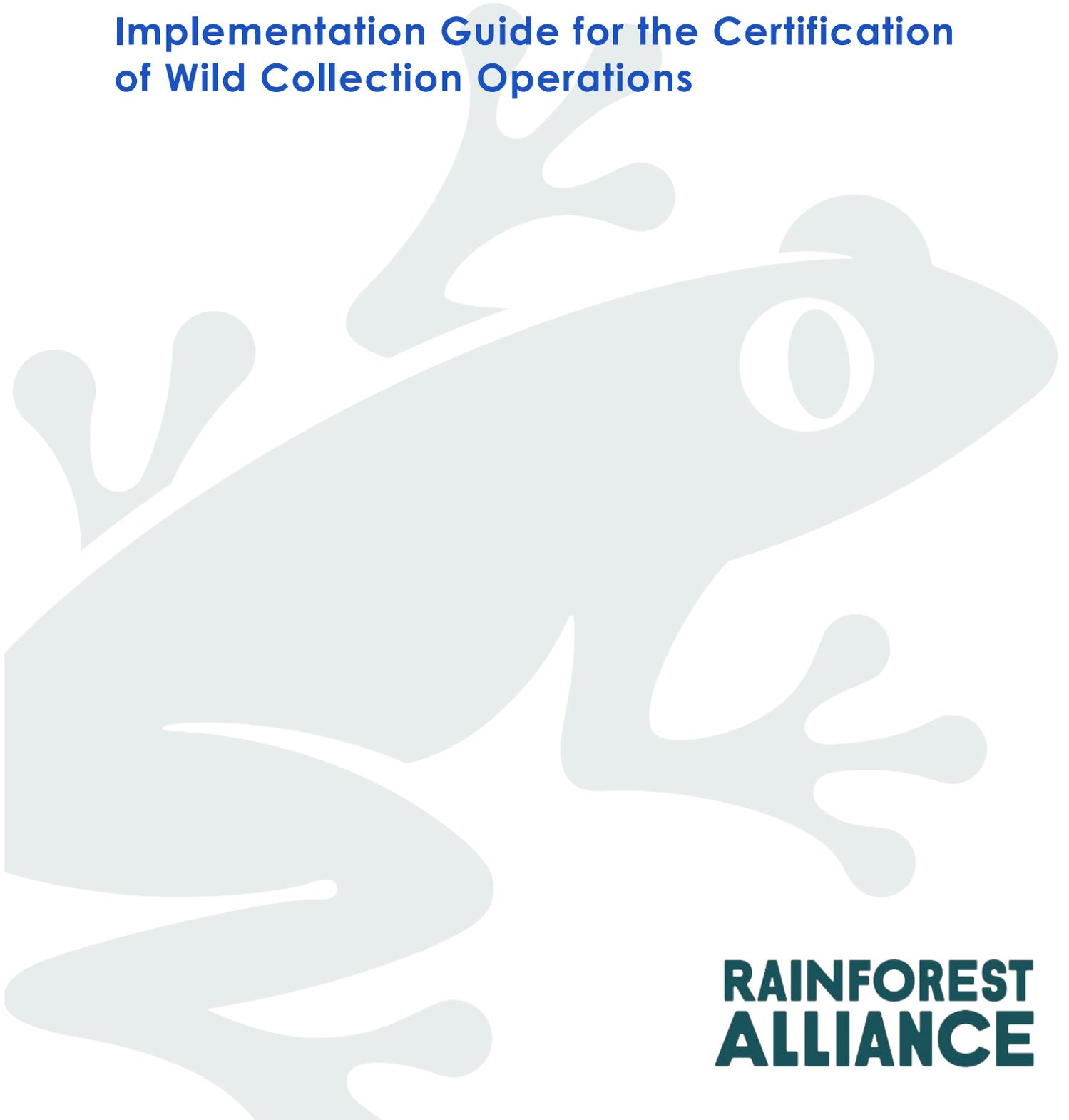


THE RAINFOREST ALLIANCE WILD HARVEST GUIDANCE

**Implementation Guide for the Certification
of Wild Collection Operations**



**RAINFOREST
ALLIANCE**



Translation Disclaimer

For any question related to the precise meaning of the information contained in the translation, please refer to the English official version for clarification. Any discrepancies or differences in meaning due to translation are not binding and have no effect for auditing or certification purposes.

More information?

For more information about the Rainforest Alliance, visit www.rainforest-alliance.org or contact info@ra.org

Document Name:		Document Code:	Version:
The Rainforest Alliance Wild Harvest Guidance		SA-G-SD-16-V2	1.0
Date of first publication:	Date of revision:	Valid From:	Expires by:
January 25, 2021		January 25, 2021	June 30, 2021
Developed by:		Approved by:	
Standards Development Team		Senior Director Standards and Assurance	
Linked to:			
SA-G-SD-16-V2 Rainforest Alliance 2017 Sustainable Agriculture Standard			
Replaces:			
RA-G-SP-4-V1			
Applicable to:			
All wild harvesting operations to be certified against the Rainforest Alliance 2017 Sustainable Agriculture Standard			
Country/Region:			
Global			
Crop:		Type of Certification:	
All wild harvested crops			

Any use of this content including reproduction, modification, distribution or republication, without the prior written consent of Rainforest Alliance is strictly prohibited.



Contents

Introduction/Background	4
Alignment with the UEBT Standard 2020	5
Definitions	6
Principle 1: Management Planning	7
Principle 1 - Critical Criteria	9
Principle 1 - Improvement Criteria	14
Principle 1 - Group Administrator Management in Support of the Members	18
Principle 2: Biodiversity Conservation	23
Principle 2 - Critical Criteria	23
Principle 2 - Improvement Criteria – Native Vegetation	27
Principle 2 - Improvement Criteria – Wildlife Conservation	29
Principle 3: Natural Resources Conservation.....	32
Principle 3 - Critical Criteria	32
Principle 3 - Improvement Criteria – Soil Conservation and Management	34
Principle 3 - Improvement Criteria – Water Conservation	35
Principle 3 - Improvement Criteria – Water Quality	37
Principle 3 - Improvement Criteria – Integrated Pest Management (IPM)	38
Principle 3 - Improvement Criteria – Pesticide Management	40
Principle 3 - Improvement Criteria – Solid Waste Management	40
Principle 3 - Improvement Criteria – Energy and Greenhouse Gas Emissions	42
Principle 4 – Better Livelihoods and Human Wellbeing.....	44
Principle 4 - Critical Criteria	44
Principle 4 - Improvement Criteria – Employment Conditions and Wages	53
Principle 4 - Improvement Criteria – Decent wage.....	54
Principle 4 - Improvement Criteria - Essential needs for workers and their families	56
Principle 4 - Improvement Criteria – Occupational Health and Safety.....	59
Principle 4 - Improvement Criteria – Community Relations	62



INTRODUCTION/BACKGROUND

The Rainforest Alliance developed a Wild Harvest Guideline for use in a pilot project related to collection of wild Rosehip (*Rosa canina*) in Chile. It was based on the Rainforest Alliance Sustainable Agriculture Standard (SAS) of 2017. The Wild Harvest Guidelines have been reviewed to accommodate insights gained from the wild rosehip collection pilot project in Chile, and further experience gained with the standard from wild collection of other products in different contexts, particularly wild herbs in Albania and other Eastern European countries, wild apples in Central Asia as well as rosehip in Lesotho. This revision also includes insights gained from interviews carried out with professionals implementing or auditing other standards, such as UEBT and EU Organic, in wild harvest situations in Poland, Bulgaria, Turkey, Lesotho and Ghana.

Wild harvest products and their traditional collectors face several threats, including the following:

1. Increasing market demand for non-timber products versus diminishing supply as natural ecosystems face pressure from human activities.
2. Global warming and climate change may be irreversibly transforming the occurrence, regenerative capacity and spread of wild plant species.
3. The commodification of wild plant species transforms the relationship of product and collectors, potentially attracting outsiders who want to capitalize on its value.
4. As privatization of state-owned natural land becomes more common in the future (due to governments and communities selling land to investors), and communities are marginalized due to land sale or land use changes, the status of currently independent and self-governing wild harvesters will increasingly transform to that of employed workers or hired laborers.
5. Wild collectors face the threat of exploitation as they enter a cash economy that they do not understand; at the same time, entering the cash economy may change their relationship with their natural ecosystems.
6. The loss of traditional knowledge and customs of centuries of rural settlement.
7. The negative impact of operations of forest companies: for example chemical control of forest undergrowth diminishing the income of the collectors.

A Wild Harvest Standard or Guidelines must take the geographic and cultural context into consideration, while addressing the specific characteristics of the product, in particular:

- Resource assessment and management methods: current guidelines only work in the context of a coordinated collection and usufruct rights (i.e. harvesting rates in relation to plant regeneration capacity); this only makes sense in a cultural harvesting context where collectors have ownership awareness and pick wild plant species on the basis of their knowledge of regeneration.
- Collection and processing contexts in which family members (in particular children) are involved must be carefully assessed against the Standard's requirements while bearing in mind the social and cultural context in which children of all ages are engaged in the household's economic activities, and where this is regarded as an intergenerational exchange of knowledge and skills. Schools as centers of learning may also be part of this supply chain.
- As the productivity of wild plants depend to a large extent on the dynamics of the ecosystems they are part of, they too become sensitive to the effects of extreme and/or unpredictable events such as floods, bushfires, extreme heat and uncondusive rainfall patters. Standards and guidelines must therefore focus on an overarching ecosystem management and conservation rather than a plot-by-plot approach to conservation.



ALIGNMENT WITH THE UEBT STANDARD 2020

Following the merger of Rainforest Alliance and UTZ, the Rainforest Alliance Sustainable Agriculture Standard of 2017 and the former UTZ Code of Conduct 2015 for coffee, tea, cocoa and hazelnut are replaced by the Rainforest Alliance 2020 Sustainable Agriculture Standard. The merger has also resulted in changes to the scope of products covered by the new standard. At the same time, it has become necessary and desirable to distinguish between the different production systems, particularly cultivated versus wild harvested, as well as the end products derived, i.e. fruit, vegetable, flowers teas, herbs & spices, etc.

Therefore, for the certification of Herbs and Spices, the Rainforest Alliance and the Union for Ethical BioTrade have developed a joint program. The Rainforest Alliance/UEBT Herbs and Spices Program is a partnership based on the recognition by the Rainforest Alliance of the Ethical BioTrade Standard and the UEBT Certification Protocol. The UEBT Standard includes a supplement with requirements from the Rainforest Alliance 2020 Sustainable Agriculture Standard that complements the UEBT Standard, or requirements that are unique to the Rainforest Alliance. Wild harvest collected herbs and spices will be certified at farm/collection level by UEBT based on the UEBT Standard and RA supplement. Companies that handle and trade these products beyond farm/collection level to manufacturing of consumer-end products will be certified by the Rainforest Alliance against the supply chain requirements of the Rainforest Alliance 2020 Sustainable Agriculture Standard following the Rainforest Alliance assurance rules. Contact UEBT certification@uebt.org for more information.

This revised version of the RA Wild Harvest Guide gives a preview, where relevant and necessary, of aspects of the future prevailing UEBT/RA Standard 2020.



DEFINITIONS

In addition to the existing definitions provided in the Rainforest Alliance 2017 Standard, the following are commonly used terms that must be considered specifically for the Wild Harvest Guide:

Buyer: the individual or company that purchases wild harvested species from the Certificate Holder.

Certificate Holder: the organization responsible for purchasing, processing, selling wild plant species and/or administering the group of suppliers of wild plant species. The Certificate Holder assures that the requirements of the relevant standard are implemented correctly along the entire value chain. Certificate Holder in this document can also be read as group administrator.

Collector: the individual that harvests the wild plant species from the location and land where it grows naturally. Depending on context and common practice, collectors may be self-managed individuals or a collective (independent), hired, or organized and managed by a third party.

Farm: in the specific context of this guide, farm refers to the land, or plot of land, on which the natural plant species that is collected grows. Farm here should read “collection landscape” or “collection land”.

Personnel that manage collection: these are hired or contracted individuals or organizations that manage collection from the collectors on behalf of Suppliers and the Certificate Holder.

Suppliers: the individuals or organizations that deliver the wild harvested plant species to the Certificate Holder. These may or may not be collectors themselves.

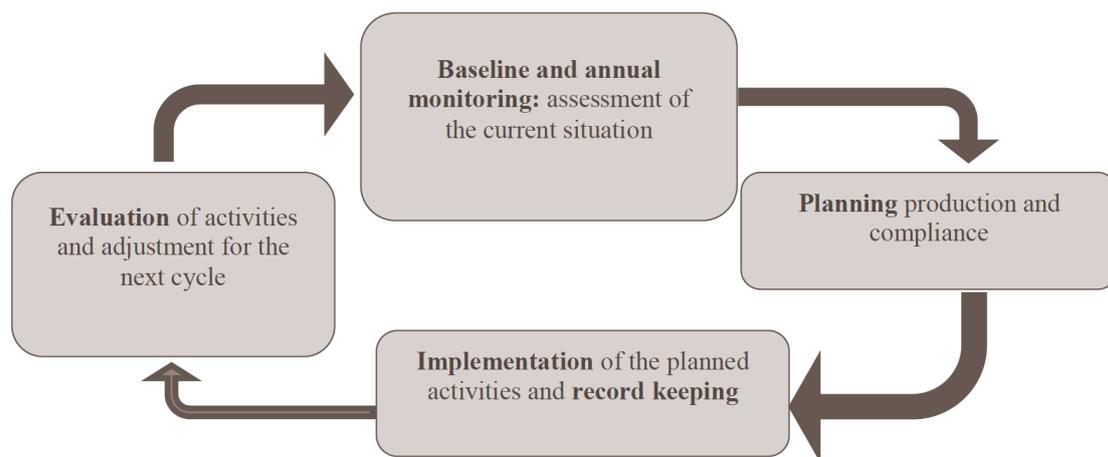
Group member: the actors (e.g. suppliers, collectors) that fall under the responsibility of the Group Administrator and that need to be (made) aware of compliance with the criteria of the standard.



PRINCIPLE 1: MANAGEMENT PLANNING

The overall goal of Principle 1 is to help farmers become more productive, by better managing the many social, environmental and agronomic aspects of their farms. To achieve that, the certified operation implements an integrated farm planning and management system, establishing procedures and systems for ensuring continuous improvement on its path towards sustainable agriculture.

As a result, this planning and management system supports increased farm productivity and efficiency, reduced environmental impact, and an increased capacity to adapt to climate change. Further, it results in Climate Smart Agriculture through augmented efficiencies in the use of land, water, fertilizers, and pesticides thereby supporting climate change adaptation and mitigation. The planning process includes four components as shown in the diagram below



In a wild harvest situation, the goal of collectors/harvesters of the wild product differs notably from that of producers of cultivated produce. Collectors/harvesters benefit from a natural resource readily available within their environment, with little to no activities needed to manage its growth and production. Often wild harvesting is an opportunity available to all inhabitants of that ecosystem. In most cases, the wild product propagates and bears fruit naturally. However, the act of accessing and harvesting the wild plant species sets in motion a range of actions that may threaten the very existence of the product. For wild harvested plants, like with cultivated perennial crops, of which only a part is harvested (e.g. only the leaves of herby bushes such as sage, thyme, etc.) or fruit such as rosehip, blueberry and alanbrachia) the main plant remains intact and continues its productive cycle after a period of recovery. This is different from cultivated crops, where this growth and recovery may be enhanced by agronomic practices such as pruning, irrigation and application of plant nutrients. The extent of human intervention in the growth and regeneration of wild plant species is a crucial aspect to consider in the “sustainable wild harvest” of plant species.

