



Starbucks Coffee Company

Cocoa Practices

Scorecard

April 1, 2008

Version 1.1.2

3.0 INTERNAL CONTROL SYSTEMS			
Criteria	Indicators		NC/C/NA
ICS-IP1: Product Tracking System	ICS-IP1.1	CRITERIA REQUIREMENT: Each entity in the supply chain has a system of tracking product from initial purchase through point of final sale	
	ICS-IP1.2	Suppliers and producer organizations can produce documents for verifiers to track randomly selected lots of COCOA Practices cocoa	

Criteria	Indicators		NC/C/NA
ICS-MM1: Management and Monitoring System	ICS-MM1.1	CRITERIA REQUIREMENT: Organization has an annually updated list of producers participating in the COCOA Practices program	
	ICS-MM1.2	Organization has a written description of the Internal Control System that identifies persons responsible for each part of the system and protocols for periodic internal inspections and incidences of non-compliance	
	ICS-MM1.3	Organization holds annual planning meeting(s) to develop a written annual work plan. Annual planning meetings must assess farms' progress with the COCOA Practices Guidelines and detail COCOA Practices related actions to be taken in the coming year	
	ICS-MM1.4	Organization has identified and trained internal inspectors	
	ICS-MM1.5	Participating producers are given a written agreement or identification card upon their commitment to comply with the COCOA Practices	
	ICS-MM1.6	Organization maintains farm inspection reports documenting status of compliance of each farm accompanied by a farm map and description (map can be hand-drawn diagram of farm parcels)	

4.0 ORGANIZATIONAL STABILITY			
Criteria	Indicators		NC/C/NA
OS-MS1: Organizational Systems, Management and Planning	OS-MS1.1	Annual General Meeting is held in which the annual report, financial statements, strategic plan and projected budgets are presented	
	OS-MS1.2	Organization demonstrates that over time the costs of administration of COCOA Practices are decreasing and investments in sustainability (i.e. direct producer payment, infrastructure, producer training and credit, gender equity, child protection, cropping systems research, diversity of shade species and environmental conservation programs, etc) are increasing	
	OS-MS1.3	Organization has a mechanism for producer input on organizational management, particularly regarding revenue distribution	
	OS-MS1.4	There is a public policy on producers rights in the organization and an official dispute policy	
	OS-MS1.5	Organization has a training program to increase the administrative capacity of local producer management (district, subdistrict, or community level)	
	OS-MS1.6	Organization shows annual progress on the inclusion of women members in organizational activities such as training programs	
	OS-MS1.7	Organization shows annual progress on the inclusion of women in management positions	
	OS-MS1.8	Organization provides producers with the option for long-term contracts	

Criteria	Indicators		NC/C/NA
OS-PT1 – Extension Program	OS-PT1.1	Producer organization has a documented plan and timetable for training its members	
	OS-PT1.2	Extension program includes training on shade management, integrated pest control and disease management, organic fertilization, pruning, farm rehabilitation, weeding, fermenting and drying	
	OS-PT1.3	Producer organization monitors productivity (via cocoa yields per hectare or trees) of members and annual percentage change due to training program	
	OS-PT1.4	Training program incorporates different producers to achieve full coverage over a time period specified in strategic plan	
	OS-PT1.5	Training program has special provisions for the inclusion of women producers	
	OS-PT1.6	Organization increases numbers of producers trained by 5% annually	
	OS-PT1.7	Organization demonstrates sustainable method of funding ongoing extension program	
	OS-PT1.8	Organization includes training on farm and income diversification	

Criteria	Indicators		NC/C/NA
OS-PT2 – Education and Farm Workers	OS-PT2.1	Producer organization has developed, acquired or contracted for training materials appropriate to local cultural, educational and interest level of local producers	
	OS-PT2.2	Producer organization has a documented plan and timetable for training its members	
	OS-PT2.3	Training program is designed to incorporate all producers over a time period specified in strategic plan	
	OS-PT2.4	Training program includes women producers	
	OS-PT2.5	Training program includes producers' extended family where possible	
	OS-PT2.6	Producer organization is involved with national, regional or local initiatives to address abusive child labor and increase educational infrastructure in the area of their membership	
	OS-PT2.7	Training programs include a component on sharecropper relations (i.e. contract options, etc) where applicable	
	OS-PT2.8	Information is provided on critical health and safety issues relevant to the local context (such as HIV/AIDS prevention, etc)	

