



FLORVERDE



SUSTAINABLE  
FLOWERS

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# 1

## MANAGEMENT SYSTEM

The management system is a tool for a steady socio-environmental improvement as it allows for the participation of the top management in the planning, implementation and monitoring of socio-environmental advancements. This chapter intends to give guidance on the use of these tools and bolster the commitment of the top management as a means to ease the way for constant improvement and compliance with the Florverde Standard through the commitment of the management system. With the purpose of paving the way for the understanding, standardization and uniformity of the structure of processes, the incorporation of a Plan-Do-Verify-Act (PHVA) cycle is required; along with a risk-based approach which is expected to bring change, innovation and reorganization. In pursuit of all of the above, the updates laid down in this standard make use of the following verb forms: "must" refers to a requirement; "should" refers to a recommendation; "may" refers to an authorization, possibility or capability.

**To plan:** Establishing policies, objectives and resources needed to generate and deliver optimal results and identify and address risks and opportunities.

**To do:** Acting in accordance with the implementation of the plan.

**To verify:** Doing follow up and (when applicable) measuring the processes.

**To act:** Taking actions aimed at improving process performance.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>MANAGEMENT RESPONSIBILITY AND COMMITMENT</b>			
	<p><b>1.1</b> Are there scenarios of corporate participation, officially constituted to do follow up of the implementation of the socio-environmental aspects?</p>	<p>A scenario has been created by the top management which includes:</p> <ul style="list-style-type: none"> <li><b>a.</b> Structure and frequency of meetings, and follow-up of the socio-environmental performance.</li> <li><b>b.</b> Commitments, deadlines and liabilities for the maintenance and implementation of the socio-environmental performance.</li> <li><b>c.</b> Resource allocation for the implementation of the socio-environmental matters.</li> <li><b>d.</b> Follow-up of socio-environmental performance.</li> </ul>	1
	<p><b>1.2</b> Is there a valid, written, disseminated and understood socio-environmental policy?</p>	<p>The top management has adopted a socio-environmental policy that establishes the following in its scope:</p> <ul style="list-style-type: none"> <li><b>a.</b> It is appropriate for the nature and the socio-environmental impacts of the activities, products and services.</li> <li><b>b.</b> It is documented and signed by the top management and has a date of publication.</li> <li><b>c.</b> It has a commitment of compliance with the national legislation and the international conventions ratified by the country, applicable to the labor and socio-environmental aspects, in accordance with the requirements described in this standard.</li> <li><b>d.</b> It contains a commitment of continuous socio-environmental improvement.</li> <li><b>e.</b> It provides the reference framework to establish and review the socio-environmental objectives and goals.</li> <li><b>f.</b> It is disclosed to all those working for or on behalf of the production unit.</li> <li><b>g.</b> It is available to the general public.</li> </ul>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level			
1.3	Are there socio-environmental objectives and goals?	There are socio-environmental objectives and goals consistent with the policy. The defined objectives and goals have been documented, disseminated and have a date of approval. They are measurable and demonstrate constant socio-environmental improvement.	1	1.7	Have actions been taken to provide a solution to the findings obtained during the internal or the external audit?	There is a documented procedure for the correction of findings identified during an internal or external audit, as appropriate; it is demonstrated that effective actions have been implemented to correct such findings. In the event of Non-conformities arising from applicable regulatory or legal deviations, the following must be documented: <ul style="list-style-type: none"> <li>a. Identification of root cause.</li> <li>b. Action plans that ensure the elimination and mitigation of the finding.</li> <li>c. Safeguarding of documented information as evidence.</li> </ul> <p>[Cross reference: With requirement 1.5 management review]</p>	1			
1.4	Is there a written socio-environmental program aimed at achieving goals and objectives?	There are valid, documented socio-environmental programs to achieve goals and objectives. They contain detailed information with regards to the activities, resources, people in charge, dates of execution and follow-up. Execution and compliance with the socio-environmental action plan is demonstrated.	1	<b>ATTENTION TO NON-CONFORMITIES, CLAIMS AND COMPLAINTS</b>						
1.5	Are the socio-environmental issues reviewed by the Company management?	<p>The top management conducts annual planned reviews, which include:</p> <ul style="list-style-type: none"> <li>a. Results of internal or external audits, and corrective actions, as applicable.</li> <li>b. Degree of compliance with the objectives, goals and programs.</li> <li>c. Results of the analysis of indicators referenced in the different socio-environmental requirements of the standard.</li> <li>d. Degree of compliance with the occupational health and safety management system.</li> <li>e. Progress of programs for efficient use and saving of water, landscape and biodiversity, climate change, integrated pest management and energy efficiency.</li> <li>f. Results of actions aimed to resolve claims and complaints from stakeholders.</li> <li>g. Analysis of opportunities for improvement aimed at defining and implementing, actions, programs, projects and/or strategies that maintain coherence with the availability of resources.</li> <li>h. Monitoring of the compliance with the legal requirements linked to the purpose of the company.</li> </ul> <p>The minutes and/or records of the review provide evidence of the decisions made by the management board and the compliance with the commitments. Evidence of the management reviews is demonstrated.</p> <p>If considered relevant by the organization, it may be integrated into the socio-environmental committee.</p> <p>[Cross reference: This requirement is linked to requirements 1.3, 1.4, 1.7, 1.8, 1.9, 4.30, 4.34, 5.5, 5.7, 6.14, 7.17, 8.2, 9.8, 10.2, 10.3, 10.7].</p>	1	1.8	Is there a mechanism in place to address requests, claims, complaints or compliments from workers and personnel on assignment?	<p>There is a documented procedure in place to address and manage complaints from workers and personnel on assignment regarding the compliance with the Florverde's regulations and their participation in internal processes; the implementation of effective actions to address and resolve all internal complaints is demonstrated.</p> <p>The grievance mechanism is accessible and understandable to all workers and personnel on assignment, guaranteeing that the confidentiality and protection of the information is ensured.</p> <p>In the event of complaints related to the Florverde standard that may jeopardize the reputation and credibility of the Florverde Sustainable Flowers brand, the certificate holder shall inform the Certification Body on this regard with no delay.</p> <p>No employee or outsourcer who has filed a complaint in good faith must be subject to retaliation.</p> <p>[Cross reference: With requirement 1.5, Company management review].</p>	1			
<b>INTERNAL AUDIT</b>				1.9	Is there a mechanism in place to address requests, claims, complaints or compliments from external stakeholders?	<p>There is a documented procedure in place to address and manage complaints from external stakeholder regarding the compliance with Florverde's regulations (e.g. Suppliers, community, authority, and clients, among others); the implementation of effective actions to address and resolve all internal complaints has been demonstrated.</p> <p>The grievance mechanism is accessible and understandable to external stakeholders.</p> <p>In the event of complaints related to the Florverde standards that may jeopardize the reputation and credibility of the Florverde Sustainable Flowers brand, the certificate holder shall inform the Certification Body on this regard within a period no longer than three (3) calendar days.</p> <p>The confidentiality of any complaint filed is ensured, as well as the guarantee that the information will only be disclosed when necessary, for the process of investigation and response to the complaint. No third party who has filed a complaint in good faith must be subject to retaliation.</p> <p>[Cross reference: With requirement 1.5, 1.8, Company management review]</p>	1			
1.6	Has an internal audit been conducted to ensure compliance with the Florverde regulations?	<p>There is documentary evidence that demonstrates that each year the following is carried out basis:</p> <ul style="list-style-type: none"> <li>a. For individual certifications, an internal audit must be carried out in all the production units in order to verify compliance with the Florverde Standard. The Florverde Standard checklist must be applied and the auditors must comply with the requirements contained in Appendix 2 of the General Regulations for Florverde Sustainable Flowers Certification. An internal audit must be carried out before the announced Certification Body audit.</li> <li>b. For group certifications and individual certifications with several production units and internal control system (ICS**), compliance must be achieved with the ICS internal audit requirements contained in the General Regulations for Florverde Sustainable Flowers Certification. The internal audit must be carried out before the announced Certification Body audit.</li> </ul> <p>** There must be compliance with the requirements established for the ICS internal audit, in accordance with the General Regulations for Florverde Sustainable Flowers Certification. The internal audit must be carried out before the announced Certification Body audit.</p>	1	1.10	Are the records used to demonstrate compliance with the requirements of the Florverde Standard controlled, kept and available for at least two years?	<p>All hard or soft copies of the documented information required by the company to demonstrate compliance with the requirements of the Florverde Standard must be available for at least two (2) years.</p> <p>When opting for the Florverde certification for the first time, the records must be available for at least three (3) months prior to the certification audit.</p> <p>The control of information documented as evidence of the processes must:</p> <ul style="list-style-type: none"> <li>a. Safekeep the distribution, access, and retrieval carried out by assigned personnel.</li> <li>b. Safekeep the filing and preservation, including legibility, change control, including versions or updating; preservation and disposition when documents are no longer valid.</li> <li>c. Safekeep external documented information, deemed necessary by the company for the achievement of compliance with the processes.</li> </ul>	1			

