

ISCC EU 202-2

AGRICULTURAL BIOMASS: ISCC PRINCIPLES 2-6



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Summary of Changes

The following is a summary of the main changes in comparison to the previous version of the document (ISCC EU System Document 202-2 v1.0). The revision of the document is based on feedback collected during the public consultation of ISCC EU System Document 202-2 (v1.0). Minor amendments, e.g. corrections of phrasings and spelling mistakes, are not listed.

Summary of changes made in 202-2 v1.1	Chapter
<p>Amendment: <i>“Farms/plantations shall define ecological focus areas to protect biodiversity and increase the shelter and protection of pollinators in particular.”</i></p> <p>Addition: Footnote: ³(...), the 5% rule may include both arable and non-arable land</p> <p>Addition: Footnote: ⁴The land can be left either entirely fallow or in parts. If less than 5% of the ecological focus area is fallow, the implementation of other complementary measures from the list above is required</p>	2.1.3
<p>Addition: <i>“The plan shall describe current/or planned measures as well as timeline for integrating these measures into agricultural practice.”</i></p>	2.1.4
<p>Addition: <i>“The burning of arable stubble or other crop residues is not allowed except where authority (e.g. local, regional or national) has granted an exemption for plant health reasons. (...)”</i></p>	2.1.7
<p>Addition: <i>“The soil management plan shall be reviewed and signed once upon submission and approved by a competent individual (e.g. a farmer educated to college level in agriculture, a professional agronomy advisor/ consultant or government or a research institution advice). Any alterations to the soil management plan need to be discussed with the responsible individual for renewed approval.”</i></p> <p>Amendment: <i>“Topographical, regional and landscape characteristics shall guide the adaptation of measures suited to local conditions.”</i></p>	2.2.1
<p>Amendment: <i>“Cover/catch crops/intermediary crops should be sown using a locally appropriate species mixture with at least one legume and reducing bare soil to the point of having a plant coverage index of at least 75% at farm level per year.”</i></p>	2.2.2
<p>Amendment: <i>“For annual crops, fitting crop rotation procedures are in place to ensure crop diversification. This means that at least two different crops must be grown on the arable land of the farm/plantation within a four-year period.”</i></p>	2.2.3
<p>Amendment: <i>“An energy management plan shall document current and future sustainable practices (...)”</i></p>	2.10.2
<p>Addition: <i>“Labour that originates from human trafficking is strictly prohibited. Workers are guaranteed the freedom of movement (...)”</i></p> <p>Amendment: <i>“If workers voluntarily surrender their identity cards to the employer for safekeeping, they shall have unrestricted access to their identity cards. Access must be free of charge and it can be documented. An agreement on the safekeeping of identity cards shall be available in written form, in a language understood by the worker.”</i></p>	4.2.1
<p>Addition: <i>“The management regularly, i.e. at least annually, as well as on an ad hoc basis, monitors and reviews all activities and takes actions (...)”</i></p>	6.2.2

1 Introduction

The ISCC Principles 2-6 cover social, ecological, and economic requirements complementing the respective sustainability requirements of ISCC Principle 1. In line with ISCC Principle 1¹, ISCC Principles 2-6 contribute to the sustainable cultivation of biomass and its products to support the reduction of environmental impacts, more efficient resource use and an increasing capacity for climate change adaptation and mitigation as well as climate resilience.

Sustainable production of raw materials

While ISCC Principle 1 covers the legal sustainability requirements of the Directive (EU) 2018/2001 of 11 December 2018 on the promotion of the use of energy from renewable sources (recast) (short: RED II), ISCC Principles 2-6, that have been developed in a multi-stakeholder dialogue and represent best practices, go beyond the legal requirements of the RED II.

ISCC Principle 1

ISCC Principle 2 promotes the application of good agricultural practices, covers the areas of soil, air, water and waste, and sets requirements to prevent the contamination, degradation and depletion of the environment due to agricultural and forestry production.

ISCC Principle 2

ISCC Principle 3 defines safe working conditions including health, safety and hygiene policies, training, and the use of protective clothing and procedures in case of accidents.

ISCC Principle 3

Social standards are further specified under ISCC Principle 4, covering requirements for rural and social development, the rights of workers and local communities, based on but not limited to the core ILO standards.

ISCC Principle 4

ISCC Principle 5 requires that all biomass production shall take place in compliance with applicable regional and national laws and shall follow international treaties. In addition, complying with principle 5 shall ensure that a farm or plantation does not encounter conflicts of interest or is involved in any form of bribery or corruption.

ISCC Principle 5

ISCC Principle 6 describes the requirements of good management practices and measures for continuous improvement.

ISCC Principle 6

ISCC Principles 2-6 are divided into 'immediate requirements', 'short-term requirements', 'mid-term requirements' and 'best practice requirements'. A farm or plantation must be compliant with all requirements stated in ISCC Principle 1 and all immediate requirements of ISCC Principles 2-6 when it starts supplying sustainable material. The short-term requirements must be fulfilled after three years and mid-term requirements must be fulfilled after five years. Additionally, farms/plantations can choose to implement the 'best

Levels of implementation

¹ The ISCC EU System Document 202-1 "Agricultural Biomass: ISCC Principle 1" covers the legal requirements of Articles 29(2), 29(3), 29(4) and 29(5) of the Directive (EU) 2018/2001 of 11 December 2018 on the promotion of the use of energy from renewable sources (recast) (short: RED II) as well as the further requirements on defining the criteria and geographic ranges of highly biodiverse grassland as set by the Commission Regulation (EU) No 1307/2014 of 8 December 2014.

practice requirements' at any point in time. Best practice requirements fulfilled by a System User can be highlighted on Sustainability Declarations and/or

certificates. Throughout this document, the respective level of implementation is stated under each requirement and an overview is listed in Annex 1.

ISCC Principles 1-6 are always subject to an audit. A farm or plantation must be compliant with all requirements stated in ISCC Principle 1 and all immediate requirements of ISCC Principles 2-6 when it starts supplying sustainable material. *Immediate* requirements cover relevant EU regulations (e.g. Cross Compliance regulations, good agricultural practice requirements, relevant social legislation). In EU Member States which have implemented Cross Compliance (CC), farmers that fulfil the CC criteria through implementation and official recognition of CC are only audited with respect to the requirements set out in ISCC Principle 1 and criteria that are not covered by EU legislation (i.e. short-term, mid-term and best practice requirements) (see also Annex I for further classification of requirements).² Therefore, if the biomass has been obtained in accordance with the requirements and standards under the provisions referred to in Annex 1 of this document only requirements not covered by these EU regulations are audited.

Fulfilment of the ISCC requirements through EU regulations

Non-compliance with the requirements under ISCC Principles 2-6 must be subject to corrections. All non-compliances must be included in the auditor's action list for the respective farm/plantation. As long as non-conformities are not corrected, the issuance of a certificate is not possible.

Non-compliances must always be corrected

For producers within the European Community who supply raw materials and residues from agriculture, aquaculture and fisheries but are not covered by these control systems, or for producers in countries outside the EU, all six ISCC principles need to be audited.

If non-compliances with the requirements of ISCC Principles 2-6 are detected during an audit, corrective actions must be implemented within a 40-day timeframe. Further requirements are highlighted in Chapter 4 of ISCC document 202-1. Any form of illegal activity is prohibited.

2 Scope and Normative References

The ISCC EU System Document 202-2 "Agricultural Biomass: ISCC Principles 2-6" applies to all kinds of agricultural, aquaculture and fisheries raw materials and to short rotation coppice (SRC), which shall be supplied as sustainable under ISCC. Furthermore, the requirements also apply to residues from agriculture, aquaculture, and fisheries (e.g. straw, husks or shells).

Relevant raw material

This document is valid in addition to the other ISCC EU System Documents.

² Some of the chemicals prohibited under ISCC (see 2.4.1) are not covered under current EU legislation – therefore this requirement must be verified by the auditor for farmers covered under EU cross compliance as well.

Principle 2: Environmentally Responsible Production to Protect Soil, Water and Air

ISCC Principle 2 includes requirements concerning the conservation of natural resources and biodiversity, improvement of soil fertility and the application, handling and storage of fertilisers and plant protection products. The maintenance and improvement of water quality and quantity, reduction of GHG emissions and air pollutants and efficient energy management are also covered under ISCC Principle 2. Compliance with the requirements listed below is necessary. For the corresponding HCV areas of ISCC Principle 2 requirements please see Annex 2.

2.1 Conservation of natural resources and biodiversity

2.1.1 Environmental impact assessment

The environmental impacts of new cultivation areas, new buildings, restructuring rural landholdings, drainage systems and other constructions or systems, for the use of uncultivated land or semi-natural areas for intensive agricultural purposes and intensive livestock installations, are assessed in an environmental impact assessment and are minimised where possible. The impact assessment considers the following aspects:

- > land and soil characteristics
- > rare and endangered species
- > potential off-site contaminants
- > neighbouring human settlements
- > water management projects (including water pollution and water availability)

If any of these activities are carried out, a report must be available to show that environmental aspects have been considered and negative impacts have been minimised where possible. If applicable, the plan needs to be continuously updated. Direct and indirect effects of a project on the following factors are assessed appropriately:

- (a) Human beings, fauna and flora;
- (b) Soil, water, air, climate and the landscape;
- (c) Material assets and the cultural heritage;
- (d) Interaction between the factors referred to in points a, b and c.

Degree of obligation: immediate requirement

*Activities for
environmental
impact
assessment*

*Direct and
indirect effects
on different
factors*

2.1.2 Avoidance of damage or deterioration of habitats

If evidence is provided that the production of the raw material does not interfere with the protection of habitats, cultivation is only permitted if appropriate management measures are identified and implemented to avoid damage to or deterioration of habitats. Legal requirements related to the protection of species and habitats must be met, any constraints must be followed and damage to or deterioration of habitats or species prevented. Wild species or products from their natural habitat shall be gathered only when permitted by law and this shall be done only in a manner ensuring those species will continue to flourish in their natural habitat along with other species that normally depend on the gathered species. Illegal hunting, fishing, trapping or collecting activities are prohibited in these areas.

Protection of species and habitats during cultivation

Existing ecological corridors and important landscape elements shall be maintained or, if necessary, restored to minimise the fragmentation of protected habitats. This shall take place in accordance with the type of terrain, wildlife and agricultural practices. Around all protected areas (covered in ISCC Principle 1), set aside land or wildlife corridors, in accordance with national or regional laws, buffer zones shall be protected, restored or set up.

Ecological corridors and landscape elements

Degree of obligation: immediate requirement

2.1.3 Implementation of ecological focus areas for the protection of pollinators and biodiversity

Farms/plantations shall define ecological focus areas to protect biodiversity and increase the shelter and protection of pollinators in particular. The ecological focus areas shall include at least 5% of the land of a farm³ and they shall be established in a way to safeguard and improve biodiversity.

5% of land of a farm

The ecological focus areas shall include the following elements or measures, either on their own or in combination:

- > Leaving the land fallow⁴
- > Planting of nitrogen-fixing plants
- > Integration of landscaping elements, such as e.g. hedges, buffer zones
- > Maintenance or re-establishment of pollinator habitats (e.g. planting at least 5-10 different native plant species rich in pollen and nectar including annual and perennial vegetation as well as planting hedges)

Evidence must be documented for each measure respectively.

Degree of obligation: short-term requirement

³ Applicable to farms with arable land exceeding 15 hectares, the 5% rule may include both arable and non-arable land

⁴ The land can be left either entirely fallow or in parts. If less than 5% of the ecological focus area is fallow, the implementation of other complementary measures from the list above is required

2.1.4 A biodiversity action plan is in place

The farm/plantation shall set up a Biodiversity Action Plan (BAP) to protect biodiversity and pollinators in particular. The plan shall describe current and/or planned measures as well as a timeline for integrating these measures into agricultural practice.

Biodiversity measures to protect pollinators

Biodiversity measures should be adapted to local conditions. Measures may include:

- > technologies and practices applied to reduce the use of plant protection products, e.g. no seed-coating with neonicotinoids (clothianidin, imidacloprid, thiamethoxam)
- > use of drift reducing technologies (e.g. nozzles, spray shields, etc.)
- > minimisation of off-site dust movement from treated seeds, e.g. through sticking agents
- > appropriate disposal of redundantly treated seeds
- > switching from chemical pest control to biological pest control
- > the construction of conservation areas including breeding and shelter locations, water resources for pollinators, maintenance or re-establishment of pollinator habitats

Degree of obligation: immediate requirement

The measures described in the plan shall be implemented by the producer. From the beginning of the implementation of the measures onwards, the producer shall monitor and report on the measures implemented. An annual update of the measures planned and integrated must be provided to the auditor. Evidence must be documented for each measure respectively.