5.0 SOCIAL RESPONSIBILITY - PRODUCER ORGANIZATION

Criteria	Indicators	NC/C/NA
SR-HP1 – Wages / Benefits and Working Hours	<p>PO SR-HP1.1 <u>ZERO TOLERANCE:</u> All full-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all full-time workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, wages meet the above requirements</p>	
	<p>PO SR-HP1.2 <u>ZERO TOLERANCE:</u>All part-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all part-time workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, wages meet the above requirements</p>	
	<p>PO SR-HP1.3 <u>ZERO TOLERANCE:</u>All temporary/seasonal workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all temporary/seasonal workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, compensation meets the above requirements</p>	
	<p>PO SR-HP1.4 All full-time workers are paid more than the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all full-time workers are paid more than the local industry average. If workers are paid by production, wages meet the above requirements</p>	
	<p>PO SR-HP1.5 All part-time workers are paid more than the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all part-time workers are paid more than the local industry average. If workers are paid by production, wages meet the above requirements</p>	
	<p>PO SR-HP1.6 All temporary/seasonal workers are paid more than the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all temporary/seasonal workers are paid more than the local industry average. If workers are paid by production, wages meet the above requirements</p>	
	<p>PO SR-HP1.7 Workers are paid regularly (daily, weekly, bi-weekly or monthly) in cash or cash equivalent (check, direct deposit)</p>	
	<p>PO SR-HP1.8 <u>CRITERIA REQUIREMENT:</u> If national legally mandated benefits are required for full-time workers, then these are paid by employer</p>	
	<p>PO SR-HP1.9 <u>CRITERIA REQUIREMENT:</u> If national legally mandated benefits are required for part-time workers, then these are paid by employer</p>	
	<p>PO SR-HP1.10 <u>CRITERIA REQUIREMENT:</u> If national legally mandated benefits are required for temporary workers, then these are paid by employer</p>	
	<p>PO SR-HP1.11 <u>CRITERIA REQUIREMENT:</u> Overtime pay meets national requirements. If workers are paid by production, overtime wages meet the national requirements. Where overtime is not specified by law, overtime is calculated at 50% above regular pay</p>	
	<p>PO SR-HP1.12 <u>CRITERIA REQUIREMENT:</u> Permanent workers have access to personal earnings records that are clear, transparent and complete and, at a minimum, itemize all wages and deductions</p>	

Criteria	Indicators		NC/C/NA
SR-HP1 – Wages / Benefits and Working Hours - continued	PO SR-HP1.13	Full-time workers are paid at least a living wage as defined by a governmental or non-governmental labor/social rights organization	
	PO SR-HP1.14	Worker wages are not docked for time spent in any required trainings and meetings	
	PO SR-HP1.15	Wages are paid directly to all workers (cash, check, direct deposit), not through labor intermediaries	
	PO SR-HP1.16	<u>CRITERIA REQUIREMENT:</u> Workers do not work more hours per day or week than allowable under local laws. In regions where regular hours are not defined, regular hours are defined as 8 hours per day, 48 hours per week (reasonable exceptions made for harvest seasons)	
	PO SR-HP1.17	Hours worked on potentially hazardous activities (e.g. pesticide application, very heavy labor) are restricted in accordance with the law. In regions where such laws are not established such activities are limited to six hours per day	

Criteria	Indicators		NC/C/NA
SR-HP2 – Freedom of Association / Collective Bargaining	PO SR-HP2.1	<u>CRITERIA REQUIREMENT:</u> Workers have either direct communication or designated representation with management or employer	
	PO SR-HP2.2	<u>CRITERIA REQUIREMENT:</u> A complaint mechanism exists for workers to report workplace grievances to management or employer with no fear of reprisal	
	PO SR-HP2.3	Workers' right to organize and/or collectively bargain in accordance with national laws and international obligations is acknowledged by management	
	PO SR-HP2.4	There is a workers' association formed and governed by the employees independent of management influence	
	PO SR-HP2.5	The workers' association is governed by the workers through a democratic process	
	PO SR-HP2.6	There are regular meetings between management and employees or employees association with the objective to continually improve working conditions	
	PO SR-HP2.7	A collective bargaining agreement exists between employers and employer in regions or countries where agricultural workers' organizations are established in the cocoa sector	