No.	Requirement	Compliance Criteria	Level
DOCUMENTARY REQUIREMENTS			
1.11	Is there a defined documentary structure for the control of internal and external information deemed important within the process control?	The company must guarantee that the process of review and approval for the creation, updating or cancellation of documents safeguards all relevant and appropriate changes. The identification, document type description, level of control, safekeeping mode, and updating frequency must be ensured, as well as the review and approval with respect to the corporate criteria and the management of obsolete documents. The company is liable for the definition of the frequency of these controls.	1
1.12	Has the company due diligence with a focus on human rights and environmental issues?	Due diligence with regards to corporate sustainability indicates the responsibilities of the big companies in relation to the negative impact of their activities on the people, the rights and the protection of the environment. The company must identify and manage the risks associated to the workers' fundamental rights, the human rights and the protection of the environment within its value chain, including: <ul style="list-style-type: none"> <li>a. The integration of liable business behavior within the company policies and management.</li> <li>b. The identification of actual or potential negative impacts on the supply chain.</li> <li>c. The halting, prevention or mitigation of such impacts.</li> <li>d. The supervision of the implementation and results of the actions taken.</li> <li>e. The reporting and communication.</li> <li>f. The handling of claims and complaints, redressing and collaboration.</li> </ul>	3
1.13	Is there a method to access, identify and monitor enforceable legal compliance?	The company must establish a documented procedure to: <ul style="list-style-type: none"> <li>a. Identify and have access to enforceable legal and regulatory requirements.</li> <li>b. Develop measures to achieve compliance in an adequate and timely manner.</li> <li>c. Do follow up on the compliance.</li> <li>d. Keep evidence related to the compliance in the terms established by the law.</li> </ul> <p>[Cross reference: With requirement 1.18 Can the information be falsified?]</p>	2
FIGHT AGAINST BRIBERY			
1.14	How can the company ensure the existence of controls to prevent bribery?	By keeping evidence of control over the following events: <ul style="list-style-type: none"> <li>a. No undue benefits, including those of a pecuniary nature, must be offered, promised, or given to public officials, business partners' employees, family members, or business partners with the purpose of obtaining or retaining a business association or any other improper advantage.</li> <li>b. No undue benefits, including those of a pecuniary nature, must be solicited, agreed or accepted from public officials or business partners' employees.</li> </ul>	1
1.15	Are there internal controls in place to prevent and detect bribery?	Proper internal controls are in place to prevent and detect bribery, including financial and accounting procedures. Ethics-based controls and measures must be developed, anchored on a risk assessment. These must be reviewed at least on an annual basis.	1
1.16	Are the controls and measures established to prevent and detect bribery disclosed?	The policies, controls and measures of an ethical nature established to prevent and detect bribery, or any improper behavior related to the offering or reception of rewards, are disclosed to all the people working for and on behalf of the production unit. Anti-bribery transparency initiatives including public commitments, disclosure of internal controls and dialogue with the public are disclosed to stakeholders.	1
1.17	Have legal contributions been given to political parties or candidates running for public office?	No illegal contributions are given to political parties or candidates running for public office. If it be so, they must comply with public disclosure requirements, or be in agreement with the applicable current legislation, and must be reported to the top management.	1
1.18	Is the information falsified?	The producer does not participate in any type of falsification of information in relation to its activities, structure and performance, neither is it involved in any act of distortion within the supply chain. Ethical conduct is promoted at all levels.	1