Implementation of Biodiversity Action Plan

Degree of obligation: short-term requirement

2.1.5 Natural vegetation areas around springs and natural watercourses are to be maintained or re-established

Natural watercourses can be streams, rivers, canals or other routes, through which constantly or ephemeral/intermittent water flows, regardless of whether they are still unaffected by human intervention or corrected, straightened or otherwise regulated. The producer knows the status of riparian vegetation around springs and natural watercourses. Appropriate riparian buffer zones (in accordance with applicable national and regional legislation or based on FAO guidance⁵) to protect watercourses and wetlands are established, maintained and restored, taking into consideration the impacts of crop planting, the application of fertilisers and plant protection products, and harvesting. Where natural vegetation in riparian areas has been removed in compliance with Principle 1, there is a plan with a timetable for recovery.

Riparian buffer zones

⁵ For further guidance see FAO "Forests and water", <http://www.fao.org/3/a-i0410e.pdf>

Degree of obligation: immediate requirement

2.1.6 Cultivation of highly invasive species and genetically modified (GM) varieties

If any species or genetically modified variety is officially prohibited in the country of operation, it shall not be cultivated. The introduction of alien species which are not already established in the country or region and which show a high risk of invasive behaviour in a region are prohibited or must conform with existing regulatory frameworks for such an introduction.⁶ If genetically modified varieties are planted, the traceability and labelling of such GM crops shall be ensured, if required, by the buyer or the country of cultivation.

GM and highly invasive species

Degree of obligation: immediate requirement

2.1.7 Restriction on burning

The burning of arable stubble or other crop residues is not allowed except where authority (e.g. local, regional or national) has granted an exemption for plant health reasons. Burning as part of land and/or vegetation clearance is prohibited. When burning takes place as a sanitary measure, it must be done in a way that considers safety factors, such as wind directions, appropriate distance from easily flammable objects in the immediate vicinity, etc.

Burning is prohibited

Degree of obligation: immediate requirement

2.2 Maintain and improve soil fertility

2.2.1 Improvement of soil fertility

Crops should be grown on suitable soils. To ensure the sustainable treatment of soils, good agricultural practices concerning soil quality, soil contamination and soil erosion are addressed as part of soil management. They may refer to:

Continuous improvement of soil management

- > The prevention and control of erosion;
- > Maintaining and improving soil nutrient balance;
- > Maintaining and improving soil organic matter;
- > Maintaining and improving soil pH;
- > Maintaining and improving soil structure;
- > Maintaining and improving soil biodiversity;
- > The prevention of salinization
- > Maintaining water holding capacity
- > Maintaining base saturation

⁶ For further guidelines see for example GISD database: <http://www.issg.org/database/welcome/>

> Determination of soil organic carbon content

A soil management plan aimed at sustainable soil management, erosion prevention and erosion control must be documented, considering the above-mentioned aspects. Topographical, regional and landscape characteristics shall guide the adaptation of measures suited to local conditions. Appropriate management measures can include, inter alia, optimum plant spacing, crop rotation, intercropping, landscaping elements or an appropriate type and use of machinery. The records of the soil management plan shall be kept for at least five years.

Good agricultural practices

Degree of obligation: immediate requirement

The soil management plan shall be reviewed and signed once upon submission and approved by a competent individual (e.g. a farmer educated to college level in agriculture, a professional agronomy advisor/ consultant or government or a research institution advice). Any alterations to the soil management plan need to be discussed with the responsible individual for renewed approval.

Review of plan by competent individual

Degree of obligation: short-term requirement

The measures described in the soil management plan are implemented and each measure is validated. Validation is done e.g. through periodical soil analyses on, for example, soil pH, macro-and micronutrients, heavy metals or other contaminants or soil organic matter. The measures taken should be validated against the specific measures included in the management plan.

Validation of measures

Degree of obligation: mid-term requirement

2.2.2 Avoidance of soil erosion and compaction

Measures and cultivation techniques are used to reduce the risk of soil erosion. Maps of fragile soils and topographic characteristics must be available. A management strategy including measures should exist for planting on slopes above a certain limit (specified in terms of soil, climate and topographical characteristics) and for other fragile and problematic soils (e.g. sandy, low organic matter soils). Appropriate measures to reduce the risk of soil erosion from wind or water and to maintain the natural soil structure are, inter alia, field tillage practices, crop rotation, cover crops and the adaptation of field cultivation techniques (e.g. limitation of mechanized harvesting). Cover/catch crops/intermediary crops should be sown using a locally appropriate species mixture with at least one legume and reducing bare soil to the point of having a plant coverage index of at least 75% at the farm level per year.

Soil erosion

Measures and cultivation techniques are adapted to reduce the risk of soil compaction. The techniques applied must be tailored to the relevant processed ground. The soil structure shall be maintained, and soil compaction shall be prevented, e.g. by appropriate use of machinery, appropriate frequency and timing of on-field work to avoid traffic on wet soil; appropriate

Soil compaction

tire pressure; tillage operation should be avoided or strongly reduced on wet soils; controlled traffic planning can be used).

There shall be monitoring, appropriate to scale, of the measures implemented to reduce the risk of soil erosion and compaction.

Degree of obligation: immediate requirement

2.2.3 Annual crops follow crop rotation procedures

For annual crops, fitting crop rotation procedures are in place to ensure crop diversification. This means that at least two different crops must be grown on the arable land of the farm/plantation within a four-year period. The requirement is not relevant for land that is entirely cultivated with crops underwater for a significant part of the year or a significant part of the crop cycle.

Degree of obligation: immediate requirement

2.3 Fertiliser application

2.3.1 Fertilisers are used according to nutritional requirements

Fertilisers shall come from trustworthy sources.

Fertilisers are used according to an input/output balance. A periodic input/output balance of fertiliser application must be conducted. Fertiliser application should be based on this input/output balance and follow professional recommendations, if available. The aim of efficient fertiliser application is the reduction of runoff.

Fertiliser balance

Organic and mineral fertilisers shall be of high quality and used according to the nutritional requirements of the soil (following the soil organic matter balance). Application manuals, the chemical composition and concentration are considered when applying fertilisers. If organic matter such as empty fruit bunches (EFB) or other remaining plant material is used in the production areas (mulched), the material should be evenly distributed.

Nutritional requirements

Degree of obligation: immediate requirement

2.3.2 Soil contamination through fertilisers is minimised by adapted management

Fertilisers with high nitrogen content may only be applied on absorptive soils. Fertilisers with a nitrogen content greater than 1.5% nitrogen in the dry matter must not be applied on flooded, waterlogged or frozen soils.

Application on absorptive soils

While applying fertilisers with high nitrogen content, care must be taken not to contaminate the surface and groundwater. The producer must demonstrate that they observe a minimum distance of 3 m from riverbanks. They must ensure that there is no runoff of the applied fertiliser into surface water bodies and groundwater.

Buffer zones

During surface application, weather conditions (e.g. wind speed and direction, temperature) should be examined and taken into account.

Weather conditions

Degree of obligation: immediate requirement

2.3.3 Fertiliser application machinery

Fertiliser application machinery allows accurate fertiliser application. It must be kept in good condition and verified periodically to ensure accurate fertiliser application.

Periodic verification

Degree of obligation: immediate requirement

2.3.4 Restrictions on the use of sewage sludge and other organic material

Raw sewage sludge is sludge that is taken untreated from wastewater treatment plants. The use of raw sewage sludge is not allowed. Any raw sewage sludge must undergo treatment before it can be used. The treatment should considerably lower the content of any pollutants such as lead, cadmium, chromium, copper, nickel, mercury, zinc and organic-persistent pollutants. The dewatering of raw sludge is not considered a treatment. Treated sewage sludge may only be applied to soils in a way that does not adversely affect communities, water or soil quality, the pH of the soil or the nutritional needs of crops.

Pre-treatment of sewage sludge

The impacts of applying organic manure, treated sludge and sludge water and/or industrial waste residues shall be kept to a minimum. Where relevant, this might include an assessment of the pollution of ground and surface water, health risks to workers and surrounding communities and an assessment of heavy metals. Sludge should never be applied directly to the crop after flowering.

Impact assessment

Degree of obligation: immediate requirement

2.3.5 Use of wastes and agricultural residues

Agricultural waste is reduced, reused and/or recycled. Agricultural waste and co-products can be, for example, composted on-farm and used as soil conditioning, sold to alternative markets or used for alternative purposes.

Waste hierarchy

The use of agricultural residues should not jeopardize the function of local uses of the co-products, soil organic matter or soil nutrients balance. Documentation must be available to state that the use of residues does not occur at the expense of the soil nutrient balance, soil organic matter balance or important traditional uses (such as fodder, natural fertiliser, material or local fuel) unless documentation is available to suggest that similar or more environmental-friendly alternatives are available and are applied.

Other functions of agricultural residues

Degree of obligation: immediate requirement

2.3.6 Records of fertiliser application

Complete records of all fertiliser applications must be available. This includes:

Record-keeping

- (1) The name or reference of the field;
- (2) Exact dates (day/month/year) of applications;
- (3) The trade name, type of fertiliser;
- (4) The amount of the applied product in weight or volume;
- (5) The type of application machinery used and the method;
- (6) The name of the operator.

Degree of obligation: immediate requirement

2.3.7 Soil organic matter balance is compiled

A soil organic matter balance is compiled (can be generic) or every five years a soil organic matter analysis takes place. Results are kept for seven years.

Degree of obligation: immediate

2.4 Restrictions on plant protection products and seeds

2.4.1 Prohibition of chemicals

Chemicals listed in the Stockholm Convention on Persistent Organic Pollutants must not be applied on any (own and leased) land of the farm/plantation.⁷ The use of chemicals in plant protection products listed in the WHO classes 1a and 1b lists as well as in Annex III of the Rotterdam Convention (UNEP's Prior Informed Consent (PIC) Program list) is also not allowed under ISCC. Alternatives should be taken into consideration where available and a phase-out shall be considered. In case chemicals listed in WHO 1a or 1b are still in use, a phase-out plan must be in place ensuring that none of these substances will be used anymore by January 2023. In cases where there are no alternatives to a chemical substance named in WHO 1a and 1b, an external expert must be consulted to confirm this. This expert must have the professional background and expertise to analyse the situation appropriately and take a decision. Some of the WHO 1a and 1b chemicals and chemicals listed in the Rotterdam Convention are not covered under current EU legislation – therefore this requirement must be verified by the auditor for farmers covered under EU cross compliance as well.

Avoidance of hazardous chemicals

Degree of obligation: immediate requirement

2.4.2 Applied plant protection products are registered

All plant protection products applied must be officially registered in the country of use for the target crop or permitted by the appropriate governmental

Legitimacy of plant protection products

⁷ <http://chm.pops.int/Convention/ConventionText/tabid/2232/Default.aspx>

organisation in the country of application where such an official registration scheme exists. Where no official registration scheme exists, refer to the FAO International Code of Conduct on the Distribution and Use of Pesticides.

Degree of obligation: immediate requirement

2.4.3 Local restrictions on the use of plant protection products are followed

It must be documented and ensured that the producers are aware of and observe any local restrictions on the use of plant protection products.

Degree of obligation: immediate requirement

2.4.4 Seed origin is legitimized

All purchased seeds must come from recognised seed producers. Self-bred seeds may be used, provided that appropriate seed production norms are followed and legal requirements regarding intellectual property rights are met. Records shall document the origin of the seed and planting material (including name, variety, vendor, location, date of application and amount used per area). An informed choice regarding varieties of seed and plant materials as well as grafting material is made. It should take into account, inter alia, yield performance, disease and pest resistance, adaptation to local climatic and geographic conditions, fertilisation and water needs, as well as customers' requirements.

*Recognised
seed producers
or self-bred seed*

Degree of obligation: immediate requirement

2.4.5 Invoices for registered plant protection products are kept

Invoices for the registered plant protection products used must be kept for record-keeping and available at the time of the external audit.

Record-keeping

Degree of obligation: immediate requirement

2.5 Avoiding plant protection products with integrated pest management

The application of integrated pest management (IPM) helps to minimise typical safety and quality hazards and thereby increases the safety and quality of the raw materials. Typical hazards are of biological (including infection and cross-contamination), chemical and physical nature (including e.g. foreign matter). The farm/plantation shall be able to provide evidence that the following aspects of IPM are considered and implemented where necessary.

*Minimizing
hazards with
IPM*

2.5.1 Assistance with the implementation of IPM systems has been obtained

The technically responsible person on the farm or plantation must have received formal and documented training and/or it has been ensured that they

*Training or
advice*

have had the assistance of an external technical IPM consultant with the required technical qualifications.

Degree of obligation: immediate requirement

2.5.2 Evidence of implementation of IPM activities covering “prevention”, “observation and monitoring” and “intervention”

The farm/plantation must be able to show evidence of implementing at least one activity that includes the adoption of cultivation methods that could reduce the incidence and intensity of pest attacks, thereby reducing the need for intervention. For example, “prevention” measures concern the location of crops, crop rotation, cropping pattern, seed selection (including seed dressing), crop husbandry and hygiene (including measures to avoid disease cross-contamination, such as removing infested or diseased plant material from the field), fertilisation, irrigation, habitat management, inter-cropping, harvesting and storage and tillage practices.

