

Sustainability Framework

including generic indicators for sustainability and indicators for the EU deforestation regulation

Preferred by Nature Sustainability Framework	
Scope:	Global
Status of document:	APPROVED
Version:	1.23
Date:	25 April 2022
Official Language(-s):	English
Consultation period:	NA
Approval body:	Preferred by Nature
Contact person:	Christian Sloth
Contact email:	csloth@preferredbynature.org

Preferred by Nature has adopted an Open Source Policy to share what we develop whenever this may contribute to advancing sustainability. This work is published under the Creative Commons Attribution Share-Alike 3.0 Unported license. See the license conditions here: http://creativecommons.org/licenses/by/3.0/. Please note that for any use of the standard, you must credit Preferred by Nature and include a visible link to our website www.preferredbynature.org.

The names NEPCon™ and Preferred by Nature™ as well as the Preferred by Nature Seal are trademarks owned and protected by Preferred by Nature. Any usage of these names, visual elements or related claims require prior approval from Preferred by Nature.



Contents

Introduction 4
The Sustainability Framework 6
Scope 8
Application 9
Commodity adaptation 9
Risk-based approach 9
External verification of performance 10
Communications, claims and use of the Preferred by Nature Sustainability Seal 10
Related standards 10
Sustainability Indicators 11
Principle 1: Management and business practices are responsible 11
Criterion 1.1. Land tenure and management rights are secure. 11
Criterion 1.2. Management and operations are conducted responsibly. 11
Criterion 1.3. Taxes and fees are paid. 12
Criterion 1.4. Corruption and conflict of interest are avoided. 12
Criterion 1.5. Trade and transport are conducted legally and responsibly. 13
Principle 2: Peoples' well-being and human rights are respected 14
Criterion 2.1. Child labour is not present and employment of young workers is responsibly managed. 14
Criterion 2.2. Modern slavery, forced or compulsory labour do not occur. 14
Criterion 2.3. Workers' rights are respected. 15
Criterion 2.4. Discrimination does not occur 16
Criterion 2.5. All workers are remunerated in a responsible manner 17
Criterion 2.6. Workplaces are safe and healthy 17
Criterion 2.7. Employer-provided housing is safe and hygienic. 18
Criterion 2.8. Gender equality is maintained and protected. 19
Criterion 2.9. The rights of Indigenous Peoples are respected. 19
Criterion 2.10. Community rights are respected. 20
Principle 3: Nature and the environment are protected 20
Criterion 3.1. Natural forests and other natural ecosystems are protected from degradation and conversion. 20
Criterion 3.2. High Conservation Values (HCVs) are identified and protected. 22
Criterion 3.3. Chemicals are used cautiously with minimal negative impacts. 22
Criterion 3.4. Waste is reduced and managed appropriately. 23
Criterion 3.5. Water resources are protected and used efficiently. 23
Criterion. 3.6. Soil is conserved and managed appropriately. 23
Criterion 3.7. Animal health and welfare is secured. 24
Principle 4: Climate impacts are reduced and mitigated 25
Criterion 4.1. Greenhouse gas emissions are reduced 25
Criterion 4.2. Climate change adaptation efforts are implemented proportionate to the risks. 26
Criterion 4.3. Efforts are taken for GHG removal and ecosystem restoration as appropriate 26
Annex A: Remediation 27
Terms & Definitions 28
Annex 1: Preferred by Nature list of prohibited chemicals 40

Introduction

An increasing number of products are carrying sustainability labels and certification schemes have been developed for many commodities. Companies have policies for sustainable sourcing and investors are looking to support responsible development. While existing schemes largely overlap in their view on sustainability, the multitude of schemes has also led to parallel efforts and sometimes market barriers for smallholders and others.

Inspired both by existing sustainability schemes and the need to harmonise, the Preferred by Nature Sustainability Framework has been revised to provide a single framework for defining and benchmarking sustainability that can be used across different commodities. The framework consists of 4 principles and 20 criteria addressing various aspects of what we believe shall be considered before claiming something is sustainable.

The indicators of the Sustainability Framework have also been aligned with the draft requirements of the proposed EU Regulation on deforestation-free supply chains. Organisations looking for a practical list of indicators to comply with the upcoming regulation can use the indicators in the Sustainability Framework designated as being applicable for The Regulation to demonstrate compliance.

The Framework differentiates between indicators applicable to land-use operations (e.g. farms and forests) and those relevant to processing and manufacturing entities. As such, the framework can be used by any of these to implement sustainability commitments in their operations.

The Framework indicators capture the requirements for all scales of operations. Some of the indicators may not be feasible or applicable for small-scale operations. For practical implementation, the framework and its indicators will be adapted to the scale of the operations, the intensity of its activities and to the related risks.

We have carefully designed the framework to serve multiple purposes. It can be used for the verification of forest and farm management, as well as for other sectors such as financing and tourism. It can also be used by processors, traders, retailers and others to implement a due diligence programme for sustainable sourcing throughout their supply chains for the chosen product scope.

As we benchmark the framework against existing certification schemes, our intention is to recognise the assurance that these already provide, rather than duplicate.

The generic Framework is supplemented by risk assessments in our Sourcing Hub database, enabling to adapt it locally and focus on the issues which are central for each product and region. Sourcing organisations can use the framework to map and mitigate sustainability risks in supply chains, making sustainability commitments across any or all the 20 criteria.

In addition to risk adjustment of indicators specific to a source area, the Framework will be adapted to specific commodities or products to allow for more details on issues related to a specific type of commodity or product. E.g. adaptation to cattle will be required before the Framework is applied to the evaluation of cattle production.

Organisations which have been verified by Preferred by Nature to address all the Framework criteria will be eligible to use our Preferred by Nature Seal and make related on-product and business-to-business claims. Claims can be made related to specific products verified or the entire supply chains of an organisation, depending on the scope chosen by the organisation for implementation of its sustainability commitments.

About Preferred by Nature

Preferred by Nature is an international, non-profit organisation founded in Denmark in 1994, working in over 100 countries with businesses, NGOs and governments to develop solutions to major global challenges such as deforestation and climate change.

Our Vision

A world where human choices ensure a sustainable future.

Our Mission

To support better land management and business practices that benefit people, nature and the climate.

The Sustainability Framework is published under Preferred by Nature's OpenSource Policy. Anybody is free to use this document, on condition that due credit is given to Preferred by Nature and the applicable creative commons license conditions are followed.



The Sustainability Framework

Preferred by Nature's Sustainability Framework consists of four principles and 20 criteria. They have been revised to better support organisations and businesses to achieve their commitments as well as market and regulatory demands towards sustainability in land management, trade and processing of forest and agricultural commodities. Indicators relevant to the proposed EU Regulation on deforestation-free supply chains have been indicated as such.



Figure 1: Overview of the Principles and Criteria of the Sustainability Framework

This framework document contains the Principles, Criteria and Indicators for setting and verifying sustainability commitments, structured as follows:

Table 1: Division requirements in Principles, Criteria and Indicators.

Principles	Fundamental sustainability elements that are considered globally relevant.
Criteria	Sustainability topics of global relevance to be considered under each principle.
Indicators	Quantitative or qualitative parameters that can be assessed in relation to a criterion. Indicators relevant to the proposed EU regulation on deforestation-free supply chains are identified, as explained below.

The EU regulation on deforestation-free products

The Sustainability Framework has also been revised to ensure alignment with the EU "proposal for a Regulation on deforestation-free products"[1] (The Regulation).

The Regulation requires that products included in the proposed regulation's product scope are produced in compliance with relevant legislation and that they are deforestation-free.

The Regulation has some differences in how it addresses "deforestation-free" differently for agricultural commodities and forest products. In the proposed regulation, deforestation-free means:

a) that the relevant commodities and products, including those used for or contained in relevant products, were produced on land that has not been subject to deforestation after 31 December 2020, and

b) that the wood has been harvested from the forest without inducing forest degradation after 31 December 2020.

In order to address these requirements for agricultural commodities and wood products, respectively, Indicators of the Sustainability Framework are marked to show if they are relevant to the EU Regulation:

a) **Indicators marked with ⚑ are relevant for all commodities, including wood products.**

b) **Indicators marked with ⚑🌳 are relevant only for wood products.**

The Sustainability Framework can be used to ensure alignment with the requirements of the EU Regulation on deforestation-free products by selecting the relevant indicators.



[1] https://ec.europa.eu/environment/publications/proposal-regulation-deforestation-free-products_en

Scope

The Sustainability Framework can be applied to any land use (including forests and farms) or agricultural or natural resource supply chain, product or commodity where its production, trade and/or harvest has an impact on nature, people and climate.

Organisations working with several commodities may choose to apply the Sustainability Framework to only some of them. However, land management organisation must ensure that all their production areas for included commodities meet the Sustainability Framework requirements.

The Framework is applicable to both large-scale organisations and operations as well as small-scale farmers or producers, including:

a. **land managers or owners**, such as forest operations or farms
b. **processing facilities and manufacturing,** such as sawmills, factories, etc.
c. **supply chain entities** at any level that are sourcing agricultural commodities or forest products from one or more levels of suppliers, including but not limited to
    - exporters
    - distributors or service providers
    - brands and retailers
d. **investors or lenders** involved in the agriculture or forest products sectors.

Indicators have been assigned to both land-use practices and to processing /manufacturing, as shown in the two columns to the right of the indicator. This allows the Framework to be used for sustainability commitments throughout the supply chain.

Indicators applicable to land use	Indicators containing the requirements relevant to land use. These apply to forest, farm or other land managers.
Indicators applicable to the processing	Indicators containing the requirements relevant for processing facilities, manufacturers or traders to meet their sustainability commitments.



Application

The Framework is flexible in application and can be used through adaptation to different commodities and different levels of risk.

Commodity adaptation

For the Framework to be used as the basis for conformance verification, it should be adapted to the relevant commodity, and when applicable also to the geographical region. The adaptation of the framework allows a flexible approach that adapts to issues relevant to specific commodities while still aligning with the general framework principles and criteria. This commodity adaptation may be combined with a risk-based approach.

Risk-based approach

The Sustainability Framework Principles, Criteria and Indicators can be used to create country- and commodity-specific risk assessments, allowing focus on relevant issues. This approach creates a more efficient way of ensuring that important issues are addressed and reduces the amount of time and resources necessary to achieve sustainability goals.