Depending on the perishability of the harvested product, it may be sold immediately or stored (individually or in bulk) until the buyer arrives to collect. In this case the collector (or in certain cases the supplier) is responsible for quality management, traceability and product integrity (i.e. non-mixing with uncertified). However, collectors of wild harvest products are often not organized in groups, and where they are, their structure is often loose and informal, and largely for the purpose of marketing such as facilitating bulking of the product for collection by the buyer. This means collectors do not always pay enough attention to the need to maintain ecological equilibrium which may threaten the sustainability of their activities. The fluidity of the collectors makes it difficult to manage and hold them accountable to a strict set of requirements for any period of time, fore example when



collection is done by people not local to the collection area, such as students or immigrants who seasonally benefit from the opportunity of a market for wild produce available there,.

In this case, the Certificate Holder has the responsibility of putting in place necessary control measures to meet standards for sustainability and quality. Most management and planning requirements under this principle are carried out by the Certificate Holder of the wild harvest product who must ensure that collection of, and payment for the product, its transportation and processing are done in compliance with the requirements. In this way the Certificate Holder is the Group Administrator.

The different arrangements regarding ownership (or usufruct-rights) of the land on which wild collection is carried out must be clearly understood from the start in order to allocate responsibilities for implementing the requirements of this principle.



Principle 1 - Critical Criteria

Criterion #	Description of the Criterion
1.1 Critical Criterion	<p>A farm baseline assessment is conducted and documented. The assessment is reviewed and updated at least once per year. The assessment includes:</p> <ul style="list-style-type: none"> a) A farm map indicating the location of each production plot, roads, buildings, other infrastructure, natural ecosystems, and abutting land uses including protected areas; b) A boundary delineation of the certificate's geographic extent; c) Information on each production plot, including type of crop or pasture, crop or pasture varieties and crop or herd density, crop age or renovation stage for perennial crops and rotation cycle for annual crops; and production level. d) A tabulation of the total farm area, total production area, and total area of natural ecosystems.
Guide	<p>The objective of this criterion is to create the foundations for the planning and management of the sustainable practices defined in this standard, within an adaptive management framework</p> <p>'Total farm area' to be read as 'total collection area'</p> <p>'Total area of natural ecosystems' to be read as 'total area of critical ecosystems with restricted usufruct or prohibited usufruct'.</p> <p>The Certificate Holder documents an initial evaluation of the properties, lands, sites or sectors where harvesting takes place. This includes the following information:</p> <ul style="list-style-type: none"> • Identification of collection sites and wild product sites • Identification of natural, terrestrial or aquatic ecosystems present in the collection site, including areas of High Conservation Value (HCVs) <p>If the collection is done in places where the land owner is the supplier/collector or in leased sites with the authorization of the land owner, the Certificate Holder and the supplier prepare the initial evaluation together or with the consent of the land-owner.</p> <p>If the collection site is in public or private ownership over which the supplier/collector does not have control, then the preparation of an initial assessment by the supplier/collector is not applicable. Such assessment (including the information mentioned above) must be carried out by the Certificate Holder.</p> <p>Regardless of who prepares the assessment it must contain a map that includes the identification of the existing infrastructure (housing, roads, collection centers, other relevant sites related to traceability and collection activities). The map should also include pit latrines and sewage disposal sites and their drainage systems</p> <p>The map includes identification of natural ecosystems that require protection including Forests, protected areas, wetlands, peatlands and other aquatic ecosystems and areas of High Conservation Value (HCVs)</p>



	<p>The site where the collection takes place has its boundaries clearly defined on a map. The site map includes land-use in adjoining areas in the landscape.</p> <p>Where possible and reasonable, an estimation of the total area of the collection site, total collection area harvested and natural ecosystem areas are documented.</p>
Alignment with UEBT 2020	<p>In principle 1 “Conservation of Biodiversity” UEBT asks for identification of collection sites in order to gather information on biodiversity in the wild collection areas:</p> <p>1.1.1. (Critical) Information on biodiversity relevance of cultivation or wild collection areas is available, using datasets, existing studies, official classifications or local knowledge. Biodiversity relevance is defined considering, inter alia:</p> <ul style="list-style-type: none"> • Natural protected areas and other officially classified conservation areas • Ecosystems that are significant for their ecological functions and services. These ecosystems may include primary or secondary forests, savannas, deserts, grassland, water bodies, meadows, scrub land, and fallow land • Peatlands and other areas of high below-ground carbon stocks • Habitats that contain significant species diversity or populations, including species that naturally occurring, endemic, rare, threatened or endangered • Landscapes, sites, fauna and flora linked to the cultural identity, livelihood and wellbeing of local communities. For example, the biodiversity in these places may be fundamental satisfying basic necessities (e.g. health, nutrition, housing, income generation of local communities), or otherwise have historical, archaeological, cultural significance

Criterion #	Description of the Criterion
1.2 Critical Criterion	<p>Records are maintained and calculation methods are described that demonstrate that the total volume of certified product sold does not exceed the volume harvested from the farm or received from other certified farms. Records are maintained to demonstrate that only products from certified farms are claimed as certified.</p>
Guide	<p>The objective of this criterion is to ensure the integrity of the certified product <u>at its production level</u> and that the certified organization does not sell more product than it harvested.</p> <p>The Certificate Holder demonstrates compliance with the following requirements:</p> <ul style="list-style-type: none"> • On the basis of historical records, a mechanism that describes the calculation methods to show that the total volume of certified wild product sold does not exceed the volume harvested. • Where fluctuations due to climatic conditions are observed, this shall not exceed 10 % of collected volume and shall apply to fruit bearing species only to account for year-on-year fluctuations in species production. Such fluctuation shall be as per product assessment detailed in the social and environmental assessment carried out (see Critical criterion 1.4) • Wild plant species are identified and accompanied by documentation (labeled/tagged?) indicating their origin (system for recording the harvested volume) • A system is applied to avoid the mixing of certified products with non-certified products from collection to delivery at processing plant



	<ul style="list-style-type: none"> Records are kept showing that only wild plant species from sites, plots, parcels, zones or regions that are approved for collection are declared as certified Records and identification allow the wild product to be tracked to the collection area.
--	--

Criterion #	Description of the Criterion
1.3 Critical Criterion	The products harvested, received, processed, mixed, stored, packed, labelled or handled in the farm's or group administrator's facilities preserve the products' integrity in accordance with their claim. Product receipt from certified, multi-certified and non-certified farms is registered with its origin, date, and product type and volume. If certified, multi-certified and non-certified products are handled together, all products with certified claims can be identified.
Guide	<p><u>The objective of this criterion is to protect the integrity of the certified product at the processing/handling and storage level, and ensure its traceability</u></p> <p>The Certificate Holder demonstrates compliance with the following requirements:</p> <ul style="list-style-type: none"> Personnel responsible for ensuring traceability show that they have knowledge in executing actions that ensure non-mixing of the product at all stages of the process. A system is in place that demonstrates traceability of the wild product in each stage or control point and indicates relevant documentation or records that ensure non-mixing of the product. Documents and implements practices for ensuring traceability during reception, processing, storage, packaging, delivery and transport of the wild product. Records the wild product received in the processing plant, indicating the origin, date, type and volume of product received It is easily possible to identify the certified product visually at all stages of the process Documents and maintains conversion rates or processing ratios for the purpose of preserving the integrity of the products, in accordance with the declaration (when applicable) Transaction records (receipts of payment for product or similar) are maintained.
Alignment with UEBT 2020	<p>4.4.1. <i>(Critical)</i> A documented traceability system is in place, with clear procedures, control points, record keeping processes, roles and responsibilities. The level of required traceability is clearly defined: at a minimum, it allows identifying the country of cultivation or wild collection.</p> <p>4.4.2. <i>(Critical)</i> A product identification system is in place for natural raw materials and derived ingredients that require segregation, such as natural raw materials that are certified or subject to specific permits and authorisations. Records are kept of relevant sales and purchase documents, and the integrity of the product identification system is continuously monitored.</p> <p>Box. Examples of practices within a product identification system:</p>



	<ul style="list-style-type: none"> - Natural raw materials that need to be segregated are clearly identified and kept separate during all stages of sourcing activities, both physically and in documentation. - For natural raw materials that need to be segregated, information is available on volumes before and after completion of any processing or transformation that may affect volumes. - In case of contract services (e.g. for processing, transportation, or storage), measures are taken to ensure that natural raw materials that need to be segregated are traceable at all stages - Volumes of natural raw materials that need to be segregated are not higher than those supplied by the relevant farmers or pickers. - Critical control points (e.g. warehouses or processing facilities) are regularly monitored to ensure traceability of natural raw materials that need to be segregated. - Farmers or pickers follow the rules and procedures of established traceability and product identification systems. <p>4.4.3. <i>(Critical)</i> Upstream suppliers have systems in place that provide the required level of traceability.</p> <p>4.4.4. <i>(Critical stepwise)</i> In cultivation and wild collection sites, traceability systems identify farmers or pickers, the location of cultivation or wild collection, production volumes, and prices paid to producers.</p>
--	--

Criterion #	Description of the Criterion
1.4 Critical Criterion	An independent environmental and social impact assessment (ESIA) is conducted prior to land conversion or the development or expansion of farm infrastructure when required by applicable law or when these proposed changes will exceed Rainforest Alliance ESIA parameters. The ESIA includes written plans and procedures for minimizing and mitigating any negative impacts and enhancing positive impacts. The farm management and group administrator implements and monitors ESIA plans during the installation and operation phases of the new developments.
Guide	<p>The objective of this criterion should be to help maintain the most important ecological features in the ecosystem and landscape in which the product is harvested and help maintain the wildlife that depends on it.</p> <p>A robust assessment must be done before any wild harvesting takes place to help protect wild plant species and prevent over-exploitation. The assessment should establish the following:</p> <ul style="list-style-type: none"> • Product collection area and boundaries • Collected volume in relation to ecosystem's capacity to regenerate • Product conservation and legal status • Species that depend on the harvested product

Criterion #	Description of the Criterion
-------------	------------------------------



<p>1.5 Critical Criterion</p>	<p>The farm management and group administrator document and implement mechanisms for the selection, monitoring, and management of service providers to ensure that service providers comply with applicable critical criteria of this standard for work conducted within the certification scope. When the service provider processes, stores, packages, and/or labels products on behalf of the Certificate Holder, the service provider holds an active Rainforest Alliance Chain of Custody Certificate.</p>
<p>Guide</p>	<p>The objective of this criterion is to select service providers with high environmental and social awareness, and ensure their compliance with the applicable Critical Criteria, in the activities they perform on behalf of certified operations</p> <p>Critical criterion 1.5 refers to service providers according to the definition included in the Sustainable Agriculture Standard. The scope of this criterion does not apply to <u>suppliers/collectors</u> of wild plant species.</p> <p>The Certificate Holder demonstrates compliance with the following requirements:</p> <ul style="list-style-type: none"> • Records are prepared with information on the relevant service providers • Document an agreement or contract that requires compliance with the critical criteria of the Wild Harvest Guide (WHG) applicable to the relevant service that was contracted. • Identify the providers of relevant services that are high risk, for a possible breach of any of the environmental or labor aspects of the WHG critical criteria required in the agreement or service contract • Evaluates the service provider based on the relevant WHG critical criteria required in the service agreement or contract

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>1.6 Critical Criterion</p>	<p>The Certificate Holder demonstrate commitment to certification and to complying with this standard:</p> <ol style="list-style-type: none"> a) Resources are dedicated, and responsible personnel is designated to the development and implementation of social and environmental management plans. b) Applicable laws are identified within the scope of this standard, systems for compliance are maintained and written affirmations of this compliance are provided. c) Regular assessments are conducted to measure compliance with this standard. d) Social and environmental management plans are adjusted accordingly.
<p>Guide</p>	<p>The objective of this criterion is to provide administrative support and enable the allocation of resources to the management system in compliance with the criteria of the Sustainable Agriculture Standard and the relevant laws</p> <p>The Certificate Holder demonstrates the following:</p> <ul style="list-style-type: none"> • Commitment to certification and compliance with the requirements established in the Wild Harvest Guide and the current local legislation applicable to the activity. • Evidence that they know and comply with the requirements applicable to the collection of wild plant species, stipulated in international agreements, laws,



	<p>regulations and national and local administrative requirements applicable to the collection of wild plant species.</p> <ul style="list-style-type: none"> • Knows and applies the laws, regulations and administrative requirements and relevant responsibilities applicable to processing operations of wild plant species. • Applies, to all relevant actors, periodic inspections during the wild product harvest period. • Evidence that the suppliers who acquire products from their own, leased or loaned properties have a clear and recognized right as well as the authority to produce or harvest the wild plant species.
--	--

Principle 1 - Improvement Criteria

Criterion #	Description of the Criterion
Level C 1.7 Improvement Criterion	<p>The Certificate Holder develops and updates regularly a harvest area management plan to optimize productivity, input use efficiency, and comply with this standard. The plan includes:</p> <ul style="list-style-type: none"> a) Soil health and erosion b) Water management (including estimated use of irrigation water); c) Pests and diseases d) Management of inputs (including estimated use of fertilizer and pesticide); e) Planting materials f) Climate change g) Extreme weather events h) Estimated production volumes and desired product quality of crops or cattle production covered by the Rainforest Alliance certificate scope and for the next production cycle i) Labor j) Identification of agricultural practices to optimize productivity and input use efficiency.
Guide	<p>The objective of this criterion is to optimize productivity and the use of inputs applicable to the wild harvest situation</p> <p>The Certificate Holder prepares a management plan for the sustainable collection of wild product in the defined collection areas. The plan must include the following aspects:</p> <ul style="list-style-type: none"> • Description of collection sites (location, approximate total area, existing wild plant species, protected areas nearby – refer to CC 1.1) • Description of the strategies proposed by the Certificate Holder to ensure the conservation of existing plants and habitats in the collection area • Description of the impacts that collection practices can generate • Definition of minimum product quality (according to market requirements) • Hygiene (environmental and personal) requirements that must be met in the collection sectors and lots <p>The following aspects of the management plan <u>apply only to leased or loaned sites or sites that are owned by the supplier/collector where the wild species</u></p>



	<p>grows, is handled and collected. (It does not apply to lots or sectors for public collection or loaned or leased sites where only the harvesting of wild plant species takes place).</p> <ul style="list-style-type: none"> • Soil conservation and erosion control practices (where applicable) • Identification of pests and diseases • Good collection practices • The management plan is reviewed at least once a year to ensure its continuity
--	--