Criteria	Indicators		NC/C/NA
SR-HP3 - Vacation/Sick Leave Regulation	PO SR-HP3.1	<u>CRITERIA REQUIREMENT:</u> Permanent workers are allowed the equivalent of at least one continuous 24 hour period off in each seven day period or whatever is in keeping with national laws, whichever is greater	
	PO SR-HP3.2	Organization has a paid sick leave program for full-time employees	
	PO SR-HP3.3	Employer has an annual leave (vacation) program that meets applicable laws. In regions where such laws are not established, annual leave is a minimum of ten working days per year	
	PO SR-HP3.4	Organization provides workers with information on options for medical insurance and social security programs	

Criteria	Indicators		NC/C/NA
SR-HP4 – Non-Discrimination and Gender Equity	PO SR-HP4.1	<u>CRITERIA REQUIREMENT:</u> All workers (men and women) provide equal pay for equal work , except in the case of recognizing seniority of service through higher pay per ILO Convention 100	
	PO SR-HP4.2	<u>ZERO TOLERANCE:</u> Organization has an enforced hiring and employment policy prohibiting discrimination on the basis of gender, race, ethnicity, age, or religion per ILO Convention 111	
	PO SR-HP4.3	Workers have a safe and confidential complaint mechanism to report incidences of abuse or harassment to management	

Criteria	Indicators		NC/C/NA
SR-HP5 – Child Labor/Forced Labor	PO SR-HP5.1	<u>ZERO TOLERANCE:</u> Employer does not directly contract any persons under the age of 14. (We prefer that our suppliers hire no one under the age of 15.)	
	PO SR-HP5.2	<u>ZERO TOLERANCE:</u> Employer prohibits the use of involuntary, bonded, indentured, forced, or trafficked labor and there is no evidence of such use	
	PO SR-HP5.3	<u>CRITERIA REQUIREMENT:</u> Workers are not required to surrender identity papers or deposit as a condition of employment	
	PO SR-HP5.4	Organization performs spot checks of members’ farms to monitor for ‘non-family’ children working on the farm, conditions for casual laborers and family members	
	PO SR-HP5.5	Organization has a system in place to address incidences of forced, involuntary or trafficked labor found in any facility or farm participating in the COCOA Practices Program	

Criteria	Indicators		NC/C/NA
SR-WC1 – Access to Education	PO SR-WC1.1	<u>CRITERIA REQUIREMENT:</u> Children of legal school age attend school where available and do not work during school hours	
	PO SR-WC1.2	<u>ZERO TOLERANCE:</u> Employment of authorized minors older than 14 does not conflict with their access to education	
	PO SR-WC1.3	Organization has evidence of ongoing support of education of workers’ children through direct incentives, transportation, purchase of school materials and the like	
	PO SR-WC1.4	Organization has evidence of measures being taken to ensure equitable educational opportunities for boy and girl children	
	PO SR-WC1.5	Organization provides access to literacy education for workers desiring this service	

Criteria	Indicators		NC/C/NA
SR-WC2 – Access to Training, Health & Safety	PO SR-WC2.1	If agrochemicals are used on site, organization provides health and safety training that covers at a minimum: use of protective equipment, safe handling of agrochemicals and other hazardous materials, operation of equipment and personal safety/hygiene	
	PO SR-WC2.2	There is a written record documenting instructors, materials and attendance for all health and safety training	
	PO SR-WC2.3	Training occurs at regular intervals, at a minimum yearly, free of charge, and during regular working hours	
	PO SR-WC2.4	CRITERIA REQUIREMENT: Employer provides personal protective equipment to all applicable workers at no cost	
	PO SR-WC2.5	Relevant employees utilize appropriate protective equipment when applying agrochemicals and operating machinery and the equipment is available to verifiers during inspections	
	PO SR-WC2.6	Employer has detailed protocols prohibiting pregnant women and youth from handling or applying agrochemicals or operating heavy machinery	
	PO SR-WC2.7	Employees do not work in areas where pesticides are being applied or have been applied in the last 48 hours without appropriate protective gear. In cases where the chemical used is considered toxic or very toxic, the re-entry period should be 72 hours	
	PO SR-WC2.8	Equipment and containers used for application of agrochemicals are properly cleaned and used containers are properly punctured and disposed or recycled	