## 2 LABOR RIGHTS

From a universal perspective, labor rights must guarantee all the necessary elements to make work a dignified endeavor—one that ensures not only the worker's economic livelihood and that of their family, but also includes the full scope of elements that make up social security. Under no circumstances is any form of human rights violation permitted, and special protection must be ensured for vulnerable groups (children, youth, women, migrants, etc.). This chapter, which is also based on international conventions and guidelines defined by the ILO, aims to serve as a fundamental tool to facilitate the understanding and awareness of all normative elements known as "labor rights." Its purpose is to promote the application of these rights in the workplace in a way that upholds conditions of equality, safety, dignity, and freedom.

Some of these conventions include:

C001 Hours of work (industry) Convention (1919)	C100 Equal Remuneration Convention (1951)
C002 Unemployment Convention (1919)	C102 Social Security Convention (1952)
C003 Maternity Protection Convention (1919)	C105 Abolition of Forced Labor Convention (1957)
C002 Unemployment Convention (1919)	C106 Weekly Rest (Commerce and Offices) Convention (1957)
C011 Right of Association (Agriculture) Convention (1921)	C111 Discrimination Convention (1958)
C012 Workmen's Compensation (Agriculture) Convention (1921)	C129 Labor Inspection (Agriculture) Convention (1969)
C014 Weekly Rest (Industry) Convention (1921)	C135 Workers' Representatives Convention (1971)
C017 - Workmen's Compensation (Accidents at Work) Convention (1925)	C138 Minimum Age Convention (1973)
C018 - Occupational Diseases Convention (1925) and ratified on June 20, 1993	C154 Collective Bargaining Convention (1981)
C019 - Equality of Treatment (Accidents at Work) Convention (1925)	C155 Occupational Safety and Health Convention (1981)
C025 - Sickness Insurance (Agriculture) Convention (1927)	C158 Termination of Employment Convention (1982)
C026 Minimum Wage-Fixing Convention (1928)	C159 Vocational Rehabilitation and Employment (Disabled Persons) Convention, (1983)
C029 Forced Labor Convention (1930)	C161 Occupational Health Services Convention (1985)
C030 Hours of Work (Commerce and Offices) Convention (1930)	C170 Chemicals Convention, 1990 (No. 170)
C052 Holidays with Pay Convention (1936)	C171 Night Work Convention, 1990 (No. 170)
C087 Freedom of Association and Protection of the Right to Organize Convention (1948)	C182 Worst Forms of Child Labor Convention, 1999 (No. 170)
C095 Protection of Wages Convention (1949)	C183 Maternity Protection Convention (2000)
C098 Right to Organize and Collective Bargaining Convention (1949)	C191 Safe and Healthy Working Environment Convention (2023)
C099 Minimum Wage-Fixing Machinery (Agriculture) Convention (1949)	R085 Protection of Wages Recommendation, 1949
	R116 Reduction of Hours of Work Recommendation, 1962
	R135 Minimum Wage-Fixing Recommendation, 1970
	R164 Occupational Safety and Health Recommendation, 1981.
	R190 Worst Forms of Child Labor Recommendation (1999)