Criterion #	Description of the Criterion
Level C 1.8 Improvement Criterion	The Certificate Holder develops and implements a training plan to train workers on the competencies required to carry out their work and to comply with this standard.
Guide	<p>The objective of this criterion is to communicate to/inform all those involved in the process of collecting and processing wild plant species in the implementation of the Wild Harvest Guide.</p> <p>The Certificate Holder needs to identify the collectors (or their communities, directly or through the supplier) who will have to implement and be compliant with this requirement.</p> <ul style="list-style-type: none"> • The Certificate Holder identifies the training needs and develops a plan according to these needs • The training plan includes a schedule of activities (activity, date, person responsible) and indicates to whom it is addressed (e.g. administrator's staff, suppliers of wild plant species and/or collectors) • The Certificate Holder shows evidence of the training activities carried out (records, photographs, videos, others)
Alignment with UEBT 2020	<p>UEBT requires the identification of the collectors for the Certificate Holders to ensure that they have the required competencies to carry out the work in compliance with the standard:</p> <p>2.1.12. <i>(Regular stepwise)</i> Pickers and other relevant actors have the skills to implement wild collection practices as required in 2.1.1 to 2.1.11.</p> <p>2.4.9. <i>(Critical)</i> In situations where agrochemicals are used, producers, workers and other actors in charge of their application and handling have the training and skills to implement the requirements in 2.4.1 – 2.4.8.</p> <p>2.5.5. <i>(Critical stepwise)</i> Producers, workers and other relevant actors have the training and skills to implement the requirements in 2.5.1-2.5.4.</p> <p>6.4.2. <i>(Critical)</i> There are measures in place to understand and act upon workers' and producers' health and safety risks, including:</p> <ul style="list-style-type: none"> • Assessments that identify actual accidents, risks, near misses and potential hazards at the workplace • Training to relevant workers on health and safety risks • Evaluations on how production and other business pressures can cause workers to compromise on safety



	(the term 'workers' includes collectors /harvesters)
--	--

Criterion #	Description of the Criterion
Level C 1.9 Improvement Criterion	The Certificate Holder analyses at least annually records on farm inputs and production to evaluate the achievement of the farm management plan and adjust the plan for the following year.
Guide	<p>The objective of this criterion is to implement adaptive management processes to support sustainable harvesting of wild species.</p> <p>The Certificate Holder ensures that minimum "management practices" are carried out to ensure sustainable harvest of wild plant species. This may include pruning/cutting back bushes to ease collection and encourage re-growth, ensuring herbaceous plants are not uprooted, as identified in the environmental and social assessment (refer to Critical criterion 1.4).</p>

Criterion #	Description of the Criterion
Level B 1.10 Improvement Criterion	<p>The Certificate Holder keeps up-to-date records of inputs and production data for at least the crops or cattle production system covered by the Rainforest Alliance certificate scope. These records include:</p> <ul style="list-style-type: none"> a) Quantity produced and sold as certified during each twelve-month period; b) Pesticide applications, including all receipts for purchases, label names of products applied, active ingredient (AI) name, quantity of each formulated product applied, application dates, location (the production plot –see criterion 1.1), land area over which each product is applied, type of application equipment, and names of pesticide handlers; c) Organic fertilizers (types, amount and costs) or mineral fertilizers (amount and costs); d) Quantity of water used for irrigation, processing, or cattle production; e) For cattle production systems, the quantity, type, and origin of feed produced outside the farm.
Guide	<p>The objective of this criterion is to improve the planning of productivity with accurate production data</p> <p>This criterion does not apply to wild harvested species.</p>

Criterion #	Description of the Criterion
-------------	------------------------------



<p>Level B 1.11 Improvement Criterion</p>	<p>The Certificate Holder documents all training according to training topic, name, organization and title of the trainer, focal crop, number of women and men trained, and an attestation of each worker or group member that s/he participated in the training.</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure that all collectors are properly trained in sustainable wild harvesting practices.</p> <p>The Certificate Holder needs to identify the collectors (or their communities, directly or through the supplier) to implement and be compliant with this requirement.</p> <p>The Certificate Holder follows up on the sustainable harvest plan and carries out an analysis to determine improvements or changes to the training and communication plan to be sure that collectors have all the information they need to implement sustainable collection practices</p> <p>Training and communication records indicate the topics covered in each session. There is evidence that the subjects respond to the requirements of the Wild Harvest Guide (lists with signatures or fingerprints, and photographs)</p> <p>The records identify the number of women and men who receive training and potential outreach of the communication plan applied.</p>
<p>Alignment with UEBT 2020</p>	<p>UEBT requires the identification of collectors for the Certificate Holders to ensure that they have the required competencies to carry out the work in compliance with the standard:</p> <p>2.1.12. <i>(Regular stepwise)</i> Pickers and other relevant actors have the skills to implement wild collection practices as required in 2.1.1 to 2.1.11.</p> <p>2.4.9. <i>(Critical)</i> In situations where agrochemicals are used, producers, workers and other actors in charge of their application and handling have the training and skills to implement the requirements in 2.4.1 – 2.4.8.</p> <p>2.5.4. <i>(Regular stepwise)</i> Producers, workers and other relevant actors have the training and skills to implement the requirements in 2.5.1-2.5.4.</p>

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level B 1.12 Improvement Criterion</p>	<p>The farm management and group administrator support equality and empowerment of women, including participation in training and education and equal access to products and services.</p>
<p>Guide</p>	<p>The objective of this criterion is to promote full equality for women in all activities within the scope of production.</p> <p>The Certificate Holder needs to identify the collectors (or their communities, directly or through the supplier) to implement actions to promote gender equality and be compliant with this requirement.</p> <p>The Certificate Holder:</p>



	<ul style="list-style-type: none"> Promotes equity for women in all activities included in the field of harvesting and in wild product processing operations. Invites and includes men and women who work in the processing operation and in wild harvesting, in all training and communication, also when schooling or language skills are limited.
Alignment with UEBT 2020	<p>6.1.2. <i>(Critical stepwise)</i> A commitment is in place to respect human rights. The commitment applies to those people and groups that could be adversely impacted by sourcing activities along the supply chain (e.g. workers, contractors, communities in the cultivation and collection areas), with a focus on more vulnerable groups (e.g. women, children, indigenous peoples, illiterate farmers, seasonal workers and migrant workers). The commitment includes a description of human rights issues relevant to sourcing activities, as that term is understood in the UN Guiding Principles Reporting Framework. Examples of human rights issues are listed in the box under 6.1.2 in the UEBT standard.</p> <p>7.2.2. <i>(Critical stepwise)</i> Cultural, environmental and social concerns and interests of indigenous peoples and local communities, including women, children and other vulnerable groups, in cultivation and wild collection areas are taken into account.</p>

Principle 1 - Group Administrator Management in Support of the Members

Criterion #	Description of the Criterion
Critical Criterion 1.13	The group administrator keeps enrolment records of all members, including name, contact information, gender, age, location, crops, and production areas.
Guide	<p>The objective of this criterion is to understand and monitor the demographic composition and needs of collectors.</p> <p>The Certificate Holder monitors and documents, either directly or through the suppliers, the identity and location of collectors supplying wild collected plant species. This information is compiled in a registration record of the suppliers and collectors.</p> <p>The governance and management structure of suppliers and collectors (where these are not the same entity) is explained and any local conditions that might limit the collection of detailed information about them clarified. This should be included in the environmental and social assessment (refer to Critical criterion 1.4).</p>
Alignment with UEBT 2020	4.4.4. <i>(Critical stepwise)</i> In cultivation and wild collection sites, traceability systems identify farmers or pickers, the location of cultivation or wild collection, production volumes, and prices paid to producers.

Criterion #	Description of the Criterion
-------------	------------------------------



<p>Critical Criterion 1.14</p>	<p>The group administrator evaluates members' conformance with this Rainforest Alliance Standard through internal inspections. The group administrator inspects all new farms before they are included as member farms. All other member farms are inspected frequently enough to monitor the implementation of required improvement actions and to ensure that the entire scope of the standard is evaluated for each member at least once every three years. Member farm visits are scheduled at different times of the year to assess harvesting, farming practices and pesticide applications.</p>
<p>Guide</p>	<p>The objective of this criterion is to verify the implementation of the criteria in the Wild Harvest Guide by the members of the group included within the scope of the certificate</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Has a mechanism to inspect or evaluate the suppliers of wild plant species and the harvesting process. • Conducts an internal inspection of the processing operation at least once a year and during the harvest period • Prepares an internal inspection report explaining the corrective actions to be taken to eliminate faults with criteria of the WHG • Shows evidence that the suppliers who own, lease or borrow a plot, land or collection site for wild plant species are subjected to internal inspection. • Has identified the sites where the suppliers of wild plant species acquire them and any permits needed for their collection • Evaluates whether suppliers that acquire wild product through direct purchase from the collector (the supplier has no control over the lot, land, sector, or site where the collection is carried out) comply with the stipulations in the agreement of commitment and with the applicable criteria of the WHG

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level C 1.15 Improvement Criterion</p>	<p>The group administrator documents and implements a group governance structure including decision-making procedures, group member selection criteria, and membership rules. The group governance structure, member selection, and membership rules avoid all forms of discrimination. The group administrator does not restrict its members from associating or affiliating.</p> <p>NOT APPLICABLE TO GROUP MODEL "Multiple-sites under one owner"</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure clear and transparent regulations and processes for managing group members/collectors and making decisions.</p> <p>The governance structure of the Certificate Holder should consider the following aspects:</p> <ul style="list-style-type: none"> • A scheme, organization chart or structure of the Certificate Holder, with the identification of the different sectors that participate in the process of collecting wild plant species (administrator, wild product suppliers, collectors). • Document the selection mechanism for suppliers of wild plant species, including the requirements necessary to be part of the group (where applicable) and the steps to follow to incorporate new members. The



	<p>supplier that has a borrowed, leased or owned property must have a record of the collectors.</p> <ul style="list-style-type: none"> • Registration records of all suppliers of wild plant species (as far as this is possible and reasonable as per Critical criterion 1.13). • Suppliers of wild plant species who have a leased, loaned or their own lot, must have a record of the collectors selected to participate in the collection process (name, contact information, gender, age, location, wild product, collection site) • Document the mechanism to establish sanctions and appeals related to non-compliance with the applicable criteria of the Wild Harvest Guide, requested in criterion C1.16 of the Sustainable Agriculture Standard • Reference the Internal Inspection System required in critical criterion 1.14 of the Sustainable Agriculture Standard. • Product traceability mechanism to ensure the integrity of the certified product, requested in Critical criteria 1.2 and 1.3 of the Sustainable Agriculture Standard
--	---

Criterion #	Description of the Criterion
Level C 1.16 Improvement Criterion	The group administrator signs or marks agreements with all group members that include their obligations to conform to this standard and rights to resign or to appeal findings of non-compliance and its resulting sanctions with the group administrator. The group administrator implements sanctions and appeals procedures for non-compliance of group members with applicable criteria of this standard and with the group administrator's internal requirements.
Guide	<p>The objective of this criterion is to ensure that all group members are informed about their obligations and rights and accept them.</p> <p>The Certificate Holder establishes a commitment agreement with at least the suppliers and/or collectors. The commitment agreement includes compliance with the critical and zero tolerance criteria of the Wild Harvest Guide by the parties involved.</p> <p>The parties involved in the process of collecting wild plant species know and understand their obligations and rights, established in the commitment agreement</p> <p>The suppliers and collectors of wild plant species demonstrate knowledge about the established mechanism for sanctions and grievances, as well as the right to resign when they so decide.</p>

Criterion #	Description of the Criterion
Level C 1.17 Improvement Criterion	The group administrator develops and implements a plan for training and other support activities based on group members' needs identified through the group governance structure and through the farm planning process. Training activities are appropriate to members' education levels and to the cultural context and are offered to all members. Support activities include facilitating members' access to farm inputs, high quality planting materials, or financial services. The group administrator makes particular efforts to offer training to



	potentially less-advantaged group members, those in remote areas, and those with limited literacy. Progress, opportunities, and challenges of the group’s training plan are analysed by the group administrator, and results are shared with group members and used to improve training design and implementation.
Guide	<p>The objective of this criterion is to develop training/communication/information plans tailored to the needs of group members.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Executes a training/communication/information plan for the group administrator's personnel, suppliers and collectors of wild plant species, based on the aspects required in the Wild Harvest Guide. • Shows evidence that the methodology used in the training/communication/information activities includes specific actions for those suppliers or collectors of wild plant species who have limited literacy and linguistic skills. The training schedule indicates which training activities correspond to the internal personnel of the administrator and which correspond to the suppliers or collectors of wild plant species. • Has evidence of the training/communication/information activities carried out.

Criterion #	Description of the Criterion
Level C 1.18 Improvement Criterion	<p>The group administrator develops, documents, and implements a mechanism for non-discriminatory calculation and distribution of revenues to its group members. The group administrator communicates transparently about the distribution of revenues to its group members.</p> <p>NOT APPLICABLE TO GROUP MODEL “Multiple-sites under one owner”</p>
Guide	<p>The objective of this criterion is to ensure that there is a transparent mechanism for distributing revenues to ensure all collectors receive their fair share.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Shows evidence that there is a mechanism for distributing income that is transparent or conforms to market and industry pricing standards. • defines transparent mechanisms for communication with the suppliers of wild plant species to make the income distribution system known. • Shows evidence that distribution is fair and that no group or individual has been left out or discriminated against in the distribution of revenues. <p>Suppliers of wild plant species can ask questions to clarify any doubts regarding these procedures and are aware of their right to complain.</p>

Criterion #	Description of the Criterion
--------------------	-------------------------------------



Level C 1.19 Improvement Criterion	Where public health or education services are not available, the group administrator develops and implements a plan to provide access to health care and basic education to its members.
Guide	<p>The objective of this criterion ensure that group members have access to basic social services that are basic human rights including health care and basic education.</p> <p>The scope of this criterion applies to a Certificate Holder that directly performs the management, production and collection of wild plants. <u>It does not apply to suppliers or collectors of wild plant species.</u></p> <p>The Certificate Holder identifies the existence of health and education services near the collection site. If necessary, the institutions should be approached for the purpose of establishing joint actions to provide these basic services during the collection period.</p> <p>If there are no health and education services near the collection site, the Certificate Holder prepares a plan to ensure the collectors' families have access to these services in as far as these have been identified as relevant to and needed by the community in the social and environmental assessment (refer to Critical criterion 1.4).</p>

Criterion #	Description of the Criterion
Level C 1.20 Improvement Criterion	The group administrator facilitates the planning process for its members through training, standardized formats for data collection and analysis, and support to analyse progress and revise farm plans accordingly.
Guide	<p>The objective of this criterion is to improve the planning skills of group members so they are able to better manage their wild collection activities sustainably</p> <p>The scope of this criterion applies to Certificate Holder that directly performs the management, production and collection of wild plant. It does not apply to suppliers or collectors of wild plant species.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Develops records and other documents in the language of their users, and considering their level of education • Carries out training/communication/information activities on how to use the records and other tools. At the same time, it helps to clarify doubts and monitors appropriate use of the tools provided <p>Suppliers and collectors of wild plant species know how to fill in the templates that the group administrator provides and understand why it is important to do so.</p> <p>Such records can be filled out by individual collectors (where no group structures exist) and monitored by the GA for compliance to set harvesting guidelines and limitations.</p>