Reduce incidence or intensity

Further, the farm/plantation must be able to show evidence of implementing at least one activity that will determine when, and to what extent, pests and their natural enemies are present and, using this information, plan the required pest management techniques. For example, “observation and monitoring” measures concern crop monitoring, decision support systems and area-wide management.

Observe and monitor pests and enemies

In addition, the producer must be able to show evidence that in situations where a pest attack adversely affects the economic value of a crop, intervention with specific pest control methods will take place. Wherever possible, non-chemical approaches and measures to avoid crop disease and cross-contamination must be considered. Removing infested or diseased plant material from the field and disinfecting pruning and propagation equipment can avoid contamination. For example, “intervention” measures concern cultural, physical, biological and chemical control (e.g. use of selective pesticides rather than a broad and diversified application of different chemicals).

Pest control measures

The different activities shall be applied in such a way that they build an integrated strategy of IPM, leading to a decrease in the use of chemicals while at the same time an increase in the safety and quality of the raw materials.

Degree of obligation: immediate requirement

2.6 Plant protection product application

2.6.1 Staff dealing with plant protection products must be skilled

Where the plant protection product records show that the technically responsible person choosing the plant protection products is a qualified adviser, technical competence should be demonstrated by official qualifications or specific training course attendance certificates.

Official qualifications or training

Where the plant protection product records show that the technically responsible person choosing the plant protection products is the producer, experience must be complemented by technical knowledge that can be demonstrated via technical documentation such as relevant technical literature on products or specific training course attendance certificates.

Technical knowledge

Degree of obligation: immediate requirement

2.6.2 The application of plant protection products is carried out appropriately

The competent person should be able to show that important parameters have been taken into consideration before applying plant protection products. This includes following visual inspections, taking into account economic thresholds of pest/disease and weed occurrence, weather forecasts and local knowledge. As a result, precautionary measures shall be applied to protect workers, neighbouring communities and the environment. The use of non-chemical solutions instead of chemical pesticides should be favoured.

Precautionary measures and necessity

The person applying the plant protection products/the person responsible must follow the label instructions. All requirements, in line with the respective labelling and the ISCC criteria (protective clothing, storage, handling, maximum amount etc.) for the products used must be followed. There must be clearly documented procedures that regulate all the re-entry intervals for plant protection products applied to the crops according to the label instructions. Where no re-entry information is available on the label, there are no specific requirements.

Follow label instructions

If plant protection products are applied near populated areas or water bodies, appropriate distances must be maintained and all necessary precautions are taken to avoid people entering recently sprayed areas. The size of these buffer and safeguard zones shall be chosen based on the respective local, regional or national legislation and designed in a way to avoid pollution of surface water and groundwater used for the abstraction of drinking water. Buffer zones shall reduce the exposure of water bodies to spray drift, drain flow and run-off and their size should depend in particular on soil characteristics and pesticide properties, as well as agricultural characteristics of the areas concerned.

Appropriate distances

If plant protection products are applied aerially, any residents within 500 m of the planned application should be notified in advance. Pesticides classified as WHO1a, 1b⁸ or 2 should not be applied aerially within a 500 m distance to any populated areas or water bodies. The FAO Guidelines on Good Practice for Aerial Application of Pesticides should be considered when plant protection products are applied aerially.⁹

During the application of plant protection products, the weather conditions (e.g. wind speed, wind direction, temperature) should be examined and taken

Examination of weather conditions

⁸ Where they are still applied in the phase-out period until 2023

⁹ FAO "Guidelines on Good Practice for Aerial Application of Pesticides", <http://www.fao.org/3/y2766e/y2766e00.htm>

into account to minimise drift. The person applying the plant protection products/the person responsible must be able to show that good agricultural practices have been used during spraying and that weather conditions have been considered.

Degree of obligation: immediate requirement

2.6.3 All application equipment must be calibrated

Documented evidence of up-to-date record sheets for all repairs, oil changes and maintenance are available. Application machinery (automatic and non-automatic) must have been verified for safe operation within the last 12 months and be certified or documented according to an official standard (where it exists) or by having been carried out by a person who can demonstrate their skills.

Verification of application machinery

Degree of obligation: immediate requirement

2.6.4 Plant protection product applications are recorded

Records must be available and complete on:

Record-keeping

- (1) The crop name and/or variety;
- (2) Date, location and trade name of product;
- (3) Justification for application, product amount applied;
- (4) Application machinery used and the operator;
- (5) The common name of the pest(s), disease(s) or weed(s) treated;
- (6) Active ingredient

Degree of obligation: immediate requirement

2.7 Handling and disposing of plant protection products, fertilisers and wastes

2.7.1 Appropriate facilities for measuring and mixing plant protection products

The storage and filling/mixing facilities for plant protection products should have measuring equipment and should be equipped with utensils, e.g. buckets or water supply points for the safe and efficient handling of all plant protection products. The graduation of containers and the calibration of scales are regularly verified by the producer to assure the accuracy of mixtures.

Safe and efficient mixing and filling

There should be facilities and procedures available to deal with spillage to avoid contamination of the groundwater. The plant protection product storage facilities and all designated fixed filling/mixing areas should be equipped with a container of absorbent inert material such as sand, a floor brush and dustpan and plastic bags, which must be signposted and kept in a fixed location, to be used in case of spillage of a plant protection product.

Avoidance of spillage and contamination

Degree of obligation: immediate requirement

2.7.2 Redundant plant protection products must be disposed of via authorised or approved channels

There must be documented records that indicate that obsolete plant protection products have been disposed of via officially authorised channels. When this is not possible, obsolete plant protection products must be identifiable and stored securely. They shall be removed and recycled or, if this is not possible, disposed of following internationally recognised best practices, e.g. the FAO guidelines for the management of small quantities of unwanted and obsolete pesticides.¹⁰

Best practices during disposal

Degree of obligation: immediate requirement

2.7.3 Surplus application mix or tank washings are disposed of in a way that does not contaminate the groundwater

It must be ensured and documented that the producer is aware of national or local legislation and that the legislation is observed continuously. When surplus application mix or tank washings are applied on designated fallow land, it can be demonstrated that this is legal practice and all the treatments have been recorded in the same manner and detail as an allowed plant protection product application. Surface water contamination must be avoided.

Avoidance of surface water contamination

Degree of obligation: immediate requirement

2.7.4 Avoidance of re-usage of empty plant protection product containers

There must be evidence that empty plant protection product containers have not been and currently are not being reused for anything other than containing and transporting the same product as stated on the original label. The re-use of empty plant product containers for purposes other than containing and transporting the same product must be avoided. If no official disposal system exists and the risk of unsafe reuse of containers is present, then workers and adjacent communities should be educated by the farm/plantation management on the risks of reusing empty containers.

Re-usage of empty containers

Degree of obligation: immediate requirement

2.7.5 Empty plant protection product containers are cleaned prior to disposal

Empty containers are rinsed either via the use of an integrated pressure rinsing device on the application equipment, or at least three times prior to disposal. There shall be clear written instructions for rinsing the containers available to all workers. The rinsing water is always returned to the application equipment tank, either via the use of a container-handling device or via a written procedure for the application equipment operators. Compliance with

Rinsing of empty containers

¹⁰ Further information and guidance can be found on the FAO website for the prevention and disposal of obsolete pesticides: <http://www.fao.org/agriculture/crops/obsolete-pesticides/resources0/en/>

the existing legislation and all relevant national, regional and local regulations regarding the disposal or destruction of empty plant protection product containers must be ensured.

Degree of obligation: immediate requirement

2.7.6 During disposal of empty plant protection product containers exposure to humans and the environment is avoided

The system used to dispose of empty plant protection product containers must ensure that people cannot come into physical contact with the empty containers. The risk of contamination of the environment, watercourses, flora and fauna must be minimised. Where official collection and disposal systems exist, there must be documented records that the producer uses these systems.

Contamination risk during disposal minimised

Degree of obligation: immediate requirement

2.7.7 The premises must have adequate provisions for waste disposal

National and regional legislation must be followed when storing and disposing of waste. The farm/plantation should have designated areas to store litter and waste which do not create a safety or health hazard.

Designated waste storage areas

The risks of different types of waste are identified, and waste is stored according to risk identification. Especially, the disposal of hazardous waste must be done in a safe and environmentally-friendly way. Hazardous wastes include for example different types of waste include e.g. chemical waste, fuels, lubricants, batteries, tyres, etc.

Risk management

If applicable, waste burning and disposal should always be done by an official, authorised system.

If waste is burned on-site, the following rules must be applied:

Waste burning on-site

- > Burning hazardous waste like solvents, certain plastics or plant protection products on-site is not allowed;
- > PVC (polyvinyl chloride) and certain other plastics that cause harmful fumes such as dioxins are prohibited to be burned on-site;
- > Incinerators and burning sites are in legally permitted locations and fit for purpose.

If disposal takes place on the farm/plantation, certain requirements shall be fulfilled:

Waste disposal on-site

- > Sanitary landfills on the farm/plantation must be designed according to the requirements of national legislation or, where not available, governed by best practice guidelines defined by the management;
- > Litter and other general waste must not be thrown into ditches, streams ways or holes that might flood;

- > During disposal, burned waste must be covered with a suitable layer of soil.

Degree of obligation: immediate requirement

2.7.8 Waste management includes reduction, reuse and recycling. It reduces waste and avoids the use of landfills or burning

Best practices must be addressed in the waste management plan. They refer to:

Waste management practices

- > The prevention of waste;
- > The prevention of on-site burning of certain waste materials;
- > The prevention of contamination of on-site landfill disposal;
- > The prevention of contamination concerning the disposal of ash;
- > The prevention of contamination from greywater runoff and disposal.

The waste management plan should include the phases (1) risk assessment, (2) target-setting, (3) risk management and (4) monitoring phases.

Phases

Waste reduction, reuse and recycling avoid or reduce waste and avoid the use of landfills or burning. It should be documented if on-site burning or landfill disposal took place. An assessment of risks to humans (both workers and neighbouring communities) and the environment should be conducted if burning or disposal takes place on the farm/plantation. Appropriate management measures could be, inter alia, the minimisation of waste materials, energy recovery or efficient burning sites/incinerators. Record keeping must be in place for the amounts of waste produced and on-site disposal (including discharge to landfills, drains, sewers, surface water, land or groundwater). If burning takes place, further records on the types of waste burned and the type of burning practice (e.g. open fire, low-temperature incinerators) should be available. Records of the risk assessment as well as appropriate monitoring and management measures must be kept for at least five years. A comprehensive, up-to-date and documented plan that covers waste reduction, pollution and waste recycling must be available. Air, soil, water, noise and light contamination must be considered, both on-site and in surrounding areas.

Waste management measures

Degree of obligation: immediate requirement

2.8 Storing of operating resources

2.8.1 Fertilisers are stored in a safe manner

Fertiliser storage reduces the risk of contamination to humans and the environment. For example, stored liquid fertiliser must be surrounded by an impermeable barrier (according to national and local legislation) or in a container of at least ten percent larger capacity (if there is no applicable

Storage of fertilisers

legislation). Consideration should be given to the proximity of watercourses and flood risks.

All inorganic fertilisers, e.g. powders, granules or liquids are stored in a manner which poses the minimum risk of contamination to the health and safety of humans and the environment. The covered area is suitable to protect all inorganic fertilisers from atmospheric influences such as sunlight, frost and rain. Inorganic fertilisers must be stored in an area that is free from waste, does not constitute a breeding place for rodents, and where spillage and leakage are cleared away. It must be well ventilated and free from rainwater or heavy condensation.

Storage of inorganic fertilisers

Based on risk assessments (fertiliser type, weather conditions, temporary storage), plastic covering could be acceptable. Storage directly on the soil is not allowed.

It is possible to store gypsum and lime (calcium carbonate, not calcium oxide or calcium hydroxide) in the field for a limited time before spreading.

Storage of gypsum and lime

Degree of obligation: immediate requirement

2.8.2 Plant protection products are stored in accordance with local regulations in a secure storage facility

The plant protection product storage facilities should comply with all relevant current national, regional and local legislation and regulations. The plant protection product storage facilities are kept secure under lock and key.

Potential contamination of groundwater must be avoided. Appropriate storage facilities:

Storage of plant protection products

- (1) Are structurally sound and robust;
- (2) Have a sealed floor;
- (3) Are built of materials and/or located to protect against temperature extremes;
- (4) Are built of fire-resistant materials (minimum requirement RF 30, e.g. 30 minutes resistance to fire);
- (5) Have sufficient and constant ventilation of fresh air to avoid a build-up of harmful vapours;
- (6) Are located in areas with sufficient illumination both by natural and artificial lighting, to ensure that all product labels can be read easily on the shelves;
- (7) Are located in a separate space isolated from any other materials.

All plant protection products that are in the store should be kept in their original containers and packaging. In the case of breakage, the new package must contain all the information provided on the original label.