No.	Requirement	Compliance Criteria	Level
<b>VOLUNTARY WORK</b>			
2.1	Is forced labor prohibited?	<p>The use of forced or compulsory labor in any of its forms and modalities of contracting, including compulsory prison labor, is prohibited. If voluntary prison labor is applied, the producer must complete a written record, including details of the workers involved. A register shall be available for audit purposes.</p> <p>It must be ensured that those workers will have access to the same terms and conditions as other workers contemplated in the standard.</p> <p>It is ensured that the labor activities of the production unit are carried out on a voluntary basis, and are not the result of intimidations of any kind based on potential penalties or sanctions.</p> <p>Workers decide on their engagement and resignation from work on a personal and voluntary basis.</p> <p>Workers are free to move around the production unit and to leave at the end of the workday or earlier if required.</p> <p>No deposits are required from the workers at the time of hiring.</p> <p>In the event of payroll advances and loans to workers over the course of their work engagement, a written policy on that regard is available and disclosed in a visible place with the terms and conditions under which they are made and explained in a clear language. These terms and the related interest rates shall not be used to bind workers to employment.</p> <p>No debt bondage labor shall be used, nor shall workers be allowed or encouraged to incur in debt through recruitment fees, fines or other means.</p> <p>No pressure shall be exerted on workers to force their spouses, children or any other family member to be employed. When family members show interest in a job position, they must be hired separately and voluntarily, in accordance with the requirements of the standards.</p> <p>Identity documents are not withheld from workers, nor are their wages, benefits, or any other rights stipulated by the valid regulation in order to force them to work, nor as the result of a disciplinary action.</p> <p>Workers have free access to their possessions.</p> <p>Workers shall not be required to make use of shops or services operated by the employer. When access to other shops or services is not possible, it shall be ensured that the goods or services are provided at fair and reasonable prices, without the objective of indebteding or otherwise coercing workers.</p> <p>If the event of forced or compulsory labor, effective redress, such as compensation for personal and material damages, must be implemented. Actions of reparation must be verified and registered.</p>	1