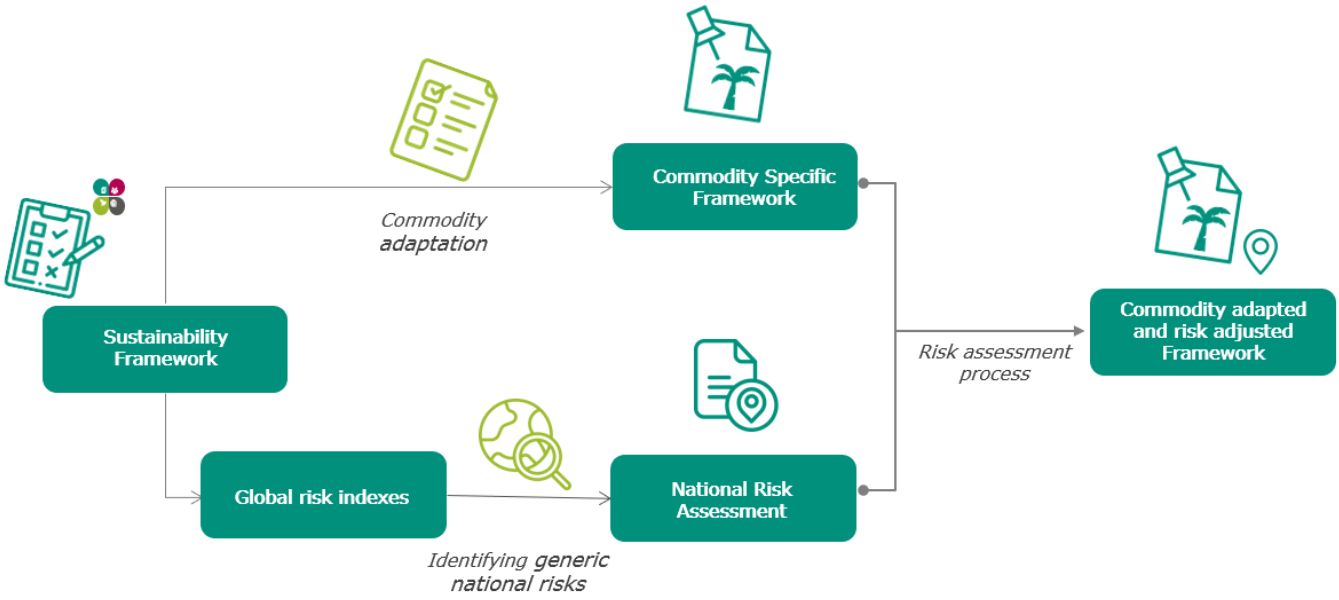


Figure 2: Illustration of the commodity adaptation and risk adjustment process.

External verification of performance

For organisations wishing to gain external recognition of their sustainability performance, Preferred by Nature can verify their conformance against the whole Sustainability Framework. They can also choose to be verified against a subset of the sustainability criteria in the Sustainability Framework. When choosing to start with a focus on specific topics, an organisation may, for example, become Preferred by Nature verified for deforestation-free supply chains, avoiding child labour or eradicating modern slavery.

Communications, claims and use of the Preferred by Nature Sustainability Seal

The Preferred by Nature Sustainability Framework offers ways for organisations to communicate about and gain recognition for their progress towards meeting their sustainability commitments.

Organisations may choose to focus on specific commodities or specific supply chains in their work with the Sustainability Framework. They may also choose to apply the requirements to their entire operation or start with a specific source. The claims available will be adjusted to reflect the scope.

Organisations verified to meet all applicable Indicators of the Sustainability Framework, may use the Preferred by Nature Seal and make related off- and on-product claims.



Figure 3: The Preferred by Nature Seal

Organisations selecting to work with a limited number of sustainability requirements (subset of the Sustainability Framework) and verified to meet these selected Criteria and Indicators, may make claims about their achievements but cannot use the Preferred by Nature seal.

Organisations working with Preferred by Nature on specific elements of their sustainability efforts or those not pursuing verification may communicate about such work and their progress. However, they may not make product-related claims or use the Preferred by Nature seal. Any communication about the Sustainability Framework shall be limited to describing the nature and scope of the collaboration with Preferred by Nature. Preferred by Nature also reserves the right to communicate about companies with which it collaborates and supports – through the Preferred by Nature website and other communications channels such as social media and external newsletters.

Related standards

In combination with the Sustainability Framework's requirements for implementing sustainability commitments in land-use operations and processing facilities, the following normative requirements are available, applicable to Organisations using the Sustainability Framework:

- **SP-02 System requirements for land managers**: this standard contains requirements for systems applied to ensure consistent implementation of the Sustainability Framework indicators for land managers.
- **SP-03 requirements for supply chain due diligence**: this standard contains requirements for companies sourcing commodities through a supply chain; this may include manufacturers, traders and retailers. The standard sets out requirements systems to ensure supply chain management and for conducting due diligence for sourcing and meeting sustainability commitments.
- **Terms & definitions:** Preferred by Nature has collected terms and definitions used in the Sustainability Framework. They shall be used as a reference to obtain details on the specific use of terms and definitions and can be found on pages 28-39.

Sustainability Indicators

Principle 1: Management and business practices are responsible

Criterion 1.1. Land tenure and management rights are secure. **Land tenure and the legal right to operate are established for all rights holders and ensure that Free Prior and Informed Consent (FPIC) is obtained where operations may affect Indigenous Peoples or local communities' rights and resources.**	**Land-use category**	**Processing category**
1.1.1. Land tenure rights are secure and registered according to legal requirements and include clear demarcation of legally gazetted boundaries.	⚑	N/A
1.1.2. Land management rights are in place and registered according to legal requirements.	⚑	N/A
1.1.3. Legally required rights to operate are in place and registered according to legal requirements.	⚑	
1.1.4. Land tenure and management rights are obtained through a process that ensures that Free Prior Informed Consent (FPIC) is secured before any activities are commenced that may affect Indigenous People's or local communities' lands, territories and resources.[2]	⚑	N/A
1.1.5. In case of ongoing land tenure or management right disputes, these are managed through a culturally appropriate and transparent process agreed upon by the affected parties.[3]		
Criterion 1.2. Management and operations are conducted responsibly. **Management operations ensure legal compliance and adherence to fair management of contracts.**		
1.2.1. Legal requirements related to disclosure of information are complied with.		
1.2.2. Legal requirements for planning are complied with.		
1.2.3. Legal requirements for management and operation are complied with.		
1.2.4. Legal harvesting or production requirements are complied with.		N/A

[2] The FPIC requirement is applicable regardless of how, or from who, land or resources are acquired.

[3] See Principle 31 of the UN Guiding Principles on Business and Human Rights. https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

1.2.5. Use of natural resources ensures long-term productivity and yields.		N/A
1.2.6. Land areas under management are protected from illegal encroachment by third parties.		N/A
1.2.7. Harvest or trade-in products do not contribute to armed conflict.		
1.2.8. Significant past human rights violations caused by the organisation are remediated according to annex A.		
1.2.9. Land tenure and land management rights are not divested or legally transferred to another party to avoid responsibilities for remediation, restoration or protection of values.		N/A
1.2.10. The confidentiality and anonymity of environmental and human rights defenders, union representatives, whistle-blowers, complainants and community spokespersons are respected.		
Criterion 1.3. Taxes and fees are paid. **Applicable taxes and fees have been paid in a timely manner and according to legal requirements.**		
1.3.1. Legal requirements for payment of royalties, land/area taxes and fees are complied with.		
1.3.2. Legal requirements for payment of value-added taxes and/or other sales taxes are complied with.		
1.3.3. Legal requirements for payment of income and profit taxes are complied with.		
1.3.4. Legal requirements for payment of transport, trade and/or export taxes are complied with.		
1.3.5. No undisclosed or unrecorded accounts, funds or assets are established or maintained.		
Criterion 1.4. Corruption and conflict of interest are avoided. **Corruption, bribery and conflict of interests are avoided, while business integrity is ensured according to best practices.**		
1.4.1. Legal requirements relating to bribery, fraud and corruption are complied with.		
1.4.2. Payment of or accepting bribes or other forms of corruption does not take place.		
1.4.3. Business integrity is ensured by avoiding all forms of bribery and corruption.		

1.4.4. Corporate hospitality, including the exchange of gifts, is managed according to best practices, including that the hospitality: a) be for a legitimate business purpose, which may include developing business relationships b) not include public officials from which a decision regarding any license, permit, authorisation or any other official act or decision is pending c) be given in an open and transparent manner d) and not include cash, loans or cash equivalents (such as gift certificates or vouchers)[4].		
1.4.5. Conflicts of interest are identified, managed and declared.		
1.4.6. Political contributions and campaign expenditures are publicly disclosed.		
Criterion 1.5. Trade and transport are conducted legally and responsibly. **Trade and transport of materials, products and animals are conducted according to legal requirements and respecting principles of fairness and transparency in contractual obligations.**		
1.5.1. Legal requirements relating to trade and transport of products are complied with.	⚑	
1.5.2. Legal requirements relating to the classification of products for trade and transport are complied with.	⚑	
1.5.3. Legal requirements relating to export and/or import are complied with.	⚑	
1.5.4. Legal requirements relating to offshore trading and transfer pricing are complied with.	⚑	
1.5.5. Legal requirements relating to the trade of CITES species are complied with.	⚑	
1.5.6. Legal requirements relating to due diligence or due care are complied with.	⚑	
1.5.7. Agreed payments to suppliers or service providers are made in a timely manner and receipts specifying the price, quantity/volume/weight, qualities, deductions and amounts paid are given[5].	⚑	

[4] Transparency International, Business Principles for Countering Bribery produced by Transparency International; OECD, 2009. International Chamber of Commerce anti-corruption guide for SMEs. "Good practice guidance on internal controls, ethics, and compliance" of "Recommendation of the Council for Further Combating Bribery of Foreign Public Officials in International Business Transactions" 26 November 2009.

[5] See for possible delays: https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32019L0633&from=EN

1.5.8. Contracts with suppliers and/or buyers have clear terms, are fair, legal and transparent, have an agreed timeframe, and are not changed or cancelled unilaterally.		

Principle 2: Peoples' well-being and human rights are respected

Criterion 2.1. Child labour[6] is not present and employment of young workers is responsibly managed. **Child labour is eliminated, and children are protected. Where young workers are employed, their employment follows best practices.**	**Land-use category**	**Processing category**
2.1.1. Child labour is not used, promoted or supported in any way.[7]		
2.1.2. Legal requirements related to child labour and employment of young workers are complied with.		
2.1.3. Children under the age of 15 (or under age for completion of compulsory education, whichever is higher) are not employed, except within the framework of "Family Farm[8]" work or when covered by national legislation in accordance with Article 7 of the ILO Minimum Age Convention[9].		
2.1.4. Where the young workers[10] are employed, the following are met: 2.1.5. Young workers only work outside of compulsory school hours. 2.1.6. Young workers do not work more than 8 hours a day. 2.1.7. Young workers do not work without supervision during night hours.		
Criterion 2.2. Modern slavery[11], forced or compulsory labour do not occur. **Forced labour, modern slavery and human trafficking do not occur and no dependence is built or restrictions made for workers' freedom to choose their employer.**		
2.2.1. Modern slavery[12], forced labour or compulsory labour is not used, promoted or supported in any way.		
2.2.2. Withholding of salary, benefits, documents, or property is not used in ways to restrict workers' freedom.		