Criterion #	Description of the Criterion
<p>Critical Criterion 2.2</p>	<p>Farms conserve all natural ecosystems and have not destroyed forest or other natural ecosystems in the five-year period prior to the date of initial application for Rainforest Alliance certification or after January 1, 2014, whichever date is earlier.</p>
<p>Guide</p>	<p>The objective of this criterion is to protect natural ecosystems, including forests, with the commitment to stop deforestation.</p> <p>The Certificate Holder carries out the following actions to ensure the conservation and protection of natural ecosystems (forest, rivers, water springs) at the collection sites:</p> <ul style="list-style-type: none"> • Has a map that identifies natural ecosystems (aquatic and terrestrial) existing in the collection sites of wild plant species on public, leased or loaned lots • Demonstrates that existing natural ecosystems in these sites are protected and conserved (if the collection sites are public spaces or leased or loaned lots) • Ensures that the collection of wild plant species is not carried out in areas adjacent to aquatic ecosystems except where the collected plant species is aquatic or riparian (i.e. for the collection of terrestrial plant species, buffer/conservation zones are maintained around rivers, streams, springs, or other natural water bodies) • Implements an identification system for natural ecosystems, such as: labeling with preventive information. If the collection site is public, loaned or leased, mobile signage can be placed at strategic locations during the collection process. • Demonstrates that it provides collectors, or persons in charge of coordinating the collection, with information about the importance of protecting the ecosystems in the collection sites, so that they inform the collectors (if the collection site is in public or private sectors where the supplier has no interference or control) • Has a training plan for suppliers and collectors of wild plant species that includes issues related to the importance of protecting and conserving ecosystems (there is documented evidence of these training activities) <p>Parameters for <u>restoration and vegetative barriers</u> should be reviewed to determine what is applicable at the wild collection site. <u>This aspect applies only if the collection site is public, loaned or leased.</u></p> <p>The supplier or person in charge of coordinating the collection instructs the collectors about the means and care that must be taken during the collection of wild plant species in the existing vegetation areas around the natural aquatic or terrestrial ecosystems.</p>

Criterion #	Description of the Criterion
<p>Critical Criterion 2.3</p>	<p>Production activities do not degrade any protected area.</p>



<p style="text-align: center;">Guide</p>	<p>The objective of this criterion is to avoid the degradation of protected areas within or near the collection sites.</p> <p>The Certificate Holder performs the following actions to demonstrate that the collection process does not degrade the nearby protected areas or protected areas where the collection sites are located:</p> <ul style="list-style-type: none"> • Assesses the environmental and social characteristics of the collection areas, collectors, current practices and management/governance structures, and potential threats of wild collection to the sustainability of the natural ecosystem. Measures are recommended and put in place to mitigate any such risks identified (refer to Critical Criterion 1.4). • There is a map with the location of the collection sites and protected areas nearby, as well as the distance between the collection site to the closest point of the protected area • Is aware of the applicable laws and management plans for protected areas and their buffer zones, as stipulated by the respective local authority for the conservation and management of the protected area • Communicates/informs collectors about applicable laws and management plans (including the collection of products that naturally occur there) to collectors and ensures that they are adhered to • Manages information about the existence of possible conflicts between the collection sites and the protected areas • Knows and implements the actions proposed in the protected area management plan (if the collection site is located less than 2 kilometers away or within it)
<p style="text-align: center;">Alignment with UEBT 2020</p>	<p>1.1.1. <i>(Critical)</i> Information on biodiversity relevance of cultivation or wild collection areas is available, using datasets, existing studies, official classifications or local knowledge. Biodiversity relevance is defined considering, <i>inter alia</i>:</p> <ul style="list-style-type: none"> • Natural protected areas and other officially classified conservation areas • Ecosystems that are significant for their ecological functions and services. These ecosystems may include primary or secondary forests, savannas, deserts, grassland, water bodies, meadows, scrub land, and fallow land • Peatlands and other areas of high below-ground carbon stocks • Habitats that contain significant species diversity or populations, including species that naturally occurring, endemic, rare, threatened or endangered • Landscapes, sites, fauna and flora linked to the cultural identity, livelihood and wellbeing of local communities. For example, the biodiversity in these places may be fundamental satisfying basic necessities (e.g. health, nutrition, housing, income generation of local communities), or otherwise have historical, archaeological, cultural significance <p>1.1.2. <i>(Critical)</i> Threats to biodiversity in the cultivation or wild collection areas are identified through studies, risk assessments or local knowledge. Threats considered include:</p> <ul style="list-style-type: none"> • Deforestation • Pollinator decline and other species loss • Invasive species • Pollution and overexploitation of air, soil, water and other natural resources



	<ul style="list-style-type: none"> • Changing weather conditions and natural disasters • Loss and fragmentation of natural and semi-natural habitats • Other types of degradation of ecosystems <p>1.2.1. <i>(Minimum requirement)</i> Current cultivation, wild collection or related activities have not resulted in the conversion or deforestation of intact ecosystems, from 1 January 2014 onwards.</p>
--	--

Criterion #	Description of the Criterion
Critical Criterion 2.4	<p>Animals that are endangered or protected are never hunted or killed. Animals are not hunted on the farm, with the following exceptions:</p> <ul style="list-style-type: none"> a) Smallholders may hunt non-endangered animals for non-commercial use only; and b) Vertebrate pest wildlife may be hunted only in accordance with the farm's integrated pest management (IPM) plan, and only as a measure of last resort. Control of rodents follows Rainforest Alliance rodenticide risk management requirements. c) Explosives or toxic substances are never used for hunting, fishing, or control of wildlife pests.
Guide	<p>The objective of this criterion is to prohibit the hunting of wild endangered animal species that are part of the wild harvest ecosystem, with the exception of non-threatened species that are considered pests to the wild harvested plant species.</p> <p>The Certificate Holder carries out the following actions to ensure the protection of wild animals that are threatened or protected:</p> <ul style="list-style-type: none"> • Is informed in advance about which species are under some protection regime by state, regional or local laws where the collection sites are located or if the collection site is under some form of protection • Prepares a list of threatened or protected species in the collection sites and inform suppliers and collectors about the prohibition of hunting threatened animals in the collection sites • if the collection site is public, loaned or leased, the suppliers and collectors should have information on the threatened species in the region, zone or area where the collection sites are located, and about the importance of conserving and protecting these species • In the collection sites, the hunting, collection, extraction and trafficking of endangered wild animals is prohibited. The environmental and social assessment (Critical criterion 1.4) should identify and clarify and existing cases in which local communities depend on such endangered wild animal species for food, cultural practices or medicinal use • The training/communication/information plan for suppliers and collectors of wild plant species includes issues related to the protection of threatened animal species and the prohibition of hunting or holding them in captivity • The Certificate Holder has and disseminates information related to the regulation of hunting control or the legislation for hunters as issued by respective authorities in the applicable country.



Principle 2 - Improvement Criteria – Native Vegetation

Generally, Certificate Holders need to consider whether any of this set of criteria is applicable to the wild harvest situation as these criteria refer to management (and alteration) of the natural ecosystem in which the product is harvested.

For Wild Harvesting generally an ecosystem restoration plan should be developed on the basis of the recommendations from the ESIA (Critical Criterion 1.4), which identifies areas needing restoration in line with the specific natural ecosystem (which may or may not be an agro-forestry/shade cover system). Moreover, the proposed "restoration" plans must not adversely impact the availability of the harvested product. Where this might be the case, alternative feasible income generation activities must be guaranteed.

Criterion #	Description of the Criterion
Level C Improvement Criterion 2.5	Existing native vegetation outside natural ecosystems is maintained, including: <ul style="list-style-type: none"> a) Existing agroforestry shade tree cover; b) Existing vegetated zones adjacent to aquatic ecosystems; c) Large native trees, except when these pose hazards to people or infrastructure.
Guide	<p>The objective of this criterion is to maintain the trees and other native vegetation present in the collection sites of wild plant species, in order to contribute to the diversification of the production systems, to conserve native habitats and their biodiversity, and to favor ecosystem services, such as pollination, biological control of pests and water purification.</p> <p>The Certificate Holder of wild plant species takes the following actions to ensure that existing native vegetation is maintained in the collection sites:</p> <ul style="list-style-type: none"> • Demonstrates that it promotes the protection and conservation of native vegetation existing on the site, other than the species of wild product that are collected. This applies to public collection sites and leased or borrowed properties • Documents / shows evidence that it carries out actions (training/information and awareness raising) so that the suppliers know the importance of maintaining the native species other than the species of wild product that is collected, and the importance of conserving them • Documents and maintains records to demonstrate the impact of actions carried out over time (e.g. through before/after photos).

Criterion #	Description of the Criterion
Level C Improvement Criterion 2.6	The farm management and group administrator develop a map that includes natural ecosystems and agroforestry canopy cover or border plantings with estimated vegetation coverage and estimated percentage of native species composition. If the farm or group of member farms have less than 10% total native vegetation cover or less than 15% total native vegetation cover for farms growing shade-tolerant crops, the farm management and group administrator develop and implement a plan to progressively increase or restore native vegetation, including: <ul style="list-style-type: none"> a) Restoration of zones adjacent to aquatic ecosystems;



	<p>b) Restoration of farmed areas of marginal productivity to natural ecosystem; or</p> <p>c) Incorporation of native trees as border plantings and barriers around housing and infrastructure, live fences, shade trees, and permanent agroforestry systems.</p>
Guide	<p>The objective of this criterion is to increase the population and coverage of native tree species in the collection area, through careful planning of plantings and ecosystem restoration (as identified and recommended by the social and environmental assessment in Critical criterion 1.4).</p> <p>The Certificate Holder of wild plant species identifies actions to promote the establishment and protection of native species other than the species that are collected as far as is applicable to the relevant natural ecosystem and does not cause adverse changes to the relevant natural ecosystem that may affect the availability of the collected product.</p> <p>This criterion is not applicable to areas of wild harvest <u>except</u> for:</p> <ul style="list-style-type: none"> • Ethiopian Forest Coffee and wild collected plant species of similar characteristics • Areas within the wild harvest landscape that are deteriorated

Criterion #	Description of the Criterion
Level C Improvement Criterion 2.7	If zones adjacent to aquatic ecosystems are not protected according to Rainforest Alliance restoration parameters, a plan is developed and implemented to restore these zones.
Guide	<p>The objective of this criterion is to plan the conservation of riparian areas (areas beside water bodies and aquatic ecosystems) in areas of wild collection</p> <p>Collection sites owned by the Certificate Holder or the suppliers of wild plant species must comply with the Restoration Parameters (minimum distances between the aquatic ecosystem and the area where the wild product is collected: 5 m horizontal width along both sides of waterways less than 5 meters wide; 8 meters horizontal width along both sides of waterways 5-10 meter wide, and around springs, wetlands and other bodies of water; 15 m horizontal width along both sides of rivers that are more than 10 m wide)</p> <ul style="list-style-type: none"> • For collection sites that are public, loaned or leased, the group administrator or supplier demonstrates that collectors do not extract wild product from areas adjacent to aquatic ecosystems. • For collection sites in public or private sectors where the supplier has no interference or control, the Certificate Holder provides information so that the suppliers ensure that no products are collected in areas adjacent to aquatic ecosystems

Criterion #	Description of the Criterion
Level A Improvement Criterion 2.8	Rainforest Alliance restoration parameters are implemented for all aquatic ecosystems.



Guide	<p>The objective of this criterion is to conserve all areas adjacent to aquatic ecosystems in the wild product collection sites</p> <p>Refer to criterion 2.7. above.</p>
--------------	--

Criterion #	Description of the Criterion
Level A Improvement Criterion 2.9	<p>Farms with shade-tolerant crops have at least 15% total native vegetation coverage across the farm or group of farms or a shade canopy fulfilling the Rainforest Alliance canopy cover and species diversity parameters.</p> <p>Farms or groups of farms with non-shade-tolerant crops have at least 10% total native vegetation coverage across the farm or group of farms.</p>
Guide	<p>The objective of this criterion is to conserve all native vegetation and contribute to the diversification of production systems, conserve native habitats and their diversity, and favor ecosystem services, such as pollination, pest control and water purification.</p> <ul style="list-style-type: none"> • The collection sites of wild plant species that are owned by the Certificate Holder or that belong to suppliers of wild plant species and that are not tolerant to shade have 10% coverage of native vegetation • If the wild plant species collection site is leased, loaned or public, it must be ensured that collection does not take place in any area adjacent to an aquatic ecosystem (provided the plant species being collected is itself not aquatic or riparian) and that existing vegetation is protected.

Principle 2 - Improvement Criteria – Wildlife Conservation

Criterion #	Description of the Criterion
Level C Improvement Criterion 2.10	<p>Endangered species of plants are not collected, except for: a) non-commercial collection for traditional medicinal use; or b) conservation or scientific research purposes, and only with prior permission from local authorities.</p>
Guide	<p>The objective of this criterion is to contribute to the conservation of threatened plants in wild collection sites.</p> <ul style="list-style-type: none"> • The process of collecting wild plant species does not involve the extraction of threatened plant species (as identified by the environmental and social assessment required by Critical Criterion 1.4) • The Certificate Holder is responsible for providing the supplier with the list of threatened species of flora and fauna in the zones, regions or sites where the collection occurs • The supplier or person in charge of coordinating the collection of wild plant species (i.e. the Certificate Holder) issues instructions to the collectors about the prohibition on extracting threatened species and about not having an impact on areas considered the habitat of wild species.



Criterion #	Description of the Criterion
Level C Improvement Criterion 2.11	Wildlife is not held in captivity. Captive animals that were present on the farm before the earliest certification date may be held only for non-commercial purposes for the remainder of their lives if not mistreated.
Guide	<p>The objective of this criterion is to allow wildlife to remain in the habitat and to ensure the welfare of any animals that were already in captivity before certification.</p> <ul style="list-style-type: none"> • The Certificate Holder of wild plant species prohibits the removal of wildlife from collection sites. • In wild product collection sites, it is not permitted to have wild species in captivity. • The Certificate Holder of wild plant species provides information to the suppliers on the importance of conserving and protecting wildlife.

Criterion #	Description of the Criterion
Level C Improvement Criterion 2.12	Invasive species are not intentionally introduced or released. Existing invasive plant species or their parts are not disposed in aquatic ecosystems.
Guide	<p>The objective of this criterion is to prevent introductions to the farm or collection area of invading plants or animals on the list of the 100 Worst Invasive Exotic Species.</p> <ul style="list-style-type: none"> • The list of the 100 Worst Invasive Exotic Species is defined by the IUCN/SSC Invasive Species Specialists Group (available at: http://www.issg.org/worst100_species.html). It only applies to the exotic range of distribution and to species categorized as invasive. • The Certificate Holder knows and reviews the list of invasive species in the region where the wild collection sites are located • If the collection site is owned by the administrator or the suppliers of wild plant species, or is public, loaned or leased, the person responsible for coordinating the collection of wild plant species demonstrates that the deliberate introduction of invasive species to the site is avoided during the collection process. • If invasive species are eliminated in the collection sites, the Certificate Holder provides information to the suppliers so that these are not deposited in aquatic ecosystems.