Original packaging

Degree of obligation: immediate requirement

2.8.3 Liquids are not to be stored on shelves above powders

All the plant protection products that are liquid formulations must never be stored on shelving which is above products that are powder or granular formulations.

Storage of liquids and powders

Degree of obligation: immediate requirement

2.8.4 The product inventory must be documented and readily available

A stock inventory, which indicates the contents (type and quantity) of the store, must be available and updated at least every three months. Quantity refers to the number of bags, bottles, etc., and is not to be calculated on a milligram or centilitre basis.

Inventory reporting

Degree of obligation: immediate requirement

2.8.5 Mineral oil products are stored in a safe manner

Storage facilities are constructed using suitable materials and are consistent with the best available technology and relevant laws to reduce the risk of contamination to humans and the environment. The type and location of storage for mineral oil prevents spillage, flooding and contamination caused by the stored materials. Contamination or dilution of fuels and fertilisers/plant protection products can be avoided by separating them.

Storage of mineral oil products

Degree of obligation: immediate requirement

2.9 Maintaining and improving water quality and quantity

2.9.1 Respect existing water rights and justify irrigation in the context of social and environmental sustainability

Irrigation with anything other than rainwater is only allowed with a permit from the responsible authority. If groundwater is used for irrigation, the producer must hold an irrigation permit (official license). If not available, the user has to assess and evaluate the use and recharge rates of the water source and set up a water use plan to prevent water pollution, minimise and/or optimise the use of water and reduce wastewater.

Irrigation permit

Water rights have been legally obtained and the producer shall respect and protect existing water rights, both formal and customary, including the rights of pastoralists, indigenous people, artisanal fishers and other comparable users. No acquisition of new or modification of the existing rights can happen without the Free Prior and Informed Consent of the parties affected. The producer shall justify irrigation in light of the accessibility of water for human consumption.

Water availability

Local communities are not denied access to clean water and adverse effects for downstream users, local communities and customary users must be prevented. If the farm or plantation irrigates or treats water on-site, it must be

ensured that the water use complies with applicable regulations and local legislation.

Degree of obligation: immediate requirement

2.9.2 Application of good agricultural practices to reduce water usage and to maintain and improve water quality

Good agricultural practices should be implemented with respect to reducing unsustainable water use, the abstraction of unsustainable water sources and minimising diffuse and localized pollution from chemical residues, fertilisers, soil erosion or other sources of ground and surface water. Irrigation water should only be abstracted in a way that recharge rates compensate for water abstraction. To protect the environment, water should be abstracted from a sustainable source. The producer can justify the method of irrigation used in light of water conservation. The timing and amount of irrigation should be tailored to crop requirements to meet planned yield and quality levels under local conditions.

Good agricultural practices in water management

Documentation of water management plans aimed at sustainable water use and the prevention of water pollution shall exist. Annual documentation of the good agricultural practices applied shall be compiled with respect to:

Water management plan

- > Efficient water usage during irrigation;
- > Responsible use of organic fertilisers and agrochemicals;
- > Waste discharge;
- > Avoidance or minimization of surface runoff and siltation of watercourses

Appropriate management measures to improve water quality should be documented. They could include, inter alia, setting up buffer zones around water bodies (in accordance with applicable national and regional legislation or based on FAO guidance¹¹), the efficient handling of fertilisers including sewage sludge and wastewater treatment, installing efficient irrigation techniques (including rainwater harvesting and drain design), and timing irrigation appropriately to crop requirements. Monitoring which is appropriate to scale demonstrates that applied practices are effective (e.g. by monitoring the biological oxygen demand (BOD) or heavy metals and other contaminants to monitor water quality management measures). Any direct evidence of localized contamination of water bodies (ground or surface waters) shall be reported to local authorities and, if requested, monitored in collaboration with the authorities.

Water management measures

Degree of obligation: immediate requirement

¹¹ For further guidance see FAO "Forests and water", <http://www.fao.org/3/a-i0410e.pdf>

2.10 Air pollution, GHG emissions and energy management

2.10.1 Reduction of air pollutants and emissions

Each farm/plantation shall provide a plan appropriate to the scale and intensity of operations to reduce air pollution and greenhouse gas (GHG) emissions. The plan identifies the main GHG emissions and major air pollutants at the farm level, including carbon monoxide, nitrogen oxides, volatile organic compounds, particulate matter, sulphur compounds, dioxins and other substances recognised as potentially harmful to the environment (flora and fauna) and/or human health. The plan shall identify all potential air pollution and GHG emission sources and describe their nature. The plan shall describe any air pollution and GHG emission mitigation strategies that are employed currently or in the future, or else the rationale for not utilising such strategies.

Plan to reduce emissions and air pollutants

The plan can include e.g. the following steps:

- > Fossil fuel and energy reduction, the use of renewable energies, e.g. biofuels, biogas, solar or wind energy, are encouraged.
- > Peatland water management, substitution of mineral fertilisers, integrated pest management (IPM), use of organic fertiliser from co-composting, etc.

Degree of obligation: immediate requirement

Implementation and monitoring of mitigation measures

The steps described in the plan shall be implemented by the farm/plantation and their impacts monitored. Whenever possible, the farm/plantation shall investigate and implement available technology to reduce air pollution.

Implementation and monitoring

Degree of obligation: short-term requirement

2.10.2 Efficient energy management

Energy consumption should be as efficient as possible to protect the climate. In order to achieve this, fossil fuel reduction and the use of renewable energies, e.g. biofuels, biogas, solar or wind energy on the farm or plantation are encouraged. The use of fossil fuels can be reduced, for instance by implementing precision agriculture techniques, controlled traffic farming or lighter machinery. An energy management plan shall document current and future sustainable practices and identify measures to improve the efficiency of fossil energy use, the increased usage of renewable energies and reduce on-farm greenhouse gas emissions. The plan shall record the total direct use of fuels over time for all activities and the fuel volume is monitored per hectare or unit of product.

Energy management plan

Degree of obligation: short-term requirement

Principle 3: Safe Working Conditions

ISCC Principle 3 covers requirements to ensure safe working conditions at farm level. This refers to the training and competence of workers for certain tasks, the prevention and handling of accidents and the protection of workers. The following requirements must be complied with. For the corresponding HCV areas of ISCC Principle 3 requirements please see Annex 2.

3.1 Training and competence

3.1.1 Records are kept for training activities and attendees

Staff members responsible for certain tasks within the company should participate in training activities. If applicable, local population or small farms or plantations may participate in training programs. Training should include the following topics:

Competence of workers to ensure health and safety

- > The handling of plant protection products and other hazardous chemicals;
- > Waste management;
- > The handling of protective equipment for chemicals, fuels, gas and electricity.

A record is kept for training activities for workers including the topic covered, the trainer, the date and the attendees. Evidence of attendance is required. If useful, it is possible to collaborate with training programs for the local population.

Record-keeping for training

Degree of obligation: immediate requirement

3.1.2 Certificates of competence are available for dangerous or complex work

All workers handling and/or administering chemicals, disinfectants, plant protection products, biocides or other hazardous substances and all workers operating dangerous or complex equipment as defined in the risk assessment must have certificates of competence and/or details of other such qualifications. Records must identify workers who carry out these tasks and show certificates of training or proof of competence.

Qualifications for dangerous works

Degree of obligation: immediate requirement

3.1.3 All workers have received adequate health and safety training and have been instructed according to the risk assessment

Workers should be able to demonstrate competency in responsibilities and tasks through visual observation. If at the time of audit there are no ongoing activities, there must be evidence of instruction. At least one worker/person responsible with first aid skills should be on the farm/plantation whenever there are cultivation activities taking place (e.g. during harvest, plant protection product application, etc.).

Competence of workers

Degree of obligation: immediate requirement

3.2 Prevention and handling of accidents

3.2.1 The farm/plantation has written health, safety and hygiene policy and procedures including issues of risk assessment

The risk assessment includes important health and safety risks, such as the use of agrochemicals, liquid fuels, lubricants, machines, generators, boilers, pumps, power tools, electrical installations, power lines and, where appropriate, measures of food safety (e.g. clean, dry, and if applicable, cooled storage facilities). Within the risk assessment, risks connected with transporting, storage, handling, spillage and disposal of the materials named above shall be considered.

Health and safety risks

The health, safety and hygiene policy must at least include the points identified in the risk assessment. Policy measures could include, inter alia, accident and emergency procedures, hygiene procedures, and dealing with any risks identified in typical work processes, such as e.g. the handling of agrochemicals. The health, safety and hygiene policy shall also include specific health and safety issues for women. The policy must be made understandable for all workers, reviewed and updated when the risk assessment changes.

Risk measures

Regarding all implemented health and safety requirements, a warning system including legally permitted sanctions should exist for workers who do not fulfil the health and safety requirements. Complete and maintained first aid kits and procedures (including records and evaluations of accidents) according to national regulations and recommendations must be available and accessible at all permanent sites and available for transport to the vicinity of the work. First aid medical services must be provided in case of emergencies.

Implementation of measures

Degree of obligation: immediate requirement

3.2.2 Work-related accidents are covered by contracts or adequate compensation is received

Workers who are unable to carry out their regular activities due to an occupational/ work-related accident are protected by contract or receive adequate compensation.

Degree of obligation: immediate requirement

3.2.3 Workers are equipped with suitable protective clothing

Workers are equipped with suitable protective clothing in accordance with legal requirements and/or label instructions or as authorised by a competent authority. Complete sets of protective clothing for certain work (e.g. handling plant protection products, working with electric equipment) are available and are used to ensure compliance with label instructions, legal requirements and requirements as authorised by a competent authority. They are in a good state. Examples of protective clothing are rubber boots, waterproof clothing, protective overalls, rubber gloves and facemasks as well as appropriate respiratory, ear and eye protection devices. The use of personal protective clothing is mandatory during the handling and application of toxic substances (e.g. plant protection products) or while carrying out other hazardous tasks.

Protection of workers and reduction of accidents

Protective clothing is regularly cleaned after use, according to a schedule adapted to the type of use and degree of soiling. Cleaning of the protective clothing and equipment should be carried out separately from private clothing. Gloves should be washed before removal.

Cleaning of protective clothing

Dirty, torn and damaged protective clothing and equipment and expired filter cartridges should be disposed of. Single-use items (e.g. gloves, overalls) have to be disposed of after one use. All the protective clothing and equipment, including replacements filters, should be stored in a well-ventilated area that is physically separate from plant protection products and any other chemicals to prevent contamination of the clothing and equipment.

Disposal of protective clothing

Degree of obligation: immediate requirement

3.2.4 Potential hazards are clearly identified

Permanent and legible signs must indicate potential hazards, e.g. waste pits, fuel tanks, workshops, access doors to the plant protection product/fertiliser/ any other chemical storage facilities as well as the treated crop. Warning signs must be placed where appropriate.

Warning signs

Degree of obligation: immediate requirement

3.2.5 Restrictions related to hazardous activities are followed

Young workers (15-18), pregnant or breastfeeding women, disabled workers or workers who suffer from chronic or respiratory diseases must not undertake hazardous work that jeopardizes their health, safety or morals. All persons who have been injured or are ill must not perform activities that are detrimental

to their health and safety or that of other workers. Instead, they shall be offered alternative work.

Degree of obligation: immediate requirement

3.2.6 Accident procedures and equipment are available

An accident procedure must display the basic steps of primary accident care and be accessible by all individuals within ten meters of the plant protection product/chemical storage facilities and designated mixing areas. Procedures and equipment must be available to deal with accidents and chemical spills (including plant protection products, fertilisers and fuels).

*Accident
procedure at
storage*

Degree of obligation: immediate requirement

3.2.7 There are facilities to deal with accidental operator contamination

All plant protection product/chemical storage facilities and all filling/mixing areas present on the farm or plantation must have eye washing capability, a source of clean water no more than ten meters away, a complete first aid kit and a clear accident procedure with emergency contact telephone numbers and basic steps of primary accident care, all permanently and clearly indicated.

*Eyewash and
first aid kit*

Degree of obligation: immediate requirement

Principle 4: Compliance with Human and Labour Rights and Responsible Community Relations

ISCC Principle 4 includes requirements related to basic human and labour rights as well as provisions for responsible community relations. Criteria cover rural and social development concerning the farm/plantation's responsibility towards surrounding communities. Further, employment conditions are elaborated that are based on but not limited to core ILO standards. The following list of requirements must be covered. For the corresponding HCV areas of ISCC Principle 4 requirements please see Annex 2.