6 The term "child labour" is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. See Preferred by Nature's Terms & Definitions for more details.

7 ILO Worst Forms of Child Labour Convention, 1999 (No. 182)

8 See definitions in RS-09 and http://www.fao.org/3/a-i4306e.pdf

9 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ilo_code:C138

11 ILO Forced Labour Convention, 1930 (No. 29); ILO Abolition of Forced Labour Convention, 1957 (No. 105); Modern Slavery Act UK.

12 See definition in "Preferred by Nature Sustainability Framework Terms & Definitions".

2.2.3.	Legal requirements related to modern slavery, including forced labour and prison labour, are complied with, where these, at a minimum meet the requirements of the relevant ILO conventions.		
2.2.4.	Workers have the right to leave the workplace after completing their workday and be free to terminate their employment if they give reasonable notice to their employer.		
2.2.5.	Human trafficking is not used, promoted or supported in any way.		
Criterion 2.3. Workers' rights are respected. **The rights of all workers are respected, including the International Labour Organization (ILO) eight fundamental Conventions.**			
2.3.1.	Legal requirements related to Freedom of Association, Rights to Organise and Collective Bargaining[13] are complied with, where these, at a minimum meet the requirements of the relevant ILO conventions.		
2.3.2.	Freedom of Association, the Right to Organise[14] and the Right to Collective Bargaining are respected.		
2.3.3.	Legal requirements related to working hours, overtime, rest time and time off, are complied with, where these, at a minimum meet the requirements of the relevant ILO conventions.		
2.3.4.	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.[15] [16]		
2.3.5.	Workers receive at least one meal period break for every six hours worked.		
2.3.6.	Overtime is voluntary and does not result in a work week exceeding 60 total hours, except under circumstances of shorter duration[17] where additional labour is required.		
2.3.7.	Workers are treated respectfully and never subjected to sexual or other abuse or harassment, or verbal, physical or psychological mistreatment.		

13 ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

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

15 SAN Standard, 2017. https://www.sustainableagriculture.eco/blog/2017/11/9/is-saving-water-enough-5tss3

16 ILO, C001 - Hours of Work (Industry) Convention, 1919 (No. 1)

17 A shorter duration here is considered to refer to a few weeks e.g. in a harvest season for a short period where it is required for workers to work overtime.

2.3.8. Workers' privacy rights of workers are respected, including, but not limited to, whenever an employer gathers private information or implements employee-monitoring practices.[18]		
2.3.9. Legal requirements related to recruitment and employment are complied with.		
2.3.10. Employment conditions of workers, including wages, bonuses, work hours, overtime, vacation, and others, are documented and available to workers prior to employment.		
2.3.11. Social responsibilities are not avoided, by hiring de facto permanent, long-time, full-time workers under seasonal or temporary contracts.		
2.3.12. Where migrant workers are hired, the following are ensured, in addition to the Framework's other provisions related to human-and workers' rights[19]: 2.3.13. Migrant workers are legally authorised to enter, to stay and to engage in a remunerated activity in the area/country[20]. 2.3.14. Migrant workers and their families are free to travel and leave the area/country without restrictions, except for those restrictions defined by law. 2.3.15. Migrant workers are ensured equality of opportunities and no less favourable treatment than local workers.[21]		
Criterion 2.4. Discrimination[22] does not occur. **There is no discrimination related to employment or occupation and employees enjoy a stimulating and fulfilling workplace.**		
2.4.1. There is no discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other issue.[23]		

18 Accountability Framework, Core Principles, 2

19 Migration for employment convention 1949. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312242

20 In some countries or jurisdictions there may be legal allowance or recognition by public authorities for workers, even in cases when not all documentation or legal processes have been finalized. Such complex situations should be evaluated case by case to conclude if the situation as a whole constitutes illegal working practice or not.

21 ILO Convention 97 and 143. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100_instrument_id:312242; https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_INSTRUMENT_ID,P12100_LANG_CODE:312288,fr:NO

22 ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

23 Discrimination (Employment and Occupation) Convention, 1958 (No. 111). https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111

2.4.2.	There is no interference with workers' rights to observe tenets or practices or to meet needs relating to race, national or social origin, religion, disability, gender, sexual orientation, family responsibilities, union membership, political opinions or any other condition.		
Criterion 2.5. All workers are remunerated in a responsible[24] manner **All workers, permanent as well as contractors, seasonal and migrant workers are remunerated meeting or exceeding legal requirements and with respect towards worker's right to a decent standard of living.**			
2.5.1.	Legal requirements related to wages and other payments, such as social insurance, are complied with.		
2.5.2.	The remuneration received for a standard workweek by a worker in a particular place is sufficient to afford a decent standard of living[25] for the worker and their family.[26]		
2.5.3.	Wages meet or exceed minimum industry standards or other recognised industry wage standards.		
2.5.4.	Payment is made directly to all workers to ensure they safely receive and retain their wages.		
2.5.5.	Where an employer-provided services, for which workers' pay, such as medical services, schooling, meals, and other amenities, these are valued fairly and do not exceed local market prices.		
2.5.6.	Workers' wages and benefits are received as contractually agreed for each pay period.		
Criterion 2.6. Workplaces are safe and healthy.[27] **The workplace is safe and healthy, and workers have access to and use appropriate Personal Protective Equipment, commensurate with the activities undertaken.**			
2.6.1.	Legal requirements related to workplace health and safety are complied with.		
2.6.2.	Equipment and utilities have effective guards and emergency stops.		

24 OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector

25 Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events

26 ILO, International Labour Organization and the Living Wage: A Historical Perspective, 2017

27 WHO, Healthy workplaces: a model for action, 2010.

2.6.3.	Indoor workplaces are hygienic with adequate lighting, temperature, ventilation, sanitation, drinking water, sanitary facilities, as well as break facilities and food storage.		
2.6.4.	Workers are competent in relevant health and safety issues and receive appropriate safety and health training in relevant issues prior to starting work and on a regular basis thereafter.		
2.6.5.	Personal Protective Equipment (PPE) is available to and used by workers, is in good condition, and appropriate for the specific activity being conducted.		
2.6.6.	Workers handling chemicals and machinery have relevant competencies in chemical or machine handling, and have access to appropriate clean facilities for cleaning, washing and breaks.		
2.6.7.	Expectant and nursing mothers are not engaged in activities that expose them to risks to their health and safety.		
2.6.8.	Emergency exits, fire detection, emergency alarms and fire suppression equipment are in place, visible and in working order and workers are competent to handle equipment and react to emergencies.		
2.6.9.	Workers have access to appropriate first-aid equipment, as well as medical services in case of emergencies.		
Criterion 2.7. Employer-provided housing is safe and hygienic. **Where housing is provided by the employer to workers, it is in a safe and hygienic condition and is provided free of charge or for a fee commensurate with the pay.**			
2.7.1.	Legal requirements related to the housing of workers are complied with.		
2.7.2.	Housing is offered to workers if no affordable or safe accommodation is otherwise available, especially in remote locations where commuting is not a viable option or where workers are expected to stay within the premises for extended periods of time.		
2.7.3.	If workers pay for employer-provided housing, the cost of housing is commensurate with the pay and comparable to similar housing in the area/industry.[28]		
2.7.4.	Employer-provided housing is safe and hygienic.[29]		

[28] See ILO Workers' Housing Recommendation, 1961. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R115

[29] Nestle Responsible Sourcing Standard, 2.3.3. See also Preferred by Nature SP-09 Terms & Definitions

2.7.5. Employer-provided housing has functioning emergency exits and fire alarms and access to first-aid supplies and fire suppression equipment. All equipment is in working order and workers are competent to handle the equipment.		
2.7.6. Where workers and their families live in employer-provided housing, the employer ensures that they have access to medical, educational and social services.		
Criterion 2.8. Gender equality is maintained and protected.[30] **Gender equality is protected according to legal requirements and following best practices, including equal remuneration for work of equal value and sufficient maternity leave.**		
2.8.1. Legal requirements related to gender-based discrimination are complied with.[31]		
2.8.2. Job opportunities are available to all people, irrespective of gender, under the same conditions.		
2.8.3. Irrespective of gender, there is equal remuneration for work of equal value.		
2.8.4. Legal requirements related to maternity leave are complied with.		
2.8.5. Pregnant women who are permanent workers shall have least four weeks maternity leave, with pay or access to similar income.		
Criterion 2.9. The rights of Indigenous Peoples are respected. **The rights of Indigenous Peoples are known and respected and interaction with them is conducted in a respectful and culturally appropriate manner.**		
2.9.1. Legally recognised Indigenous Peoples who are affected by activities of the organisation are known and their legal rights are respected.		
2.9.2. Indigenous people potentially affected by the activities of the organisation are recognised and their rights respected, even if legal regulations fail to fully recognise these rights.		
2.9.3. Indigenous People's rights, including rights to resources and land, are known.		
2.9.4. The rights of Indigenous People are respected and upheld, following principles of Free, Prior and Informed Consent (FPIC).		

30 ILO, C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

31 Accountability Framework , Core Principles, 2

2.9.5. The impacts of activities on Indigenous People are known and negative impacts are avoided.		
2.9.6. Interaction with Indigenous People is conducted in a respectful and culturally appropriate manner with focus on avoiding any negative impacts and enhancing positive ones.		
Criterion 2.10. Community rights are respected.[32] **There is respectful, collaborative, mutually beneficial and enriching engagement with the local community.**		
2.10.1. Local communities potentially affected by operations are identified.		
2.10.2. Legally recognised customary and local community rights are identified and respected.	⚑	
2.10.3. Reasonable opportunities for employment, training and other services are made available to local communities.		
2.10.4. Sites and resources within the area of operation, fundamental for satisfying the basic needs of local communities are identified and protected (HCV5).[33]		N/A
2.10.5. Sites, resources, habitats and areas of cultural, archaeological, or historical significance, and/or of critical cultural, ecological, economic, or religious/sacred importance for the traditional cultures of local communities, are identified and protected as appropriate (HCV6).[34]		

Principle 3: Nature and the environment are protected

Criterion 3.1. Natural forests and other natural ecosystems are protected from degradation and conversion. **Production or other activities do not contribute to deforestation, conversion or degradation of natural forests or other natural ecosystems. Land-use planning and management protect or restore biodiversity and natural ecosystems.**	Land-use category	Processing category
3.1.1. Natural forests or other natural ecosystems are protected from conversion to agriculture, plantation forestry or other land uses.		