No.	Requirement	Compliance Criteria	Level
<b>NO DISCRIMINATION NOR MISTREATMENT</b>			
2.3	Has any practice of abuse, harassment, discrimination, obstruction, inequity or lack of labor protection of the workers been detected?	<p>Workers are hired, compensated, promoted and trained on a non-discriminatory basis, and treated with respect and dignity. Hiring is based on a person's ability to perform a job, not on personal characteristics or beliefs.</p> <p>Workplace discrimination will not be exerted, supported or tolerated, including any discrimination associated with recruitment, hiring, training, working conditions, job assignments, wages, benefits, promotions, discipline, termination or retirement on the basis of gender, age, religion, marital status, race, caste, class, disease, disability, pregnancy, ethnic or national origin, nationality, political affiliation, sexual orientation, or any other personal characteristic.</p> <p>There is no discrimination or penalization against workers' representatives or members of trade unions and those of other workers organizations on the basis of their membership or affiliation to a trade union or workers organization.</p> <p>No pregnancy tests nor any other test prohibited by the applicable legislation are performed during the selection process. There will be no discrimination based on pregnancy under any circumstance.</p> <p>No intimidation, harassment or abuse of any kind will be perpetrated or tolerated. Respect for the rules of coexistence is encouraged.</p> <p>There is at least one mechanism in force to prevent workplace harassment and the management of cases reported. The mechanisms for the prevention and management of workplace harassment are explained to the employees in a clear and comprehensive manner.</p> <p>Respectful practices are promoted for all, especially vulnerable groups (youth, women and migrants, among others).</p>	1
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
2.4	Is there respect for the workers' right to participation, free association and collective bargaining?	<p>There is respect for the workers' right to free association, negotiation and freedom of democratic participation, in accordance with the applicable labor legislation in force and all ratified conventions of the International Labor Organization (ILO). Additionally, there is evidence of:</p> <ul style="list-style-type: none"> <li>a. Records of training activities related to the workers' rights and duties and social/labor issues.</li> <li>b. Records of democratic elections with the participation of the workers' representatives on the creation, implementation and follow-up of opportunities to foster better working conditions and social dialogue.</li> <li>c. In the event of any type of collective bargaining agreement, such as collective pacts, union contracts and collective bargaining agreements, the constitution, implementation and follow-up records, shall be available.</li> <li>d. Identification, assessment and prioritization of health and safety risks, both for direct and contracted work.</li> </ul> <p>In countries where the unions or collective associations have a legal restriction, there are alternative mechanisms to guarantee and respect the workers' freedom of participation and association, in accordance with the international labor standards.</p> <p>[Cross-reference: Linked to requirement 2.3, 4.5, 4.28, in order provide to workers' protection].</p>	1
<b>WORKING HOURS</b>			
2.5	Is there compliance with the working time established in the national labor legislation?	<p>The normal working hours are in compliance with the current applicable national legislation, the collective bargaining agreements or the industry standards; under no circumstance the working time shall exceed 48 hours a week.</p> <p>The workers' right to have breaks during their work shifts, as well as days off on holidays and annual vacations, are guaranteed.</p> <p>The daily work hours are recorded in a system implemented for that purpose and there is compliance with the authorization of the corresponding control body.</p>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
2.6	Is there compliance with the maximum weekly overtime hours per employee?	<p>Overtime hours are worked on a voluntary basis, they should not be solicited on a regular basis and there will be no repressive practices to entice overtime work. Signed records of overtime work are kept as the workers' proof of acceptance. Overtime work does not pose a health and safety risk.</p> <p>There is compliance with the maximum number of overtime hours allowed by the current national legislation which shall not exceed (12) overtime hours a week per worker. If required by the current national labor legislation, the company has approval to implement the maximum number of overtime hours issued by the competent authority.</p> <p>A series of strategies have been implemented at peak production times, including splitting shifts and schedule changes among others, in order to guarantee regular working hours, or methodologies to secure compensation for exceeded overtime hours.</p>	2	2.9	Are social security and payroll taxes paid correctly and in a timely manner?	<p>The employees' social security fees are paid to the corresponding entities, in accordance with the current valid legislation. Payroll taxes or their equivalent are paid in accordance with the current valid legislation.</p> <p>The payment of these obligations guarantees access to the healthcare and education services for the workers and their families.</p>	1
2.7	Is there compliance with the time off established by the valid national labor authority?	<p>The workers' right to midday breaks for meals or personal activities is respected. Where required by the national legislation, spaces are guaranteed for the workers to take active breaks throughout the workday.</p> <p>Workers are granted at least one 24-hour consecutive rest day per every 6 days worked.</p> <p>In the event of having to work on a rest day, workers are guaranteed compensatory breaks in accordance with the provisions of the current, applicable national legislation.</p> <p>Workers are granted paid rest breaks on holidays, annual vacations, maternity or paternity leave, and sick leave, among others, in accordance with the provisions of the valid, applicable national legislation.</p>	1	2.10	Are the procedures and deposits to the severance pay funds made correctly and in a timely manner?	<p>Each year, the deposit of the employees' severance payments is made in a correct and timely manner to the corresponding funds or entities, in accordance with the current valid legislation.</p> <p>When requested by the employees, the procedure for the partial withdrawal of the severance pay fund is carried out in line with the legal requirements.</p>	1
<b>COMPENSATION AND SALARIES</b>							
2.8	Are salaries paid in a correct and timely manner?	<p>Wages are paid in the local legal currency, directly to the worker or through a deposit in a bank account under the employee's name. Wages are paid in full in a timely manner, in accordance with the current, applicable legislation. Payments or benefits in kind received as part of the salary remuneration, must be made in accordance with the provisions contained in the country's legislation and must be in written under the terms and conditions of employment. The payments meet or exceed the legal minimum wage established, or the provisions of the sector or the collective bargaining agreements, whichever is higher. In the event of a worker being paid on a production, quota or piece work rate of pay, it must be ensured that the worker's salary meets or exceeds the legal minimum wage in force or the provisions of the sector or collective agreements (where applicable) within the normal working hours.</p> <p>There is evidence of salary receipts, welfare payments and deductions, in accordance with the contractual conditions. Information related to payment receipts, deductions and salary raises are easy for the employee to understand. In order to ensure their comprehension, workers receive training on contract terminology, payments and deductions. Only deductions allowed by the applicable labor legislation or the collective bargaining agreements are applied. The employee is notified in writing of salary raises. Receipts of overtime settlements are kept, which provide evidence of overtime being paid at a higher rate in accordance with the provisions of the valid, applicable legislation or the provisions of the collective bargaining agreements, where applicable.</p> <p>Wages and salaries: Salary raises are notified in writing to the workers.</p>	1	2.11	Are the workers provided with the necessary work clothes and footwear in a timely manner?	<p>Workers are provided with work clothes and footwear on the dates established by the current valid legislation. There are records signed by all the workers certifying the reception of their legal work clothing and footwear in a timely manner.</p>	1
<b>WORK PRACTICES</b>							