Criteria	Indicators		NC/C/NA
SR-WC3 – Access to Medical Care	PO SR-WC3.1	CRITERIA REQUIREMENT: Organization has sufficient onsite first aid kits	
	PO SR-WC3.2	CRITERIA REQUIREMENT: Organization has transportation/care plan in place in case of medical emergency	
	PO SR-WC3.3	Organization offsets the cost of health services for permanent workers	
	PO SR-WC3.4	Organization offsets the cost of health services for all workers	
	PO SR-WC3.5	Organization staff maintains communication with workers in case of medical emergencies	

6.0 SOCIAL RESPONSIBILITY - PRODUCER			
Criteria	Indicators		NC/C/NA
SR-HP1 – Wages/ Benefits and Working Hours	P SR-HP1.1	<u>ZERO TOLERANCE:</u> All full-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, wages meet the above requirements	
	P SR-HP1.2	<u>ZERO TOLERANCE:</u> All part-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, wages meet the above requirements	
	P SR-HP1.3	<u>ZERO TOLERANCE:</u> All temporary/seasonal workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, workers are paid a wage that is consistent with average wages paid by local agricultural sector standards. If workers are paid by production, compensation meets the above requirements	
	P SR-HP1.4	<u>CRITERIA REQUIREMENT:</u> Workers do not work more hours in one week than allowable under applicable laws or a mutually accepted agreement between farmer and worker (reasonable exceptions made for harvest seasons)	
	P SR-HP1.5	<u>CRITERIA REQUIREMENT:</u> Workers are properly compensated for overtime work consistent with local labor laws or agricultural sector standards	
	P SR-HP1.6	Permanent workers have access to personal earnings records that are clear, transparent and complete and, at a minimum, itemize all wages and deductions (<i>NOTE: may only be applicable to large farms</i>)	
	P SR-HP1.7	Full-time workers are paid at least a living wage as defined by a governmental or non-governmental labor/social rights organization	
	P SR-HP1.8	Full-time worker wages are not docked for time spent in any required trainings and meetings	
	P SR-HP1.9	In the case of sharecropping arrangements, producer organization will have documentation of each COCOA Practices farm under this arrangement and the terms of the agreement between tenant and owner.	

Criteria	Indicators		NC/C/NA
SR-HP2 – Freedom of Association/Collective Bargaining	P SR-HP2.1	<u>CRITERIA REQUIREMENT:</u> Workers have either direct communication or designated representation with management or employer	
	P SR-HP2.2	<u>CRITERIA REQUIREMENT:</u> Workers can air workplace grievances to management or employer with no fear of reprisal	
	P SR-HP2.3	Workers' right to organize and/or collectively bargain is acknowledged by farm owner and/or manager	
	P SR-HP2.4	There is a workers' association formed and governed by the employees independent of management influence	
	P SR-HP2.5	The workers' association is governed by the workers through a democratic process	
	P SR-HP2.6	There are regular meetings between management and employees or employees' association	
	P SR-HP2.7	Regular meetings between management and employees (or employees' association) continually improves working conditions	
	P SR-HP2.8	A collective bargaining agreement exists between employers and employer in regions or countries where agricultural workers' organizations are established in the cocoa sector	

Criteria	Indicators		NC/C/NA
SR-HP3 - Vacation/Sick Leave Regulation	P SR-HP3.1	<u>CRITERIA REQUIREMENT:</u> Permanent workers are allowed the equivalent of at least one continuous 24 hour period off in each seven day period or whatever is in keeping with national laws, whichever is greater	
	P SR-HP3.2	Workers are not made to work when sick. In cases of large farms, employer has a sick leave program for full-time employees.	