Criterion #	Description of the Criterion
Level A Improvement Criterion 2.13	Farms minimize human-wildlife conflicts affecting workers, wildlife, crops, or farm assets through the siting and design of farm infrastructure and fencing; maintenance or establishment of wildlife corridors to facilitate wildlife movement while minimizing conflict; and training workers in procedures and emergency responses for addressing crop damage or wildlife attacks.



Guide	<p>The objective of this criterion is to prevent unnecessary conflicts between collectors or workers and wildlife in wild collection sites.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Identifies possible potential risks of attacks or confrontations with wild animals at the collection sites • Provides information and trains/communicates to the suppliers who in turn train/communicate to the wild product collectors on what to do in the event of animal sightings, confrontations or attacks <p>Evidence that suppliers and collectors of wild plant species have received training/communication/information may consist of lists with signatures or fingerprints, and photographs, interviews and similar, as far as this is possible and the social context permit.</p>
--------------	--

Criterion #	Description of the Criterion
Level A Improvement Criterion 2.14	Efforts are implemented to contain and reduce invasive plants already present on the farm.
Guide	<p>The objective of this criterion is to reduce and eliminate exotic and invasive plants and their residues from areas where wild plant species are collected.</p> <p>The description of the scope of compliance with the requirements of this criterion is documented in Criterion C 2.12</p>



PRINCIPLE 3: NATURAL RESOURCES CONSERVATION

This principle aims to ensure the health of soil and water, as well as reduce pesticide and fossil fuel use.

Most of the criteria are related to crop production (i.e. farming) activities such as water consumption and wastewater generation and disposal. In addition, the use of agro-chemicals and fertilizers to enhance production and reduce the effects of crop pests. In this light, few of the cultivation specific criteria are relevant to the wild harvest situation; however, measures and practices relevant to product processing, storage and transportation are considered relevant to the wild harvest situation. In this case, the criteria apply to the processing operation and less to the suppliers of the wild harvested product.

Principle 3 - Critical Criteria

Criterion #	Description of the Criterion
<p>Critical Criterion 3.1</p>	<p>Wastewater from processing operations is not discharged into aquatic ecosystems unless it has undergone treatment to meet Rainforest Alliance industrial wastewater parameters. Wastewater from processing operations is not applied to land with very sandy or highly permeable soils, where slopes exceed 8%, or where the water table is seasonally or permanently high. Wastewater from processing operations may not be applied to soil unless it has undergone treatment to remove particulates and toxins and to reduce acidity and complies with additional Rainforest Alliance industrial wastewater parameters for irrigation. Wastewater from processing operations may not be mixed with clean water for the purpose of meeting Rainforest Alliance industrial wastewater parameters.</p>
<p>Guide</p>	<p>The objective of this criterion is to minimize pollution due to the discharge of industrial wastewater in aquatic ecosystems and soils.</p> <ul style="list-style-type: none"> • Applies directly any organization with wild product processing operations involved in the collection and processing chain for wild plant species (in most cases, the Certificate Holder). • Organizations that process wild plant species and generate wastewater should guarantee that this is not discharged into aquatic ecosystems without ensuring that it meets the requirements of the Wastewater Parameters stipulated in the Sustainable Agriculture Standard, as defined in the parameters section. • The wastewater treatment systems of wild product processing operations are designed according to the volumes and characteristics of the wastewater. • The Certificate Holder ensures that the operation's treatment system is sufficiently effective in removing micronutrients and other particles that might change the chemical, physical and biological characteristics of the receiving body of water.



Criterion #	Description of the Criterion
Critical Criterion 3.2	Untreated sewage is not discharged into aquatic ecosystems.
Guide	<p>The objective of this criterion is to avoid contamination of aquatic ecosystems by untreated sewage.</p> <p>If the Certificate Holder provides fixed or mobile sanitary services at the collection site, <u>it ensures that sewage is never discharged directly into aquatic ecosystems or into drains that carry water directly to them, or that otherwise represents a high risk of contamination.</u></p> <p>If the collection sites are public spaces or loaned or leased lots, the Certificate Holder <u>must demonstrate that information has been provided to the collectors</u> on the importance of not contaminating aquatic ecosystems with sewage</p> <p>Organizations that process wild plant species and generate wastewater <u>must demonstrate that sewage generated in the processing plant is not deposited in aquatic ecosystems</u></p>

Criterion #	Description of the Criterion
Critical Criterion 3.3	The farm management develops and implements an integrated pest management (IPM) plan that is based upon the prevention and monitoring of pests and aims to avoid economically significant crop losses while reducing pesticide risks. The farm management determines pest management steps based on the analysis of pest monitoring records. Pests are managed using biological controls or other non-chemical methods where feasible. When pesticides are used, preference is given to non-restricted low toxicity pesticides, and pesticides are applied only to the parts of the crop affected by pests. All workers involved in pest management activities are trained about the contents of the IPM plan.
Guide	<p>The objective of this criterion is to manage pests through an Integrated Pest Management approach to reduce losses in production due to pests and reduce the use of chemical products for pest control</p> <p>The scope of this criterion does not apply:</p> <ul style="list-style-type: none"> • to collectors of wild plant species when the collection sites are public spaces or loaned or leased lots, if it can be proven that the collected plant species are not subjected to any pest control processes • to the Certificate Holder that owns sites where wild plant species are collected, which do not require a pest monitoring and control process. <p>If the Certificate Holder collects products that require pest monitoring and control (including during processing, transport and storage), it should consider the following:</p> <ul style="list-style-type: none"> • The IPM plan includes non-chemical pest prevention mechanisms • Pest monitoring is carried out only during periods in which the wild product is susceptible • Pest infestation trends are monitored and documented



	<ul style="list-style-type: none"> The steps in pest management, such as cultural practices, physical and biological mechanisms are precisely determined and recorded.
--	---

Criterion #	Description of the Criterion
Critical Criterion 3.4	The use of substances included in the Rainforest Alliance List of Prohibited Pesticides is prohibited. Only pesticides that are legally registered in the production country are used. The use of agriculture mineral oils is only allowed, if these contain less than 3% of Dimethyl Sulfoxide (DMSO) residues.
Guide	<p>The objective of this criterion is to avoid contact of the environment or human beings with WHO/FAO Highly Hazardous Pesticides, assure that used pesticides have gone through the registration procedure of local authorities, and to eliminate the cancer causing agent DMSO from applications that use mineral oils as a basis.</p> <p>The use of pesticides included in the Rainforest Alliance List of Prohibited Pesticides for pest control in products of wild origin is not allowed.</p> <p>Permitted pesticides (specifically rodenticides) may be used in processing and storage facilities, where needed.</p>

Criteria 3.5 and 3.6 do not apply to products of wild origin.

Criterion #	Description of the Criterion
Critical Criterion 3.7	Farms do not use human sewage in production or processing activities.
Guide	<p>The objective of this criterion is to minimize any negative effects on human and environmental health caused by the discharge of sewage.</p> <p>The Certificate Holder shows evidence that:</p> <ul style="list-style-type: none"> It avoids mixing of sewage in processing It avoids use of sewage in managing the growth of the wild plant species Where open defecation is practiced in collection areas of wild plant species, collectors are informed about the necessary hygiene measures to ensure hygienic standards for product, people and environment are maintained.

Principle 3 - Improvement Criteria – Soil Conservation and Management

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.8	Farms reduce water and wind erosion through practices such as ground covers, mulches, re-vegetation of steep areas, terracing, filter strips, or minimization of herbicide use.



Guide	<p>The objective of this criterion is to minimize soil erosion in wild collection sites</p> <ul style="list-style-type: none"> • If the sites are loaned or leased by the Certificate Holder of wild plant species, it identifies areas that are visibly affected or are at risk of erosion prior to collection and prohibits collection in these sites, at least temporarily (this may be included in the social and environmental assessment as required by Critical criterion 1.4) • If the sites are owned by the Certificate Holder or supplier, either or jointly must demonstrate that areas visibly affected by erosion or are at risk of erosion have been identified and that a plan is being applied to reduce erosion by water or by wind or other agents using soil conservation practices • Communities in areas of wild harvest collection can put in place soil erosion control measures at landscape level. This may be done in collaboration with government and non-government organizations
--------------	---

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.9	Fire may be used only for pest control, only as prescribed by the IPM plan and only if it creates less negative environmental impact than other pest control measures. To protect nearby natural ecosystems, infrastructure, and communities, fire is applied only by trained workers with fire suppression tools, personal protective equipment, and access to water for firefighting, and only when wind speed and direction create minimal risk of uncontrolled burning. If fire is used, fire use areas and history are indicated on updated farm maps.
Guide	<p>The objective of this criterion is to avoid the negative impact of fire on natural ecosystems.</p> <p>The use of fire is not allowed in the management of wild product collection sites.</p>

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.10	Farms implement practices such as crop rotation, planting of nitrogen-fixing ground covers or cover crops, or application of compost or mulch to maintain or enhance soil health.
Guide	<p>The objective of this criterion is to improve soil conditions to guarantee long-term productivity.</p> <p>This criterion is not applicable to the collection of wild plant species.</p>

Principle 3 - Improvement Criteria – Water Conservation

Continuous Improvement Criteria 3.10 to 3.14 suggest agronomy practices (including soil nutrient enhancement) applied to a natural ecosystem (see definition of these in comment above). **These should not apply to a wild harvest situation in the same way as all criteria related to pesticide management at the level of wild collection areas should not and do not apply to the wild harvest context.**



Alternatively, only very specific and pre-defined plant management practices can be carried out as recommended in the environmental and social assessment required by Critical Criterion 1.4. For example:

- if harvesting activities on steep slopes cause erosion, this risk would be identified by the ESIA and mitigation/prevention measures put in place.
- If wild harvest plants are pruned (e.g. rosehip bushes are periodically cut back to enhance production and ease harvesting), then the pruned material should be left on the ground to enhance soil nutrients and act as soil cover.
- Unused branches and cuttings from primary processing of herbs (e.g. sage in Albania) should be returned to the place of harvest (if within a reasonable distance) to cover the ground to enhance soil nutrients and act as soil cover.

Note that these criteria are difficult to implement in cases where the wild harvest community operates independently (i.e. no group cohesion or governance) and is potentially not from the wild harvest area (i.e. seasonal temporary visitors). In this case, the Group Administrator has the responsibility of planning and managing the implementation of such actions and could agree to carry them out with the wild harvest community.

Likewise, Certificate Holders must consider whether irrigation for the purpose of increasing productivity should be permitted (as applies in Criteria 3.16 to 3.18).

Criterion 3.19 is applicable to the wild harvest situation only where water consumption for processing activities is concerned.

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.15	Farms comply with applicable law for the withdrawal of surface or groundwater for agricultural, domestic or processing purposes.
Guide	<p>The objective of this criterion is to comply with laws in force that regulate access to and exploitation of water sources.</p> <p>This criterion applies to</p> <ul style="list-style-type: none"> • the Certificate Holder if they carry out any processing of the wild harvested product and that extract surface or ground water. • any third-party processing company contracted by the Certificate Holder to process wild harvested product. • Both must have the permits and authorizations required by local laws in force for the water they are using.

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.19	Based on record-keeping (see 1.10), the farm demonstrates reductions in water used for processing, per unit of product produced or processed.
Guide	<p>The objective of this criterion is to show reductions in water use and progress made on a water conservation plan (refer to Criterion 3.15).</p> <p>This criterion applies to:</p> <ul style="list-style-type: none"> • a Certificate Holder that uses water to process the wild harvested plant species.



	<ul style="list-style-type: none"> any third-party processing company contracted by the Certificate Holder to process wild harvested product.
--	--

Principle 3 - Improvement Criteria – Water Quality

The objective of the criteria in this section is to prevent water pollution and eutrophication. The focus of the current guidelines is on **graywater and sewage discharge into aquatic ecosystems**. It needs to be more specific about the seasonality of such aquatic ecosystems. The criteria should take into consideration other forms of pollution of aquatic ecosystems, e.g.:

- Disposal of solid waste (domestic, industrial, agricultural and any other) into aquatic ecosystems (where rivers and streams only flow for brief periods – this is a serious problem in Albania and Lesotho, for example, where dry riverbeds are used to dispose of solid waste which is carried away with the onset of rains or melting snows in spring)
- Conducting human activities in and around aquatic ecosystems, such as bathing, washing clothes, washing vehicles, filling and cleaning agrochemical equipment and protective clothing etc.
- Conducting wild harvest activities too close to loose and steep slopes which may cause soil and debris to fall into the body of water.

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.20	Greywater is collected and managed through treatment or drainage systems and is not discharged into aquatic ecosystems before treatment.
Guide	<p>The objective of this criterion is to avoid the contamination and eutrophication of aquatic ecosystems</p> <p>This criterion applies to:</p> <ul style="list-style-type: none"> • a Certificate Holder that own the collection sites and have infrastructure that generates wastewater • a Certificate Holder that leases or borrows the collection site and this site has infrastructure that generates gray waters • any third-party processing company contracted by the Certificate Holder to process wild harvested product. <p>In all cases, the Certificate Holder must demonstrate that they do not discharge gray waters into aquatic ecosystems.</p>

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.21	Farms map all pit latrines and sewage disposal sites and their drainage systems. These systems are sited, designed and managed to minimize risks to aquatic ecosystems and drinking water supplies.