2.12	Have the internal work regulations been published?	<p>The internal work regulations are documented, divulged and updated in accordance with the valid applicable legislation. The regulations are disclosed in at least two visible places within the company facilities.</p>	1	2.13	Do workers have access to a printed version of their work contract?	<p>Prior to the beginning of the employment relationship, the workers are well and clearly informed about the key terms and conditions of employment by way of a medium understandable to them.</p> <p>Hiring regulations are in compliance with the current valid legislation; all the workers have signed a written work contracts issued in the local language, which include at least: name and address of the parties, place and date of signature, hiring place and where the service is to be rendered, nature of the work, salary, payment method and frequency, term of the contract, and grounds for termination.</p> <p>There is evidence of the delivery of a copy of the contract to the employee, along with the additional clauses, if any.</p>	1
2.14	Are there disciplinary management procedures in place?	<p>There is a documented disciplinary management procedure, drafted in a clear manner that is understandable to all the workers, and enforced in agreement with the provisions of the internal work regulations.</p> <p>Disciplinary actions are applied to all the workers following due process; records of these actions are kept in the workers' personnel folders.</p>	1	2.15	Is the termination of the working relationship legalized in accordance with the provisions of the current valid regulation?	<p>The process of termination of the employment relationship is endorsed by:</p> <ul style="list-style-type: none"> <li>a. Termination letter consistent with the motive for termination.</li> <li>b. Work certification.</li> <li>c. Notification of termination medical exam.</li> <li>d. Timely final social benefits payment</li> <li>e. Receipt of legal payment to entities of control</li> </ul>	1
2.16	Are work termination interviews conducted with the employees?	<p>Termination interviews are performed and the results are analyzed having in mind opportunities for improvement.</p>	2	2.17	Are employees' résumés updated and filed?	<p>Each direct employee has a separate file with relevant up-to-date documents on the labor relationship, from the signing date until termination of the contract. These documents must be available for all the workers, containing at least:</p> <p>There is updated available files for all direct workers with the documentation related their working relationship, from the date of hiring until termination. These documents must be available for all the workers, containing at least:</p> <ul style="list-style-type: none"> <li>a. CV.</li> <li>b. Copy of worker's ID.</li> <li>c. Certificate of studies and competences.</li> <li>d. Work certificates.</li> <li>e. Proof of affiliation to the social security system.</li> <li>f. Copy of contract and contract extensions.</li> <li>g. Disciplinary actions.</li> <li>h. Certificate of aptitude issued by the Occupational Health physician.</li> </ul> <p>The workers' documentation is filed safely to prevent loss or deterioration.</p>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
2.18	Does the company comply with the provisions of the applicable valid legislation during the hiring of trainees?	The legal documentation required to formalize traineeship contracts is available from the regulatory entity. The educational institution gives authorization, issued by the relevant national authority, to sign traineeship contracts. There is a framework collaboration agreement with the educational institution and valid training contracts per trainee.	1	2.24	Are there written contracts or commercial offers with staffing companies, in accordance with labor regulations?	In the event of contracts with temporary staffing companies, there are valid contracts signed by the company and the temporary staffing companies. These contracts include, at least, clauses specifying the type of work, term and form of payment, as well as the type of association between the contractor and the workers, accountability for the payment of all social security and payroll taxes, legal supply of equipment, compliance with the internal health and safety regulations, and a specific clause on occupational health management, including the delivery of PPE to workers on assignment. A contract may not be extended with the same person for more than two six-month periods, nor may another contract be signed with a new company, when the task that was the object of the contract or the original need still exists. There is a copy of the resolution issued by the relevant authority allowing the company to provide these services and a copy of the contractual liability policy in force. There is a control mechanism to verify the hiring of the temporary staff with the worker on assignment.	1
2.19	Are women's labor rights guaranteed during pregnancy and after childbirth?	No worker's reproductive rights are restricted or limited. Female work applicants are not inquired about their pregnancy status, unless required for health and safety reasons, e.g. exposure to agrochemicals. Pregnancy tests are not required for female workers or job applicants, unless required by law for health and safety reasons. If necessary, there must be compliance with any requirement related to the working conditions so that the health and the safety of pregnant women, new mothers, and breastfeeding women is protected. The right to be absent from work due to prenatal exams and maternity leave, among other reasons, is guaranteed in accordance with the provisions of the valid, applicable national legislation. Time and leaves of absence during breastfeeding are guaranteed.	1	2.25	Are there written contracts with cooperatives or organizations of associated work, in accordance with the current regulation?	When contracting cooperatives or organizations of associated work, the company keeps written valid contracts signed by the company and the cooperative or organizations of associated work. These contracts include, at least, clauses specifying the type of work, term and form of payment, as well as the type of association between the contractor and the member of the cooperative, liability for the payment of the social security and payroll taxes, legal supply of equipment, compliance with the internal health and safety regulations, and a specific clause on occupational health management, including provision of PPE to associated members. There is evidence of the competent authority's approval regarding compensation and social security schemes, as well as evidence of compliance with the bylaws of the configuration of the cooperative or organization of associated work and the compensation schemes. A control mechanism is in place to verify the relationship between the member and the cooperative or organizations of associated work.	1
2.20	Is there a breastfeeding room?	The breastfeeding room is in compliance with the specifications on hygiene, sanitation and minimum resources in accordance with the provisions of valid and applicable national legislation.	1	2.26	Are salary and social security payments to outsourcers (priority contractors, including simplified joint stock companies, temporary service companies and organizations of associated work, among others) monitored?	There is a mechanism in place to manage social security payments for outsourced workers to the corresponding insurance companies, according to the national valid legislation. Payment of salaries, payroll taxes or those that, according to current applicable legislation, are relevant for the promotion of education and early childhood welfare of the employees' children. The necessary actions to guarantee the betterment of outsourcers are adopted, depending on the results of the management mechanism. This is applicable to those hired during the term and operation of the contractor.	1
<b>OUTSOURCING</b>							
2.22	Is there a procedure for the hiring of priority contractors?	There is a written procedure for the different forms of outsourcing contracting, which contains the criteria for the selection and evaluation of contractors and a list of prioritized contractors for the production process. There is evidence of the priority contractors' compliance with the applicable requirements of the Florverde regulations, in accordance with the service provided throughout the period of validity of their operation. Evidence of the compliance with the applicable requirements must be available at the production unit throughout the external inspection	1				
2.23	Are there written contracts for outsource hiring?	Contracts with outsourced workers are in writing and signed both by the company and the contractors (legal entities or natural persons). Contracts with outsourcers include, as a minimum, the following clauses: type of work, term, form of payment, type of association between the contractor and the workers, liability with respect to the payment of all social security contributions, provision of work equipment according to the law, compliance with the internal health and safety regulations, and occupational health management clause including the delivery of PPE for contractors or subcontractors.	1				