4.1 Rural and social development

4.1.1 A self-declaration on good social practice regarding human rights is available

A self-declaration on good social practice regarding human rights must have been communicated to the workers. The farm/plantation management and the workers' representative must have signed and displayed a self-declaration assuring good social practice and the human rights of all workers. The self-declaration must be in a language appropriate to the workers and surrounding communities. This declaration contains the following:

- > a commitment to the ILO core labour standards
- > respect for a living wage
- > respect for the social environment
- > respect for legal land titles
- > sufficient compensation for communities
- > commitment to solving social conflicts
- > commitment to fair contract farming arrangements
- > commitment to reduce key economic, environmental and social impacts

Degree of obligation: immediate requirement

4.1.2 Negative environmental, social, economic and cultural impacts are avoided

All environmental, social, economic and cultural impacts on surrounding areas, communities, users and landowners are taken into account. Local historical, cultural and spiritual properties and sites are protected. Prior to the audit, potential negative environmental, social and cultural impacts must be identified.

Where there is an indication found for negative environmental, social and/or cultural impacts in the context of the farm/plantation, a participatory social impact and legal compliance assessment shall be conducted, where all

Commitment to good social practices

Social and environmental impact assessment

Stakeholder involvement

relevant stakeholders, including local communities and indigenous people, are engaged. A report about this assessment shall be made publicly available in a language appropriate to surrounding communities.

Degree of obligation: immediate requirement

On the basis of that report, an action plan to address the impacts identified and to ensure continued dialogue with surrounding communities is in place. Negative impacts must be avoided or, if this is not possible, minimised, restored and/or compensated. The action plan will be verified during the audit, including the consultation of relevant stakeholders during the audit. Documents of regular meetings with communities (with two-way communication) and local government with listed risks and/or impacts and evidence of minuted negotiations or resolution processes must be compiled.

Action plan for improvement

Degree of obligation: short-term requirement

4.1.3 Provision and disclosure of information

The farm/plantation shall provide adequate information to relevant stakeholders on legal, social and environmental issues related to the ISCC requirements. The information must be presented in an appropriate language and must be accessible to stakeholders. Information includes e.g. management procedures comprising the results of Free Prior and Informed Consent (FPIC) processes, human rights policies, results of participatory social impact and legal compliance assessments, etc. There are communication channels (written sign or website with the following information: email, phone, mailbox) that adequately enable communication between the farm/plantation and the community. The communication channels have been made known to the local communities.

Information provision to stakeholders

Commercially sensitive and confidential information, as well as details relating to customers and/or suppliers and personal information, shall remain confidential.

Degree of obligation: immediate requirement

4.1.4 Biomass production does not impair food security

Biomass production shall not replace stable crops or impair local food security. In cases whereby local food prices are expected to rise as a direct effect of biomass production, the farm/plantation shall introduce mitigation measures.

Local food security

Degree of obligation: immediate requirement

4.1.5 Fair and transparent contract farming arrangements are in place

Essential indicators are as follows:

- (1) The contracts are on paper in the appropriate language and co-signed copies are available with both parties. In case of cooperative contract arrangements, all members have a copy;
- (2) Payments for harvest are, in calculated form, made on paper and signed and handed over to the contract farmer/plantation manager for their own record keeping;
- (3) Provisions governing price-quality parameters are clearly defined in the contract;

Criteria for contract farming

Degree of obligation: immediate requirement

- (4) The contract contains clear provisions on exit arrangements, buy-out possibilities, handing over of property deeds (when appropriate), and compensation measures in case of bankruptcy of the parent company when legally required;

Degree of obligation: short-term intermediate requirement

- (5) There are minutes of meetings providing evidence of regular discussions or negotiations between the parent company and contract farmers' or plantation managers' representatives.

Degree of obligation: best practice requirement

4.1.6 Farm/plantation residents have access to basic services

All people on the premises of the farm/plantation must have access to clean food storage areas, designated dining areas, hand washing facilities (including soap), safe and potable water, and hygienic toilets. A place to store food and an eating area must be available. In addition, hand washing facilities and potable drinking water must be available to workers. Workers who live on the site of the farm/plantation must be provided with access to appropriate cooking facilities and clean and safe accommodation. The living quarters for workers on the site of the farm/plantation must be habitable (including, where necessary, protection such as mosquito nets), have a sound roof, windows and doors, have the basic services of running water, toilets and drains.

Well-being of employees and families

Degree of obligation: immediate requirement

4.1.7 All children living on the farm/plantation have access to quality primary school education

All children of primary schooling age (according to national legislation) living on the premises of the farm/plantation must have access to primary school education, either through the provision of transportation to a public primary school or through adequate on-site schooling.

Education of employees and families

Degree of obligation: immediate requirement

4.1.8 Other forms of social benefits are offered by the employer to workers and their families and/or community

Incentives including incentives for good working performance, bonus payments, support for professional development, family friendliness, medical care/health provisions, and the improvement of social surroundings are offered. Where possible, farms/plantations should preferentially offer local businesses the opportunity to supply goods and services and support local community development programs. Workers should be encouraged to take out health insurance by creating awareness and providing information about available insurance policies. Health insurance can include long-term compensation in case of disability and payment of medical costs. If appropriate, the employer should make employment opportunities known locally.

Incentives for workers

Degree of obligation: immediate requirement

4.1.9 Workers and affected communities must be able to make a complaint

A complaint form and/or procedure must be available on the farm/plantation, on which workers and surrounding communities can make a complaint. The procedure should allow for complaints to be made anonymously, yet also allow verification of the validity of the complaints. Workers and surrounding communities shall have been made aware of its existence and shall be able to make complaints or suggestions at any time. A policy shall be in place describing steps taken to reduce barriers to complaints and reprisals against those who issue a complaint.

Stakeholder consultation

The farm/plantation shall engage with affected stakeholders and document measures taken to resolve appearing disputes. Complaints must be dealt with in a timely manner. Complaints and their solutions from the last five years must be documented and accessible.

Degree of obligation: immediate requirement

Local labour tribunals should be recognised by the farm/plantation if these are the mechanism chosen by workers for raising grievances.

Degree of obligation: best-practice requirement

4.1.10 Mediation is available in case of a social conflict

An independent mediator should be assigned by name and address to the elected person of trust.

Degree of obligation: best-practice requirement

4.2 Employment conditions

4.2.1 There is no forced labour at the farm or plantation

There must be no use of forced, bonded or involuntary labour.¹² Labour that originates from human trafficking is strictly prohibited. Workers are guaranteed the freedom of movement and shall not be forced to hand over their identity cards to the farm or plantation management or any other third party. If workers voluntarily surrender their identity cards to the employer for safekeeping, they shall have unrestricted access to their identity cards. Access must be free of charge and it can be documented. An agreement on the safekeeping of identity cards shall be available in written form, in a language understood by the worker. Retaining workers' salary, property grants or other grants from them or illegal or excessive deduction of fees from wages for disciplinary purposes, personal protective equipment, deposits for accommodation or tools is prohibited.

*Forced labour
and retaining
salary, property*

Degree of obligation: immediate requirement

4.2.2 There is no child labour at the farm or plantation

Child labour at the farm/plantation is prohibited, as well as all forms of slavery or practices similar to slavery. The minimum age must comply with all local and national legislation as well as with ILO Conventions 138 and 182. No minors are to be employed on the farm or plantation. Documents must include records of workers' dates of birth and documented evidence that the employer is aware of relevant legislation.

*Children and
young, pregnant
or disabled
workers*

Degree of obligation: immediate requirement

4.2.3 There is no discrimination at the farm or plantation

There shall be no indication of discrimination (distinction, exclusion or preference) practiced that denies or impairs equality of opportunity, conditions or treatment based on individual characteristics and group membership or association. A publicly available equal opportunities policy including identification of relevant/affected groups in the local environment must exist.

*Equality of
opportunities*

Degree of obligation: immediate requirement

4.2.4 Employment conditions comply with equality principles

Evidence is available that the farm/ plantation provides equality of opportunity and treatment regardless of colour, sex, gender, religion, health status, disability, sexual orientation, age, political opinion, nationality, social origin or other distinguishing characteristics. All workers receive equal remuneration for work of equal value, equal access to training and benefits and equal opportunities for promotion and for filling all available positions.

*Equal
employment
conditions*

Degree of obligation: immediate

¹² In line with ILO Conventions 29 and 105

4.2.5 Respect and ensure gender equity

Special attention shall be paid to ensure that women and minority groups can participate meaningfully in meetings and negotiations in order to articulate/communicate their concerns/ideas. In all stakeholder consultation processes, including the FPIC, women and minority groups shall be appropriately included and their voices equally heard and respected.

*Equal participation
in meetings and
consultations*

Degree of obligation: immediate requirement

4.2.6 Regular employment is available wherever possible

Employment relationships shall be established through national law and practice. The employment of contract or temporary workers for permanent or ongoing tasks, e.g. to eliminate or reduce pay and benefits, shall not take place. This can be supported by a regular assessment of ways to promote the use of permanent and local labour.

*Employment
relationships*

Degree of obligation: best-practice requirement

4.2.7 Workers are treated with dignity and respect

The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, verbal or physical abuse or sexual harassment or any kind of intimidation of workers. No harsh or inhumane treatment is permitted. A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the workforce, contract farmers and service providers.

*Punishment or
abuse*

Degree of obligation: immediate requirement

4.2.8 All workers are to be provided with fair legal contracts

All workers are to be provided with fair legal contracts in written form and in the languages understood by workers and explained carefully to them in case of low literacy. Copies of working contracts must be able to be shown to the auditor for every worker indicated in the records. Both the worker as well as the employer must have signed them. Personnel records for each employee must be kept for at least 24 months. Where a registration system exists, copies of working contracts must be registered with the labour authority of the country of production. In those countries where there are no requirements for formal labour agreements between workers and employers, alternative documented evidence of a labour relationship must be present.

*Signed working
contracts*

Degree of obligation: immediate requirement

4.2.9 The employment conditions of individual workers comply with legal regulations and/or collective bargaining agreements

Employment conditions shall comply with legal regulations and/or collective bargaining agreements, whichever is higher, (e.g. on working hours, breaks, rest days, overtime, deductions, sickness, holiday entitlement, paid leave, maternity leave, reasons for dismissal, period of notice, working from home,

*Conformity of
employment
conditions*

wages, etc.). They must be documented in the working contract in the languages understood by workers and explained carefully to them by the manager or supervisor in case of low literacy.

Records must indicate that regular weekly working hours do not exceed 48 hours. This criterion does not apply to supervisors or management. Every six sequential days of work, workers should receive at least one day off. Overtime, in excess of 12 hours per week, shall be voluntary and is only allowable if it happens in extraordinary, limited periods where there are time constraints or risks of economic loss (e.g., during harvest or planting) and where conditions regarding overtime above 12 hours per week have been agreed between workers and management. Overtime shall always be compensated at a premium rate, in accordance with local and national laws or sector agreements. Workers should be informed about overtime work in a timely manner.

Working hours

Workers who take maternity leave are entitled to return to their employment subject to the same terms and conditions of employment as before. They must not be subject to any discrimination, loss of seniority or deduction of wages. For further guidance on the protection of maternity, ILO Convention 183 can be consulted¹³.

Maternity leave

Conditions of employment should follow negotiations with trade unions or similar organisations if they are available.

Payslips document the conformity of payment with at least legal regulations and/or collective bargaining agreements. Wages and overtime payments documented in the payslips must be in line with legal regulations (minimum wages) and/or collective bargaining agreements (whichever sets the higher standard). If payment is calculated per unit, workers (on average) shall be able to gain the legal minimum wage within regular working hours. Any deductions from wages, e.g. for recruitment fees must be documented, and an agreement in accordance with the law must be signed by the worker. A process to prevent workers' debt as a result of the recruitment process shall be in place and be regularly monitored.

Payslips

Degree of obligation: immediate requirement

4.2.10 A living wage is paid which meets at least legal or industry minimum standards

The company's pay slips demonstrate that living wages meet at least legal or industry minimum standards and are sufficient to meet the basic needs of workers and provide some discretionary income. Gross wages are paid to workers at least monthly.

Payment

Degree of obligation: immediate requirement

¹³ See also ILO 183,

https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C183

4.2.11 An elected worker or a workers' council represents the interests of the workers

An organigram is in place including the named person responsible for the interest of workers. This person shall be able to represent the interests of the workers and to communicate complaints to the management.

Represent of workers

Degree of obligation: immediate requirement

In addition, a worker or a workers' council elected freely and democratically is in place. Documentation is available to demonstrate that a clearly identified, named person of trust and/or a workers' council representing the interests of the workers to the management is elected by all workers and recognised by the management.

Degree of obligation: best-practice requirement

4.2.12 Labour organisations and collective bargaining are allowed for negotiating working conditions

All workers are free to establish and join labour organisations of their own choice or to organise themselves to perform collective bargaining. Workers must have the right to organise, express their needs and negotiate their working conditions. There should be evidence (workers' interviews with self-selected/anonymous workers) that the employer supports the establishment of worker committees and worker organizations in which the workers elect representatives that can operate without interference or influence by farm management, owner or group manager. There is evidence of acceptance of collective bargaining agreements. Trade union members are guaranteed the opportunity to fulfil their tasks at least outside of regular working hours. Workers exercising this right shall not be discriminated against or suffer repercussions. The employment conditions regarding freedom of association and collective bargaining are in accordance with all national and local legislation and ILO Conventions 87 and 98.