Guide	<p>The objective of this criterion is to avoid the contamination and eutrophication of aquatic ecosystems</p> <p>If the Certificate Holder and suppliers that own the collection sites <u>have infrastructure that generates wastewater, they must:</u></p> <ul style="list-style-type: none"> • demonstrate that they do not discharge gray waters into aquatic ecosystems. • demonstrate that it has provided information to collectors on the importance of not contaminating aquatic ecosystems with sewage <p>This criterion also applies to any third-party processing company contracted by the Certificate Holder to process wild harvested product.</p>
--------------	---

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.22	Treated sewage meets the water quality parameters as defined by applicable law prior to discharge
Guide	<p>The objective of this criterion is to avoid health risks and environmental contamination due to the discharge of untreated sewage.</p> <p>If the Certificate Holder has infrastructure that generates sewage and infrastructure that treats the sewage prior to disposal into the environment, it must demonstrate that the treated sewage meets parameters as defined by applicable law prior to discharge.</p>

Principle 3 - Improvement Criteria – Integrated Pest Management (IPM)

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.23	In the case of groups, the group administrator develops an integrated pest management (IPM) plan for the group, according to the contents of Critical Criterion 3.3. The group administrator trains and supports its members to implement this plan on the member farms.
Guide	<p>The objective of this criterion is to support organizations with an administrator and a group of suppliers of wild plant species in implementing an IPM Plan.</p> <p>This criterion applies to Certificate Holders that own the collection site and implement pest control. It also applies to borrowed or leased sites where this action is performed.</p> <p>The information referenced in Critical Criterion 3.3 applies.</p>

Criterion #	Description of the Criterion



<p>Level C Improvement Criterion 3.24</p>	<p>Pest infestations at storage and processing sites are recorded with the following parameters:</p> <p>a) Pest type; b) Infestation dates, area and location, and degree of damage; and c) Weather during the infestation.</p>
<p>Guide</p>	<p>The objective of this criterion is to collect data that can be used to predict probable pest attacks, reduce the use of pesticides and plan best IPM practices</p> <p>This criterion applies to</p> <ul style="list-style-type: none"> • Certificate Holders which require a pest monitoring and control process • sites that store and process wild collected plant species. • the information referenced in Critical criterion 3.3 applies <p>The information referenced in Critical criterion 3.3 applies.</p>

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level B Improvement Criterion 3.25</p>	<p>Pest infestations are recorded with the following parameters:</p> <p>a) Pest type; b) Infestation dates, area and location, and degree of damage; and c) Weather during the infestation.</p>
<p>Guide</p>	<p>The objective of this criterion is to compile data that can be used to predict probable pest attacks, reduce the use of pesticides and plan best IPM practices.</p> <p>This criterion applies to</p> <ul style="list-style-type: none"> • Certificate Holders which collect products that require a pest monitoring and control process. • sites that store and process wild collected product.

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level B Improvement Criterion 3.26</p>	<p>The farm management and group administrator analyze pesticide application and pest monitoring records, document any significant reductions or increases in pest severity and pesticide use, and update the IPM plan annually considering the effectiveness of past pest management approaches and any new pest control challenges or opportunities.</p>
<p>Guide</p>	<p>The objective of this criterion is to optimize the IPM Plan and the resulting IPM practices for higher productivity and profitability.</p> <p>This criterion applies to a Certificate Holder which collects products that require a pest monitoring and control process.</p> <p>The information referenced in Critical Criterion 3.3 applies.</p>



Principle 3 - Improvement Criteria – Pesticide Management

Criteria C 3.27 to B 3.36 for continuous improvement do not apply to the collection of wild plant species because the use of pesticides in the management of wild plant species is not allowed.

Nevertheless, where wild harvest sites are situated close or adjacent to conventional cultivation fields where agrochemicals are used to manage pests, such products must be tested for residues due to chemical drift. The Organizations responsible for purchasing, processing, selling and administering a group of suppliers of wild plant species must assess the risk of such agrochemical drift and carry out tests to determine residual levels.

Principle 3 - Improvement Criteria – Solid Waste Management

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.37	Waste storage, treatment and disposal practices do not pose health or safety risks to farmers, workers, other people, or natural ecosystems.
Guide	<p>The objective of this criterion is to avoid risks to the health or safety of people and negative impacts on natural ecosystems related to improper waste management</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> Prohibits the disposal of wastes (garbage, plastic, packaging) in natural and aquatic ecosystems (rivers, streams, springs, others) during the process of wild product collection Issues instructions to collectors about the importance of collecting wastes and not disposing of them into waterways or in natural ecosystems.

Criterion #	Description of the Criterion
Level C Improvement Criterion 3.38	The farm management and group administrator develop and implement a waste management plan including: <ol style="list-style-type: none"> Documentation of the origin, approximate volume, and current means of disposal for all waste streams; and Activities to segregate different waste types to facilitate re-use, recycling or composting.
Guide	<p>The objective of this criterion is to support the reduction of waste and the optimal use of available resources in a systematic manner</p> <p>The Certificate Holder prepares and promotes the execution of a waste management plan and ensures compliance with the following aspects:</p> <ul style="list-style-type: none"> The sites where wild plant species are collected are kept clean with no accumulations of waste of any kind in order to maintain a positive image and contribute to the wellbeing of the collectors Collectors of wild plant species are instructed on promoting cleanliness, preventing indiscriminate waste disposal, and the importance of leaving the collection site free of accumulated waste (implement the concept/practice of "leave nothing behind").



Criterion #	Description of the Criterion
Level B Improvement Criterion 3.39	Waste is not burned, except in incinerators technically designed for the specific waste type.
Guide	<p>The objective of this criterion is to avoid air pollution caused by the burning of waste.</p> <p>The Certificate Holder shows evidence that the burning of wastes at collection sites is prohibited.</p> <p>This criterion also applies to burning of waste at collection sites.</p>

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.40	Waste is segregated based on available waste management and disposal options. Recyclable wastes are separated and recycled. Organic waste is composted or otherwise processed for use as organic fertilizer. Scrap materials that can feasibly be reused are stored in designated areas away from processing plants and housing.
Guide	<p>The objective of this criterion is to promote the reuse and recycling of waste.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Trains/informs suppliers and employees at collection and processing on the separation of different types of wastes at their point of origin and there are facilities for separating these wastes. This applies directly to public or private collection sites that are loaned or leased or owned by the supplier. • Trains/informs collectors and suppliers to leave the collection sites free of waste introduced by them • Promotes actions aimed at reusing and recycling wastes (where this is possible and it does not pose health risks to the producers and users of the recycled products).

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.41	The farm management and group administrator give priority to product suppliers that minimize the waste associated with their products, and that accept used packaging and containers for recycling.
Guide	<p>The objective of this criterion is to prevent contamination and the spread of pests or disease vectors caused by uncontrolled waste accumulation.</p> <p>To meet the requirements of this criterion, apply what is established in Criterion C 3.38.</p>

Criterion #	Description of the Criterion



Level A Improvement Criterion 3.42	The farm management and group administrator give priority to product suppliers that minimize the waste associated with their products, and that accept used packaging and containers for recycling.
Guide	<p>The objective of this criterion is to encourage waste reduction throughout the supply chain.</p> <p>This criterion applies to</p> <ul style="list-style-type: none"> • the processor of wild collected plant species • any third-party providing services to the processor or Certificate Holder.

Criterion #	Description of the Criterion
Level A Improvement Criterion 3.43	The farm management and group administrator check service providers who remove oil, plastic and sewage waste and ensure that the contractors' disposal and recycling methods do not pose risks to natural ecosystems, drinking water supplies, or the health and safety of people living near the disposal sites.
Guide	<p>The objective of this criterion is to assure that service providers' disposal and recycling methods do not represent a risk to environmental and human health.</p> <p>This criterion applies to</p> <ul style="list-style-type: none"> • the processor of wild collected plant species • any third-party providing services to the processor or Certificate Holder.

Principle 3 - Improvement Criteria – Energy and Greenhouse Gas Emissions

The Criteria relevant to this section of the continuous improvement currently apply only to the processing operations of the Organization responsible for purchasing, processing, selling and administering the group of suppliers of wild plant species. However, criterion 3.45 should also apply to the collectors of wild harvest products in relation to their use of biomass for household use (particularly cooking and lighting).

Criterion #	Description of the Criterion
Level B Improvement Criterion 3.44	<p>The farm management and group administrator develop and implement an energy efficiency plan including:</p> <p>a) Quantity and type of energy sources and associated machinery used for production, processing, and domestic use.</p> <p>b) Targets for increasing energy efficiency and for reducing dependency on non-renewable energy sources.</p>
Guide	<p>The objective of the criterion is to lay the groundwork for increasing energy efficiency and the use of energy from renewable sources.</p> <p>If the Certificate Holder has wild product processing operations (processing plant), it must have an energy efficiency plan.</p>



Criterion #	Description of the Criterion
<p>Level A Improvement Criterion 3.45</p>	<p>If biomass energy is used, the farm management and group administrator minimize the direct or indirect effects of biomass use on natural ecosystems through actions such as:</p> <ul style="list-style-type: none"> a) Planting trees to increase the availability of biomass energy from tree plantations; b) When biomass is purchased, ensuring that it originates from sources not associated with the destruction of forests or other natural ecosystems; c) Installing energy-efficient drying and processing infrastructure; or d) Supporting increased energy efficiency in domestic fuelwood use by workers, farmers and their families through training, or facilitating access to energy-efficient cook stoves.
<p>Guide</p>	<p>The objective of the criterion is to minimize the direct and indirect negative effects of the use of biomass in natural ecosystems.</p> <p>If the Certificate Holder has wild product processing operations (processing plant), it must comply with the aspects of Criterion B 3.45 for continuing improvement that are applicable to the process performed.</p>

Criterion #	Description of the Criterion
<p>Level A Improvement Criterion 3.46</p>	<p>Based on record-keeping, the farm management and group administrator demonstrate reductions in overall energy use or non-renewable energy use per unit product grown or processed.</p>
<p>Guide</p>	<p>The objective of the criterion is to demonstrate a reduction in general energy or non-renewable energy use.</p> <p>If the Certificate Holder has wild product processing operations (processing plant), records are kept on energy consumption as evidence of the reduction and progress made on the energy efficiency plan.</p>



PRINCIPLE 4 – BETTER LIVELIHOODS AND HUMAN WELLBEING

This principle aims to transform agriculture by creating environments where farm owners, workers, their families and the broader communities they live in can all prosper and have better livelihoods.

Bearing in mind the independent, often self-governing nature of wild harvest collectors (unless these are organized for training and logistical purposes), many of these criteria may not apply to them, although they will apply to the operations of the Organizations responsible for purchasing, processing, selling and administering the group of suppliers of wild plant species.

Principle 4 has some of the strongest overlaps with those of the UEBT Standard related to workers' and collectors' rights (Areas 3 and 6).

Principle 4 - Critical Criteria

Criterion #	Description of the Criterion
Critical Criterion 4.1	<p>All forms of forced, compulsory, or slave labor are prohibited, including use of trafficked and bonded labor, labor by prisoners or soldiers, or the use of extortion, debt, threats, monetary fines or penalties.</p> <p>According to ILO Forced Labor Convention (No. 29) and Abolition of Forced Labor Convention (No. 105)</p>
Guide	<p>The objective of this criterion is to protect fundamental human rights including ensuring the individual right of people to choose their workplace without any pressure being exerted on them.</p> <p>This criterion applies to a Certificate Holder when it has wild product processing operations (processing plant). This organization must show evidence that:</p> <ul style="list-style-type: none"> • All types of forced labor are prohibited in the collection and processing sites. • Extortion, indebtedness, threats, abuse or sexual harassment, or any other physical or psychological measures are not used in the wild product collection process to force collectors to carry out the work. <p>In situations where Certificate Holder is not the collector of wild plant species, they must demonstrate that they:</p> <ul style="list-style-type: none"> • Do not partially or totally retain the payment of a collector in order to force him or her to carry out the work, and • Have knowledge about the importance and implementation of actions to ensure there is no forced labor with a group of collectors.

Criterion #	Description of the Criterion
Critical Criterion 4.2	<p>Workers are treated respectfully and are never subjected to threats, intimidation, sexual abuse or harassment, or verbal, physical or psychological mistreatment.</p>



Guide	<p>The objective of this criterion is to protect the physical and psychological integrity of all wild product suppliers and collectors</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Shows evidence that information has been provided to wild product suppliers on the importance of treating collectors with respect and under no circumstances are they subjected to threats, sexual harassment or abuse, or verbal, physical or psychological abuse. The supplier demonstrates knowledge of this subject. • Complies with the following aspects applicable to suppliers and processing plant workers: <ul style="list-style-type: none"> ○ Actively distributes and informs/communicates the policy against sexual abuse and harassment and the procedure for complaints and grievances ○ Implements a system for receiving complaints and grievances that ensures anonymity. ○ Trains/informs the suppliers and processing operation workers about the complaints and grievances procedure, as well as the application of disciplinary measures established in the internal work regulations for the processing plant.
--------------	--

Criterion #	Description of the Criterion
Critical Criterion 4.3	<p>All forms of discrimination in labor, hiring, training, task assignment, labor benefits, promotion policies and procedures, and other opportunities for better conditions, pay, or advancement are prohibited, including any distinction, exclusion or preference to invalidate or harm equality of opportunity or treatment in employment; and different pay to men and women for work of equal value.</p> <p>According to ILO Conventions 100 and 111</p>
Guide	<p>The objective of this criterion is to provide equal treatment to all workers, collectors, suppliers and other actors involved in the management and collection of wild plant species.</p> <p>The Certificate Holder demonstrates that:</p> <ul style="list-style-type: none"> • It does not apply any discriminatory measures to processing plant workers, suppliers of wild plant species and collectors, due to reasons of race, color, sex, age, religion, social origin, political tendencies, nationality, affiliation with unions, medical condition, sexual orientation or civil status, or for any other reason indicated in the respective legislation. • It does not apply any discriminatory measures in the selection process for the group of suppliers of wild plant species and collectors. <p>Suppliers demonstrate knowledge of the measures for not applying discriminatory practices to wild product collectors.</p>

Criterion #	Description of the Criterion
-------------	------------------------------



<p>Critical Criterion 4.4</p>	<p>Workers have the right to establish and join worker organizations of their own free choice without influence or interference by farm management, owners or group administrators. Worker organizations operate without interference or influence by farm management, owners or group administrators. Workers have the right to collectively negotiate the elements of their employment conditions into a collective bargaining agreement. Workers are fully protected against acts of discrimination or retaliation for reasons of affiliation.</p> <p>NOT APPLICABLE TO SMALLHOLDERS</p> <p>Freedom of Association according to ILO Convention 87, Collective Bargaining according to ILO Convention 98 concerning the Application of the Principles of the Right to Organize and to Bargain Collectively</p>
<p>Guide</p>	<p>The objective of this criterion is to actively support the right of workers to organize freely and negotiate their working conditions</p> <p>The Certificate Holder's personnel are informed of their right to establish and join a workers' organization of their own choosing.</p> <p>In those cases where there is limit to the number of employees for the creation of a workers' organization, the Certificate Holder implements other mechanisms that facilitate effective communication between workers of the processing operation (plant) and the administrator.</p>

Criterion #	Description of the Criterion
<p>Critical Criterion 4.5</p>	<p>All workers receive no less than the legal minimum wage or wages negotiated collectively, whichever is higher. For production, quota or piece work, the established pay rate allows workers to earn at least a minimum wage compared to a 48-hour standard working week of a similar task. If under these conditions, the piecework rate does not meet the minimum wage, then the wage level is upgraded to at least the minimum wage. No more than 30% of the required minimum wage is paid in-kind.</p> <p>If wages are negotiated voluntarily between employers and workers' organizations, those negotiated wage amount(s) apply to all workers covered under the negotiated agreement. Management-required training takes place during normal working hours and is fully compensated.</p> <p>Workers are not charged, nor is pay deducted, to cover the cost of tools, equipment or gear required for performance of worker duties.</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure that processing plant workers and wild product collectors receive fair payment, in accordance with labor legislation</p> <p>The Certificate Holder demonstrates that:</p> <ul style="list-style-type: none"> The payment received by the collector corresponds to what was agreed and to the price in effect on the day of collection. The collectors receive payment in cash according to the current market price (value by weight/volume and quality (e.g. humidity, size grade, damage rate) of the wild product collected. Such payment is documented by receipt of payment or similar supporting document that remains in the possession of the collector



	<ul style="list-style-type: none"> • Demonstrates that the processing operation (plant) workers are registered with their name, gender, date of hiring, type of work or description, number of normal hours of work per period, and their gross and net wages for hours worked regularly. • Processing operation (plant) workers receive the minimum wage established by local labor legislation in force.
--	--

Criterion #	Description of the Criterion
Critical Criterion 4.6	<p>The worst forms of child labor are prohibited, including</p> <ol style="list-style-type: none"> Work harmful to children; Any type of paid or unpaid work by a child under the age of 15 years old, except tasks that are traditional for children in the location and are undertaken for the purpose of encouraging the family's or local culture; Young workers' work during legally compulsory school hours; Young workers' work of more than eight hours per day and more than 48 hours per week; Young workers' work schedule not permitting minimum consecutive period of 12 hours' overnight rest, and at least one full day of rest for every six consecutive days worked; All forms of forced, compulsory, or slave labor or discrimination; Sale and trafficking of children; Use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; Use, procuring or offering of a child for other illicit activities. <p>ILO Worst Forms of Child Labor Convention No. 182</p>
Guide	<p>The objective of this criterion is to ensure protection of the health and safety of minors and their right to education and integral development.</p> <p>The Certificate Holder shows evidence that:</p> <ul style="list-style-type: none"> • Where exceptions apply (see Critical Criterion 4.7), they identify and document the involvement of children under the age of 15, and identify and mitigate any potential risks to their health, safety and education as apply to the particular cultural context of the wild harvest activities. • Tasks that are traditional for children in the place and that are carried out for the purpose of transmitting family or local culture are allowed. These include light harvest or post-harvest activities, as well as cleaning tasks. • In the processing operation (plant), the direct or indirect hiring of workers under 15 years of age is not subject to exceptions and is strictly prohibited.

