application is only allowed under the conditions as outlined in Annex 7: Pesticides Management</p> <p>Please see Annex 7: Pesticides Management</p>	4.6.7				
<p>Pesticide applications are recorded. Records include:</p> <ul style="list-style-type: none"> • Product brand name and active ingredient(s) • Date and time of application • Location and area (size) of application • Storage and volume • Crop 	4.6.8	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	ANNEXE SUR L'APPLICATION DE LA CONVENTION ET LA VÉRIFICATION	Point 6.a.v	La norme RA est plus précise sur les équipements de protection
<p>Empty pesticide containers and application equipment are washed three times, and rinsing water is used in the last batch of the mix to apply to the crop. After application of pesticides, application equipment is washed three times, and the surplus mix is disposed of in a way that minimizes the negative impact on the environment and human health. The surplus mix is diluted with ten times the amount of clean water and applied evenly on the field that was subject of the pesticide application.</p> <p>The empty pesticide containers are kept in a locked storage area until safely disposed of through a formal collection, and recycling program or returned to the supplier. If the supplier does not accept empty containers, they are not or perforated to prevent other uses. Containers may be re-used only for the original contents and only when labelled accordingly.</p>	4.6.9	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	ANNEXE SUR L'APPLICATION DE LA CONVENTION ET LA VÉRIFICATION	Point 6.a.v	La norme RA est plus précise sur les équipements de protection
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> • Dry, clean, well-ventilated • Made from non-absorbent material • Securely locked and accessible only by trained handlers 	4.6.10	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	QUATRIEME PARTIE (A) DESTRUCTION DES ARMES CHIMIQUES ET VÉRIFICATION DE LEUR DESTRUCTION CONFORMEMENT A L'ARTICLE IV	564 - Point 2.g	La norme RA est plus précise sur les conditions de stockage des produits agrochimiques
<p>Agrochemicals and application equipment are stored in accordance with the label instructions and in a way that minimizes negative impact on the environment and human health. Agrochemicals are stored in their original containers or packaging.</p> <p>Facilities for storing agrochemicals and application equipment are:</p> <ul style="list-style-type: none"> • Dry, clean, well-ventilated and with a sound roof and impermeable floor • Securely locked and accessible only by trained handlers • Separated from crops, food products or packaging material 	4.6.11	<p>- LOI : 29 mai loi n° 6-2007 autorisant la ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction.</p> <p>- DÉCRET : 29 mai Décret n° 2007-282 portant ratification de la convention sur l'interdiction de la mise au point, de la fabrication, du stockage et de l'emploi des armes chimiques et sur leur destruction</p>	QUATRIEME PARTIE (A) DESTRUCTION DES ARMES CHIMIQUES ET VÉRIFICATION DE LEUR DESTRUCTION CONFORMEMENT A L'ARTICLE IV	564 - Point 2.g	La norme RA est plus précise sur les conditions de stockage des équipements de protection
<p>An up-to-date pesticide stock inventory is available and maintained. The inventory includes:</p> <ul style="list-style-type: none"> • Date of purchase • Product brand name and active ingredients, including an indication of chemicals that are on the Risk Mitigation list • Volume • Date of expiration <p>For groups this is only applicable for centralized stock.</p>	4.6.12				
<p>HARVEST AND POSTHARVEST PRACTICES</p> <p>Producers conserve and optimize quality and quantity of product during harvest and post-harvest handling, including loading, processing, packing, transportation, and storage.</p> <p>This includes:</p> <ul style="list-style-type: none"> • Products are harvested at the right time and interval to optimize quality • Harvesting damages to the plant are minimized for future production • Contamination by foreign matter, cleaning products and agrochemicals, microbes and pests is prevented. 	4.7				
CHAPTER 5 - SOCIAL					
ASSESS & ADDRESS CHILD LABOR, FORCED LABOR, DISCRIMINATION, WORKPLACE VIO					
<p>Commitment:</p> <p>Management commits to assess and address child labor, forced labor, discrimination and workplace violence and harassment by:</p> <ul style="list-style-type: none"> • Appointing a management representative who is accountable for the assess-and-address system • For large farms, individually certified farms and supply chain actors: giving a mandate to a committee comprised of the appointed management representative and workers' representatives to manage the Assess-and-Address system. The worker representative(s) is/are selected by workers. <p>Risk mitigation:</p> <p>The management representative committee includes in the Management Plan the mitigation measures identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Assessment is repeated annually.</p>	5.1	<p>- Constitution du Congo article 29, 40.</p> <p>- Loi n°45-75 du 15 mars 1975 portant CODE DU TRAVAIL, Art.116</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL</p>	<p>- Constitution, Article 29, 40</p> <p>- Les jeunes travailleurs, art 6.1 & 6.3</p>	<p>- Constitution, Article 29, 40.</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL, art 6.1 & 6.3</p>	La norme RA est plus rigoureuse que la loi et son champ d'application est plus vaste
<p>The management representative committee includes in the Management Plan the mitigation measures identified in the basic Farm Risk Assessment or the Supply Chain Risk Assessment and implements corresponding measures.</p> <p>The basic Farm Risk Assessment is repeated at least every three years.</p> <p>The Supply Chain Assessment is repeated annually.</p>	5.2	<p>- Constitution du Congo article 29, 40.</p> <p>- Loi n°45-75 du 15 mars 1975 portant CODE DU TRAVAIL, Art.116</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL</p>	<p>- Constitution, Article 29, 40</p> <p>- Les jeunes travailleurs, art 6.1 & 6.3</p>	<p>- Constitution, Article 29, 40.</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL, art 6.1 & 6.3</p>	La norme RA est plus rigoureuse que la loi et son champ d'application est plus vaste
<p>Monitoring:</p> <p>The management representative committee:</p> <ul style="list-style-type: none"> • Monitors risks and the implementation of risk mitigation measures • Reports potential cases of child labor, forced labor, discrimination and workplace violence and harassment to the management and to the grievance committee • Monitors remediation activities (see 5.1.4) The intensity of the monitoring system is adjusted to the risk level and the issue. 	5.3	<p>- Constitution du Congo article 29, 40.</p> <p>- Loi n°45-75 du 15 mars 1975 portant CODE DU TRAVAIL, Art.116</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL</p>	<p>- Constitution, Article 29, 40</p> <p>- Les jeunes travailleurs, art 6.1 & 6.3</p>	<p>- Constitution, Article 29, 40.</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL, art 6.1 & 6.3</p>	La norme RA est plus rigoureuse que la loi et son champ d'application est plus vaste
<p>Remediation:</p> <p>The management representative committee sets out in the Management Plan how to remediate cases of child labor, forced labor, discrimination and harassment. Confirmed cases are remediated and documented following the Remediation Protocol. Remediation is completed and the victims are protected throughout the process.</p> <p>Indicator:</p> <ul style="list-style-type: none"> • Number and percentage of confirmed child labor, forced labor, discrimination and workplace violence and harassment cases remediated per the Remediation Protocol (by gender, age, and type of issue) 	5.4	<p>- Constitution du Congo article 29, 40.</p> <p>- Loi n°45-75 du 15 mars 1975 portant CODE DU TRAVAIL, Art.116</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL</p> <p>Loi n° 15/013 du 1er août 2015 portant modalités d'application des droits de la femme et de la parité</p>	<p>- Constitution, Article 29, 40</p> <p>- Les jeunes travailleurs, art 6.1 & 6.3</p> <p>Genre, cohésion sociale, résilience, transparence, association et intégration agricole - élevage - itinéraire</p>	<p>- Constitution, Article 29, 40.</p> <p>- LOI N° 16/010 DU 15 JUILLET 2016 MODIFIANT ET COMPLÉMENTANT LA LOI N° 015-2002 PORTANT CODE DU TRAVAIL, art 6.1 & 6.3</p>	La norme RA est plus rigoureuse et plus large
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
<p>Workers have the right to form and join a union or workers' organization of their own choice and to take part in collective bargaining, without prior authorization from the employer, and in accordance with national law. Workers' representatives are elected democratically among workers in regular, free elections.</p> <p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p>	5.5	<p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>Convention de l'OIT, Convention n° 102 sur le rôle des syndicats professionnels et de leur constitution</p>	Tout le titre	La norme RA est plus rigoureuse et plus large
<p>Management informs workers on these rights through a written policy in a language they understand, before the start of employment. The written policy on freedom of association and collective bargaining is visibly displayed at all times in the workplace.</p> <p>Where the right to freedom of association and collective bargaining is restricted under law, management does not hinder the development of parallel means for independent and free association, bargaining and dialogue with management.</p>	5.6	<p>CONSTITUTION DE LA REPUBLIQUE DU CONGO</p> <p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>SOUS TITRE II: DES DEVOIRS</p>	Article 56	La norme RA est plus rigoureuse et plus large
<p>Where there are no subject to discrimination on the basis of race or religion, workers' organization or union membership or activities. Management does not punish, bribe or otherwise influence union members or workers' representatives. Records are kept of terminations of employment, including the reasons for termination and workers' affiliation with a union or workers' organization. Management does not interfere in the internal affairs of workers' organizations and unions, nor in elections or dates related to membership of such organizations.</p> <p>ILO Convention, Right to Organize and Collective Bargaining Convention, 1949 (No. 98)</p>	5.7	<p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>Convention de l'OIT, Convention n° 183 des représentants des travailleurs, 1971 *</p>	<p>Titre 1 - Dispositions générales</p> <p>Article 4 - Loi n°96</p> <p>Art.27</p> <p>Titre 2 - Des devoirs</p>	La norme RA est plus rigoureuse et plus large
<p>Management provides worker representatives reasonable paid time off from work to carry out their representation functions and attend meetings.</p> <p>Where needed, management provides the worker representatives with reasonable facilities including meeting spaces, means of communication and child care.</p> <p>Management gives worker organization and/or trade union access to a notice board to communicate information about their activities.</p> <p>Management establishes genuine dialogue with freely chosen workers' representatives to collectively raise and address working conditions and terms of employment.</p>	5.8	<p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>Convention de l'OIT, Convention n° 183 des représentants des travailleurs, 1971 *</p>	<p>Titre 7 - Des syndicats professionnels</p> <p>Chapitre 2 - De la capacité civile des syndicats professionnels</p>	<p>Art.293 à Art.200</p>
WAGES AND CONTRACTS					
<p>Permanent and temporary workers who are employed for more than three consecutive months have a written employment contract signed by both parties. The worker receives a copy of the contract at the time of signing.</p> <p>Permanent and temporary workers employed for fewer than three months must have at least verbal contracts in place.</p> <p>Verbal instead of written contracts are acceptable only if they create legally binding employment relationships under applicable law. The employer keeps records of verbal contracts that include all terms listed below and inform workers of these terms.</p> <p>Written verbal contracts include at minimum:</p> <ul style="list-style-type: none"> • The management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks 	5.9	<p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>Convention de l'OIT, Convention n° 183 des représentants des travailleurs, 1971 *</p>	<p>Chapitre 2 - Du contrat de travail individuel</p> <p>Section 1 - Dispositions d'ensemble</p> <p>Paragraphe 1 - Du contrat à durée déterminée ou à durée indéterminée</p>	<p>Art.32.2</p>
<p>Management does not engage in arrangements or practices designed to eliminate or reduce workers' pay and/or benefits such as employing temporary workers for permanent or ongoing tasks</p>	5.9	<p>Loi n°45-75 du 15 mars 1975 portant le Code du travail</p>	<p>Convention de l'OIT, Convention n° 183 des représentants des travailleurs, 1971 *</p>	<p>Chapitre 2 - Du contrat de travail individuel</p> <p>Section 1 - Dispositions d'ensemble</p>	<p>art 47.2 à 47.16</p>

Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, outside or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower. In countries where the minimum wage is not adjusted yearly or regulated in CBA, it is adjusted yearly for inflation based on the national inflation rate.	5.3.1	Loi n°45-75 du 15 mars 1975 portant le Code du travail	Chapitre 2 - Du contrat de travail individuel Section 1 - Dispositions d'ensemble	art 47.12 à 47.16	La norme RA est plus rigoureuse et plus large
Workers receive at least the applicable minimum wage or the wage negotiated in a Collective Bargaining Agreement (CBA), whichever is higher. For production, outside or piece work, the payment must be at least the minimum wage based on a 48-hour working week or national legal working hours limit, whichever is lower.	5.3.4	Loi n°45-75 du 15 mars 1975 portant le Code du travail	Chapitre 2 - Du paiement du salaire Section 1 - Du mode de paiement du salaire le code de travail issu de la loi de 15 mars 1975 modifiée en 1995	Art.88 Emploi et contrat point 3	La norme RA est plus rigoureuse et plus large
Deviations from wages are permitted only if provided by national law or CBA. Voluntary wage deductions such as advance payments, union membership, or loans can only be made with written or verbal consent from the worker. Wage deductions as a disciplinary measure are not allowed. Deductions for work related to tools, equipment or gear are not allowed unless those are permitted by law. In-kind benefits must be in accordance with national law, however, they cannot exceed 1/6th of the total remuneration.	5.3.5	LES OBLIGATIONS SOCIALES DES ENTREPRISES		Art.88 Emploi et contrat point 3	La norme RA est plus rigoureuse et plus large
Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Records are maintained, per worker, of hours worked (regular and overtime) and/or volume produced (if applicable), calculation of wages and deductions, and wages paid. Workers are provided pay slips with each payment containing this information.	5.3.6	Loi n°45-75 du 15 mars 1975 portant le Code du travail	Chapitre 2 - Du paiement du salaire Section 1 - Du mode de paiement du salaire le code de travail issu de la loi de 15 mars 1975 modifiée en 1995	Art.88 Emploi et contrat point 3	La norme RA est plus rigoureuse et plus large
Workers are paid regularly at scheduled intervals agreed both by the worker and the employer, but must be at least monthly. Group members maintain records, per worker, of hours worked (regular and overtime) and/or volume produced, calculation of wages, in-kind benefits and deductions. The record is signed by each worker when he/she receives payment.	5.3.7	Loi n°45-75 du 15 mars 1975 portant le Code du travail	Chapitre 2 - Du paiement du salaire Section 1 - Du mode de paiement du salaire le code de travail issu de la loi de 15 mars 1975 modifiée en 1995	Art.88 Emploi et contrat point 3	La norme RA est plus rigoureuse et plus large
Work of equal value is remunerated with equal pay without discrimination on gender or type of worker, ethnicity, age, color, religion, political opinion, nationality, social origin or other.	5.3.8	Chapitre 3 - De la convention collective et des accords collectifs	Chapitre 3 - De la convention collective et des accords collectifs Section 2 - Des conventions collectives susceptibles d'extension et de la procédure d'extension Chapitre 10 - De la protection des travailleurs et des demandeurs d'emploi.	art 56 Art 13 à Art 19	La norme RA est plus rigoureuse et plus large
If labor providers are used, management has a written contract and documented oversight mechanisms in place ensuring that the labor provider is: -Licensed or certified by the competent national authority, if available, compliant with applicable legal requirements -Not engaged in fraudulent or coercive recruiting practices -Compliant with all worker related requirements of this standard All recruitment fees are paid by the management, not by workers.	5.3.9	Arrêté ministériel n° 012/CAB.MN/RP/042/08 du 18 septembre 2008 fixant les conditions d'ouverture, d'ajustement et de fonctionnement des services privés de placement.		Art 13 à Art 19	La norme RA est plus rigoureuse et plus large
If labor providers are used, name, contact info, if labor provider is officially registered, official registration number of the labor provider is recorded. All recruitment fees are paid by the firm, not by workers.	5.3.10	Arrêté ministériel n° 012/CAB.MN/RP/042/08 du 18 septembre 2008 fixant les conditions d'ouverture, d'ajustement et de fonctionnement des services privés de placement.	Chapitre 9 - De l'affectation	Article 9	La norme RA est plus rigoureuse et plus large
LIVING WAGE	5.4				
The total remuneration (wages plus cash and in-kind benefits) for all types of workers is assessed yearly against the Living Wage benchmark, as approved by the Rainforest Alliance and in accordance with the Global Living Wage Coalition (GLWC). The management uses the Rainforest Alliance Salary Matrix Tool to accurately fill in data for workers' wages.	5.4.1	Please see Annex 8: Salary Matrix Tool Please see Annex 9: Methodology for Measuring Remuneration and Gaps with a Living Wage Please see Annex 10: Benchmarks per country			
If the total remuneration is below the applied benchmark for any type of worker, management, in consultation with workers' representatives, implements a wage improvement plan to progress towards the applicable benchmark, including targets, actions, timeline and responsible persons. At a minimum, wages are adjusted yearly for inflation based on the national inflation rate.	5.4.2				
In case a supply chain actor is sharing responsibility to raise wages to the level of a Living Wage or beyond, by making a direct financial or another type of investment contribution, the firm management agrees with the supply chain actor on writing on the related modalities and timelines of the wage improvement plan (i.e., a) linked to that contribution for the period for which it is provided. The firm management reports progress on the implementation of the wage improvement plan to the supply chain actor and the Rainforest Alliance. Relevant documentation to support progress on payment of higher level of wages to workers is collected and made available for verification by an independent auditor.	5.4.3				
WORKING CONDITIONS	5.5				
Workers do not work more than eight regular working hours per day and all regular working hours per week. In addition, workers have at least a 30-minute break after a maximum of six consecutive hours of work and are granted at least one full day of rest after a maximum of six consecutive days of work. The regular work hours of guards do not exceed fifty six hours per week on average per year. ILO Convention, Hours of Work (Industry) Convention, 1919 (No. 1) ILO Convention, Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)	5.5.1	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Section 3 - Des devoirs du maître et de l'apprenti Paragraphe 3 - Dispositions communes Art.47.12 - (Loi n°96) Chapitre 3 - De la convention collective et des accords collectifs Titre 4 - Des conditions du travail Chapitre 1 - De la durée du travail	Art.15- Art.47.12 - (Loi n°96) Art.56. Art. 105, Art. 106, 108, 109.	Art.105- Dans tous les établissements publics ou privés non agricoles, y compris ceux d'aménagement et de bienfaisance, la durée légale du travail des employés ne dépasse pas de 48 heures par semaine. Dans toutes les entreprises agricoles, les heures de travail sont basées sur 3000 heures pour l'année. La loi est plus rigoureuse que la norme
Overtime work is voluntary and only permitted if: a) It is requested in a timely manner b) It is paid according to national law or CBA, whichever is higher. If there is no law or CBA, it is paid at least 1.5 times the regular wage level c) The overtime work does not impair an increased health and safety risk. Accident rates during overtime periods are monitored and overtime is reduced, if accident rates are higher during overtime work periods than during periods of regular work hours d) Workers have safe transport home after work	5.5.2	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Titre 4 - Des conditions du travail Chapitre 1 - De la durée du travail	Art.105; Art.106; 108; 109.	La norme est plus précise sur le fait que les heures supplémentaires sont effectuées de façon volontaire
Pregnant women are entitled to paid maternity leave of at least 14 weeks, of which maximum six weeks before the expected due date and at least six weeks after giving birth, and receive maternity rights and benefits. They can return to their job after maternity leave on the same terms and conditions and without discrimination, loss of seniority or deduction of wages. Workers who are pregnant, nursing or have recently given birth are offered flexible working schedules and work site arrangements. Breastfeeding women have two additional 30-minute breaks per day and space for breastfeeding to nurture the child. This nursing space must be: -Functional for expressing milk (at a minimum, has a chair and a flat surface for pumping equipment, if needed)	5.5.3	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Chapitre 3 - Du travail des femmes et des enfants	Art.113 - Art.114 - Art.115.	La loi est plus rigoureuse car elle prévoit 6 semaines avant l'accouchement et 9 semaines après
Workers' children younger than the applicable maximum working age coming with their parents to the workplace: -Are provided with a safe place to stay according to their age -Are under the supervision of adults at all times ILO Code of Practice on Safety and Health in Agriculture, 2000	5.5.4	NA			
HEALTH AND SAFETY	5.6				
A competent professional conducts an analysis of the occupational health and safety risks. Corresponding health and safety measures are included in the Management Plan and implemented, considering at least the following: -Risk analysis -Compliance with regulations -Training of workers -Procedures and equipment to ensure health and safety	5.6.1	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	-Santé et sécurité au travail, Articles 42.1 à 42.3, 44.3, 51.8, 51.16, 102 -Contrat hygiène et sécurité, articles 1 à 18 Titre 4 - Santé et sécurité et organismes de santé au travail Chapitre 1 - Santé et sécurité au travail	Art.132-5 - (Loi n°96); Art.140.	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
First aid boxes are available to workers for the treatment of work-related injuries, and emergency health care is provided free of charge including transport to and treatment in a hospital. The boxes are placed at the central locations of production, processing, and maintenance sites. For an emergency, appropriate measures, including showers and eyewashes, are present. Trained first aid employees are present during working hours. The workers are informed where and to who they should go for first aid in case of an emergency.	5.6.2	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Titre 5 - De l'hygiène et de la sécurité du service médical Chapitre 2 - Service médical	Art.148.	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Group members and workers know where to go in case of an emergency.	5.6.3				
Workers have access to sufficient and safe drinking water at all times through one of the following means: -Public drinking water systems, or -Drinking water provided by the management, compliant with drinking water parameters as set by local law or the WHO, based on testing preventing such Rainforest Alliance certification audit and any time that water contamination risks have occurred or been identified Drinking water sources are protected and, water distribution mechanisms are maintained to avoid contamination.	5.6.4	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Titre 5 - De l'hygiène et de la sécurité du service médical Chapitre 1 - De l'hygiène et de la sécurité	Art.137	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
For small farms, in case of no access to safe public drinking water, management implements and documents a training program to instruct group members on potable water treatments through boiling, filtering, or chlorinating and on the prevention of water contamination.	5.6.5	Loi n°98-755 du 23 décembre 1998 portant Code de l'eau	Section 2 - Du contrôle de la qualité de l'eau, de service au consommateur humaine	Article 94	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Workers always have access to safe and sufficient drinking water.	5.6.6	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo	Titre 5 - De l'hygiène et de la sécurité du service médical Chapitre 1 - De l'hygiène et de la sécurité	Art.137	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi

Sufficient, clean, and functioning toilets and handwashing stations are provided in or close by agricultural production, processing, maintenance, office sites, and worker housing. Facilities are divided by gender in the case of air or more workers. Urinals are reserved for toilets used by females. Safety and privacy of vulnerable groups are ensured, by at least well-lit and lockable facilities. Workers are allowed to frequent these facilities when needed.	5.6.7	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo		Titre 5 : De l'hygiène et de la sécurité du service individuel Chapitre 2 : De l'hygiène et de la sécurité	Art.137	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Workers receive information on health topics, medical leave policies and availability of primary, maternal and reproductive health services in the community.	5.6.8	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo		Titre 5 : De l'hygiène et de la sécurité du service individuel Chapitre 1 : De l'hygiène et de la sécurité	Art.137	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Persons that work in hazardous situations (e.g., under challenging terrains, with machines or with hazardous materials) use appropriate Personal Protective Equipment (PPE). These persons are trained in the use of the PPE and have access to the PPE free of charge.	5.6.9	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo			Art.73-6. (Loi n°6-98) ; Art.73-3. (Loi n°6-98)	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
All tools used by the workers are in good working condition. Machines have clear instructions on safe usage that can be understood by the workers, and dangerous parts are guarded or enclosed. Workers using such machines are appropriately trained, and if required by law, workers operating machinery have the applicable licenses. Machinery and other equipment are stored safely when not in use.	5.6.10					
Female workers who are pregnant, nursing, or have recently given birth are not assigned to activities that pose a risk to the woman's, fetus's, or infant's health. In cases of job reassignment, there is no reduction in remuneration. Management does not require pregnancy tests.	5.6.11	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo		Chapitre 3 : Du travail des femmes et des enfants	Art.112 à Art.116.	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Workers may leave situations with imminent danger without seeking employer's permission and without being penalized.	5.6.12					
Workshops, storage areas, and processing facilities are safe, clean with sufficient light and ventilation. A clear and written accident and emergency procedure is in place. It includes marked fire exits, evacuation maps, at least one emergency drill per year. Management informs workers about this procedure. There is firefighting equipment and equipment to remediate spillage of materials. Workers are trained on how to use this equipment.	5.6.13					
Workers in workshops, storage and process facilities have clean and safe eating spaces that provide protection against sun and rain. Workers in the field can take their meal protected from sun and rain.	5.6.14					
Workers receive basic training on occupational health, safety, and hygiene. Hygiene instructions are visibly displayed at central locations.	5.6.15					
Workers who regularly handle hazardous agrochemicals receive a medical examination at least once a year. In case of regular exposure to organophosphates or carbamate pesticides, the examination includes cholinesterase testing. Workers have access to the results of their medical examination.	5.6.16					
HOUSING AND LIVING CONDITIONS	5.7					
Workers and their families that are housed or lodged on-site have safe, clean, and decent living quarters considering local conditions. This includes at least: Location and construction: •Safe construction, built on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair •Protection against weather conditions •Workers' families are informed about emergency evacuation plans	5.7.1	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo		Titre 2 : Du contrat de travail Section 2 : Des conditions du contrat d'apprentissage Chapitre 7 - Du cautionnement	Articles Art.15; Art.83	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Children living on-site and of school-going age go to school. Children either: •Go to a school at safe walking distance •Go to a school at reasonable traveling distance, with availability of safe transport •Have on-site schooling of a recognized and equivalent level.	5.7.2	CONSTITUTION DE LA REPUBLIQUE DU CONGO		TITRE 8 : DES DROITS, LIBERTES ET DEVOIRS DES CITOYENS SOUS-TITRE I : DES DROITS ET LIBERTES	Article 29 : L'Etat assure l'équipement de la jeunesse. A ce titre, il garantit notamment : - le droit à l'éducation et l'égal accès à l'enseignement et à la formation ; - la scolarité obligatoire jusqu'à l'âge de seize (16) ans.	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Workers and their families that are housed or lodged on-site have safe, clean and decent living quarters considering local conditions, including: •Safe accommodations, built on non-hazardous location, structure protecting against extreme weather conditions, consisting at least out of dry floor, permanent walls and a good state of repair •Marked evacuation routes for group accommodations •Protection against air pollution and surface runoff. Adequate sewage, sanitation and garbage disposal facilities are in place	5.7.3	Loi n°45-75 du 15 mars 1975 portant le code du travail au Congo		Titre 2 : Du contrat de travail Section 2 : Des conditions du contrat d'apprentissage Chapitre 7 - Du cautionnement	Articles Art.15; Art.83	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
COMMUNITIES	5.8					
Management respects legal and customary rights of indigenous peoples and local communities. Activities diminishing the land or resource use rights or collective interests of indigenous peoples and local communities, including High Conservation Values (HCVs) 1 to 6, are conducted only after having received Free, Prior and Informed Consent (FPIC) following the Rainforest Alliance FPIC Annex.	5.8.1	Loi n° 33-2020 du 8 juillet 2020 portant code forestier		TITRE II : DU DOMAINE FORESTIER NATIONAL	Article 25	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Please see Annex 12: Free, Prior And Informed Consent (FPIC) Process						
The producer has legal and legitimate right to use the land. Upon request, this right is substantiated by ownership, leasehold, or other legal documents or by documentation of traditional or customary use rights. In the event that indigenous peoples and local communities, current or former local residents, or other stakeholders validly dispute the right to use the land – including in relation to past dispossession, forced abandonment, or illegal action – legitimate right may be demonstrated if a conflict resolution and remediation process has been documented, implemented and accepted by the affected parties, including relevant authorities in the case of past illegal action. If the dispute involves indigenous peoples and local communities, large farms and individually certified farms follow an FPIC process in accordance with the Rainforest Alliance FPIC Annex to	5.8.2			TITRE I : DU DOMAINE FORESTIER NATIONAL Chapitre 2 : Du domaine forestier des personnes physiques	Article 38	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
CHAPTER 6 - ENVIRONMENT						
FORESTS, OTHER NATURAL ECOSYSTEMS, AND PROTECTED AREAS	6.1					
From January 2018 onward, natural forests and other natural ecosystems have not been converted into agricultural production or other land use. Please see annex 12: Additional Details on requirements for no-conversion.	6.1.1	Loi n° 33-2020 du 8 juillet 2020 portant code forestier		Chapitre 4 : Des infractions et des peines	Article 207 à 212	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Production or processing does not occur in protected areas or their officially designated buffer zones, except where it complies with applicable law.	6.1.2	Loi n° 33-2020 du 8 juillet 2020 portant code forestier Loi No.003/91 du 23 Avril 1991 sur la protection de l'environnement		TITRE II : DU DOMAINE FORESTIER NATIONAL TITRE 3 : DE LA PROTECTION DE LA FAUNE ET DE LA FLORE	Article 12 à 20	La norme RA est plus contraignante
Management includes the mitigation measures from the Farm Risk Assessment Tool in 3.3 with regard to High Conservation Values in the Management Plan in 3.3.1 Management implements these measures. Please see Annex 3: Farm Risk Assessment Tool	6.1.3					
CONSERVATION AND ENHANCEMENT OF NATURAL ECOSYSTEMS AND VEGETATION	6.2					
Management develops and implements a plan to conserve natural ecosystems. The plan is based on the map required in 3.2.3 and the natural ecosystems section of the Farm Risk Assessment Tool in 3.3.1 and is updated annually. Please see Annex 3: Farm Risk Assessment Tool Please see Guidance Document N: Natural ecosystems and vegetation	6.2.1					
Farms maintain all remnant forest trees, except where these pose hazards to people or infrastructure. Other native trees on the farm and their harvesting are sustainably managed in a way that the same quantity and quality of trees is maintained on the farm.	6.2.2	Décret n° 200-204 du 26/12/2000 fixant les conditions de gestion et l'utilisation des forêts		Chapitre 2 : De la détermination et du classement des forêts	Art. 24	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
WATER BUFFERS	6.3					
Farms maintain ecotone riparian buffers adjacent to aquatic ecosystems.	6.3.1	Loi n° 13-2003 portant code de l'eau, du 10 Avril 2003		Chapitre 1 : DES EFFETS LITÉS DE L'EAU Section 1 : De la protection des ressources en eau	Article 13 Article 27, 28, 29, 30	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi

Producers maintain the following additional safeguards for the protection of drinking water in case the farms located closer than 50 m to a source of drinking water: Around the source: •Maintain or establish a riparian buffer > 30 m •Maintain a pesticide non-application zone > 50 m •Maintain an additional zone > 50 m, in which pesticides are only applied through mechanical, hand-assisted or targeted application	6.3.1	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
PROTECTION OF WILDLIFE AND BIODIVERSITY	6.4					
Treated animals and plants are not hunted, killed, fished, collected or trafficked. Additionally, producers and workers do not hunt other animals, with the following exceptions: •Producers of small farms may hunt non-treated animals for non-commercial use only •Producers may hunt vertebrate wildlife pests on the farm only following the firm's integrated pest management (IPM) plan, and only as a measure of last resort. Explosives or toxic substances are never used for hunting, fishing, or control of wildlife pests.	6.4.1	LOI n° 17-2008 du 28 Novembre 2008 sur la faune et les aires protégées. Arrêté n° 6075 du 9 avril 2011 délimitant les espèces animales intégralement et partiellement protégées L'Etat des aires protégées 2015 de l'Observatoire des Forêts d'Afrique Centrale (OFAC).		Article 3	Article 3 : ANNEXE I : ESPECES INTÉGRALEMENT PROTÉGÉES / Annexe 1 - Tableau récapitulatif des aires protégées du Congo	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Producers do not hold wildlife in captivity. Captive wild animals that were present on the farm before the earliest certification date are sent to professional shelters or may be held only for non-commercial purposes for the remainder of their lives. Captive wild animals and farm animals are treated following the five freedoms of animal welfare.	6.4.2	Arrêté n° 6075 du 9 avril 2011 délimitant les espèces animales intégralement et partiellement protégées		Article 3	Article 3 : ANNEXE I : ESPECES INTÉGRALEMENT PROTÉGÉES	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Producers do not intentionally introduce or release invasive species. Producers do not dispose of existing invasive species or their parts in aquatic ecosystems.	6.4.3					
Producers do not use wildlife for processing or harvesting of any crop (e.g. lukwak for coffee, monkey for banana, etc)	6.4.4	Arrêté n° 6075 du 9 avril 2011 délimitant les espèces animales intégralement et partiellement protégées		Article 3	Article 3 : ANNEXE I : ESPECES INTÉGRALEMENT PROTÉGÉES	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Erosion by water and wind is reduced through practices such as re-vegetation of steep areas and terracing	6.4.5					
Fire is not used for preparing or cleaning fields, except when specifically justified in the IPM plan	6.4.6	Loi n° 13-2020 du 8 juillet 2020 portant code forestier		Chapitre 2 De l'utilisation du domaine forestier de l'Etat	article 57	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
WATER MANAGEMENT AND CONSERVATION	6.5					
Producers comply with the applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.	6.5.1	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
If required, producers have a license or permit (or a pending request) for the withdrawal of surface or groundwater for agricultural, domestic, or processing purposes.	6.5.2	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
Irrigation and water distribution systems are maintained to optimize crop productivity while minimizing water waste, erosion, and salinization.	6.5.3	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
WASTEWATER MANAGEMENT	6.6					
Tests for processing wastewater are conducted at all discharge points during the representative period(s) of operation, and results are documented.	6.6.1	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
For farm groups, this is done at all group-managed (collective) processing facilities and at a representative sample of member processing operations including the different types of treatment systems. Wastewater from processing operations discharged into aquatic ecosystems meets legal wastewater quality parameters. In absence of these, it meets the wastewater parameters.	6.6.2					
Human sewage, sludge, and sewage water is not used for production and/or processing activities. Sewage is not discharged into aquatic ecosystems unless it has been treated. Treated discharge is demonstrated to meet legal wastewater quality parameters or, in the absence of these, the wastewater parameters (not applicable to smallholders).	6.6.3					
Wastewater from processing operations is not applied to land unless it has undergone treatment to remove particulates and toxins. If treated wastewater is used for irrigation, in addition to the wastewater parameters, it must comply with the wastewater parameters for irrigation.	6.6.4	LOI n° 13- 2003 portant code de l'eau, du 10 Avril 2003		Chapitre I DES EFFETS UTILES DE L'EAU Section 1 De la protection des ressources en eau	Article 10 Article 27, 28, 29, 31	La norme RA est plus rigoureuse et traite un champ plus large et est plus précise que la loi
WASTE MANAGEMENT	6.7					
Waste is stored, treated and disposed of in ways that do not pose health or safety risks to people, animals or natural ecosystems. Waste is stored and disposed of only in designated areas and not disposed of in natural or aquatic ecosystems. Non-organic waste is not left on the land.	6.7.1					
Producers do not burn waste, except in incinerators technically designed for the specific type of waste.	6.7.2					
ENERGY EFFICIENCY	6.8					
Management takes measures to increase energy efficiency and reduce dependency on non-renewable energy consumed for production and processing. The types of energy sources and associated machinery used for production and processing are quantified and documented. Guidance Document N: Energy Efficiency	6.8.1					