Labour organisations

Degree of obligation: immediate requirement

4.2.13 There is a person responsible for workers' health, safety and good social practice

An organigram is in place including the responsible person for workers' health, safety and good social practice.

Competence of represent

Degree of obligation: immediate requirement

The responsible person demonstrates awareness and/or access to national regulations and/or collective bargaining agreements concerning: gross and minimum wages, working hours, union membership, anti-discrimination policy, child labour, labour contracts, holiday and maternity leave, medical care and pension/gratuity, and regular two-way communication.

Degree of obligation: short-term requirement

4.2.14 The management communicates openly with workers

The management must hold regular two-way communication meetings with their workers where issues affecting the business, or which are related to worker health, safety and welfare can be openly discussed. At least two meetings a year are to be held between management and workers. Matters related to the business and workers' health, safety or welfare should be discussed without fear, intimidation or retribution. Records from such meetings should be kept and the concerns of the workers recorded. The elected person of trust should assign an independent mediator by name and address.

Continuous communication with workers

Degree of obligation: best-practice requirement

4.2.15 Records on all workers and employees are available

Records should clearly demonstrate an accurate overview of all workers and employees (including seasonal workers and subcontracted workers) working on the farm/plantation. The records must indicate full names, a job description, date of birth, date of entry, wage and the period of employment. Records must be accessible for the last 24 months.

Record-keeping of employees

Degree of obligation: immediate requirement

4.2.16 Working times and overtime are documented

There is a time recording system that makes daily working time and overtime on a daily basis transparent for all workers and employers. Working times of all workers during the last 24 months are to be documented. Rest breaks/days should also be documented during peak seasons.

Record-keeping of working times

Degree of obligation: immediate requirement

Principle 5: Compliance with Land Rights, Laws and International Treaties

ISCC Principle 5 aims to secure land rights and to ensure that all practices of a farm/plantation are in line with the respective laws and international treaties. Therefore, compliance with the following requirements is needed. For the corresponding HCV areas of ISCC Principle 5 requirements please see Annex 2.

5.1 Legitimacy of land use

The producer should be able to prove that the land is being used legitimately and that traditional and customary land rights or tenure have been secured. Documents must show legal ownership or lease, history of land tenure and the actual legal use of the land. The producer must identify and respect existing land rights (see ISCC Principle 1). The rights of indigenous people must be respected. Within this context, the use of the land by pastoralists, indigenous people, artisanal fishers and other comparable users is allowed, excluding any illegal hunting, illegal fishing and illegal collection of products. The process of Free Prior and Informed Consent (FPIC) is applied in the case of new land acquisitions.

Ownership of land

Degree of obligation: immediate requirement

5.2 Compliance with applicable laws and treaties

There is awareness of, and compliance with, all applicable local, regional and national laws and ratified international treaties. The producer should be able to demonstrate awareness of their responsibilities according to the applicable laws. Applicable laws shall be complied with. They apply to:

Legitimacy and legal commitment

- (1) Nationally and internationally protected areas as referred to in ISCC Principle 1
- (2) Environmental impact assessments
- (3) Soil conservation and management, soil fertility (relating to, for example, the application of fertilisers, manure and plant protection products, the contamination and the accumulation of hazardous substances in soils)
- (4) The handling of fertilisers and plant protection products
- (5) Water conservation and management (relating to, for example, abstraction, use and discharge of irrigation water, protection of water bodies, water quality)
- (6) Energy use and related emissions and air pollutants
- (7) Reuse, recycling and disposal of hazardous and non-hazardous waste
- (8) Health and safety of workers

- (9) Rights of permanent and temporary workers (e.g. overtime work, paid holiday-, sick- and parental leave)
- (10) Rights of local communities and indigenous groups

The company should be familiar with the relevant legislation and should remain informed about changes to legislation.

Degree of obligation: immediate requirement

5.3 A written anti-bribery and -corruption statement must be in place

There is a prohibition on any forms of bribery, corruption, extortion or embezzlement. Adequate procedures are in place to prevent bribery in all commercial dealings undertaken by the farm/plantation. This must be confirmed by every farm/plantation by signing a statement not to offer or accept bribes or engage in any other form of corruption. Awareness of the topic should be raised in trainings.

No bribery, no corruption

Degree of obligation: immediate requirement

5.4 Any conflict of interest must be declared to ISCC

All and any conflict of interest in any business dealings with ISCC, of which the farm/plantation is aware, will be declared to ISCC prior to entering into a business relationship in order to allow ISCC the opportunity to take appropriate action. Any ownership or beneficial interest in a farm/plantation's business by a government official, representative of a political party or an ISCC worker is declared to ISCC before any business relationship with ISCC is entered into.

No conflicts of interest

Degree of obligation: immediate requirement

Principle 6: Good Management Practices and Continuous Improvement

The rationale behind ISCC Principle 6 is to ensure good management practices of farms/plantations and to facilitate the continuous improvement process. For the corresponding HCV areas of ISCC Principle 6 requirements please see Annex 2.

6.1 Economic stability

6.1.1 Basic economic documentations

Records shall be kept with respect to yields, costs, income and profitability of the farm or plantation.

Record-keeping

Degree of obligation: immediate requirement

6.1.2 Business plan

Farms and plantations shall develop a business plan that reflects a commitment to long-term economic viability. Market requirements, as well as risk mitigation strategies (e.g. of drought, price fluctuations, changing climate), shall also be taken into account.

*Social well-being
through
economic
sustainability*

Degree of obligation: immediate requirement

The plan includes measures and activities to support the long-term economic viability of the unit of certification. It shall take into account social and environmental principles, e.g. the sustainable optimisation of yield and input efficiency. Risk mitigation strategies should include the analysis of potential impacts on the production system due to the changing climate as well as potential improvement measures.¹⁴

Business plan

The measures described in the plan shall be integrated into the overall business planning and be operationalised step-by-step.

Degree of obligation: short-term requirement

A business plan is applicable to a single farm or plantation or a group of farms/plantations. Small-scale farmers in lower income countries should at least be able to explain verbally how their activities contribute to the long-term economic viability of their farm/plantation.

6.1.3 Good relationship with customers

Best timing for crop deliveries should be discussed with customers to ensure good prices and to maintain quality.

*Customer
relationship*

Degree of obligation: best-practice requirement

¹⁴ See also FAO "Climate risk assessment and management in agriculture", <http://www.fao.org/3/i3084e/i3084e06.pdf>

6.2 Management

6.2.1 Establishment of a recording system for each unit of production

A recording system should be established for each unit of production. These records must be kept systematically and up-to-date and should be available for at least five years. Current records must provide a history of biomass production of all production areas.

Record-keeping

Degree of obligation: immediate requirement

6.2.2 Commitment to continuous improvement for each unit of production

The management regularly, i.e. at least annually, as well as on an ad hoc basis, monitors and reviews all activities and takes actions to continuously improve management concerning environmental, social and economic sustainable development. This includes compliance with all ISCC short- and medium-term requirements according to the given timeline and with the best practice requirements where possible. A plan shall be in place describing the measures taken to reach the different levels of compliance.

Improvement in activities

Degree of obligation: mid-term requirement

6.2.3 Records are kept for the description of the areas in use

The documentation system for the fields of the farms or plantations must comply with the following minimal requirements:

Documentation system

- (1) The description of the whole agricultural area is carried out along a list of parameters to be assessed:
 - a. Lot number;
 - b. Lot size;
 - c. Type of crop.
- (2) Each lot (as part of the whole agricultural area) is to be depicted as traverse in geographic coordinates with a precision of 20 metres for each measuring point.
 - a. The depiction of simple lot shapes can easily be realised with the help of satellite images;
 - b. For very complex shapes, the real lot can be approximated by a polygon. The measuring points on each end of the lines framing the polygon then have to meet the required precision of 20 metres;
 - c. A small number of measuring points may suffice for the approximation through a polygon as long as the lot size on the map does not deviate from the specification in (1) by more than 10%;

- d. If suitable maps or tables specifying the requested information do not exist, it is permitted to identify lots with the help of tools such as Google Earth. The measuring points can be set manually in the image as placemarks and the tool for documentation shall deliver the results (geo-coordinates) for these placemarks;
- e. Reports should be made on all implemented management measures as well as records and verification documents on fulfilled criteria, where such reporting is required.

Degree of obligation: immediate requirement

6.2.4 Subcontractors must fully comply with the ISCC sustainability requirements

Relevant subcontractors are enterprises that work on behalf of the farm/plantation.

If subcontractors are engaged, they must comply fully with the ISCC sustainability requirements and provide the respective documentation and information. Relevant subcontractors must be regarded in the audit. The farm/plantation must provide evidence of contracts with the subcontractor ensuring that the auditor has access to relevant information. The System User must also accept that ISCC approved certifiers are allowed to verify the assessments through an on-site audit where there is doubt.

*Full compliance
of
subcontractors*

The farm/plantation is responsible for monitoring the control points applicable to the tasks performed by the subcontractor by checking and signing the assessment of the subcontractor for each task and season contracted.

Degree of obligation: immediate requirement

3 Infringements of ISCC Requirements

Farms or plantations violating ISCC Principle 1 are excluded from ISCC certification. If a farm or plantation has received individual certification and violations of Principle 1 are detected, the certificate shall not be issued or must be withdrawn immediately.

The auditor must set up corrective measures for the identified non-conformities, which have to be implemented by the farm/plantation in principal within a 40-day timeframe. The farm/plantation cannot be positively certified or audited if the auditor does not come to a positive conclusion regarding the implementation of corrective measures. If the farm or plantation does not meet the requirements, they cannot be certified or accepted as group members or suppliers of sustainable material. If the auditor cannot verify the implementation of corrective measures within 40 days, the audit must be repeated until the farm or plantation completes a successful audit to demonstrate compliance with ISCC requirements. In case this is not possible, the farm or plantation shall be excluded from the group. For further requirements about group certification please refer to ISCC EU System Document 203 “Traceability and Chain of Custody”