Criterion #	Description of the Criterion
Critical Criterion 4.7	<p>If young workers are contracted, records for each young worker are kept, including: First and last name; reliable proof of date of birth; parent(s) or legal guardian(s) first and last name and domicile or place of contact; young worker's permanent residence; school registration and attendance statuses; parent(s) or legal guardian(s) consent and authorization for the young worker's</p>



	<p>employment; type of assigned work or tasks; and number of daily and weekly working hours.</p> <p>ILO Minimum Age Convention No. 138</p>
Guide	<p>The objective of this criterion is to ensure that the employment of young workers (between 15 and 18 years) is carried out in a way that protects their rights, health and safety and access to education.</p> <p>If the legislation allows, young (under the age of 18 but not younger than 15 years) workers can participate in the collection of wild plant species, and work in the processing operation, provided that the following aspects are taken into consideration:</p> <ul style="list-style-type: none"> • Wild product collection activities should not interfere with the schooling obligations of minors. • Minors must not carry large or heavy bags (not more than 20% of the minor's weight). • Minors should not work on steep slopes (over 50%), near slopes or steep terrain or on high surfaces. • Minors must always be accompanied by a parent or legal guardian or by an adult authorized by them. • Minors must receive remuneration in cash for their labors and that such transaction documented by receipt of payment as applies for adult collectors under Critical Criterion 4.5

Criterion #	Description of the Criterion
Critical Criterion 4.8	The farm management and group administrator do not engage in arrangements or practices designed to eliminate or reduce pay and benefits due to workers such as employing contract or temporary workers for permanent or ongoing tasks.
Guide	<p>The objective of this criterion is to provide a stable and fair contractual framework for every worker, which ensures payments and benefits as stipulated in applicable laws.</p> <ul style="list-style-type: none"> • This criterion prohibits arrangements or practices to diminish labor benefits, including mechanisms to repeatedly hire processing operation workers for short periods (hiring-and-firing) for tasks that are permanent, without any labor agreements, or the formation of structures for professional services or consultancies. • The scope of this prohibition applies to suppliers of wild plant species who formally contract collectors. • Such prohibitions also apply to the Organization responsible for buying, processing, selling and administering the group of suppliers of wild plant species that own collection sites and who directly employ collectors.



Criterion #	Description of the Criterion
<p>Critical Criterion 4.9</p>	<p>The farm management and group administrator implement complaints or grievance mechanisms to protect workers' rights. Workers also have the right to object to their received payment and have their objections reviewed and decided with decisions being documented. Workers are not subject to employment termination, retribution, or threats as a consequence of utilizing the complaint or grievance mechanism. The farm management and group administrator inform workers of the right to access external complaint and grievance mechanisms, including Rainforest Alliance authorized Certification Bodies, Rainforest Alliance or local authorities.</p>
<p>Guide</p>	<p>The objective of this criterion is to provide accessible and effective mechanisms to workers to defend and protect their rights.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Has a mechanism to receive and follow up on all complaints and comments it receives about wild product harvesting activities • Provides information to processing operation personnel, suppliers and wild product collectors on the mechanism to continue to receive and follow up on • Documents the complaints and comments received about wild product collection activities • Does not use the mechanisms to submit complaints or grievances as a reason for distinguishing, excluding or showing preference that would invalidate or prejudice equal opportunity or the treatment of any worker in processing operations or wild product collection.

Criterion #	Description of the Criterion
<p>Critical Criterion 4.10</p>	<p>Regular working hours of all workers do not exceed 48 hours per week, with at least one full day of rest for every six consecutive days worked. Workers receive one meal period break for every six hours worked.</p>
<p>Guide</p>	<p>The objective of this criterion is to allow the physical and mental recovery of workers through regular breaks for meals and enough free time</p> <p>This criterion applies only to processing operations personnel and Certificate Holders that formally contract wild product collectors. Exceptions may be made for cases wherein the family income of workers depends to a large extent on seasonal work (harvest/collection time).</p> <p>This criterion does not apply to collectors who are self-managed.</p>



Criterion #	Description of the Criterion
Critical Criterion 4.11	All overtime is voluntary. Overtime does not result in a work week exceeding 60 total hours, except under extraordinary circumstances. All overtime is paid at the rate required by applicable law or as collectively negotiated, whichever is higher. In absence of applicable law for higher overtime pay, overtime is paid at 1.5 times the regular wage level.
Guide	<p>The objective of this criterion is to ensure that overtime work hours are voluntary, are paid fairly, and are not part of routine work dynamics</p> <p>The scope of this criterion applies only to processing operations personnel, the Certificate Holder, and suppliers that formally contract wild product collectors.</p> <p>This criterion does not apply to collectors who are self-managed.</p>

Criterion #	Description of the Criterion
Critical Criterion 4.12	<p>Farmers, workers, and their families are afforded access to potable water through one of the following means:</p> <ol style="list-style-type: none"> Access to a public potable water system is provided Potable water provided by the farm management and group administrator complies with Rainforest Alliance safe drinking water parameters based on testing preceding each Rainforest Alliance certification audit and any time that new water contamination risks have occurred. Potable water sources are protected and water distribution mechanisms are maintained to avoid contamination In the case of smallholder groups, the group administrator implements and documents a training program to instruct smallholder members on potable water treatments, such as boiling, filtering or chlorinating and the prevention of water contamination.
Guide	<p>The objective of this criterion is to supply water to prevent acute or chronic effects on health.</p> <ul style="list-style-type: none"> The Certificate Holder ensures that safe drinking water is consumed by staff of the processing operation and in the collection sites. Water potability can be demonstrated using any of the options indicated in the description of Critical Criterion 4.12 Collectors are informed about the risks of use of unsafe drinking water at the collection sites. Explanations are given on how to prepare safe (boiled/filtered) water at home. <p>This criterion does not apply to collectors who are self-managed.</p>

Criterion #	Description of the Criterion
Critical Criterion 4.13	When the farm management and group administrator provide housing to workers and their families, it includes:



	<ul style="list-style-type: none"> a. Absence of rats, mice, insects and vermin, or conditions that favor their populations that could cause disease or carry parasites that function as vectors of diseases b. Dry floors c. Protection against rain, wind or cold weather conditions d. No conditions posing imminent threats to the health or security of the occupants e. A register of workers and family members that live in management provided housing f. Separate beds for each worker g. Doors with locking mechanism.
Guide	<p>The objective of this criterion is to ensure workers have decent housing which protects their health and safety.</p> <p>The scope of this criterion applies only to Certificate Holder that manages and collects products in their own sites and has employment contracts that require the granting of housing.</p> <p>This criterion does not apply to collectors who are self-managed.</p>

Criterion #	Description of the Criterion
Critical Criterion 4.14	<p>The farm management and group administrator develop and implement an Occupational Health and Safety (OHS) plan. The OHS plan is based on a risk analysis developed by a competent professional or organization and identifies and characterizes biological, physical and chemical hazards by job types or physically demanding tasks. The OHS plan describes and rates risks in terms of the frequency of potential occurrence and the potential danger or impact, and indicates the communication, training, equipment, or procedures, including medical exams and first aid, needed to prevent or reduce those risks rated as high to worker health or the health of other people on the farm or group administrator facilities. The farm management and group administrator designate a qualified OHS officer responsible for ensuring the implementation of the OHS plan.</p>
Guide	<p>The objective of this criterion is to protect the health and safety of workers, residents and visitors through the implementation of an Occupational Health and Safety Plan based on an assessment of risk.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Has an occupational health and safety plan that describes the actions involved in the process of collecting wild plant species and the processing operation. • Ensures that the processing operation meets the requirements of Critical Criterion 4.14 • Has an occupational health and safety plan that identifies risks related to the work in the processing operation and in the collection of wild plant species and recommends appropriate measures and protective equipment relevant to mitigating risks identified. • Ensures that collectors use appropriate personal protection equipment to protect against risks identified and described in the occupational health and safety plan



Critical Criteria 4.15 to 4.17 do not apply to the collection of wild plant species as application of agrochemical substances is not permitted in wild harvested situations.

Criterion #	Description of the Criterion
Critical Criterion 4.18	Women who are pregnant, nursing or have recently given birth are not assigned to activities that pose risk to the woman's, fetus's or infant's health. In cases of job reassignment, there is no reduction in remuneration.
Guide	<p>The objective of this criterion is to protect the health of the fetus or infant and of pregnant or lactating women.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Ensures that pregnant women who participate in the collection of wild plant species are thoroughly informed about risks for themselves and the unborn child during while performing their work. They shall work in safe places and not work for prolonged periods in the same position and without rest. • Complies with the requirements described in this criterion as described and with the provisions of current labor legislation regarding the work of pregnant women in processing operations in the respective country • Nursing mothers employed in processing operations/plants are given adequate time to feed and tend to their babies, without reduction in remuneration or in line with local legislation regarding nursing mothers.

Criterion #	Description of the Criterion
Critical Criterion 4.19	Legitimate right to use the land is demonstrated by ownership, leasehold, or other legal documents or by documentation of traditional or community use rights. Right to use the land is not legitimately disputed by current or former local residents or communities, including in relation to past dispossession or forced abandonment. In the event of land conflict, legitimate right may be demonstrated if a conflict resolution process has been implemented, documented, and accepted by the affected parties.
Guide	<p>The objective of this criterion is to ensure that the use of land is legitimate and does not infringe the rights or local residents and communities</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Ensures that the sites or areas where wild product collection is carried out are not subjected to land tenure conflicts. This applies to public or private collection sites that are loaned, leased, or owned by the supplier • Is responsible for ensuring that its suppliers do not have conflicts related to land tenure, use or access. They must have evidence that wild product collection sites are free of all conflicts related to land tenure, use or access. This applies to public or private collection sites that are borrowed, leased, or owned by the supplier • Demonstrates that they have legitimate rights of use and land tenure, through official documentation (if they own the sites for the management and collection of wild plant species). If this documentation does not exist, they must demonstrate the absence of significant disputes over the use,



	<p>access or tenure of the land and the consensus of the local communities regarding the use of the land and the extraction of wild plant species.</p> <ul style="list-style-type: none"> • is responsible for identifying in each area or region whether the sites or areas where the collection is done require actions aimed at ensuring respect for the rights and interests of indigenous communities. • Respects the rights and interests of local and indigenous communities and takes their needs into account when managing its operations.
--	--

Criterion #	Description of the Criterion
Critical Criterion 4.20	<p>Activities diminishing the land or resource use rights or collective interests of communities are conducted only after having received the communities' free, prior and informed consent (FPIC). The farm management and group administrator implement complaints or grievance mechanisms to protect community members' rights. If the farm management and group administrator diminish communities' land or resource use rights, mutually agreed compensation commensurate with the loss of use is negotiated with and provided to communities as part of the FPIC process. The farm management and group administrator fully document the FPIC process, including maps developed through the participatory process that indicate the location, boundaries, and planned uses of lands and other resources over which communities have legal, customary, or user rights.</p> <p>NOT APPLICABLE TO SMALLHOLDERS</p>
Guide	Critical Criterion 4.20 does not apply to the collectors of wild plant species.

Principle 4 - Improvement Criteria – Employment Conditions and Wages

Criterion #	Description of the Criterion
Level C Improvement Criterion 4.21	<p>The farm management's and group administrator's payment procedures guarantee the complete payment to workers of all of their wages due, including for overtime work. Payments are made on the date, in the place, and with the frequency specified by collectively negotiated agreements or worker contracts.</p>
Guide	<p>The objective of this criterion is to ensure that workers receive wages on time and in proportion to the time worked or quantity collected, according to their labor agreement.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Shows that the payment received by the collector corresponds to what was agreed and to the price in effect on the day of collection. • Shows that all workers in the processing operation (plant) receive the minimum wage established by local labor legislation in force in the agreed period of time.



Criterion #	Description of the Criterion
<p>Level C Improvement Criterion 4.22</p>	<p>The farm management and group administrator inform all workers offered employment in their native language about all terms of work, covering labor policies, procedures, rules and conditions either as stated in a collective bargaining agreement (where implemented) or as contained in the employer's proposed labor agreement.</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure that workers fully understand their employment conditions and labor agreements</p> <ul style="list-style-type: none"> • The Certificate Holder ensures that processing operation staff have an employment labor agreement that covers at least the following information: job description, working hours, payment rates, overtime regulation, benefits and deductions, annual paid leave, protection against loss of wages in case of illness, disability or accident, sanction and complaint procedures, and the notice period for the termination of the labor agreement • If the laws permit, a verbal labor agreement exists between the Certificate Holder and hired personnel for management and collection. This also applies to suppliers with their own, borrowed or leased sites that have a formal employment relationship with the collector. • Where collectors are not well organized and manage themselves independently, a basic written agreement documents the nature of and compensation for the transaction between collectors and their direct buyer of the wild plant species.