Criteria	Indicators		NC/C/NA
SR-HP4 – Non-Discrimination and Gender Equity	P SR-HP4.1	<u>CRITERIA REQUIREMENT:</u> All workers (men and women) provide equal pay for equal work , except in the case of recognizing seniority of service through higher pay per ILO Convention 100	
	P SR-HP4.2	Workers have a safe and confidential complaint mechanism to report incidences of abuse or harassment to producer organization	

Criteria	Indicators		NC/C/NA
SR-HP5 – Child Labor/Forced Labor – Non-family Hired Labor	P SR-HP5.1	<u>ZERO TOLERANCE</u> : Employer does not directly contract any persons under the age of 14 (We prefer that our suppliers hire no one under the age of 15.)	
	P SR-HP5.2	<u>ZERO TOLERANCE</u> : There is no evidence of involuntary, forced or trafficked labor	
	P SR-HP5.3	<u>CRITERIA REQUIREMENT</u> : Workers are not required to surrender identity papers or deposit as a condition of employment	
	P SR-HP5.4	Farm owner/manager has evidence of increased time spent in school or in educational activities of farm workers' children since inception of Cocoa Practices program	

Criteria	Indicators		NC/C/NA
SR-HP6 – Child Labor/Forced Labor – Family Farm Labor* (farms dependent on family labor)	P SR-HP6.1	<u>ZERO TOLERANCE</u> : There is no evidence of involuntary, forced or trafficked labor	
	P SR-HP6.2	<u>ZERO TOLERANCE</u> : Children do not perform tasks defined as hazardous in ILO Convention 182, Article 3	
	P SR-HP6.3	Producer produces evidence of increased time spent in school or in educational activities by his/her children since inception of Cocoa Practices program	
	P SR-HP6.4	Working hours do not conflict with access to education	

Criteria	Indicators		NC/C/NA
SR-WC1 – Access to Education	P SR-WC1.1	<u>CRITERIA REQUIREMENT</u> : Children of legal school age attend school where available and do not work during school hours	
	P SR-WC1.2	<u>ZERO TOLERANCE</u> : Employment of authorized minors older than 14 does not conflict with their access to education	
	P SR-WC1.3	Employer has evidence of annual support of education of workers' children through direct incentives, transportation, purchase of school materials and the like	

Criteria	Indicators		NC/C/NA
SR-WC2 – Access to Training, Health & Safety	P SR-WC2.1	Relevant workers receive training on the safe application of agrochemicals and operation of machinery	
	P SR-WC2.2	Training occurs at regular intervals, at a minimum yearly, free of charge, and during regular working hours	
	P SR-WC2.3	Relevant workers utilize appropriate protective equipment when applying agrochemicals and operating machinery and the equipment is available to verifiers during inspections	
	P SR-WC2.4	CRITERIA REQUIREMENT: Employer provides personal protective equipment to all applicable workers at no cost	
	P SR-WC2.5	Pregnant women and youth do not handle or apply agrochemicals or operate heavy machinery	
	P SR-WC2.6	Workers do not work in areas where agrochemicals are being applied or have been applied in the last 48 hours without appropriate protective gear	
	P SR-WC2.7	Equipment and containers used for application of agrochemicals are properly cleaned and used containers are properly punctured and disposed or recycled	

7.0 Environmental Stewardship - Producer Organization - Cocoa Growing			
Criteria	Indicators		NC/C/NA
CG-EM1: Pest and Disease Management	PO CG-EM1.1	<u>CRITERIA REQUIREMENT:</u> Organization does not use chemicals that are listed by the World Health Organization as Type 1A or 1B	
	PO CG-EM1.2	<u>CRITERIA REQUIREMENT:</u> Organization maintains a register specifying the date, quantity, and type (I.e. commercial name) of each agrochemical and soil amendment purchased or given for use by the organization's members	
	PO CG-EM1.3	<u>CRITERIA REQUIREMENT:</u> Agrochemicals are stored in a secure place with adequate ventilation, safeguards to prevent spills and separated from any food products	
	PO CG-EM1.4	Organization provides training on safe agrochemical use to its employees and members (e.g. use of protective gear and application techniques)	
	PO CG-EM1.5	Organization distributes disease resistant (and high yielding if appropriate) cocoa germplasm to members and/or includes a program to identify/ replicate resistant trees on members' farms keeping in mind the need to maintain genetic diversity	