*Infringement of
Principle 1-6*

*Mandatory
continuous
improvement*

Annex 1 ISCC Requirements at a Glance

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
Principle 2: Commitment to an environmentally responsible production to protect soil, water and air						
2.1 Conservation of natural resources and biodiversity						
2.1.1	(EU) No 1306/2013	Environmental impact assessment for certain actions	X			
2.1.2	(EU) No 1306/2013 (EC) No 1783/2003; 92/43/EEC,	Avoidance of damage or deterioration of habitats	X			
2.1.3	(EU) No 1307/2013, (EU) No 639/2014, (EU) 2017/1155	Implementation of ecological focus areas for the protection of pollinators and biodiversity		X		
2.1.4	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A biodiversity action plan is in place				
		The producer shall have a plan in place	X			
		The producer shall implement the planned measures		X		
2.1.5	(EU) No 1306/2013	Natural vegetation areas around springs and natural watercourses are to be maintained or re-established	X			
2.1.6	(EU) No 1306/2013	Cultivation of highly invasive species and genetically modified varieties shall be prevented	X			
2.1.7	(EU) No 1306/2013	Restriction on burning	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
2.2 Maintain and improve soil fertility						
2.2.1	Improvement of soil fertility					
	(EU) No 1306/2013	Soil management plan in place	X			
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Review of soil management plan by competent individual or authority		X		
Validation of measures implemented				X		
2.2.2	(EU) No 1306/2013	Avoidance of soil erosion and compaction	X			
2.2.3	(EU) No. 1307/2013	Annual crops follow crop rotation procedures	X			
2.3 Fertiliser application						
2.3.1	91/676/EEC	Fertilisers are used according to nutritional requirements	X			
2.3.2	91/676/EEC	Soil contamination through fertilisers is minimised by adapted management	X			
2.3.3	2009/128/EC	Fertiliser application machinery	X			
2.3.4	(EU) No 1306/2013	Restrictions on the use of sewage sludge and other organic material	X			
2.3.5	2011/92/EU, 2008/98/EC	Use of wastes and agricultural residues	X			
2.3.6	91/676/EEC	Records of fertiliser application	X			
2.3.7	(EU) No 1306/2013	Soil organic matter balance is compiled	X			
2.4 Restrictions on plant protection products and seeds						
2.4.1	1107/2009/EC, 2006/507/EC, 2019/1021/EU WHO Class 1a/1b	Prohibition of chemicals	X			
2.4.2	(EU) No 1306/2013	Applied plant protection products are registered	X			
2.4.3	(EU) No 1306/2013	Local restrictions on the use of plant protection products are followed	X			
2.4.4	98/95/EC	Seed origin is legitimized	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
2.4.5	(EU) No 1306/2013 1107/2009/EC	Invoices for registered plant protection products are kept	X			
2.5 Avoiding plant protection products by integrated pest management (IPM)						
2.5.1	2009/128/EC, 91/676/EEC, 1107/2009/EC	Assistance with the implementation of IPM systems has been obtained	X			
2.5.2	2009/128/EC, 1107/2009/EC	Evidence of implementation of IPM activities covering “prevention”, “observation and monitoring” and “intervention”	X			
2.6 Plant protection product application						
2.6.1	2009/128/EC, 1107/2009/EC	Staff dealing with plant protection products must be skilled	X			
2.6.2	2009/128/EC, 1107/2009/EC, (EU) No 1306/2013	The application of plant protection products is carried out appropriately	X			
2.6.3	2009/128/EC,	All application equipment is calibrated	X			
2.6.4	2009/128/EC	Plant protection product applications are recorded	X			
2.7 Handling and disposing of plant protection products, fertilisers and wastes						
2.7.1	2009/128/EC	Appropriate facilities for measuring and mixing plant protection products	X			
2.7.2	528/2012/EU 2009/128/EC 2006/118/EC	Redundant plant protection products must be disposed of via authorized or approved channels	X			
2.7.3	2009/128/EC	Surplus application mix or tank washings are disposed of in a way that does not contaminate the ground water	X			
2.7.4	2009/128/EC	Avoidance of re-usage of empty plant protection product containers	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
2.7.5	2009/128/EC	Empty plant protection product containers are cleaned prior to disposal	X			
2.7.6	2009/128/EC	During disposal of empty plant protection product containers exposure to humans and the environment is avoided	X			
2.7.7	KrW-/abfG Local legislation (based on 2008/98/EC)	The premises must have adequate provisions for waste disposal	X			
2.7.8	KrW-/abfG Local legislation (based on 2008/98/EC)	Waste management includes reduction, reuse and recycling. It reduces wastage and avoids the use of landfills or burning	X			
2.8 Storing operating resources						
2.8.1	91/676/EEC	Fertilisers are stored in a safe manner	X			
2.8.2	2009/128/EC/ Local legislation on dangerous substances	Plant protection products are stored in accordance with local regulations in a secure storage facility	X			
2.8.3	2009/128/EC	Liquids are not to be stored on shelves above powders	X			
2.8.4	1107/2009/EC	The product inventory must be documented and readily available	X			
2.8.5	98/391/EEC, 2009/128/EC	Mineral oil products are stored in a safe manner	X			
2.9 Maintaining and improving water quality and quantity						
2.9.1	2000/60/EC, (EU) No 1306/2013 91/676/EEC	Respect existing water rights and justify the irrigation in the context of social and environmental sustainability	X			
2.9.2	(EU) No 1306/2013 91/676/EEC	Application of good agricultural practices to reduce water usage and to maintain and improve water quality	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
2.10 Air pollution, GHG emissions and energy management						
2.10.1	KrW-/abfG Local legislation (based on 2008/98/EC)	Reduction of air pollutants Implementation of reduction plan and monitoring	X			
2.10.2	based on (EU) No 1306/2013	Efficient energy management		X		
Principle 3: Safe working conditions						
3.1 Training and competence						
3.1.1	89/391/EEC	Records kept for training activities and attendees	X			
3.1.2	2009/128/EC GefahrstoffVO Local legislation on dangerous substances	Certificates of competence are available for dangerous or complex work	X			
3.1.3	2009/128/EC 89/391/EEC	All workers received adequate health and safety training and they are instructed according to the risk assessment	X			
3.2 Prevention of and handling with accidents						
3.2.1	89/391/EEC	The farm/plantation has a health, safety and hygiene policy and procedures including issues of the risk assessment	X			
3.2.2	EU Member State Legislation; ISCC Sustainability Standard (<i>ISCC EU 202-2 Principles 2-6</i>)	Work-related accidents are covered by contracts or adequate compensation is received	X			
3.2.3	89/391/EEC	Workers are equipped with suitable protective clothing	X			
3.2.4	ArbeitsstättenV O Local legislation on work place; 89/391/EEC	Potential hazards are clearly identified by warning signs	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
3.2.5	ILO 138 and 182	Restrictions related to hazardous activities are followed	X			
3.2.6	2009/128/EC, 89/391/EEC, 89/654/EEC, 2009/104/EC, 92/58/EEC	Accident procedures and equipment are available	X			
3.2.7	ArbeitsstättenVO Local legislation on work place; 89/391/EEC	There are facilities to deal with accidental operator contamination	X			
Principle 4: Compliance with Human and Labour Rights and Responsible Community Relations						
4.1 Rural and social development						
4.1.1	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A self-declaration on good social practice regarding human rights is available	X			
4.1.2	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Negative environmental, social, economic and cultural impacts are avoided	X			
		Implementation of action plan (annual verification)		X		
4.1.3	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Provision and disclosure of information	X			
4.1.4	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Biomass production does not impair food security	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
4.1.5	Fair and transparent contract farming arrangements are in place					
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A written contract is in place including provisions on payments and price-quality parameters	X			
		Contracts contain additional provisions on exit arrangements, buy-out possibilities, etc.		X		
		Documentation of minutes of meetings between the parent company and contract farmers				X
4.1.6	98/654/EEC	Farm/plantation residents have access to basic services	X			
4.1.7	International Convention on Economic, Social and Cultural Rights, Art. 13	All children living on the farm/plantation have access to quality primary school education	X			
4.1.8	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Other forms of social benefits are offered by the employer to workers and their families and/or community	X			
4.1.9	Workers and affected communities must be able to make a complaint					
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A complaint form must be in place	X			
		Local labour tribunals should be recognised by the farm/plantation				X

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
4.1.10	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Mediation is available in case of a social conflict				X
4.2 Employment conditions						
4.2.1	ILO 29 and 105	There is no forced labour at the farm or plantation	X			
4.2.2	ILO 138 and 182	There is no child labour at the farm or plantation	X			
4.2.3	2000/78/EC	There is no discrimination at the farm or plantation	X			
4.2.4	2000/78/EC	Employment conditions comply with equality principles	X			
4.2.5	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Respect and ensure gender equity	X			
4.2.6	Based on (EU) 2019/1152	Regular employment is available wherever possible				X
4.2.7	2000/78/EC	Workers are treated with dignity and respect	X			
4.2.8	ILO 110, (EU) 2019/1152	All workers are to be provided with fair legal contracts	X			
4.2.9	ILO 100, 110, 111 and 183 (as Guidance), 2003/88/EC	The employment conditions of individual workers comply with legal regulations and/or collective bargaining agreements	X			
4.2.10	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A living wage is paid which meets at least legal or industry minimum standards	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
4.2.11	An elected worker or a workers' council represents the interests of the workers					
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Organigram in place defining responsible worker to represent workers' interests	X			
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Election of workers' council				X
4.2.12	ILO 87 and 98	Labour organisations and collective bargaining are allowed for negotiating working conditions	X			
4.2.13	There is a person responsible for workers' health, safety and good social practice					
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Organigram in place defining responsible person for workers' health, safety and good social practice	X			
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Demonstration of awareness for national regulations and/or collective bargaining agreements on relevant topics		X		
4.2.14	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	The management communicates openly with workers				X
4.2.15	(EU) 2019/1152, Art. 4	Records on all workers and employees are available	X			
4.2.16	2003/88/EC, 89/391/EEC	Working times and overtime are documented	X			

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
Principle 5: Compliance with Land Rights, Laws and International Treaties						
5.1	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Legitimacy of land use	X			
5.2	International/ National/ Regional/ Local legislation	Compliance with applicable laws and treaties	X			
5.3	Council Framework Decision 2003/568/JHA	A written anti-bribery and -corruption statement must be in place	X			
5.4	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Any conflict of interest must be declared to ISCC	X			
Principle 6: Good Management Practices and Commitment to Continuous Improvement						
6.1 Economic stability						
6.1.1	(EU) No 1306/2013	Basic economic documentations	X			
6.1.2	Business plan					
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	A business plan shall be in place, reflecting commitment to long-term economic viability	X			
	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	The plan includes social and environmental principles and market requirements		X		
6.1.3	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Good relationship with customer				X

Criterion no.	Source	Criterion	Level of implementation			
			Immediate	Short-term	Mid-term	Best practice
6.2 Management						
6.2.1	(EU) No 1306/2013	Establishment of a recording system for each unit of production	X			
6.2.2	ISCC Sustainability Standard (ISCC EU 202-2 Principles 2-6)	Commitment of continuous improvement for each unit of production			X	
6.2.3	(EU) No 1306/2013	Records are kept for the description of the areas in use	X			
6.2.4	(EU) No 1306/2013	Subcontractors must fully comply with the ISCC sustainability requirements	X			

Annex 2 Comparison of HCV Categories and corresponding ISCC Principles

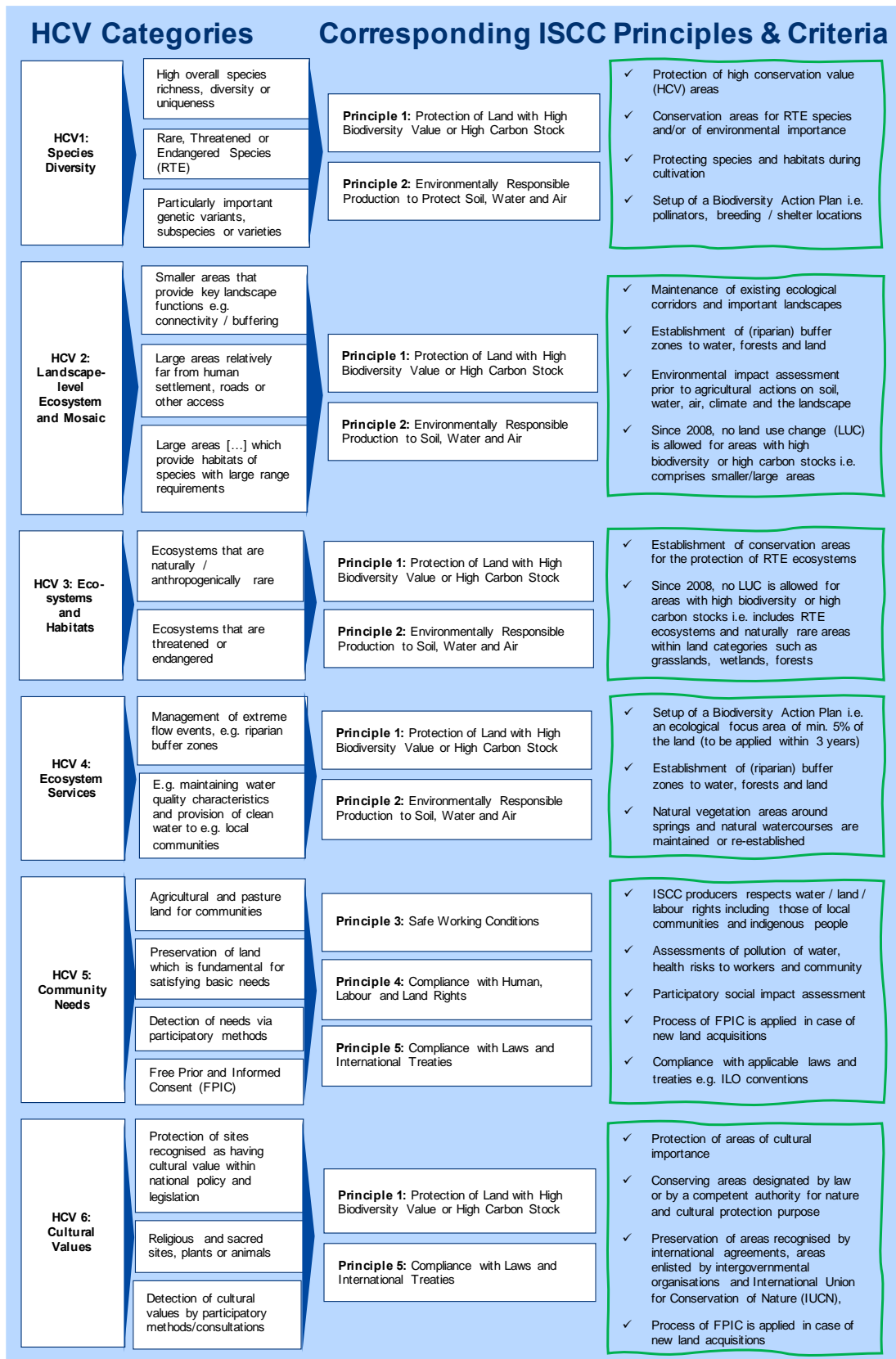


Figure 1: HCV categories, indicators and respective corresponding ISCC Principles (Source: Brown, E. et al., (eds.). (2013). Common guidance for the identification of High Conservation Values. HCV Resource Network

Annex III Archive of Summary of Changes

The following is a summary of the main changes from the ISCC EU System Document 202 (v3.1) to the previous version (v1.0) of ISCC EU System Document 202-2 “Agricultural Biomass – ISCC Principles 2-6”. The revision of the document was a major review in the framework of the re-recognition of ISCC under the Directive (EU) 2018/2001 (recast) (RED II). Minor amendments, e.g. corrections of phrasings and spelling mistakes, were not listed.