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	France	<i>Reviewed by:</i>
Date submitted	31/01/2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a brief explanation of how to complete

Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree No. 1441.

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts and collective

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference					
		Legislation Name	CBA if applicable	ILO convention name (if applicable)	Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
	1.1.3						
responsible business conduct	1.1.4	Environmental protection, Deforestation, Biodiversity, Waste and Wastewater Human Rights, Worker Rights & Conditions, Health & Safety					
	1.2.3						
	1.2.9						
	1.2.16						
	1.2.17						
	1.4.1						
	1.4.3						
	1.5.1						

GENDER EQUALITY	1.6.1	French Labour Law - (France ratified the ILO convention in 1981) Convention Européenne de Sauvegarde des Droits de l'Homme et des libertés fondamentales (CESDH)		fundamental Convention - C111 Discrimination (1958)	French Labour Law Convention Européenne de	Article 2242 -1 Article 14	
	1.6.2						
	2.1.3						
	2.1.4						
	2.1.6						
	2.1.8						
	2.1.9						
	2.1.10						
	2.1.11						
	2.1.12						
	2.2.1						
	2.2.2						
	2.2.3						
	2.2.4						
	2.2.5						
	2.2.6						
	2.2.7						
	2.3.1						
	2.3.2						
	2.3.3						
	2.3.4						
	2.3.5						
	2.3.6						
	3.2.3						
	3.2.4						
	3.2.5						
	3.2.6						
	3.2.7						
	3.3.4						
	3.3.5						
CHILD LABOR	5.1.1	(France ratified the ILO convention in 2001) EU fundamental rights Chart		fundamental Convention - C182 Worst Child Labour (1999)	EU fundamental rights Chart :	Article 32	
FORCED LABOR	5.1.2	French Labour Law - (France ratified the ILO convention in 1937 and 1969) AND Convention Européenne de Sauvegarde des Droits de l'Homme et des libertés fondamentales (CESDH)		fundamental Convention - C29 Forced Labour (1930) and C105 forced Labour abolition (1957)	French Labour law - Convention Européenne de		
	5.1.3						
	5.1.4						

FREDDOM OF ASSOCIATION	5.2.1	French Labour Law - (France ratified the ILO convention in 1951)		fundamental Convention - C87 Freedom of			
FREDDOM OF ASSOCIATION	5.2.2	French Labour Law - (France ratified the ILO convention in 1937)		fundamental Convention - C98 right to organise and Collective			
FREDDOM OF ASSOCIATION	5.2.3	French Labour Law - (France ratified the ILO convention) AND Convention Européenne de Sauvegarde des Droits de l'Homme et des libertés fondamentales (CESDH)		fundamental Convention - C135 Workers ' representatives convention (1971)	French Labour law - Convention Européenn		
	5.3.1						
	5.3.2						
WAGES AND CONTRACT	5.3.3	French Labour Law - (France ratified the ILO convention)		fundamental Convention - C099 minimal wage			
WAGES AND CONTRACT	5.3.5	French Labour Law - (France ratified the ILO convention)		fundamental Convention - C099 minimal wage			
WAGES AND CONTRACT	5.3.6	French Labour Law - (France ratified the ILO convention)		fundamental Convention - C099 minimal wage			
GENDER EQUALITY	5.3.8	French Labour Law - (France ratified the ILO convention in 1981) Convention Européenne de Sauvegarde des Droits de l'Homme et des libertés fondamentales (CESDH)		fundamental Convention - C111 Discrimination (1958)	French Labour Law Convention Européenne de	Article 2242 -1 Article 14	
WAGES AND CONTRACT	5.3.9	French Labour Law - (France ratified the ILO convention)		fundamental Convention - C099 minimal wage			
WORKING CONDITIONS	5.5.1	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 155	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.5.2	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 156	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.5.3	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 157	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.1	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 158	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.2	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 159	https://www.legifrance.gouv.fr/c		

WORKING CONDITIONS	5.6.4	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 160	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.7	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 161	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.8	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 162	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.9	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 163	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.10	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 164	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.11	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 165	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.12	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 166	https://www.legifrance.gouv.fr/c		
WORKING CONDITIONS	5.6.13	French Labor Code France ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 167	https://www.legifrance.gouv.fr/c		
	5.6.14						
	5.6.15						
	5.6.16						
WASTE WATER MANAGEMENT	6.6.1	Sanitation Law in France			la loi sur l'eau (92-3 du 3 janvier 1992)		
WASTE WATER MANAGEMENT	6.6.2	Sanitation Law in France			la loi sur l'eau (92-3 du 3 janvier 1992)		
WASTE WATER MANAGEMENT	6.6.3	Sanitation Law in France			la loi sur l'eau (92-3 du 3 janvier 1992)		



RAINFORREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS COTE D'IVOIRE	<i>For internal use only</i>
Country:	ROMANIA	<i>Reviewed by:</i>
Date submitted	31.01.2023	<i>Approved by:</i>
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>

Instructions

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Topic: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code,

ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant,

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example:

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	related standard requirement	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
responsible business conduct	1.1.3						
	1.1.4						
	1.2.3						
	1.2.9						
	1.2.16						
	1.2.17						
	1.4.1						
	1.4.3						
	1.5.1						
	GENDER EQUALITY	1.6.1	Law no. 229 of October 6, 2015 for the amendment and completion of Law no. 202/2002 on equal opportunities and treatment between women and men	NA		Chapter II Equal opportunities and treatment between women and men in the field of work	Articles 6-13
	1.6.2						
	2.1.3						
	2.1.4						
	2.1.6						
	2.1.8						
	2.1.9						
	2.1.10						
	2.1.11						
	2.1.12						
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	2.2.6						
	2.2.7						
	2.3.1						
	2.3.2						
	2.3.3						
	2.3.4						
	2.3.5						
	2.3.6						
	3.2.3						
	3.2.4						
	3.2.5						
	3.2.6						
	3.2.7						
	3.3.4						
	3.3.5						
CHILD LABOR	5.1.1	Government Decision 600/2007 - The protection of young people at work Law 319/2006 - Occupational safety and health Law Law 53/2003 - Romanian Labour Code	NA	C138 - Minimum Age Convention, 1973 (No. 138) C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	All Chapter VII - Risk sensitive groups Title III Working time and rest time, Chapter 1 Working time, Chapter 2 Periodic rest, Chapter 3 Holidays	All Art.35, 36 Art 109, 121, 125, 130, 142	no
FORCED LABOR	5.1.2	Law 53/2003 - Romanian Labor Code	NA	C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	Title I: General provisions, Chapter II: Fundamental principles	Article 4	no
	5.1.3	Law 53/2003 - Romanian Labor Code	NA	C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	Title I: General provisions, Chapter II: Fundamental principles	Article 4	no
	5.1.4	Law 53/2003 - Romanian Labor Code	NA	C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	Title I: General provisions, Chapter II: Fundamental principles	Article 4	no
FREEDDOM OF ASSOCIATION	5.2.1	Law 62/2011 - the law of social dialogue	NA	C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Title II Trade unions, Title VII Collective bargaining	Article 27-43, 127-153	no
FREEDDOM OF ASSOCIATION	5.2.2	Law 53/2003 - Romanian Labor Code	NA	C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Title I General provisions - Chapter 2 Fundamental principles, Title IV Remuneration, Title VII Social dialogue - Chapter 4 Employers	Article 5, 6, 154, 233	no
FREEDDOM OF ASSOCIATION	5.2.3	Law 62/2011 - the law of social dialogue	NA	C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	Title VII Collective bargaining - Chapter 2 Trade Unions, Chapter 3 Workers' representatives	Articles 214 - 226	no

	5.3.1	Law 53/2003 - Romanian Labor Code	NA	C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	Title II Individual employment contract	Articles 13-107	no
	5.3.2	Law 53/2003 - Romanian Labor Code	NA	NA	Title IV Remuneration	Articles 154 - 170	no
WAGES AND CONTRACT	5.3.3	Government Decision 1071 of October 4, 2021	NA	NA	All	All	no
	5.3.5	Law 53/2003 - Romanian Labor Code	NA	NA	Title XI Legal Liability - Chapter 2 Disciplinary Liability	Articles 263 - 268	Article 264 (1) The disciplinary sanctions that the employer may apply in case the employee commits a disciplinary offense are: a) written warning; b) suspension of the individual employment contract for a period not exceeding 10 working days; c) demotion from the position, with the granting of the salary corresponding to the position in which the demotion was ordered, for a duration that cannot exceed 60 days; d) reduction of the basic salary for a period of 1-3 months by 5-10%; e) reduction of the basic salary and / or, as the case may be, and of the management allowance for a period of 1-3 months by 5-10%; f) disciplinary termination of the individual employment contract. (2) If, by professional statutes approved by special law, another sanctioning regime is established, it will be applied. Article 265 (1) Disciplinary fines are prohibited. (2) Only one sanction may be applied for the same disciplinary violation.
WAGES AND CONTRACT	5.3.6	Law 53/2003 - Romanian Labor Code	NA	NA	Title IV Remuneration	Article 161 - 166	
	5.3.8	Law 53/2003 - Romanian Labor Code	NA	C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	Title IV Remuneration - Chapter 1 General provisions, Title I General provisions - Chapter 2 Fundamental principles, Title II Individual employment contract - Chapter 5 Termination of individual employment contract	Article 154, 5, 28, 59,	no
GENDER EQUALITY	5.3.9	Law 53/2003 - Romanian Labor Code Government Decision no. 938/2004 - the conditions of establishment and operation, as well as the procedure for the authorization of the temporary work agent	NA		Title II Individual employment contract - Chapter VII Temporary agency work	Article 88 - 102	
	5.5.1	Law 53/2003 - Romanian Labour Code	NA	ILO Convention, Hours of work (industry) Convention, 1919 (No.1) ILO Convention, Hours of work (commerce and offices) Convention, 1930 (No.30)	Title III Working time and rest time - Chapter I Working time	Articles 111-119	
WORKING CONDITIONS	5.5.2	Law 53/2003 - Romanian Labour Code	NA	ILO Convention, Hours of work (industry) Convention, 1919 (No.1) ILO Convention, Hours of work (commerce and offices) Convention, 1930 (No.30)	Title III Working time and rest time - Chapter II Overtime	Articles 120-124	no
	5.5.3	Ordinance no.93/2003 - related to maternity protection	NA	ILO Convention, Maternity Protection Convention, 1952 (No.183)	Emergency Ordinance no. 96 of 14 October 2003 on maternity protection in workplaces	All	no
WORKING CONDITIONS	5.6.1	Law 319/2006 - related to occupational health and safety	NA	ILO Convention, Occupational Safety and Health Convention, 1981 (No.155)	Chapter III Obligations of employers,	Articles 6-9, 12-17, 20-21, 26-34	no
	5.6.2	Law 319/2006 - related to occupational health and safety Government Decision no.1425/2006 - Methodological norms to apply the provisions of the Law on safety and health at work no. 319/2006	NA	ILO Convention, Occupational Safety and Health Convention, 1981 (No.155)	Chapter III Obligations of employers (law) Chapter V Training of workers in the field of occupational safety and health (GD) CHAPTER VII Communication and research of events, recording and recording of work accidents and dangerous incidents, reporting, researching, declaring and reporting occupational diseases (GD)	Articles 10 & 11 Articles 74-100 Articles 108-174	
WORKING CONDITIONS	5.6.4	Law 319/2006 - related to occupational health and safety	NA		Chapter V Health surveillance	Articles 24, 25	no
	5.6.7	Government Decision no.1091/2006 - on minimum safety and health requirements for the workplace	NA		Annex 1 - minimum requirements	Article 18 Sanitary installations	no
	5.6.8	Law 319/2006 - related to occupational health and safety Government Decision no.1425/2006 - Methodological norms to apply the provisions of the Law on safety and health at work no. 319/2006	NA		Chapter III Obligations of employers	Articles 13-21 Articles 52-66, 74-107	no
WORKING CONDITIONS	5.6.9	Law 319/2006 - related to occupational health and safety	NA		Chapter II - Scope	Articles 5-13	
	5.6.10	Law 319/2006 - related to occupational health and safety	NA		Chapter II - Scope	Article 13	no
WORKING CONDITIONS	5.6.11	Law 319/2006 - related to occupational health and safety	NA		Chapter VII Risk-sensitive groups	Articles 35-36	no