[32] FSC, Principles and criteria for forest stewardship FSC-STD-01-001 V5-2 EN, Principle 4; PEFC, Sustainable forest management requirements, Criterion 6.

[33] https://hcvnetwork.org/library/common-guidance-for-the-identification-of-high-conservation-values/

[34] https://hcvnetwork.org/library/common-guidance-for-the-identification-of-high-conservation-values/

3.1.2.	Where conversion of natural forests or other natural ecosystems has taken place within the last ten years, restoration activities are implemented to compensate for past ecosystem loss in line with the Preferred by Nature Restoration Standard.[35]		
3.1.3.	There has been no deforestation or forest degradation after 31 December 2020.[36]		
3.1.4.	Forests and other natural ecosystems are managed in a way that maintains natural ecosystems and biodiversity and complexity.		
3.1.5.	Within forest ecosystems and forest buffer zones, extraction of tree roots and stumps is avoided, to minimize erosion and negative climate and biodiversity impacts.		N/A
3.1.6.	Legal requirements relating to the degradation and conversion of natural forests or other natural ecosystems are complied with[37].		
3.1.7.	If clear-cuts are used for forest management, the size of clear-cuts is minimized to be ecologically appropriate for the forest ecosystem, type and biome.		N/A
3.1.8.	Legal requirements relating to biodiversity protection, protected sites, and protection of endangered or protected species are complied with.		N/A
3.1.9.	Riparian buffer zones are protected to avoid negative impacts on water quality, as applicable to the land-use type.		N/A
3.1.10.	The risk of fire is controlled, and fire is only used for land preparation, where environmental and social benefits are demonstrated.		N/A
3.1.11.	Endangered or protected animal or plant species are not hunted, killed, fished, collected, held captive, or trafficked.[38]		N/A
3.1.12.	Legal requirements related to environmental impact assessments are complied with.		N/A

35 See https://preferredbynature.org/certification/ecosystem-restoration/ecosystem-restoration-verification

36 This requirement relates to the EU proposal for a deforestation regulation cut-off date for deforestation and forest degradation (Article 2(8)). https://ec.europa.eu/environment/forests/deforestation-proposal.htm

37 In this context legal conversion refers to conversion of very limited areas e.g. for road construction or other infrastructure necessary to operate. Legal conversion of large areas allocated for conversion of forest to other land-uses, even if legal, is not considered in conformance with the intention of the Framework. See also the separate indicator, prohibiting conversion of natural forests and other natural ecosystems.

38 An exception to this is where animals or plants are bred or grown legally with the purpose of restorations, re-introduction or protection.

Criterion 3.2. High Conservation Values (HCVs)[39] are identified and protected.[40] **High Conservation Values one to four (HCVs 1-4) are identified, maintained, and enhanced, subject to the precautionary approach, in alignment with the HCV Networks guidance.**		
3.2.1. High Conservation Values 1-4 are identified through engagement with interested and affected parties, and protected and monitored, subject to the precautionary approach.[41]		N/A
Criterion 3.3. Chemicals are used cautiously with minimal negative impacts. **The use of chemicals is minimised and any application ensures the protection of human health, as well as ensuring minimal impacts on the environment.**		
3.3.1. Legal requirements relating to chemical use and storage are complied with.		
3.3.2. Prohibited chemicals[42] are not used.		
3.3.3. Where chemicals are used, they are used in ways that ensure minimal adverse impacts on people and the environment.		
3.3.4. The use of chemicals is monitored and minimised.		
3.3.5. Chemical drift, run-off or spills are effectively avoided and controlled.		
3.3.6. Chemicals with known risks for pollinators, or other non-target species, can only be used if: a) Nonchemical methods or less toxic pesticides are not available; b) Exposure to natural ecosystems is minimised; and c) Contact of pollinators and other non-target species with these substances can be minimised.		N/A
3.3.7. Where fertilisers are used: a) the type of fertiliser is selected based on soil assessment and crop nutrient needs over the growing season; and, b) the amount, timing, and application of fertilisers are adjusted to plant nutrient needs and to minimise nutrient loss to the surrounding environment.		NA

[39] See the HCV Network for more information: https://hcvnetwork.org

[40] The implementation of the HCV methodology shall be dependent on the scale and intensity of the operations under evaluation. In the Sustainability Framework consideration will be given to the size of land-use operations to allow flexibility in the implementation of this criterion. Furthermore, when adapting the generic framework to specific commodities, the indicators under this criterion are reviewed and adjusted to be fit for purpose.

[41] https://hcvnetwork.org/library/common-guidance-for-the-identification-of-high-conservation-values/

[42] The definition of "prohibited chemicals" can be found in the Preferred by Nature "Terms & Definitions".

Criterion 3.4. Waste is reduced and managed appropriately. **The volume and negative impacts of waste from production or activities related to production are managed and minimised.**		
3.4.1. Legal requirements relating to waste management are complied with.		
3.4.2. Wastewater from operations is not discharged into the surrounding environment, including aquatic ecosystems, unless it has undergone treatment to reach a safe level.		
3.4.3. Untreated sewage is properly disposed of to avoid negative effects on the surrounding environment, including aquatic resources.		
3.4.4. Waste storage, treatment and disposal practices do not pose health or safety risks to people or natural ecosystems.		
3.4.5. Waste is not burned, except in incinerators technically designed for the specific waste type.		
3.4.6. Waste is managed in order to ensure reduction, recycling, reusing, and safe disposal based on the toxicity of the materials.[43]		
Criterion 3.5. Water resources are protected and used efficiently. **Where water is used as part of the production system, legal requirements are met and wastewater from the operations is appropriately treated, avoiding adverse effects to ecosystems and the natural environment.**		
3.5.1. Legal requirements for surface or ground water use are complied with.		
3.5.2. Water usage is optimised and negative impacts on production and the surrounding environment are reduced.		
3.5.3. Natural water bodies are protected from chemical, fertiliser and slurry drift and run-off.		
3.5.4. Water resources are managed to ensure that water quality and balance are maintained or improved and do not restrict availability for other users.		
Criterion. 3.6. Soil is conserved and managed appropriately. **Soil health in terms of biodiversity, organic matter content and other physical, chemical and biological attributes of the soil is maintained or improved. Negative impacts on soils are managed and minimised.**		

[43] Where applicable waste management plans shall be developed and implemented.

3.6.1.	Legal requirements related to soil management are complied with.		N/A
3.6.2.	Water and wind erosion is reduced through practices such as ground cover, mulch, protection and re-vegetation of steep areas, terracing or filter strips to protect soils.		N/A
3.6.3.	Harvesting, cultivation and grazing practices are implemented in a way that maintains or improves soil's physical, chemical and biological condition.		/A
3.6.4.	Harvesting, cultivation and grazing are not practiced on vulnerable soils where it causes long-term damage to the ecological functions of the soil, such as very steep slopes and peat soil types.		N/A
3.6.5.	Plant and animal materials are managed to maintain or improve soil biodiversity and organic matter content and do not contribute to contamination of crops, soil, or water by nutrients, pathogenic organisms, heavy metals, or residues of prohibited substances.		N/A
Criterion 3.7. Animal health and welfare is secured.[44] [45] **Animal health and welfare are ensured in indoor and outdoor animal production systems, reducing stress on the animals and allowing them to exercise their natural behaviours.**			
3.7.1.	Legal requirements relating to animal health, welfare, medication transport and traceability are complied with.		
3.7.2.	Animals are fed to satisfy nutritional needs and good health.		
3.7.3.	Animals have access to environments that allows them to move freely and exhibit natural behaviour.		
3.7.4.	Animals have continuous access to sufficient, fresh, and clean water, without competition between animals.		
3.7.5.	Measures are taken to prevent diseases (such as vaccination, hygiene measures), while minimizing risks of antimicrobial resistance as well as pain and injury to the animals.		
3.7.6.	Housing, pens and handling facilities have space, ventilation, lighting, drainage and are safe, minimising the risk of diseases, injury and stress to the animals, according to climatic zones.		

[44] OIE, Terrestrial Animal Health Code

[45] Nestlé Responsible Sourcing Standard
RSPCA, RSPCA welfare standards
SAN, Sustainable Agriculture Standard
GRSB, Statement on Antimicrobial Stewardship

3.7.7. Transportation of animals considers the size of animals, climatic conditions and need for water and food (in case of long-distance transportation), minimizing animal stress.		
3.7.8. Animal handling is done by workers with experience, and competence in animal welfare		

Principle 4: Climate impacts are reduced and mitigated

Criterion 4.1. Greenhouse gas emissions are reduced **Best business practices to minimise major greenhouse gas emissions are implemented, according to the risks and proportionate to the scale and nature of the operation.**	Land-use category	Processing category
4.1.1. Significant greenhouse gas emission sources are identified, considering management practices, land-use change, livestock, energy, sourcing and use of materials.		
4.1.2. Animal feed shall not contribute to deforestation.		
4.1.3. If there is a risk that the sourcing activities may cause significant indirect land-use change through conversion or destruction of natural ecosystems elsewhere, steps are taken to mitigate such risk.	N/A	
4.1.4. Efforts are taken to reduce the emission of greenhouse gases resulting from activities, meeting at minimum the industry sector best practices and considering the best available technology.[46]		
4.1.5. Where applicable, the amount of soil carbon is maintained or increased over the long term.		
4.1.6. If offsetting is used, the carbon credits from carbon projects are independently verified against credible carbon offsetting standards representing genuine, additional and permanent reductions and avoiding leakage and double counting.		
4.1.7. If applicable, national and/or international regulations concerning emission reduction targets for applicable climate change factors and actions are complied with.		

[46] The focus at minimum should be on the most significant emission sources, rather than having a complete carbon footprint approach. The specifics for each sector and commodity will be detailed in the adapted version of the framework. For example, cattle ranchers should take best practice steps to minimize methane emissions (breed selection, monitoring for appropriate time for slaughter and so on). Rice farmers should avoid burning rice straw and should aim to use alternate wet and drying cycles (AWD), which can significantly reduce the related methane emissions.

Criterion 4.2. Climate change adaptation efforts are implemented proportionate to the risks. **Risks resulting from climate change that may endanger the sustainability of operations are considered and appropriate climate adaptation measures are implemented.**		
4.2.1. The key risks for the operation resulting or potentially resulting from climate change are identified.		
4.2.2. Measures for climate change adaptation are implemented for areas of high risk and proportionate to the scale of the operations and anticipated social, economic, and environmental impacts.		NA
Criterion 4.3. Efforts are taken for GHG removal and ecosystem restoration as appropriate **Opportunities for GHG removal and ecosystem restoration and to implement related activities are considered when feasible and relevant.**		
4.3.1. Best business practices to ensure GHG removals based on land-use and land management practices and carbon stocks to promote positive climate regulation over time are implemented.		
4.3.2. If implemented, ecosystem restoration efforts aim to both regain ecological functionality of the reference ecosystem and enhance human well-being while taking into account the changing environmental, social and economic conditions of the area.		