Criteria	Indicators		NC/C/NA
CG-EM2: Cocoa Practices Environmental Management Plan	PO CG-EM2.1	Organization develops a written annual work plan to implement the Cocoa Practices environmental criteria	
	PO CG-EM2.2	Organization holds annual meetings to assess member farms' progress with the guidelines and detail Cocoa Practices related actions to be taken in the coming year	
	PO CG-EM2.3	Organization implements a monitoring program to track farm activities and improvements in COCOA Practices for more than 5% of the producers in its network	
	PO CG-EM2.4	Organization implements a monitoring program to track farm activities and improvements in COCOA Practices for more than 10% of the producers in its network	
	PO CG-EM2.5	Organization implements a monitoring program to track farm activities and improvements in COCOA Practices for more than 15% of the producers in its network	
	PO CG-EM2.6	Organization monitors environmental management activities for negative impacts on women and girl children	
	PO CG-EM2.7	Organization has a written environmental management plan and supporting documents, including but not limited to: <ul style="list-style-type: none"> o a description of the farm production systems and cocoa productivity (eg. cocoa production per hectare, total annual cocoa production) for members o Soil quality improvement o Conservation of areas of high ecological value (e.g., areas with significant intact forest, primary forest canopy cover, rare flora and fauna communities, important habitat elements, critical watershed values, importance to local communities' traditional cultural identity) and water resources o Management of farms in ecologically sensitive areas (i.e. farms bordering protected areas, contributing to biological corridors, etc) o Ecological pest and disease management measures (i.e. Integrated Pest Management, organic, cultural and physical controls with agrochemicals used as last resort) 	

Criteria	Indicators		NC/C/NA
CG-EM2: Cocoa Practices Environmental Management Plan - continued	PO CG-EM2.8	Organization has a shade management plan which includes a list of desirable native shade trees (that do not compete with cocoa and may offer economic as well as shade value), identifying areas with gaps in shade and plans for replacing invasive, non-native trees with native species	
	PO CG-EM2.9	Organization implements the environmental and shade management plans with more than 5% of the producers in its network	
	PO CG-EM2.10	Organization implements the environmental and shade management plans with more than 15% of the producers in its network	
	PO CG-EM2.11	Organization implements the environmental and shade management plans with more than 25% of the producers in its network	
	PO CG-EM2.12	The environmental and shade management plans are updated on an annual basis	
	PO CG-EM2.13	Organization maintains a list of native wildlife species in the particular region that are classified as vulnerable, endangered or critically endangered according to the IUCN red list and/or local official lists of endangered wildlife	
	PO CG-EM2.14	Organization distributes the endangered wildlife list and information on their habitat requirements in producer training program along with strategies to control illegal hunting	
	PO CG-EM2.15	Organization has a program to distribute shade tree seeds or seedlings	
PO CG-EM2.16	Organization monitors change on a landscape level among COCOA Practices producers of forest cover loss, hunting and threats to watersheds		

8.0 Environmental Stewardship - Producers - Cocoa Growing			
Criteria	Indicators		NC/C/NA
CG-WR1: Watercourse Protection	P CG-WR1.1	Watercourse buffer zones are maintained adjacent to at least 50% of water bodies (ie. perennial streams, springs, lakes, wetlands); vegetative buffers are at least 2 meters per side (measured horizontally from the high water mark to the base of any cocoa tree) and exclude all cultivation	
	P CG-WR1.2	Watercourse buffer zones are maintained adjacent to all water bodies (ie. perennial streams, springs, lakes, wetlands); vegetative buffers are at least 2 meters per side and exclude all cultivation	
	P CG-WR1.3	At least 50% of watercourse buffer zones are composed of native woody vegetation	
	PCG-WR1.4	All watercourse buffer zones are composed of native woody vegetation	
	P CG-WR1.5	Producers are involved in a participatory water quality indicator and biomonitoring system of area waterways	

Criteria	Indicators		NC/C/NA
CG-WR2: Water Quality Protection	P CG-WR2.1	<u>CRITERIA REQUIREMENT:</u> There is no application of agrochemicals within 10 meters of any water body or watercourse	
	P CG-WR2.2	Synthetic fertilizers are not used or the farm is certified organic	
	P CG-WR2.3	If used agrochemical containers are rinsed prior to disposal, rinsing should occur away from any waterbody or watercourse	
	P CG-WR2.4	Farm has a designated waste dump located at least 100 meters from watercourse areas, housing and food storage areas	