		Law 319/2006 - related to occupational health and safety Government Decision no.1425/2006 - Methodological norms to apply the provisions of the Law on safety and health at work no. 319/2006			Chapter III - Obligations of employers Chapter III - Prevention and protection services Chapter VI - Serious and imminent danger and high and specific risk areas	Articles 10, 11 Articles 15, 101-107	no
WORKING CONDITIONS	5.6.12						
WORKING CONDITIONS	5.6.13	Government Decision no.1091/2006 -on minimum safety and health requirements for the workplace	NA			Article 8, Annex 1 & Annex 2	
	5.6.14	Government Decision no.1091/2006 -on minimum safety and health requirements for the workplace	NA		Annex 1 - minimum requirements	Articles 6-7	
	5.6.15	Law 319/2006 - related to occupational health and safety Government Decision no.1425/2006 - Methodological norms to apply the provisions of the Law on safety and health at work no. 319/2006	NA		Chapter III - Obligations of employers Chapter VIII Approval of technical documentations for information and training in the field of occupational safety and health	Articles 6-7, 10, 20-21 Articles 178-193	
	5.6.16	Government Decision no.355/2007	NA		Decision on the health surveillance of workers	All	
WASTE WATER MANAGEMENT	6.6.1	Government Decision no 188/2002 - approving some norms on the conditions of discharge of waste water into the aquatic environment Government Decision no.352/2005 - amending and supplementing Government Decision no. ANRE President's Order no. 188/2002 for the approval of certain norms regarding the conditions of discharge of waste water into the aquatic environment	NA		All	All	no
WASTE WATER MANAGEMENT	6.6.2	Government Decision no 188/2002 - approving some norms on the conditions of discharge of waste water into the aquatic environment Government Decision no.352/2005 - amending and supplementing Government Decision no. ANRE President's Order no. 188/2002 for the approval of certain norms regarding the conditions of discharge of waste water into the aquatic environment	NA		All	All	no
WASTE WATER MANAGEMENT	6.6.3	Government Decision no 188/2002 - approving some norms on the conditions of discharge of waste water into the aquatic environment Government Decision no.352/2005 - amending and supplementing Government Decision no. ANRE President's Order no. 188/2002 for the approval of certain norms regarding the conditions of discharge of waste water into the aquatic environment	NA		All	All	no



RAINFORREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	Bureau Veritas CÔTE D'IVOIRE	<i>For internal use only</i>	SITE ILO
Country:	United Kingdom	<i>Reviewed by:</i>	https://www.ilo.org/dyn/normlex/fr/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102651
Date submitted	31/01/2023	<i>Approved by:</i>	
Contact person:	AKA MARIE BERTHE	<i>Approved date:</i>	

Instructions

The Certification Body (CB) should list applicable local laws for all core requirement of the RA 2020 Standard according to the geographic scope requested (the format should include individual legislations for each country). The following is a **Topic**: Include the topic covered in the requirement, for example: Natural Ecosystems, Agrochemicals, etc.

Related standard requirement number: Include the number of the specific related requirement, for example: No. 4.5.1

National Legislation Reference:

Legislation name: Include the name of the national legislation related to the criterion, for example: Labor Code, Decree ILO convention name (if applicable): If there is an applicable ILO convention, indicate the name of that convention and its respective number. e.g. "ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate

Title: Include the title within the national legislation that refers to the criterion to be evaluated, for example: Contracts

Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for **if RA standard goes beyond the national legislation**, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
	1.1.3						
	1.2.3						
	1.2.9						
	1.2.16						
	1.2.17						
	1.4.1						
	1.4.3						
	1.5.1						
GENDER EQUALITY	1.6.1	C111 - Convention (n° 111) concernant la discrimination (emploi et profession), 1958		C111 - Convention (n° 111) concernant la discrimination (emploi et profession), 1958	approuvée 08 juin 1999		le standard ne va pas au-delà de la législation UK
	1.6.2						
	2.1.3						
	2.1.4						
	2.1.6						
	2.1.8						
	2.1.9						
	2.1.10						
	2.1.11						
	2.1.12						
	2.2.1						
	2.2.2						
	2.2.3						
	2.2.4						
	2.2.5						
	2.2.6						
	2.2.7						
	2.3.1						
	2.3.2						
	2.3.3						
	2.3.4						
	2.3.5						
	2.3.6						
	3.2.3						
	3.2.4						
	3.2.5						
	3.2.6						
	3.2.7						
	3.3.4						
	3.3.5						
CHILD LABOR	5.1.1	Child Labour Convention		C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	approuvée 22/03/2000		le standard ne va pas au-delà de la législation UK
FORCED LABOR	5.1.2	Forced Labour (1930) and C105 forced Labour abolition		fundamental Convention - C29 Forced Labour (1930) and C105 forced Labour abolition (1957)	approuvée 03/06/1931 et 30/12/1957		le standard ne va pas au-delà de la législation UK
	5.1.3						
	5.1.4						
FREEDDOM OF ASSOCIATION	5.2.1	Freedom of Association and Protection of the Right to Organise Convention		C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	approuvée 27/06/1949		le standard ne va pas au-delà de la législation UK
FREEDDOM OF ASSOCIATION	5.2.2	Right to Organise and Collective Bargaining Convention		C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	approuvée 30/06/1950		le standard ne va pas au-delà de la législation UK
FREEDDOM OF ASSOCIATION	5.2.3	Workers' Representatives Convention		C135 - Workers' Representatives Convention, 1971 (No. 135)	approuvée 15/03/1973		le standard ne va pas au-delà de la législation UK
	5.3.1						
	5.3.2						
WAGES AND CONTRACT	5.3.3	Equal Remuneration Convention		C100 - Equal Remuneration Convention, 1951 (No. 100)	approuvée 15/06/1971		le standard ne va pas au-delà de la législation UK
WAGES AND CONTRACT	5.3.5	Equal Remuneration Convention		C100 - Equal Remuneration Convention, 1951 (No. 100)	approuvée 15/06/1971		le standard ne va pas au-delà de la législation UK
WAGES AND CONTRACT	5.3.6	Equal Remuneration Convention		C100 - Equal Remuneration Convention, 1951 (No. 100)	approuvée 15/06/1971		le standard ne va pas au-delà de la législation UK
GENDER EQUALITY	5.3.8	Discrimination (Employment and Occupation) Convention		C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	approuvée 08/06/1999		le standard ne va pas au-delà de la législation UK
WAGES AND CONTRACT	5.3.9	Equal Remuneration Convention		C100 - Equal Remuneration Convention, 1951 (No. 100)	approuvée 15/06/1971		le standard ne va pas au-delà de la législation UK

WORKING CONDITIONS	5.5.1	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 155	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.5.2	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 156	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.5.3	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 157	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.1	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 158	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.2	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 159	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.4	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 160	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.7	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 161	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.8	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 162	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.9	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 163	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.10	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 164	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.11	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 165	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.12	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 166	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
WORKING CONDITIONS	5.6.13	UK ratified the ILO Convention		fundamental Convention ILO - C1 ; C30 ; 183 ; 167	https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1200:0:NO:P11200_COUNTR_Y_ID:102651	le standard ne va pas au-delà de la législation UK
	5.6.14					
	5.6.15					
	5.6.16					
WASTE WATER MANAGEMENT	6.6.1	The Urban Waste Water Treatment (England and Wales) Regulations 1994			https://www.legislation.gov.uk/uksi/1994/2841/contents	le standard ne va pas au-delà de la législation UK
WASTE WATER MANAGEMENT	6.6.2	The Urban Waste Water Treatment (England and Wales) Regulations 1994			https://www.legislation.gov.uk/uksi/1994/2841/contents	le standard ne va pas au-delà de la législation UK
WASTE WATER MANAGEMENT	6.6.3	The Urban Waste Water Treatment (England and Wales) Regulations 1994			https://www.legislation.gov.uk/uksi/1994/2841/contents	le standard ne va pas au-delà de la législation UK



RAINFORREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	<i>For internal use only</i>
Country:	Finland	Reviewed by:
Date submitted:	31/01/2023	Approved by:
Contact person:	AKA Marie Berthe	Approved date:

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Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If RA standard goes beyond the national legislation, please indicate on which areas please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
GENDER EQUALITY	1.6.1 and 5.3.8	Finland Labour Law - (Finland ratified the ILO convention in 23 Apr 1970 In Force.		fundamental Convention - C111 Discrimination (1958) https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111		Article 2242 -1 Article 14	
CHILD LABOR	5.1.1	Finland ratified the ILO convention 17 Jan 2000 In Force EU fundamental rights Chart		fundamental Convention - C182 Worst Child Labour (1999) https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182	EU fundamental rights Chart : prohibition of child labour and youth protection	Article 32	
FORCED LABOR	5.1.1	Finland Labour Law - ratified the ILO convention in 13 Jan 1936 In Force and 27 May 1960 In Force		fundamental Convention - C29 Forced Labour (1930) and C105 forced Labour abolition (1957) https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C105		article 4	
FREEDDOM OF ASSOCIATION	5.2.1	Finland Labour Law - ratified the ILO convention in 20 Jan 1950 In Force		fundamental Convention - C87 Freedom of association (1948) https://www.ilo.org/legacy/english/inwork/cb-policy-guide/freedomofassocandrighttoorganise07.pdf			
FREEDDOM OF ASSOCIATION	5.2.2	Finland Labour Law - ratified the ILO convention in 22 Dec 1951 In Force		fundamental Convention - C98 right to organise and Collective bargaining (1949) https://www.ilo.org/legacy/english/inwork/cb-policy-guide/righttoorganiseandcollectivebargainingconventio098.pdf			
FREEDDOM OF ASSOCIATION	5.2.3	Finland Labour Law - (ratified the ILO convention) 13 Jan 1976 In Force		fundamental Convention - C135 Workers ' representatives convention (1971) https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO:12100:P12100_INSTRUMENT_ID:312280		article 11	
WAGES AND CONTRACT	5.3.3 and 5.3.4	Contracts between employers associations and trade unions is legalised since 1946. Työehtosopimuslaki https://www.finlex.fi/fi/laki/ajantasa/1946/19460436 . And modified HE 108/2001 vp 26.10.2001		fundamental Convention - C099 minimal wage setting (1971) https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C099			
WAGES AND CONTRACT	5.3.5 to 5.3.10						
WASTE WATER MANAGEMENT	6.6.1	https://www.finlex.fi/fi/laki/ajantasa/2017/20170157					
WASTE WATER MANAGEMENT	6.6.2						
WASTE WATER MANAGEMENT	6.6.3						
WORKING CONDITIONS	5.5.1 to 5.6.13	P155 - Protocol of 2002 to the Occupational Safety and Health Convention, 1981 ratified on 09 Dec 2003 (In Force) Has ratified the Protocol of 2002 24 Apr 1985 In Force		fundamental Convention ILO - C1 ; C30 ; 183 ; 155 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C183 - Maternity Protection Convention, 2000 (No. 183)			

Reference

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_COUNTRY_ID:102625

Ratifications for Finland

102 Conventions and 4 Protocols



RAINFOREST ALLIANCE
APPLICABLE LAW ASSESSMENT
 RA 2020 STANDARD

Certification body:	BUREAU VERITAS CÔTE D'IVOIRE	For internal use only
Country:	Czech republic part of EU	Reviewed by:
Date submitted	31/01/2023	Approved by:
Contact person:	AKA Marie Berthe	Approved date:

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"ILO Convention, Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)" If there are any sector wide agreements or CBAs that might be relevant, feel free to indicate those as well.

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Articles to be reviewed: Indicate the # or #s of the articles to be reviewed, with respect to the criterion compliance, for example: Articles 57 to 60.

If RA standard goes beyond the national legislation, please indicate on which areas: please perform an analysis of the applicable legislation and where the RA Standard might go beyond the legislation.

TOPIC	Related standard requirement number	National Legislation Reference			Title	Articles to review	If RA standard goes beyond the national legislation, please indicate on which areas
		Legislation Name	CBA if applicable	ILO convention name (if applicable)			
GENDER EQUALITY	1.6.1 and 5.3.8	*Zákoník práce 262/2006 Sb. (Labour Code) * Zákon o rovném zacházení a o právních prostředcích ochrany před diskriminací (the Act on Equal Treatment and Legal Remedies for Protection against Discrimination)		fundamental in law since 1998	*Zákoník práce 262/2006 Sb. (Labour Code) * Zákon o rovném zacházení a o právních prostředcích ochrany před diskriminací (the Act on Equal Treatment and Legal Remedies for Protection against Discrimination)	§ 1 - § 396 § 1-12, § 13, § 14H21:H31	
CHILD LABOR	5.1.1	*Zákoník práce 262/2006 Sb. (Labour Code) *Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)		prohibition of child labor since 1990	EU fundamental rights Chart : prohibition of child labour and youth protection *Zákoník práce 262/2006 Sb. (Labour Code) *Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)	§ 78 - 100	
FORCED LABOR	5.1.1	*Zákoník práce 262/2006 Sb. (Labour Code) *Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)		forced work was canceled by local law in 1990	*Zákoník práce 262/2006 Sb. (Labour Code) *Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)	§ 1 - § 29	
FREEDDOM OF ASSOCIATION	5.2.1	*Zákon o kolektivním vyjednávání 2/1991 Sb (Collective Bargaining Act)		fundamental Convention - right to organise and Collective bargaining (1991)			
FREEDDOM OF ASSOCIATION	5.2.2	*Zákon o kolektivním vyjednávání 2/1991 Sb (Collective Bargaining Act)		fundamental Convention - right to organise and Collective bargaining (1991)			
FREEDDOM OF ASSOCIATION	5.2.3	*Zákon o kolektivním vyjednávání 2/1991 Sb		fundamental - Workers' representatives convention (1991)	*Zákon o kolektivním vyjednávání 2/1991 Sb	§ 276 - § 299	
WAGES AND CONTRACT	5.3.3 and 5.3.4	*Zákoník práce 262/2006 Sb. (Labour Code) *Nařízení vlády o minimální mzdě, o nejnižších úrovních zaručené mzdy, o vymezení ztíženého pracovního prostředí a o vyšší příplatku ke mzdě za práci ve ztíženém pracovním prostředí (Government Decree on the Minimum Wage, on the Lowest Levels of Guaranteed Wages, on the Definition of a Difficult Working Environment and on the Amount of the Supplement to Wages for Work in a Difficult Working Environment)		fundamental - minimal wage setting rev 2020		§ 30 - § 73a, § 109 - § 150	
WAGES AND CONTRACT	5.3.5 to 5.3.10	*Zákoník práce 262/2006 Sb. (Labour Code) *Nařízení vlády o minimální mzdě, o nejnižších úrovních zaručené mzdy, o vymezení ztíženého pracovního prostředí a o vyšší příplatku ke mzdě za práci ve ztíženém pracovním prostředí (Government Decree on the Minimum Wage, on the Lowest Levels of Guaranteed Wages, on the Definition of a Difficult Working Environment and on the Amount of the Supplement to Wages for Work in a Difficult Working Environment)		fundamental - minimal wage setting rev 2020	*Zákoník práce 262/2006 Sb. (Labour Code) *Nařízení vlády o minimální mzdě, o nejnižších úrovních zaručené mzdy, o vymezení ztíženého pracovního prostředí a o vyšší příplatku ke mzdě za práci ve ztíženém pracovním prostředí (Government Decree on the Minimum Wage, on the Lowest Levels of Guaranteed Wages, on the Definition of a Difficult Working Environment and on the Amount of the Supplement to Wages for Work in a Difficult Working Environment)	§ 30 - § 73a, § 109 - § 150	
WASTE WATER MANAGEMENT	6.6.1	*Zákon o vodách 544/2020 Sb. (Water Act) *Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)			*Zákon o vodách 544/2020 Sb. (Water Act) *Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)		
WASTE WATER MANAGEMENT	6.6.2	*Zákon o vodách 544/2020 Sb. (Water Act) *Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)			*Zákon o vodách 544/2020 Sb. (Water Act) *Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)		
WASTE WATER MANAGEMENT	6.6.3	Zákon o vodách 544/2020 Sb. (Water Act) Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)			Zákon o vodách 544/2020 Sb. (Water Act) Zákon o ochraně veřejného zdraví 258/2000 Sb. (Public Health Protection Act)		

WORKING CONDITIONS	5.5.1 to 5.6.13	<p>*Zákoník práce 262/2006 Sb. (Labour Code)</p> <p>*Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)</p>	fundamental	<p>*Zákoník práce 262/2006 Sb. (Labour Code)</p> <p>*Zákon o zajištění dalších podmínek bezpečnosti a ochrany zdraví při práci (Act on ensuring other conditions of safety and health protection at work)</p>	§ 30 - § 73a § 11 - § 18	
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