Annex A: Remediation

A.1 Remediation measures are implemented as appropriate.
A.1.1 Violations of human rights, affecting Indigenous People, communities, or workers are remediated through an adequate, legitimate and culturally appropriate mechanism.[47]
A.1.2 Remediation actions result in fair and just outcomes.

47 See Principle 31 of the UN Guiding Principles on Business and Human Rights. https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

Terms & Definitions

Biodiversity

The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems.

Source: Convention on Biological Diversity 1992, Article 2). https://www.cbd.int/doc/legal/cbd-en.pdf

Carbon Footprint

The total amount of greenhouse gases produced to directly and indirectly support human activities, usually expressed in equivalent tons of carbon dioxide (eCO2). This means that Carbon footprint may include the emissions of other Green House gasses than carbon dioxide (such as methane).

Certification Scheme

3rd party scheme providing assurance of conformance to a normative Framework.

Chain of custody

The path taken by raw materials, processed materials, finished products and co-products from the area of production to the consumer or (in the case of reclaimed/recycled materials or products containing them) from the reclamation site to the consumer, including each stage of processing, transformation, manufacturing, storage and transport where progress to the next stage of the supply chain involves a change of ownership (independent custodianship) of the materials or the product.

Source: FSC-STD-40-004 V2-1. https://fsc.org/en/document-centre/documents/resource/302

Chemical

In the Sustainability Framework Chemicals are broadly defined as distinct compounds or substances, which have been artificially prepared or purified. Chemicals in this context may include different types of agrochemicals, such as pesticides, herbicides, insecticides, fungicides, as well as fertilisers. It may also include other chemicals used in processing and manufacturing ogricultural or forest products. (Also see the definition of *Prohibited chemicals* in this document.)

Child

Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.

Source: Social Accountability Standard 8000- 2014.

Child Labour

The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
  - depriving them of the opportunity to attend school;
  - obliging them to leave school prematurely; or
  - requiring them to attempt to combine school attendance with excessively long and heavy work.

In accordance with international labour standards, a minor, between the age of 12 and 15 may work, in parallel with studying, on a farm owned or operated by that parent or person standing in place of their parents [a guardian] if the following conditions are met:

- The minor freely reports their wish to help and learn at the family farm if interviewed outside the farm
- Work takes place outside of schooling
- Work is always supervised by a parent or guardian
- Work does not take place at night, does not consist of heavy lifting duties or hazardous work conditions, defined as:
  - Operating or assisting to technically operate any type of machine, including tractor and power engines
  - Working from a ladder or scaffold (painting, repairing, or building structures, pruning trees, picking fruit, etc.) at the height of over 2 metres,
  - Working in a confined space (example silo or storage designed to retain an oxoxygen-deficientr toxic atmosphere)
  - Handling or applying any type of agricultural chemicals

The above requirements apply as well to agricultural schools – apprentices and students that can be present on farms.

Not all work done by children should be classified as child labour that is to be targeted for elimination. Children's or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling, is generally regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience and help prepare them to be productive members of society during their adult life.

Source: International Labour Organization

Child labour, the worst form of

a) Whilst child labour takes many different forms, a priority is to eliminate without delay the worst forms of child labour as defined by Article 3 of ILO Convention No. 182:
all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;
d) work which, by its nature or the circumstances in which it is carried out, is likely to harm children's health, safety or morals.

Source: Worst Forms of Child Labour Convention, 1999 (No. 182).

Community rights

Although "community rights" is not a defined concept in international law, community members are entitled to the full range of human rights. Moreover, given the social, economic and political structures and cohesion of communities, there may often be a collective aspect to their rights. In this regard, there may be commonalities between community rights and indigenous peoples' rights, especially when projects impact lands and resources that concern entire communities rather than individuals

Complaint

A complaint is defined as a formal expression of dissatisfaction by any person or organisation presented as a complaint to an organisation or a person.

Conflict timber

Organisations such as Global Witness use the term *conflict timber* to describe the harvesting or trade of forest products used to fund parties engaged in *armed conflicts* resulting in serious violations of human rights, violations of international humanitarian law or violations amounting to crimes under international law.

Source: Transparency International

Conflict of interest

A conflict of interest occurs when a person's or entity's vested interests may affect their actions, judgment, and/or decision-making. For a public servant a conflict of interest involves a conflict between the public duty and private interests of a public official, in which the public official has private-capacity interests which could improperly influence the performance of their official duties and responsibilities.

Source: OECD, https://www.oecd.org/gov/ethics/2957360.pdf

Control measure

An action that the organisation shall take to mitigate the risk of sourcing material from unacceptable sources.

Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)

A multilateral treaty that aims to ensure that international trade in specimens of wild animals and plants does not threaten their survival.

Source: CITES

Conversion

[1]Conversion is defined as a change of a natural ecosystem to another land use or severe degradation that results ia n profound change in the ecosystem's species composition, structure or function.

Source: Afi Definitions

Core sustainability requirements

Indicators of the Sustainability Framework that includes requirements that are considered by Preferred by nature to be required for achieving sustainability in production or processing.

Corruption Perceptions Index (CPI)

A global index of the perceived level of corruption in individual countries. The index has been developed by Transparency International.

Source: Transparency International

Corruption

Transparency International defines corruption as the abuse of entrusted power for private gain. Corruption can be classified as grand, petty and political, depending on the amounts of money lost and the sector where it occurs.

Customary law

Interrelated sets of customary rights may be recognised as customary law. In some jurisdictions, customary law is equivalent to statutory law, within its defined area of competence and may replace the statutory law for defined ethnic or other social groups. In some jurisdictions customary law complements statutory law and is applied in specified circumstances.

Source: FSC standard FSC-STD-01-001 V5-2. https://fsc.org/en/current-processes/fsc-std-01-001-v5-2-fsc-principles-and-criteria-pc-for-forest-stewardship

Customary rights

Rights that result from a long series of habitual or customary actions, constantly repeated, which have, by such repetition and by uninterrupted acquiescence, acquired the force of a law within a geographical or sociological unit.

Source: FSC-STD-01-001 V5-2. https://fsc.org/en/current-processes/fsc-std-01-001-v5-2-fsc-principles-and-criteria-pc-for-forest-stewardship

Deforestation

Loss of natural forest as a result of:

- conversion to agriculture or other non-forest land use;
- conversion to a plantation forest; or
- severe and sustained degradation.

This definition pertains to deforestation-free supply chain commitments, which generally focus on preventing the conversion of natural forests. Severe degradation (scenario iii in the definition) constitutes deforestation even if the land is not subsequently used for a non-forest land use. Loss of natural forest that meets this definition is considered to be deforestation regardless of whether or not it is legal. Adopted from the Accountability Framework.

Source: Afi Definitions

Deforestation-free (synonym: no-deforestation)

Commodity production, sourcing, or financial investments that do not cause or contribute to the deforestation of natural forests. Adopted from the Accountability Framework.

Source: Afi Definitions

Discrimination

Any distinction, exclusion or preference made on the basis of race, national or territorial or social origin, caste, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other issue.

Source: ILO Convention 111

Examples include discrimination based on:

a) Race, colour, sex, age, sexual orientation, gender, caste, religion, political opinion, national extraction or social origin;
b) Nationality or migratory status;
c) Civil status;
d) Medical condition;
e) Family condition, including pregnant women and parents with children, or any other protected status as included in applicable laws;
f) Worker organisation membership or being an organiser;
g) Having filed complaints within the complaints or grievance mechanisms;

Source: Sustainable Agriculture Standard

Due Diligence System (DDS)

A set of steps or actions taken to ensure that due diligence is exercised. The due diligence system may consist of written guidelines and procedures that describe the due diligence process in detail.

Due diligence

In the context of this Framework, due diligence is considered to define the actions taken by Organisations to ensure that production, processing or sourcing of commodities is done in a responsible way, using a risk-based approach. A general definition of the term is "the care that a reasonable person exercises to avoid harm to other persons or their property".

Source: Merriam Webster

Ecosystem restoration

(In relation to environmental harms): The process of assisting the recovery of an ecosystem, and its associated conservation values, that has been degraded, damaged, or destroyed.

Source: Accountability Framework definitions

Ecosystem services

The benefits people obtain from ecosystems. These include:

- provisioning services such as food, forest products and water;
- regulating services such as regulation of floods, drought, land degradation, air quality, climate and disease;
- supporting services such as soil formation and nutrient cycling;
- and cultural services and cultural values such as recreational, spiritual, religious and other non-material benefits.

Source: R. Hassan, R. Scholes and N. Ash. 2005. Ecosystems and Human Well-being: Synthesis. The Millennium Ecosystem Assessment Series.

Endangered species

Plant or animal species categorised as endangered by national law, or by international organisations such as IUCN. In descending order of threat, the IUCN Red List threat categories are as follows: Extinct or Extinct in the Wild. Critically Endangered, Endangered and Vulnerable: species threatened with global extinction.

Source: IUCN

Employer-provided housing

Housing provided to workers by the employer. For healthy and safe housing the following should be met:

a) Employer provided housing shall be clearly segregated from factory and production area and have clearly segregated housing for males and females for respect of privacy, where necessary.
b) Employer provided housing shall be safety built and maintained in a hygienic condition.
c) Workers shall be able to enter and leave buildings freely.
d) Employer provided housing shall have automatic fire detection and alarm systems.
e) Employer provided housing shall respect personal floor space and a minimum cubic content of air.
f) Employer provided housing shall be provided with adequate lighting and ventilation.
g) Employer provided housing shall have windows large enough to enable the workers to read by natural light and be constructed to allow the entrance of fresh air whether there is artificial lighting or ventilation turned on.
h) Employer provided housing shall have appropriate ventilation that is properly functioning and maintained.
i) Employer provided housing shall be equipped with sleeping facilities with beds and mattresses above the floor and quiet and dark enough to allow for good quality of sleep.
j) Employer provided housing shall enable access to potable water, electricity, clean shower and toilet facilities respecting the right of privacy, sanitary food preparation and storage facilities.

k) Employer provided housing shall have personal storage equipment with lockable lockers.

Source: adapted from the ILO Workers' housing recommendation. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R115

Environmental Impact Assessment (EIA)

Systematic process used to identify potential environmental and social impacts of proposed projects, to evaluate alternative approaches, and to design and incorporate appropriate prevention, mitigation, management and monitoring measures.

Source: based on Environmental impact assessment, guidelines for FAO field projects. Food and agriculture organization of the United Nations (FAO). Rome. http://www.fao.org/climatechange/29103-02e9a33753ffc325da1e25250c06c927b.pdf

Fertiliser

Organic or inorganic substances containing chemical elements that improve the growth of plants and the fertility of the soil. In inorganic or mineral fertilizers, the nutrients are inorganic salts, obtained by extraction and/or physical and chemical processes. The three primary plant nutrients are nitrogen, phosphorus and potassium.