Summary of changes made in 202-2 (v1.0)	Chapter
General: The structure of the overall document due to revision of the ISCC EU System Documents and the differentiation between ISCC EU Document 202-1 and 202-2. Further, the change from major and minor must requirements to a continuous improvement process.	
Amendment: <i>“The ISCC Principles 2-6 cover social, ecological and economic requirements complementing the respective sustainability requirements of ISCC Principle 1. In line with ISCC Principle 1, ISCC Principles 2-6 contribute to the sustainable cultivation of biomass and their products to support the reduction of environmental impacts, more efficient resource use and an increasing capacity for climate change adaptation and mitigation as well as climate resilience. While ISCC Principle 1 covers the legal sustainability requirements of the Directive (EU) 2018/2001 of 11 December 2018 on the promotion of the use of energy from renewable sources (recast) (short: RED II), ISCC Principles 2-6, that have been developed in a multi-stakeholder dialogue and represent best practices, go beyond the legal requirements of the RED II.”</i>	1
Amendment: <i>“ISCC Principles 2-6 are divided into ‘immediate requirements’, ‘short-term requirements’, ‘mid-term requirements’ and ‘best practice requirements’. A farm or plantation must be compliant with all requirements stated in ISCC Principle 1 and all immediate requirements of ISCC Principles 2-6 when it starts supplying sustainable material. The short-term and mid-term requirements specified in ISCC Principles 2-6 have to be implemented as part of a continuous improvement process over a specified period of 3 years and 5 years respectively. Additionally, farms or plantations can choose to implement the best practice requirements at any point in time.”</i>	1
Amendment: <i>“A farm or plantation must be compliant with all requirements stated in ISCC Principle 1 and all immediate requirements of ISCC Principles 2-6 when is starts supplying sustainable material. Immediate requirements cover relevant EU regulations (e.g. Cross Compliance regulations, good agricultural practice requirements, relevant social legislation). In EU Member States which have implemented Cross Compliance (CC), farmers that fulfil the CC criteria through implementation and official recognition of CC are only audited with respect to the requirements set out in ISCC Principle 1 and criteria that are not covered by EU legislation (i.e. short-term, mid-term and best practice requirements)”</i>	1
Amendment: <i>“The ISCC EU System Document 202-2 “Agricultural Biomass: ISCC Principles 2-6” applies to all kinds of agricultural, aquaculture and fisheries raw materials and to short rotation coppice (SRC), which shall be supplied as sustainable under ISCC. Furthermore, the requirements also apply to residues from agriculture, aquaculture, and fisheries (e.g. straw, husks or shells). This document is valid in addition to the other ISCC EU System Documents.”</i>	2
General amendment: new description of ISCC Principle 2 contents as introduction to the chapter.	Principle 2
Addition: <i>“Wild species or products from their natural habitat shall be gathered only when permitted by law and shall do so only in a manner that assures those species will continue to flourish in their natural habitat along with other species that normally depend on the gathered species.”</i>	2.1.2
New requirement: Implementation of ecological focus areas for the protection of pollinators and biodiversity	2.1.3

Summary of changes made in 202-2 (v1.0)	Chapter
New requirement: A biodiversity action plan is in place	2.1.4
Addition: (in accordance with applicable national and regional legislation or based on FAO guidance) (...)	2.1.5
Amendment: <i>“The burning of arable stubble or other crop residues is not allowed except where authority has granted an exemption for plant health reasons. Burning as part of land and/or vegetation clearance is prohibited. (...)”</i>	2.1.7
General: structure of the requirement Addition: <i>“>Maintaining water holding capacity, >Maintaining base saturation, >Determination of soil organic carbon content; Appropriate management measures include, inter alia, optimum plant spacing, crop rotation and intercropping, landscaping elements or an appropriate type and use of machinery. For annual crops, fitting crop rotation procedures are in place. The records of the soil management plan will be kept for at least five years.”</i>	2.2.1
Addition: <i>“Cover/catch crops/intermediary crops should be sown using a locally appropriate species mixture with at least one legume and reducing bare soil to the point of having a living plant coverage index of at least 75% at farm level per year. Amendment: The soil structure shall be maintained, and soil compaction shall be prevented, e.g. by appropriate use of machinery, appropriate frequency and timing of on-field work to avoid traffic on wet soil; appropriate tire pressure; tillage operation should be avoided or strongly reduced on wet soils; controlled traffic planning can be used). There shall be monitoring, appropriate to scale, of the measures implemented to reduce the risk of soil erosion and compaction.”</i>	2.2.2
New requirement: Annual crops follow crop rotation procedures	2.2.3
Amendment: <i>“A soil organic matter balance is compiled (can be generic) or every five years a soil organic matter analysis takes place. Results are kept for seven years.”</i>	2.3.7
Amendment: the overall structure of the requirement has been rearranged. Addition: <i>“(...) The different activities shall be applied in such a way that they build a integrated strategy of IPM, leading to a decrease in the use of chemicals while at the same time increase the safety and quality of the raw materials.”</i>	2.5; 2.5.1, 2.5.2,
Amendment: <i>“(...) and all necessary precautions are taken to avoid people entering into recently sprayed areas. The size of these buffer and safeguard zones shall be chosen based on the respective local, regional or national legislation and designed in a way to avoid pollution of surface water and groundwater used for the abstraction of drinking water. Buffer zones shall reduce the exposure of water bodies to spray drift, drain flow and run-off and their size should depend in particular on soil characteristics and pesticide properties, as well as agricultural characteristics of the areas concerned. (...)”</i> Addition: Footnote: <i>“(...) where they are still applied in the phase-out period until 2023; Footnote: FAO “Guidelines on Good Practice for Aerial Application of Pesticides”, http://www.fao.org/3/y2766e/y2766e00.htm”</i>	2.6.2
Addition: (...) (6) Active ingredient	2.6.4
Addition: <i>“Especially, the disposal of hazardous waste must be done in a safe and environmental-friendly way. Hazardous wastes include for example different types of waste include e.g. chemical waste, fuels, lubricants, batteries, tyres, etc.”</i>	2.7.7
Amendment: <i>“Water rights have been legally obtained and the producer shall respect and protect existing water rights, both formal and customary, including the rights of pastoralists, indigenous people, artisanal fishers and other comparable users. No acquisition of new or modification of the existing rights can happen without the Free Prior and Informed Consent of the parties affected. The producer shall justify irrigation in light of accessibility of water for human consumption. Local communities are not denied access to clean water and adverse effects for downstream users, local communities and customary users must be prevented.”</i>	2.9.1

Summary of changes made in 202-2 (v1.0)	Chapter
Addition: <i>"(...) in accordance with applicable national and regional legislation or based on FAO guidance (...);(...) avoidance or minimization of surface runoff and siltation of watercourses (...)"</i>	2.9.2
Section restructured and renamed: Air pollution, GHG emissions and energy management	2.10
Amendment of entire requirement	2.10.1
Amendment of entire requirement	2.10.2
General amendment: new description of ISCC Principle 3 contents as introduction to the chapter	Principle 3
New requirement: Work-related accidents are covered by contracts or adequate compensation is received	3.2.2
Addition: <i>"The use of personal protective clothing is mandatory during the handling and application of toxic substances (e.g. plant protection products) or while carrying out other hazardous tasks."</i>	3.2.3
Restructuring: the requirement "restrictions related to hazardous activities are followed" has been shifted to Principle 3	3.2.5
General amendment: new description of ISCC Principle 4 contents as introduction to the chapter	Principle 4
Addition: <i>"> commitment to reduce key economic, environmental and social impacts"</i>	4.1.1
General: structure of the requirement Addition: <i>"Where there is an indication found for negative environmental, social and/or cultural impacts in context of the farm/plantation, a participatory social impact and legal compliance assessment shall be conducted, where all relevant stakeholders, including local communities and indigenous people, are engaged. (...) On the basis of that report, an action plan to address the social impacts identified and to ensure continued dialogue with surrounding communities is in place."</i>	4.1.2
New requirement: Provision and disclosure of information	4.1.3
General: structure of the requirement	4.1.5
Amendments: <i>"(...) (including soap), safe and potable water, and hygienic toilets. (...) The living quarters for workers on the site of the farm/ plantation must be habitable (including, where necessary, protection such as mosquito nets) (...)"</i>	4.1.6
Addition: <i>"Where possible, producers should preferentially offer local businesses the opportunity to supply goods and services and support local community development programs."</i>	4.1.8
General: structure of the requirement Addition: <i>"The procedure should allow for complaints to be made anonymously, yet also allow verification of validity of the complaints. Workers and surrounding communities shall have been made aware of its existence and shall be able to make complaints or suggestions at any time. A policy shall be in place describing steps taken in order to reduce barriers for complaints and reprisals against those who issue a complaint. (...) The farm/plantation shall engage with affected stakeholders and document measures taken to resolve appearing disputes. (...) Complaints and their solutions from the last five years must be documented and accessible."</i>	4.1.9

<i>(...) Local labour tribunals should be recognised by the farm/plantation if these are the mechanism chosen by workers for raising grievances.”</i>	
<i>Addition: “If workers voluntarily surrender their passports to the employer for safekeeping, they shall have unrestricted access to their identity cards or passports. Access must be free of charge but documented. An agreement on the safekeeping of passports shall be available in written form, in a language understood by the worker.”</i>	4.2.1
Restructured requirement: There is no child labour at the farm or plantation (formerly this was one requirement with what is now criterion 3.2.5)	4.2.2
<i>Addition: “(...) All workers receive equal remuneration for work of equal value, equal access to training and benefits and equal opportunities for promotion and for filling all available position.”</i>	4.2.4
New requirement: Respect and ensure gender equity	4.2.5
New requirement: Regular employment is available wherever possible	4.2.6
<i>Addition: “(...) A policy to prevent sexual and all other forms of harassment and violence shall be implemented and communicated to all levels of the work force, contract farmers and service providers.”</i>	4.2.7
<i>Amendment: “All workers are to be provided with fair legal contracts in written form and in the languages understood by workers and explained carefully to them in case of low literacy. (...) Personnel records for each employee must be kept for at least 24 months. (...) In those countries where there are no requirements for formal labour agreements between workers and employers, alternative documented evidence of a labour relationship must be present.”</i>	4.2.8
<i>Amendment: “(...) (e.g. on working hours, breaks, rest days, overtime, deductions, sickness, holiday entitlement, paid leave, maternity leave, reasons for dismissal, period of notice, working from home, wages, etc.). They must be documented in the working contract in the languages understood by workers and explained carefully to them by the manager or supervisor in case of low literacy. (...) Overtime, in excess of 12 hours per week, shall be voluntary and is only allowable if it happens in extraordinary, limited periods where there are time constraints or risks of economic loss (e.g., during harvest or planting) and where conditions regarding overtime in excess of 12 hours per week have been agreed between workers and management. Overtime shall always be compensated at a premium rate, in accordance with local and national laws or sector agreements.”</i> <i>Addition: “For further guidance on the protection of maternity, ILO Convention 183 can be consulted.”</i> <i>Addition: “Any deductions from wages, e.g. for recruitment fees must be documented, and an agreement in accordance with the law must be signed by the worker. A process to prevent workers’ debt as a result of the recruitment process shall be in place and be regularly monitored.”</i>	4.2.9
<i>Addition: “(...) There should be evidence (workers’ interviews with self-selected/anonymous workers) that the employer supports the establishment of worker committees and worker organizations in which the workers elect representatives that can operate without interference or influence by farm management, owner or group manager.”</i>	4.2.12
<i>Addition: Rest breaks/days should also be documented during peak seasons.</i>	4.2.16

General amendment: new description of ISCC Principle 5 contents as introduction to the chapter	Principle 5
Amendment: <i>“The producer should be able to prove that the land is being used legitimately and that traditional and customary land rights or tenure have been secured. (...) Within this context, the use of the land by pastoralists, indigenous people, artisanal fishers and other comparable users is allowed, excluding any illegal hunting, illegal fishing and illegal collection of products.”</i>	5.1
Addition: <i>“(5) (...) water quality; (6) (...) and air pollutants”</i>	5.2
New requirement: A written anti-bribery and corruption statement must be in place	5.3
New requirement: Any conflict of interest must be declared to ISCC	5.4
General amendment: new description of ISCC Principle 6 contents as introduction to the chapter	Principle 6
General: structure of the requirement Addition: <i>“Risk mitigation strategies should include the analysis of potential impacts on the production system due to the changing climate as well as potential improvement measures.”</i> Addition: Footnote: <i>“See also FAO “Climate risk assessment and management in agriculture”, http://www.fao.org/3/i3084e/i3084e06.pdf”</i>	6.1.2
Amendment: <i>“This includes the compliance with all ISCC short- and medium-term requirements according to the given timeline and with the best practice requirements where possible. A plan shall be in place describing the measures taken to reach the different levels of compliance.”</i>	6.2.2