Principle 4 - Improvement Criteria – Decent wage

Criterion #	Description of the Criterion
<p>Level B Improvement Criterion 4.23</p>	<p>All workers receive at least two weeks of paid vacation leave per year (10 days based on a five-day work week or 12 days based on a six-day work week) with pro-rating for part-time or seasonal workers.</p> <p>NOT APPLICABLE TO SMALLHOLDERS</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure workers have paid time off to facilitate the mental and physical recovery.</p> <ul style="list-style-type: none"> • The Certificate Holder ensures compliance with the requirements of this criterion for processing operation personnel or personnel it hires for the management and collection of wild plant species in its own sites. This applies to suppliers with their own, borrowed or leased sites that have a formal employment relationship with the collector. • The leave days allowance does not include national and public holidays. • This criterion applies to any organization that hires personnel along the wild collection supply chain (including service providers).

Criterion #	Description of the Criterion
-------------	------------------------------



<p>Level B Improvement Criterion 4.24</p>	<p>The farm management and group administrator develop and implement a child labor prevention and monitoring plan after considering the results of consultations with community members and minors.</p>
<p>Guide</p>	<p>The objective of this criterion is to contribute to the prevention of child labor through consultation with relevant stakeholders</p> <p>The Certificate Holder, must consider the following aspects in preparing the child labor prevention and monitoring plan:</p> <ul style="list-style-type: none"> • National and international Laws in force, such as laws regarding child labor for children under 18 years of age. • Analysis of the worst forms of child labor in the context of the country in which collection of wild plant species is taking place, including hazardous work, from which all children under the age of 18 must be protected (may be covered by the social and environmental assessment required by Critical criterion 1.4) • Conduct consultations with community members such as Elders, Parents, Teachers to gather their views on appropriate ways to prevent child labour • Conduct consultations with children, especially those involved in or at risk of engaging in Child Labour to gather their views on appropriate ways to prevent child labour <p>When developing the child labor prevention and monitoring plan the Certificate Holder should consider actions to achieve the following:</p> <ul style="list-style-type: none"> • Reduction of occupational diseases that can diminish the years and quality of life of minors. For example: inhalation of air from tobacco plants; effects on the back and breathing caused by stooped work; effects of working in fields sprayed with pesticides • Reduction of temporary or permanent injuries, such as falling from trees or high parts; accidents with tractors, either as bystanders or drivers; or due to handling, maintenance or cleaning of sharp devices (machetes), power tools or machinery. • Promotion of education so that in the future children obtain better paid jobs and can meet their basic needs and those of their families; In addition, offering them a variety of occupation and location options • Ways in which young workers can be supervised/mentored during working hours (in processing plants) and wild collection to learn new or improve existing skills, and contribute towards livelihoods (their own or their families).
<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level B Improvement Criterion 4.25</p>	<p>Pregnant women who are active workers receive fully paid maternity leave of at least 12 weeks before or after birth, with at least six of these weeks being taken after birth.</p> <p>NOT APPLICABLE TO SMALLHOLDERS</p>
<p>Guide</p>	<p>The objective of this criterion is to favor good physical condition in pregnant women and post-partum recovery, to enable a mother to spend maximum time with her newborn, and to ensure that childbirth does not lead to loss of income for the mother.</p>



	<p>The scope of this criterion applies only if the Certificate Holder has pregnant women working in the entire value chain of the wild collection operations.</p> <p>This criterion does not apply to collectors of wild plant species who are self-managed.</p>
--	---

Criterion #	Description of the Criterion
Level B Improvement Criterion 4.26	<p>The farm management and group administrator offer women who are pregnant, nursing or have recently given birth flexible working schedules or work site arrangements.</p> <p>NOT APPLICABLE TO SMALLHOLDERS</p>
Guide	<p>The objective of this criterion is to favor good care of the newborn and the mother after maternity leave.</p> <p>The scope of this criterion applies only if the Certificate Holder has lactating women working in the entire value chain of the wild collection operations.</p> <p>This criterion does not apply to collectors of wild plant species who are self-managed.</p>

Criterion #	Description of the Criterion
Level A Improvement Criterion 4.27	<p>The farm management and group administrator increase inflation-adjusted cash wages at least annually.</p>
Guide	<p>The objective of this criterion is to conserve the purchasing power of salary levels and compensate for inflation and changes in prices paid for wild plant species.</p> <p>The Certificate Holder ensures compliance with this criterion for processing operation staff or if it hires personnel for the management and collection of wild plant species in own sites. This applies to suppliers with their own, borrowed or leased sites that have a formal employment relationship with the collector.</p> <p>This criterion applies to any organization that hires any personnel along the wild collection supply chain.</p>

Principle 4 - Improvement Criteria - Essential needs for workers and their families

This section of Principle 4 largely concerns Organizations responsible for purchasing, processing, selling and administering the group of suppliers of wild plant species, and less so will harvest collectors who manage themselves.

Criterion #	Description of the Criterion



<p>Level C Improvement Criterion 4.28</p>	<p>When the farm management and group administrator provide housing to workers, or workers with their families, this housing meets the following conditions:</p> <ol style="list-style-type: none"> Beds are not arranged in more than two levels Natural light during the daytime and artificial light for the nighttime Natural ventilation that ensures movement of air in all conditions of weather and climate Functional and effective firewood smoke evacuation or ventilation mechanisms well maintained or repaired Non-leaking windows, doors and roofs At least one toilet for every 15 persons, one urinal for every 25 men, one washbasin for every six persons or per family At least one shower per 10 persons, separated by gender At least one large laundry sink for every 30 persons Installed and maintained fire extinguishing mechanisms Marked safety exits. <p>ILO Guidance on Workers' Housing Recommendation No. 115</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure housing provided to workers guarantees their privacy, good hygiene conditions, a smoke-free environment and essential security</p> <ul style="list-style-type: none"> The scope of this criterion applies only if the Certificate Holder carries out management practices and product collection in its own sites and where the labor agreement with its hired workers requires the granting of housing. Where hired labor does not live in housing provided by the Certificate Holder, they receive a reasonable housing allowance to afford quarters for which they are responsible. <p>This criterion does not apply to wild harvest collectors who are self-managed.</p>

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level C Improvement Criterion 4.29</p>	<p>If a living wage benchmark is provided, the farm management and group administrator document and implement a living wage plan, to progress towards payment of living wage. In absence of a living wage benchmark, the farm management and group administrator assess current access of workers and their families to health care and basic education and develop and implement a plan for providing access to these services.</p>
<p>Guide</p>	<p>The objective of this criterion is for employers to work towards payment of a decent salary to workers, through an economically viable plan.</p> <ul style="list-style-type: none"> This criterion applies only to processing operations and to suppliers who pay for collection based on the minimum wage established by the legislation for the collection of wild plant species. If the Global Living Wage Coalition (GLWC) has a baseline calculation of decent wages, the Certificate Holder designs an economically viable plan to increase the wages of workers in a defined period, whose goal would be the decent wage provided by the GLWC. The target wage increase may be lower than the standard decent wage, if this is economically justified.



	<ul style="list-style-type: none"> If there is no GLWC reference calculation for a specific country or region, the Certificate Holder develops and implements a plan to provide access to medical care and basic education where these are not provided for by the local government.
--	---

Criterion #	Description of the Criterion
Level B Improvement Criterion 4.30	<p>When the farm management and group administrator provide housing to workers, or workers with their families, this housing meets the following conditions:</p> <ol style="list-style-type: none"> Sleeping space is at least <ol style="list-style-type: none"> For rooms with two persons: 7.5 square meters (m²); For rooms with three persons: 11.5 m²; For rooms with four persons: 14.5 m²; If a room accommodates more than four persons, the floor area is at least 3.6 m² per person; When workers reside with their family, living space per family group is at least 30 m²; Sealed floors; Space for belongings; Headroom is of not less than 203 centimeters for full and free movement; Cooking facilities; Toilets are designed to maximize safety for women and children, including good sight lines to latrines, privacy structures with locks and well-lit toilet areas.
Guide	<p>The objective of this criterion is to prepare an economically viable plan that leads to the payment of a decent salary to workers.</p> <p>Applies as per requirements in Criterion 4.28</p>

Criterion #	Description of the Criterion
Level B Improvement Criterion 4.31	The farm management and group administrator provide access to health care and basic education to all workers.
Guide	<p>The objective of this criterion is to ensure that workers and their families have access to essential services including professional care in case of illnesses and basic education.</p> <p>This criterion does not apply to the collection of wild plant species.</p>

Criterion #	Description of the Criterion
Level A Improvement Criterion 4.32	When the farm management and group administrator provide housing to workers, or workers with their families, they provide areas for recreation and drying clothes. For permanent workers residing with their family, housing



	provides at least one toilet, one shower, and one laundry sink per family. Non-family worker housing provides at least one toilet for every six persons.
Guide	<p>The objective of this criterion is to ensure optimal living conditions for workers and their families.</p> <p>As for Criteria 4.28 and 4.30, this applies only if the Certificate Holder carries out management practices and product collection in its own sites and where the labor agreement with its hired workers requires the granting of housing.</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage.</p>

Criterion #	Description of the Criterion
Level A Improvement Criterion 4.33	If a living wage benchmark is provided, the farm management and group administrator pay a living wage to all workers. Payment may include in-kind remuneration, pursuant to the plan (see C 4.29).
Guide	<p>The objective of this criterion is to ensure that workers receive sufficient remuneration to cover their essential needs as defined by the GLWC for the respective living wage.</p> <p>For compliance with this criterion, apply what is referenced in Criterion C 4.29.</p>

Principle 4 - Improvement Criteria – Occupational Health and Safety

Criterion #	Description of the Criterion
Level C Improvement Criterion 4.34	An Occupational Health and Safety (OHS) committee is chosen by workers for farms or group administrators with 20 or more workers. The committee participates in or carries out regular OHS reviews and its findings and decisions are considered in the updating and implementation of the OHS plan. Committee decisions and associated activities are documented.
Guide	<p>The objective of this criterion is to support the functional implementation of the OHS plan, taking into account the opinions and reality of the workers.</p> <ul style="list-style-type: none"> • The Certificate Holder ensures compliance with this criterion for processing operation staff or if it hires personnel for the management and collection of wild plant species in its own, borrowed or leased sites. • This criterion applies only if there is a formal labor relationship between the supplier and the collector. • The OHS is based on a risk assessment made to identify all types of risks along the entire wild collection supply chain. • Ways in which identified risks can be mitigated are proposed and communicated to all relevant workers, suppliers and collectors of wild plant species.

Criteria 4.35 and 4.36 relate to situations of use of agro-chemicals for crop protection against pests and therefore do not apply to the wild harvest situation.



Criterion #	Description of the Criterion
Level C Improvement Criterion 4.37	When workers are diagnosed with temporary health conditions or have short-term disabilities that impair their ability to carry out their job, the farm management and group administrator reassign these workers for the length of the disability period to a different work task without penalty or a decrease in compensation.
Guide	<p>The objective of this criterion is to reassign sick workers to tasks that do not complicate their conditions, without suffering any reduction of their income</p> <p>This criterion applies to all hired personnel.</p> <p>This criterion applies to suppliers and collectors only if there is a labor agreement between them.</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage.</p>

Criterion #	Description of the Criterion
Level C Improvement Criterion 4.38	Workshops, storage areas, and processing facilities are designed for safe and secure storage of materials and equipped and identified in accordance with the type of stored substances and materials, are clean and organized, and have sufficient light and ventilation, equipment for firefighting, and means to adequately remediate any substance or spillage of materials.
Guide	<p>The objective of this criterion is to prevent the improper use of materials and equipment and to prevent accidents</p> <p>Applies only if the Certificate Holder has warehouses or workshops in the facilities of the processing operation or in their own sites for the management and collection of wild plant species</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage.</p>

Criterion #	Description of the Criterion
Level C Improvement Criterion 4.39	Only authorized personnel have access to workshops, storage or processing facilities.
Guide	<p>The objective of this criterion is to prevent untrained persons from being exposed to hazardous substances or other risks associated with warehouses and what is stored there.</p> <p>Applies only if the Certificate Holder has warehouses or workshops in the facilities of the processing operation or on their own sites for the management and collection of wild plant species.</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage.</p>



Criterion #	Description of the Criterion
Level C Improvement Criterion 4.40	First aid equipment is available at the work place for offices, processing areas, and other central facilities and first aid kits are accessible in the field. Designated workers or group members are trained on first aid as specified in the OHS plan.
Guide	<p>The objective of this criterion is to have trained personnel available to treat minor injuries quickly.</p> <p>The scope of this criterion applies to the processing operation.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> Shows evidence that the workers in the processing operation and the collectors are aware of the location and existence of the personnel responsible for the first aid equipment and the procedures in case of accident. Ensures that the contents of the first aid equipment or kit meet the specifications of the Occupational Health and Safety Plan. <p>This criterion applies to the wild product collection sites only where these are managed by an organization or administrator of the wild harvest collectors.</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage and collect from public sites.</p>

Criteria 4.41 and 4.42 relate to situations of use of agro-chemicals for crop protection against pests and therefore do not apply to the wild harvest situation.

Criterion #	Description of the Criterion
Level C Improvement Criterion 4.43	Working toilets and washing facilities are available at the workplace for offices, processing areas, and other central facilities of farms and group administrators.
Guide	<p>The objective of this criterion is to ensure there are facilities for hygiene in the workplace.</p> <ul style="list-style-type: none"> The Certificate Holder shows evidence of compliance with the requirements of this criterion in the processing operation facilities and in its own sites for the management and collection of wild plant species. This criterion does not apply to collectors of wild harvest products who self-manage and collect from public sites. Where hygiene in the collection sites is identified a risk that needs attention, the Certificate Holder shall document this assessment and provide reasonable and feasible solutions.

Criterion #	Description of the Criterion



<p>Level B Improvement Criterion 4.44</p>	<p>The farm management and group administrator document and implement procedures for emergency scenarios (such as natural catastrophes, civil unrest, or fire), provide training, and maintain equipment to minimize harm for each of these emergency scenarios.</p>
<p>Guide</p>	<p>The objective of this criterion is to ensure that emergencies are quickly addressed by trained personnel in order to reduce loss or damage to people, crops, infrastructure and machinery.</p> <p>The Certificate Holder:</p> <ul style="list-style-type: none"> • Shows evidence that there are trained personnel appointed as emergency response specialists in the facilities of the processing operation. • Trains the suppliers of products about the emergency procedures that must be applied at the collection sites. • Suppliers of wild plant species provide information to collectors on the procedure to be followed in case of an emergency. • Select collectors are trained in basic first aid in order to address emergencies at collection sites.

<p>Criterion #</p>	<p>Description of the Criterion</p>
<p>Level A Improvement Criterion 4.45</p>	<p>The farm management and group administrator increase inflation-adjusted cash wages at least annually.</p>
<p>Guide</p>	<p>The objective of this criterion is to conserve the purchasing power of salary levels and compensate for inflation.</p> <p>The Certificate Holder ensures compliance with what is required by this criterion for processing operation staff or if it hires personnel for the management and collection of wild plant species in own sites.</p> <p>Applies to suppliers with their own, borrowed or leased sites that have a formal employment relationship with the collector.</p> <p>This criterion does not apply to collectors of wild harvest products who self-manage and collect from public sites.</p>

Principle 4 - Improvement Criteria – Community Relations

Criteria 4.46 and 4.47 are not applicable to the wild harvest situation.