Criteria	Indicators		NC/C/NA
CG-SR1: Controlling Surface Erosion	P CG-SR1.1	Producers (or farm managers) demonstrate knowledge of farm areas at risk to erosion	
	P CG-SR1.2	Producers undertake soil conservation practices in these areas such as establishing barriers as erosion control	
	P CG-SR1.3	Steep slopes (ie. over 40 degrees) are set aside for conservation	
	P CG-SR1.4	Productive areas on at least 25% of slopes over 10% slope are covered by consistent shade trees and/or cover crops/vegetation	
	P CG-SR1.5	Productive areas on at least 50% of slopes over 10% slope are covered by consistent shade trees and/or cover crops/vegetation	
	P CG-SR1.6	Productive areas on all slopes over 10% slope are covered by consistent shade trees and/or cover crops/vegetation	
	P CG-SR1.7	Productive areas on at least 25% of slopes over 20% slope are protected by physical barriers (e.g., prunings, hay bales, rocks) and or living barriers (e.g., grasses, shrubs) established along contour lines at intervals appropriate to the site conditions	

Criteria	Indicators		NC/C/NA
CG-SR1: Controlling Surface Erosion - continued	P CG-SR1.8	Productive areas on at least 50% of slopes over 20% slope are protected by physical barriers (e.g., prunings, hay bales, rocks) and or living barriers (e.g., grasses, shrubs) established along contour lines at intervals appropriate to the site conditions	
	P CG-SR1.9	Productive areas on all slopes over 20% slope are protected by physical barriers (e.g., prunings, hay bales, rocks) and or living barriers (e.g., grasses, shrubs) established along contour lines at intervals appropriate to the site conditions	
	P CG-SR1.10	Herbicides are not used to control ground vegetation/cover crops and are only used in spot applications for aggressive weeds	
	P CG-SR1.11	All roads or heavily-used trails are protected from erosion through proper drainage ditches and/or other control activities (including vegetation, etc.)	

Criteria	Indicators		NC/C/NA
CG-SR2: Maintaining Soil Productivity (Nutrient Management)	P CG-SR2.1	Producers has received information on shade tree species and optimal planting density for maintaining soil nutrients	
	P CG-SR2.2	Shade trees are planted or maintained throughout cocoa farm at levels that significantly contribute to soil fertility, erosion protection or other such functions	
	P CG-SR2.3	At least 25% of the productive area is covered by an organic matter layer, composed of dead and decaying biomass	
	P CG-SR2.4	At least 50% of the productive area is covered by an organic matter layer, composed of dead and decaying biomass	
	P CG-SR2.5	All of the productive area is covered by an organic matter layer, composed of dead and decaying biomass	
	P CG-SR2.6	Harvest residues (i.e. cocoa husks, prunings) are mulched and/or left as a soil amendment	
	P CG-SR2.7	Where available, organic soil amendments, such as vegetative mulch, compost or manure are used	
	P CG-SR2.8	At least 25% of the productive area is planted with nitrogen-fixing, leguminous trees	
	P CG-SR2.9	At least 50% of the productive area is planted with nitrogen-fixing, leguminous trees	
	P CG-SR2.10	All of the productive area is planted with nitrogen-fixing, leguminous trees	

Criteria	Indicators		NC/C/NA
CG-CB1: Maintaining a Shade Canopy Cover and Natural Vegetation	P CG-CB1.1	CRITERIA REQUIREMENT: Native trees are removed only when they constitute a human hazard or when they significantly compete with cocoa seedlings or trees	
	P CG-CB1.2	Farm (not only cocoa orchards) is covered by at least 10% canopy cover	
	P CG-CB1.3	An average of 40% canopy cover is maintained across the cocoa growing area of the farm	
	P CG-CB1.4	Canopy cover is retained at biologically significant levels (i.e., the level of canopy cover alters farm micro-climate, produces a noticeable leaf litter layer, provides demonstrated habitat for a range of species, etc.)	
	P CG-CB1.5	Where canopy cover does not exist at biologically significant levels, a plan exists to replant and rehabilitate the canopy over a subsequent 5 year period. Annual inspections can measure replanting progress	
	P CG-CB1.6	Canopy cover is comprised of a diversity of tree species	
	P CG-CB1.7	At least 75% of the canopy cover is comprised of multiple (3 or more) native species and/or the canopy consists of at least 10 species that are locally native or can be shown to contribute to the conservation of native biodiversity	
	P CG-CB1.8	Where local ecological conditions allow, shade canopy is comprised of at least 2 distinguishable strata (backbone and emergent)	
	P CG-CB1.9	Invasive exotic species are not used for canopy cover	
	P CG-CB1.10	Locally native epiphytes (<i>and lianas or woody vines</i>) are retained in the canopy cover (<i>NOTE: removal of epiphytes, lianas and vines on cocoa trees is acceptable</i>)	
	P CG-CB1.11	Biological legacies, such as cavity trees and standing and/or fallen dead trees, are retained or recruited	