Source: OECD. https://stats.oecd.org/glossary/detail.asp?ID=947

Forest

Land spanning more than 0.5 hectares with trees higher than 5 meters and a canopy cover of more than 10 percent, or trees able to reach these thresholds in situ. It does not include land that is predominantly under agricultural or urban land use.

In the context of the Sustainability framework differentiation is made between *natural forest* and plantation

Source: Food and Agriculture Organization of the United Nations

Forest degradation

Forest degradation is defined as the result of human activity that cause a reduction or loss of the biological or economic productivity and complexity of forest ecosystems, resulting in the long-term reduction of the overall supply of benefits from forest, which includes wood, biodiversity and other products or services.

Source: EU. https://ec.europa.eu/environment/publications/proposal-regulation-deforestation-free-products_en

Free, Prior, and Informed Consent (FPIC)

A legal condition whereby a person or community can be said to have given consent to an action prior to its commencement, based upon a clear appreciation and understanding of the facts, implications and future consequences of that action, and the possession of all relevant facts at the time when consent is given. Free, prior and informed consent includes the right to grant, modify, withhold or withdraw approval. FPIC is required prior the approval and/or commencement of any project that may affect the lands, territories and resources that Indigenous Peoples customarily own, occupy or otherwise use in view of their collective rights to self-determination and to their lands, territories, natural resources and related properties.

Understanding the terminology associated with FPIC can help companies to effectively contribute to, facilitate, lead and assess FPIC processes:

- Free: Consent is given by the affected indigenous people or local communities voluntarily without coercion, duress, and intimidation.
- Prior: The consent is given before the specified activity is authorised or commenced.
- Informed: The consent is given after the indigenous people or local communities has received the relevant, timely and culturally appropriate information necessary to make a fully informed decision.
- Consent: The IP/LC take a collective decision to grant or withhold approval of the specified activity.

Source: United Nations Office of the High Commissioner for Human Rights

Gender Equality

Gender Equality means that women and men have equal conditions for realising their full human rights and for contributing to, and benefiting from, economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community and their society.

Source: UNESCO

Genetically modified organism (GMO)

An organism in which the genetic material has been altered in a way that does not occur naturally by mating and/or natural recombination.

Greenhouse Gas (GHG)

A gas that contributes to the natural greenhouse effect. The Kyoto Protocol covers a basket of six greenhouse gases (GHGs) produced by human activities: carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Annex I Parties' emissions of these gases taken together are to be measured in terms of carbon dioxide equivalents on the basis of the gases' global warming potential.

Source: https://www.eea.europa.eu/help/glossary/eea-glossary/greenhouse-gas

GHG Offset

A carbon offset is a reduction in emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere. Carbon offsets are measured in tonnes of **carbon** dioxide-equivalent (CO_2e).Carbon offset schemes allow individuals and companies to invest in environmental projects around the world in order to balance out their own carbon footprints. The projects are usually based in developing countries and most commonly are designed to reduce future emissions. This might involve rolling out clean energy technologies or purchasing and ripping up carbon credits from an emissions trading scheme. Other schemes work by soaking up CO2 directly from the air through the planting of trees.

Hazardous work

Hazardous work is defined as work that may expose the worker to one or more of the following:

1. Mechanical hazards. Certain equipment poses a cutting or crushing hazard.
2. Chemical hazards. Certain substances and compounds pose a chemical hazard.
3. Physical hazards. Physical hazards may comprise noise, vibration from machinery, work at elevated heights, cold, heat or unusually high or low air pressure.
4. Electrical hazards. There is a particular electrical hazard involved in working on live wires or in the vicinity of exposed live components, and in the maintenance and repair of high-tension current equipment and lifts.
5. Bodily strain. Bodily strain may result from heavy lifting and other work involving unequal loading.
6. Biological hazards. Certain biological factors pose a specific hazard.
7. Certain other types of work.

Source: adopted from ILO. https://www.ilo.org/safework/areasofwork/hazardous-work/lang--en/index.htm

High Conservation Value (HCV)

Any of the following values:

- HCV1: Species Diversity. Concentrations of biological diversity including endemic species, and rare, threatened or endangered species, that are significant at global, regional or national levels.
- HCV 2: Landscape-level ecosystems and mosaics. Intact forest landscapes and large landscape-level ecosystems and ecosystem mosaics that are significant at global, regional or national levels, and that contain viable populations of the great majority of the naturally occurring species in natural patterns of distribution and abundance.
- HCV 3: Ecosystems and habitats. Rare, threatened, or endangered ecosystems, habitats or refugia.
- HCV 4: Critical ecosystem services. Basic ecosystem services in critical situations, including protection of water catchments and control of erosion of vulnerable soils and slopes.
- HCV 5: Community needs. Sites and resources fundamental for satisfying the necessities of local communities or Indigenous Peoples (for example for livelihoods, health, nutrition, water), identified through engagement with these communities or Indigenous Peoples.
- HCV 6: Cultural values. Sites, resources, habitats and landscapes of global or national cultural, archaeological or historical significance, and/or of critical cultural, ecological, economic or religious/sacred importance for the traditional cultures of local communities or Indigenous Peoples, identified through engagement with these local communities or Indigenous Peoples.

Source: FSC standard FSC-STD-01-001 V5-2.

Human rights

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Source: United Nations

Illegally harvested wood

Wood that has been harvested in violation of applicable laws related to harvesting in that location or jurisdiction.

Source: Adapted from FSC Glossary of Terms (FSC-STD-01-002, updated 19 October 2017).

ILO fundamental Conventions

The eight ILO fundamental Conventions are: the Forced Labour Convention, 1930 (No. 29) , the Abolition of Forced Labour Convention, 1957 (No. 105) , the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) , the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) , the Equal Remuneration Convention, 1951 (No. 100) , the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) , the Minimum Age Convention, 1973 (No. 138) , and the Worst Forms of Child Labour Convention, 1999 (No. 182) .

Source: ILO

Indicator

A quantitative or qualitative variable which can be measured or described, and which provides a means of judging whether a Management Unit complies with the requirements of a Criterion. Indicators and the associated thresholds thereby define the requirements for responsible management at the level of the Management Unit and are the primary basis of conformance evaluation.

Source: Adapted from FSC Glossary of Terms (FSC-STD-01-002, updated 19 October 2017).

Indigenous Peoples

People and groups of people that are characterised by all of the following points:

- The key characteristic or criterion is self-identification as Indigenous Peoples at the individual level and acceptance by the community as their member;
- Historical continuity with pre-colonial and/or pre-settler societies;
- Strong link to territories and surrounding natural resources;
- Distinct culture and beliefs;
- Form non-dominant groups of society, and;
- Resolve to maintain and reproduce their ancestral environments and systems as distinctive peoples and communities.

Sources: ILO, Indigenous and Tribal Peoples Convention, 1989 (No. 169), United Nations Permanent Forum on Indigenous Issues, Factsheet 'Who are Indigenous Peoples' October 2007; United Nations Development Group, 'Guidelines on Indigenous Peoples' Issues' United Nations 2009, United Nations Declaration on the Rights of Indigenous Peoples, 2008.

Industry wage standards

Industry wages are wages paid for all occupations within an industry.

Land Tenure

Land tenure is the relationship, whether legally or customarily defined, among people, as individuals or groups, with respect to land. (For convenience, "land" is used here to include other natural resources such as water and trees.) Land tenure is an institution, i.e., rules invented by societies to regulate behaviour. Rules of tenure define how property rights to land are to be allocated within societies. They define how access is granted to rights to use, control, and transfer land, as well as associated responsibilities and restraints. In simple terms, land tenure systems determine who can use what resources for how long, and under what conditions.

Source: Food and Agriculture Organization of the United Nations

Legal Compliance indicators

Indicators of the Sustainability Framework that requires compliance with applicable legislation.

Living wage

The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.

Source: Global Living Wage Coalition

Local community

Communities of any size that are in or adjacent to the Management Unit, and also those that are close enough to have a significant impact on the economy or the environmental values of the Management Unit or to have their economies, rights or environments significantly affected by the management activities or the biophysical aspects of the Management Unit.

Source: FSC Glossary of Terms (FSC-STD-01-002, updated 19 October 2017).

Low risk

A conclusion, following a risk assessment, that there is negligible or insignificant risk that material that does not meet specific criteria (legal or otherwise) is sourced or traded in a supply chain. Risk mitigation actions are not required for products with low-risk designation.

Source: Adapted from Requirements for sourcing FSC Controlled Wood FSC-STD-40-005

Modern Slavery

Modern Slavery is defined as situations where when people are:

- forced to work – through coercion, or mental or physical threat;
- owned or controlled by an 'employer', through mental or physical abuse or the threat of abuse;
- dehumanised, treated as a commodity or bought and sold as 'property' or;
- physically constrained or have restrictions placed on their freedom of movement.

Modern slavery can take different forms:

- **Forced labour** – any work or services which people are forced to do against their will under the threat of some form of punishment.
- **Debt bondage** or **bonded labour** – the world's most widespread form of slavery, when people borrow money they cannot repay and are required to work to pay off the debt, then losing control over the conditions of both their employment and the debt.
- **Human trafficking**– involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Descent-based slavery** – where people are born into slavery because their ancestors were captured and enslaved; they remain in slavery by descent.
- **Child slavery** – many people often confuse child slavery with child labour, but it is much worse. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is exploited for someone else's gain. It can include child trafficking, child soldiers, child marriage and child domestic slavery.
- **Forced and early marriage** – when someone is married against their will and cannot leave the marriage. Most child marriages can be considered slavery.

Source: Anti-Slavery International

Natural ecosystem

An ecosystem that substantially resembles—in terms of species composition, structure, and ecological function—one that is or would be found in a given area in the absence of major human impacts. This includes human-managed ecosystems where much of the natural species composition, structure, and ecological function are present.

Natural ecosystems include:

- Largely "pristine" natural ecosystems that have not been subject to major human impacts in recent history
- Regenerated natural ecosystems that were subject to major impacts in the past (for instance by agriculture, livestock raising, tree plantations, or intensive logging) but where the main causes of impact have ceased or greatly diminished and the ecosystem has attained species composition, structure, and ecological function similar to prior or other contemporary natural ecosystems
- Managed natural ecosystems (including many ecosystems that could be referred to as "semi-natural") where much of the ecosystem's composition, structure, and ecological function are present; this includes managed natural forests as well as native grasslands or rangelands that are, or have historically been, grazed by livestock
- Natural ecosystems that have been partially degraded by anthropogenic or natural causes (e.g., harvesting, fire, climate change, invasive species, or others) but where the land has not been converted to another use and where much of the ecosystem's composition, structure, and ecological function remain present or are expected to regenerate naturally or by management for ecological restoration.