Criteria	Indicators		NC/C/NA
CG-CB2: Protecting Wildlife	P CG-CB2.1	There are specific implemented measures to restrict unauthorized hunting and commercial collection of flora and fauna (For example, 'no hunting' signs, gates, fences or guards, etc.)	
	P CG-CB2.2	Hunting legally protected (i.e. Those species classified as vulnerable, endangered or critically endangered according to the IUCN red list www.redlist.org) wildlife species is not allowed on Producers' property	
	P CG-CB2.3	There is no evidence of illegal hunting on the property	
	P CG-CB2.4	Producer has received a list of native endangered species and their habitat requirements, and/or has received training on this subject	

Criteria	Indicators		NC/C/NA
CG-CB3: Management and Establishment of On-Farm Conservation Areas	P CG-CB3.1	Producer is aware of areas of high ecological value on farm (e.g., areas with significant intact forest, primary forest canopy cover, rare flora and fauna communities, important habitat elements, critical watershed values, importance to local communities' traditional cultural identity)	
	P CG-CB3.2	If farm contains these areas, the producer has received training on management of these areas with a conservation emphasis to maintain the high ecological value	
	P CG-CB3.3	Areas of identified high ecological value are clearly defined, protected and managed with a conservation emphasis that maintains the high ecological values	
	P CG-CB3.4	In ecologically degraded areas or areas of low or no ecological value, Producer undertakes efforts to restore natural habitat or conditions on a portion of the farm	

Criteria	Indicators		NC/C/NA
CG-CB4: Conservation of Native Forest and Protected Areas	P CG-CB4.1	<u>CRITERIA REQUIREMENT: After June 1, 2007, Producers have not cleared areas of native, primary forest or legally protected natural areas for any type of agricultural production</u>	

Criteria	Indicators		NC/C/NA
CG-EM1: Ecological Pest and Disease Management and Reducing Agrochemical Use	P CG-EM1.1	<u>CRITERIA REQUIREMENT: Producers do not use chemicals that are listed by the World Health Organization as Type 1A or 1B</u>	
	P CG-EM1.2	Producers demonstrate careful management of cocoa parcels to reduce pest and disease incidence	
	P CG-EM1.3	Producers take action to control sources of infestation (i.e. removing diseased pods or chupons regularly)	
	P CG-EM1.4	Producers (or organization staff) regularly monitor and document insect and disease problems	
	P CG-EM1.5	Agrochemicals are only applied as a last resort, based on regular monitoring for pests and diseases	
	P CG-EM1.6	Strategies are developed to reduce dependence on external agrochemical inputs over time	
	P CG-EM1.7	Pesticides are applied using a spot spraying method targeted at controlling areas detected to have significant pest or disease problems based on regular monitoring rather than regularly programmed prophylactic applications	

9.0 Environmental Leadership - Cocoa Processing

Criteria	Indicators		NC/C/NA
CP-EC1: Energy Conservation & Environmental Impacts	CP-EC1.1	<u>CRITERIA REQUIREMENT:</u> There is no clearing of primary forests for wood fuel for use in the drying and processing of cocoa beans	
	CP-EC1.2	The quantity of energy used in central fermenting and drying facilities of both producer organization and export warehouses shall be quantified, documented and reported	
	CP-EC1.3	A description of on-site energy generation operations shall be provided, including a discussion of fuel type and technology	
	CP-EC1.4	Cocoa beans are sun dried to the extent possible given regional climatic conditions	
	CP-EC1.5	Measures are taken to optimize efficient use of mechanical cocoa dryers to minimize use of wood	
	CP-EC1.6	Artificial dryers powered by renewable energy such as solar energy are used to replace use of wood or fossil fuels	
	CP-EC1.7	Wood used for drying cocoa comes from pruning shade trees, plantations created for this purpose, or other verifiable minimal impact harvests	
	CP-EC1.8	The amount of energy used per ton of cocoa dried shows a decrease over time	