Source: Accountability Framework definitions

Natural forest

In the context of the Sustainability Framework a *natural forest* is a forest area with many of the principal characteristics and key elements of native ecosystems, such as complexity, structure and biological diversity, including soil characteristics, flora and fauna, in which all or almost all the trees are native species, not classified as plantations. *Natural forest'* includes the following categories:

- Primary or undisturbed forest that has not been disturbed by human activity in modern history.
- Forest affected by harvesting or other disturbances, in which trees are being or have been regenerated by a combination of natural and artificial regeneration with species typical of natural forests in that site, and where many of the above-ground and below-ground characteristics of the natural forest are still present. In boreal and north temperate forests which are naturally composed of only one or few tree species, a combination of natural and artificial regeneration to regenerate forest of the same native species, with most of the principal characteristics and key elements of native ecosystems of that site, is not by itself considered as conversion to plantations.
- Natural forests which are maintained by traditional silvicultural practices including natural or assisted natural regeneration.
- Well-developed secondary or colonising forest of native species which has regenerated in non-forest areas.
- The definition of 'natural forest' may include areas described as wooded ecosystems, woodland and savanna.
- Natural forest does not include land that is not dominated by trees, was previously not forest, and that does not yet contain many of the characteristics and elements of native ecosystems. Young regeneration may be considered as natural forest.

Natural forest and plantations are mutually exclusive, meaning that a tree plantation, as defined under "plantation" will not be considered a natural forest.

Non-conforming product/material

Any material or product that is produced, processed or traded in violation of applicable legislation or the requirements of the Sustainability Framework.

Organisation

Individual, company or legal entity responsible for meeting the requirements of this Framework. Organisation covers all legal entities owned or managed directly by that legal entity.

Origin

The geographic source of materials, which at a minimum must specify the country of production/harvest, and where applicable, sub-national region or farm or forest where the produce was harvested or produced.

Plantation

Defined as forest stands established by planting or/and seeding in the process of afforestation or reforestation. They are either of introduced or indigenous species. In addition, the structure and diversity of plantations are generally uniform with same-age stands of the same species, and does generally not have the characteristics and functions of a natural forest.

Source: FAO, FRA2000. http://www.fao.org/3/y1997e/y1997e08.htm

Post-consumer reclaimed material

Material that is reclaimed from a consumer or commercial product that has been used for its intended purpose by individuals, households or by commercial, industrial and institutional facilities in their role as end-users of the product and would otherwise have been discarded as waste. This definition therefore excludes material that is reclaimed from a process of secondary manufacture or further downstream industry, in which the material has not been intentionally produced, is unfit for end-use and may or may not be capable of being re-used on-Site in the same manufacturing process that generated it.

Processing

Processing denotes activities of processing primary commodities or raw materials. Processing may be primary or secondary.

Production

Referred to primary production at farm or forest level, such as the growing of crops and trees.

Prohibited chemicals

Chemicals that may not be used by entities verified as being in compliance with the Sustainability Framework. This list has been developed by Preferred by Nature, and includes chemicals with active ingredients classified according to at least one of the following criteria:

1. Listed in Annex A or B of the Stockholm Convention on Persistent Organic Pollutants (POP) and/or recommended for inclusion in Annex A or B of the Stockholm Convention by the POPs Review Committee (POPRC);
2. Listed in the Montreal Protocol on Substances that Deplete the Ozon Layer;
3. Listed in Annex III of the Rotterdam Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (PIC) or recommended for inclusion in Annex III by the Chemical Review Committee (CRC);
4. Listed in classes Ia and Ib under the World Health Organisation's Recommended Classification of Pesticides by Hazard;
5. Classified as reproductive toxicity category 1 or carcinogenic toxicity category 1 or mutagenic toxicity category 1 or Carcinogenic toxicity category 2 and reproductive toxicity category 2, according to the Globally Harmonized System (GHS) of Classification and Labelling of Chemicals as implemented/applied by the European Union (Regulation 1272/2008 and Regulation 1107/2009) and by Japan.

It should be noted that some pesticides or chemicals on the prohibited list may be used in certain instances specific circumstances that limits the risk from said ingredients. As an exception, it is allowed to use rodenticides with active ingredients in the prohibited list, for control or rodents, but only if the chemical is contained in dedicated bait boxes, thus preventing access for other than the intended purpose.

In cases where Preferred by Nature develops a commodity specific adaptation of the Sustainability Framework, the list of *Prohibited Chemicals* may be adjusted considering the specifics within the commodity.

See Annex 1 for the list of prohibited chemicals.

Protected species

Animal or plant species protected by national or international law.

Publicly available information

Information that has been published or broadcast for public consumption, is available on request to the public, is accessible on-line or otherwise to the public, is available to the public by subscription or purchase, could be seen or heard by any casual observer, is made available at a meeting open to the public, or is obtained by visiting a place or attending an event that is open to the public.

Records

Written or stored information. Records may mean copies of documents, or information stored digitally with information on systems and data collected, that can be used to show compliance with Framework requirements.

Remediation

Terms used interchangeably or in combination with one another to refer to both the process of providing redress for a negative impact and the substantive outcomes that can counteract, or make good, the negative impact. These outcomes may take a range of forms such as apologies, restitution, rehabilitation, restoration, financial or non-financial compensation, and punitive sanctions (whether criminal or administrative, such as fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

In the context of the Sustainability Framework, remediation activities refers to social issues.

Source: Accountability Framework definitions

Responsible Recruitment

Covers issues related to the recruitment process, as follows:

a) Medicals shall only be mandated for after an offer of employment has been made and where it is relevant to the safety & health of the individual and those around him/her.
b) Pregnancy screening or testing is not used at any time before or after the jobseeker signs an employment agreement, except where required by law.
c) Recruitment related information (including the details of working conditions, worker's legal rights, nature of work, wages and benefits, duration of contract) and the employment contract shall be provided to a jobseeker in a language they understand.

d) Recruitment fees / costs shall not be charged to jobseekers, nor shall deposits for job placement services, from jobseekers, his/her employers, agents, nor subagents.
e) Recruitment of migrants shall include full transparency about terms, conditions and any employment costs and the migrants shall be informed about the labour laws applicable in the place of work prior to granting their written consent.
f) Only charges or deductions for room and board that are permitted or required by law and are consistent with market rates shall be applied and communicated to jobseekers prior to signing an employment contract.
g) Employment contracts shall specify hours of work, including regular hours, requirements for overtime and days off, specify and comply with all legally required breaks, including breaks for prayer, and provide at least one day off in every seven days.
h) The Organisation shall provide reasonable opportunities for employment, training and other services to local communities, contractors and suppliers proportionate to scale and intensity of its management activities.

Responsible remuneration

Process of managing remuneration of workers, including:

a) Employers shall not engage in making personal loans to workers or jobseekers under circumstances where repayment terms could be defined as debt bondage or forced labour.
b) Employees shall not be required to participate in any forced saving scheme, unless required by law.
c) Employers shall not avoid obligations to employees under labour or social security laws and regulations arising from the regular employment relationship using labour-only sub-contracting, home-working arrangements, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be purposefully avoided through the excessive use of fixed-term contracts of employment.
d) Wage calculations shall be transparent, equitable and objective including for remuneration based on production, quotas or piecework and overtime hours shall be specified separately.
e) Recognition and promotion processes and practices shall be made based on worker performance, without discrimination on and with the aim to provide equal opportunities for empowerment.
f) Deductions from wages as a disciplinary measure shall be prohibited, nor shall any deductions be made from wages without the expressed permission of the worker concerned.
g) All disciplinary remuneration measures shall be recorded.

Rights holder

Any person, group of persons or entity (typically Indigenous Peoples or other local communities) who holds customary or legal use rights, in accordance with UNDRIP and national laws or traditions.

Species

A group of living organisms consisting of similar individuals capable of exchanging genes or interbreeding. The species is the principal natural taxonomic unit, ranking below a genus. The common and (where applicable) full scientific name is required for all species included within the scope of the management system.

Specified risk

A conclusion, following a risk assessment, that there are risk that illegal or otherwise non-conforming products may enter the supply chain. Risk mitigation is required.

Stakeholder

- Any person, group of persons or entity that is or is likely to be subject to the effects of the activities of a Management Unit. Examples include, but are not restricted to persons, groups of persons or entities. The following are examples of affected stakeholders:
- Local communities
- Indigenous peoples
- Workers
- Neighbours
- Landowners
- Local processors
- Local businesses
- Tenure and use rights holders, including landowners
- Organisations authorised or known to act on behalf of affected stakeholders, for example social and environmental NGOs, labour unions, etc.

Source: FSC-STD-01-001 V5-2

Substantiated complaint

A grievance or objection raised against an Organisation regarding its Certification, due diligence system or timber legality risk, which is accompanied by or is found to be established by proof or competent, verifiable, evidence.

Sub-supplier

Any entities further up the supply chain that are supplying material to the suppliers or other sub-suppliers.

Supplier

The entity that supplies material to the Organisation.

Supply chain

The route of products and entities that take legal ownership of the products from the source area – where the material is harvested or produced – to the Organisation that takes final ownership of the material.

Threatened species

Species that meet the IUCN (2001) criteria for Vulnerable (VU), Endangered (EN) or Critically Endangered (CR), and are facing a high, very high or extremely high risk of extinction in the wild.

Source: Based on IUCN. (2001). IUCN Red List Categories and Criteria: Version 3.1. IUCN Species Survival Commission. IUCN. Gland, Switzerland and Cambridge, UK.

Waste

Waste means any substance or object which the holder discards or intends or is required to discard. In the context of the Sustainability Framework waste may encompass a range of different materials.

Source: EU Waste Framework Directive. https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32018L0851&from=EN

Worker, migrant

A person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment.

Source: ILO Migration for Employment Convention (Revised), 1949 (No. 97).

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::p12100_instrument_id:312242

Worker, permanent

Permanent workers, work for an employer and do not have a predetermined end date to employment. The definition of a permanent worker may include different types of employment, and cover any person who works on a farm, forest or for a group administrator and is paid for his or her work. In terms of the requirements of the Sustainability Framework permanent workers can encompass different types of workers including documented, undocumented, migrant, workers of sub-contractors and outsourced workers, as well as persons temporarily absent from a job or enterprise at which they recently worked for illness, parental leave, holiday, training or industrial dispute.

Worker, seasonal

A seasonal worker is a worker who is under a form of temporary employment linked to specific periods of the year and sectors (for example, fruit pickers in the agricultural sector). Seasonal workers may also encompass different types of workers, as is the case with permanent workers.

Water Bodies

'Water bodies' includes, but is not limited to, water courses, rivers, streams, lagoons, springs, lakes, reservoirs and ditches.

Young worker

Any worker under the age of 18 but over the age of a child (15), as defined above.

Source: Social Accountability Standard 8000- 2014

Annex 1: Preferred by Nature list of prohibited chemicals

CAS Nr	Active Ingredient	Conventions			Acute Toxicity				Mutagenicity		Reproductive toxicity		Carcinogenicity	
		1. Stockholm Annex A and B	2.Montreal, Ozone Depleting	3. Rotterdam, Annex 3	4. WHO Ia	4. WHO Ib	H330 "Fatal if inhaled"	See note below the table	5. EU GHS Muta 1	5. Japan GHS Muta 1	5. EU GHS Repr 1	5. Japan GHS Repr 1	5. EU GHS Carc 1	5. JP GHS Carc 1
71751-41-2	Abamectin					Y	Y							
34256-82-1	Acetochlor			Y				CRC						Y
107-02-8	Acrolein					Y	Y							
15972-60-8	Alachlor			Y										
116-06-3	Aldicarb			Y	Y		Y							
319-84-6	alpha-BHC; alpha-HCH	Y												
96-24-2	Alpha-chlorohydrin					Y						Y		
61-82-5	Amitrole										Y			
90640-80-5	Anthracene oil												Y	
84-65-1	Anthraquinone										Y			
	Arsen and its compounds													
68049-83-2	Azafenidin										Y			
2642-71-9	Azinphos-ethyl					Y								
86-50-0	Azinphos-methyl			Y		Y	Y							
17804-35-2	Benomyl			Y				F	Y	Y	Y	Y		
68359-37-5	Beta-cyfluthrin; Cyfluthrin					Y	Y							
319-85-7	beta-HCH; beta-BCH	Y												
28434-01-7	Bioresmethrin										Y	Y		
28434-01-7	Bioresmethrin											Y		
92-52-4	Biphenyl, Diphenyl													Y
2079-00-7	Blasticidin-S					Y								
	Borax; Borate salts										Y	Y		
10043-35-3	Boric acid										Y	Y		
56073-10-0	Brodifacoum				Y		Y				Y			
28772-56-7	Bromadiolone				Y		Y				Y			
63333-35-7	Bromethalin				Y									
1689-84-5	Bromoxynil						Y				Y			
56634-95-8	Bromoxynil heptanoate										Y			
1689-99-2	Bromoxynil octanoate										Y			
34681-10-2	Butocarboxim					Y								
34681-23-7	Butoxycarboxim					Y								
95465-99-9	Cadusafos					Y								
592-01-8	Calcium cyanide				Y									
2425-06-1	Captafol			Y	Y					Y			Y	Y
63-25-2	Carbaryl													Y
10605-21-7	Carbendazim								Y	Y	Y	Y		
16118-49-3	Carbetamide										Y			
1563-66-2	Carbofuran			Y		Y	Y	F						
55285-14-8	Carbosulfan			Y			Y	CRC						
57-74-9	Chlordane	Y		Y										
54593-83-8	Chlorethoxyphos				Y									
470-90-6	Chlorfenvinphos					Y								
24934-91-6	Chlormephos				Y									
3691-35-8	Chlorophacinone				Y		Y				Y	Y		
1897-45-6	Chlorothalonil						Y							
2921-88-2	Chlorpyrifos	Y						CRC			Y			
5598-13-0	Chlorpyrifos-methyl													
67-97-0	Cholecalciferol										Y	Y		
56-72-4	Coumaphos					Y								
5836-29-3	Coumatetralyl					Y	Y				Y			
8001-58-9	Creosote											Y	Y	Y
560121-52-0	Cyenopyrafen													Y
94361-06-5	Cyproconazole										Y			

CAS Nr	Active Ingredient	Conventions			Acute Toxicity				Mutagenicity		Reproductive toxicity		Carcinogenicity	
50-29-3	DDT	Y		Y						Y		Y		Y
919-86-8	Demeton-S-methyl					Y								
333-41-5	Diazinon										Y			Y
120-36-5	Dichlorprop										Y	Y		
62-73-7	Dichlorvos; DDVP					Y	Y							
141-66-2	Dicrotophos					Y								
56073-07-5	Difenacoum				Y		Y				Y			
104653-34-1	Difethialone				Y		Y				Y			
110488-70-5	Dimethomorph										Y			
39300-45-3	Dinocap										Y			
1420-07-1	Dinoterb					Y					Y			
82-66-6	Diphacinone				Y									
298-04-4	Disulfoton				Y									
	DNOC and its salts			Y			Y			Y				
17109-49-8	Edifenphos					Y								
115-29-7	Endosulfan	Y		Y			Y							
297-99-4	E-Phosphamidon				Y									
106-89-8	Epichlorohydrin												Y	Y
2104-64-5	EPN				Y									
133855-98-8	Epoxiconazole										Y			
29973-13-5	Ethiofencarb					Y								
13194-48-4	Ethoprophos; Ethoprop				Y		Y							Y
106-93-4	Ethylene dibromide; 1,2-dibromoethane			Y									Y	Y
107-06-2	Ethylene dichloride; 1,2-Dichloroethane			Y										Y
75-21-8	Ethylene oxide			Y					Y	Y	Y	Y	Y	Y
96-45-7	Ethylene thiourea										Y	Y		
52-85-7	Famphur					Y								
22224-92-6	Fenamiphos					Y	Y							
103112-35-2	Fenchlorazole-ethyl												Y	
55-38-9	Fenthion			Y				CRC;F						
90035-08-8	Flocoumafen				Y		Y				Y			
69806-50-4	Fluazifop-butyl										Y			
79622-59-6	Fluazinam						Y				Y			
70124-77-5	Flucythrinate					Y								
640-19-7	Fluoroacetamide			Y		Y								
85509-19-9	Flusilazole										Y			
50-00-0	Formaldehyde													Y
22259-30-9	Formetanate					Y	Y							
98886-44-3	Fosthiazate											Y		
65907-30-4	Furathiocarb					Y	Y							
77182-82-2	Glufosinate-ammonium										Y			
100784-20-1	Halosulfuron-methyl										Y			
23560-59-0	Heptenophos					Y								
118-74-1	Hexachlorobenzene	Y		Y	Y							Y	Y	
608-73-1	Hexchlorocyclohexane; BHC mixed isomers			Y										
57520-17-9	Iminoctadine triacetate										Y			
36734-19-7	Iprodione													
18854-01-8	Isoxathion					Y								
58-89-9	Lindane	Y		Y								Y		Y
330-55-2	Linuron										Y			
121-75-5	Malathion													Y
8018-01-7	Mancozeb										Y			
12427-38-2	Maneb											Y		
2595-54-2	Mecarbam					Y								
131-72-6	Meptyldinocap										Y	Y		
	Mercury and its compounds			Y			Y							
10265-92-6	Methamidophos			Y		Y	Y							
950-37-8	Methidathion					Y								
2032-65-7	Methiocarb					Y								
16752-77-5	Methomyl					Y								
72-43-5	Methoxychlor	Y						CRC						
74-83-9	Methyl bromide		Y											
7786-34-7	Mevinphos				Y									
2212-67-1	Molinate										Y			
6923-22-4	Monocrotophos			Y		Y	Y							

CAS Nr	Active Ingredient	Conventions			Acute Toxicity				Mutagenicity		Reproductive toxicity		Carcinogenicity	
54-11-5	Nicotine					Y	Y							
98-95-3	Nitrobenzene										Y	Y		
1113-02-6	Omethoate					Y								
23135-22-0	Oxamyl				Y		Y							
301-12-2	Oxydemeton-methyl					Y								
	Paraffin oils; mineral oils													
1910-42-5	Paraquat dichloride			Y			Y	CRC ; F						
56-38-2	Parathion			Y		Y	Y							
298-00-0	Parathion-methyl			Y		Y	Y	F						
87-86-5	PCP; Pentachlorphenol	Y		Y		Y	Y				Y	Y	Y	Y
298-02-2	Phorate			Y		Y								
13171-21-6	Phosphamidon			Y		Y								
32809-16-8	Procymidone										Y			
31218-83-4	Propetamphos					Y								
60207-90-1	Propiconazole										Y			
12071-83-9	Propineb													Y
114-26-1	Propoxur									Y				
75-56-9	Propylene oxide, Oxirane								Y				Y	
148-24-3	Quinolin-8-ol; 8-hydroxyquinoline										Y	Y		
105024-66-6	Silafluofen										Y			
143-33-9	Sodium cyanide					Y								
62-74-8	Sodium fluoroacetate (1080)					Y	Y							
148477-71-8	Spirodiclofen										Y			Y
57-24-9	Strychnine					Y								
4151-50-2	Sulfluramid			Y										
3689-24-5	Sulfotep					Y								
1314-84-7	Zinc phosphide					Y								
137-30-4	Ziram						Y			Y				
23783-98-4	Z-Phosphamidon			Y	Y			F						
96182-53-5	Tebupirimifos					Y								
111988-49-9	Thiacloprid										Y	Y		
79538-32-2	Tefluthrin					Y	Y							
13071-79-9	Terbufos					Y								
148-79-8	Thiabendazole										Y	Y		
39196-18-4	Thiofanox					Y								
640-15-3	Thiometon					Y								
137-26-8	Thiram			Y			Y	F	Y	Y				
52-68-6	Trichlorfon			Y						Y		Y		
55219-65-3	Triadimenol										Y			
24017-47-8	Triazophos					Y								
	Tributyltin compounds			Y										
81412-43-3	Tridemorph										Y			
68694-11-1	Triflumizole										Y			
2275-23-2	Vamidothion					Y								
81-81-2	Warfarin					Y	Y				Y	Y		
50471-44-8	Vinclozolin										Y	Y		

F: Annex III of the Rotterdam Convention includes certain specific formulations

CRC: agreed by the Chemical Review Committee and the Conference of the Parties that the chemical meets the criteria of the Convention but yet not formally listed because of COP voting

FAO HHP = 1 = pesticides on Annexes of PIC & POP Convention AND/OR Carc 1A/B; Repr. 1A/B, Muta. 1A/B according to GHS

FAO HHP 2 = Recommended for PIC & POP Convention and/or **active ingredients (not formulations)** classified as WHO Ia/Ib



Preferred by Nature™

Preferred by Nature (formerly known as NEPCon) is an international non-profit organisation working to support better land management and business practices that benefit people, nature and the climate. We do this through a unique combination of sustainability certification services, projects supporting awareness raising, and capacity building.

For more than 25 years, we have worked to develop practical solutions to drive positive impacts in production landscapes and supply chains in 100+ countries. We focus on land use, primarily through forest, agriculture and climate impact commodities, and related sectors such as tourism and conservation.

www.preferredbynature.org