# 3

## WORKERS' TRAINING AND WELFARE

Comprehensive job training constitutes the actions and programs that provide knowledge aimed at contributing to the achievement of the organizational objectives and the personal and professional development of the employees within the framework of the protection of people and the environment. Welfare, on the other hand, is the effective way to improve the employees' physical and mental health and strengthen integration with other colleagues through a pleasant working environment and the recognition of their work. In this sense, this chapter aims to act as a guideline for the employees to raise their standard of living and seek mental, social and cultural improvement and that of their families and the community through education, training and welfare.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
3.7	Are there projects or actions for the support of the community in the area of influence of the production unit?	Se cuenta con acciones de apoyo a la comunidad y las evidencias que soportan dichas acciones. There are actions of community support and evidence of them.	2
3.8	Is transportation to the production unit provided to the workers? Is it carried out in a safe manner?	On the assumption that the workers are provided with transportation to and from the production unit, the quality and safety of the vehicles used for that purpose is guaranteed. The conditions for the maintenance of the vehicles are subject to control and documentary verification while all additional requirements established in the current valid legislation regarding travel on public roads, are taken into consideration.	1
3.9	Does the producer hamper the access of the workers' children who live in the production unit to school?	It is guaranteed that the children of hired workers who live in the production unit, including the children of migrant and temporary/seasonal workers, are not prevented from having access to formal education.	1

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>EDUCATION AND TRAINING</b>			
3.1	Is there a training needs assessment at every level of the production unit?	An assessment of the training and education needs is carried out on a yearly basis, involving all the workers, tasks and hierarchical levels.	1
3.2	Is there a training program in place based on the needs found in the production unit?	There is a written training program that contains at least the following information: <b>a.</b> Education and training actions according to position, type of work and requirements of the standard with regards to its social, environmental and quality component <b>b.</b> Topics of training actions <b>c.</b> Updated records of trained personnel, including topic, trainer, date, duration and signed list of participants <b>d.</b> Evaluation records of the training actions, which may serve as an indicator of the scope of the proposed objectives <b>e.</b> Indicators The execution of the training program is carried out during the working hours and at no cost to the workers.	1
3.3	Do all levels of the organization receive training in human rights and social / labor issues?	All levels of the organization, including dependent workers, contractors and personnel on assignment, receive training in human rights, gender equity, and rights and duties focused on social / labor issues.	1
<b>WELFARE</b>			
3.4	Are there additional benefits for the workers?	There are extra benefits for the workers, based on different cruxes such as health promotion, recreation, work flexibility, special celebrations, constant training, subsidies or financial resources, among others.	2
3.5	Are there feeding facilities provided to the workers?	The workers have been provided with canteens or facilities where they can keep and eat their food. These facilities are comfortable, clean and equipped with smooth, easy-to-clean floors, ceiling, tables and sufficient chairs for all the workers, including contractors. The workers are duly informed of the forbiddance to heat or eat food in places other than those defined for each production unit.	1
3.6	Are there lockers and changing rooms for the workers?	Locker rooms are provided for the employees and contractors to keep their documents, valuable possessions and clothes safe; it is the worker's choice to use this area or not. It is ensured that these facilities are ventilated, have hard, washable floors, and remain neat and tidy. Locker rooms are separated by gender.	1

## OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT

The purpose of this chapter is to provide guidelines for the improvement of the working conditions and the working environment, as well as the health of workers, leading to the promotion and maintenance of their physical, mental and social well-being. It is based on international conventions and guidelines defined by the International Labor Organization (ILO), which facilitate a better performance of the workers as well as the conditions of their work environment. Some of them are:

C017 - Workmen's Compensation Convention (1925), C018 - Occupational Diseases Convention (1925) and ratified on June 20, 1993, C025 - Sickness Insurance (Agriculture) Convention (1927),	C155 - Occupational Safety and Health Convention (1981), C161 - Occupational Health Services Convention (1985). R164 - Occupational Safety and Health Recommendation (1981).
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No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>OCCUPATIONAL SAFETY AND HEALTH POLICY / OBJECTIVES</b>			
4.1	Is there an Occupational Safety and Health Management System in place?	There is an Occupational Safety and Health Management System, updated, documented and in accordance with the current applicable legislation, which is at least adapted to the size and characteristics of the production unit; it has objectives, goals, indicators and defined resources and responsibilities; it is integrated into other management systems and has a defined procedure for the safekeeping of documents and an annual work plan.	1
4.2	Is there an occupational health and safety policy?	There is a written occupational safety and health policy that must be considered integral part of the management policies of the production unit. It contemplates all the work centers and all the workers, regardless of the type of contract or work relationship, including contractors and subcontractors ensuring the good health of the workers, it must be disclosed and available for consultation. It must be specific to the company and appropriate to the nature of the hazards and the risks according to the size of the organization. The joint committee or the overseer is informed; it is signed with the date by the legal representative. It is reviewed at least once a year and must be updated in the event of changes. [Cross-reference: This requirement is related to Management System requirement 1.2]	1
4.3	Has an occupational health and safety regulation been published?	There are industrial hygiene and safety regulations posted in two visible spots of the production unit, in accordance with the current applicable legislation; compliance with these regulations is ensured. The regulations are updated when changes are applied to the processes or when new supplies, equipment, and machinery are introduced, provided that the change generates a risk not covered by the previous regulation.	1
4.4	Has a member of the company management been designated in writing as liable for the health and safety of the workers?	A member of the company management has been designated to be in charge of the occupational safety and health. The profile of this person must be in line with the provisions of the current valid legislation.	1

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
4.5	Is there a committee with the workers' representatives to promote health and safety in the workplace?	There is an operating committee made up of representatives of the company management and the workers. There is a committee in operation made up of representatives of the management and the workers. There is evidence of: a. Democratic elections. b. Minutes of conformation. c. Minutes of periodic (at least once a month) meetings or records of meetings verifying the participation of committee members and their activities. The members of the committee carry out periodic (announced and unannounced) inspections to determine risks, propose measures to control those risks, and participate in training activities to promote health, safety and hygiene standards.	1
<b>OCCUPATIONAL HEALTH AND SAFETY CONDITIONS ASSESSMENT</b>			
4.6	Has a diagnosis of the workers' health conditions been performed?	The health conditions diagnosis is documented and updated according to last year's records on: a. Sick leaves due to medical reasons. b. Statistics and investigations associated to occupational accidents and diseases. c. Periodic medical examinations in accordance with the epidemiological surveillance systems implemented in the production unit. d. Morbidity and medical consultation data, if any. e. Sociodemographic profile. Production units with less than 25 workers, or according with the valid, applicable legislation, the health conditions diagnosis document may be based on self-report surveys on the workers' health conditions, designed and analyzed by a health professional.	1
4.7	Are all risks identified and evaluated for all the tasks or processes carried out within the production unit, in order for them to be prioritized and establish the necessary controls?	There are safe and clean work environments according to a documented hazard and risk assessment updated on an annual basis, or by cause of significant changes in the processes, serious or fatal accidents, occupational disease, or the introduction of new supplies, equipment and machines, among other reasons. The hazard identification and risk assessment contain at least the following: a. A methodological guide of implementation. b. The participation of workers and the Joint Health and Safety Committee is demonstrated. c. Identification, assessment and prioritization of health and safety risks arising from direct, outsourced, habitual and non-habitual tasks. d. Determination of controls for existing risks in the production unit. e. Annual implementation plan of recommended controls based on prioritized risks and available resources or budget. f. In field demonstration of successful risk controls; similarly, they are documented in a matrix of improvements. g. Workers' commuting risk assessment. h. Overtime tasks and seasonal work risk assessment	1
4.8	Is there an initial self-assessment of the occupational health and safety management system?	A self-assessment of the occupational health and safety management system is carried out by qualified personnel, in accordance with the valid, applicable legislation.	1
4.9	Is there an action plan in line with the health diagnosis, the risk assessment and the self-assessment?	There is an action plan aimed at implementing measures for the prevention and control of priority risks or hazards that may affect the health of the workers; this plan is signed by the person in charge of the occupational health and safety management system, and the legal representative, is to be executed on an annual basis, and includes at least: a. Goals, target population, activities, liable parties and indicators. b. Timeline. c. Resources.	1

No.	Requirement	Compliance Criteria	Level
EDUCATION, TRAINING, ONBOARDING AND RE-INDUCTION PROGRAM IN OSH			
4.10	Is there an education, training, onboarding and re-induction program on occupational safety, health and hygiene?	<p>There is a structured and documented training program that provides skills to identify hazards and exert control over the workplace risks and hygiene conditions throughout all the levels of the organization, including dependent workers, contractors, cooperative personnel and temporary workers on assignment. There is evidence of training being provided by qualified personnel in accordance with the valid applicable law; it is subject to review at least once a year with the participation of the joint committee or the occupational safety and health surveillance committee and the top management of the production unit.</p> <p>Training is provided to new or reassigned workers or members of the management team.</p> <p>There are kept records which demonstrate that all the personnel have received training in accordance with the established training program, and evidence showing that the workers apply the rules and procedures learned during the training sessions.</p> <p>[Cross reference: This requirement is linked to requirement 3.1, training and education].</p>	1
PREVENTIVE AND OCCUPATIONAL MEDICINE			
4.11	Are occupational medical exams and epidemiological surveillance performed?	<p>Pre-Employment, periodic and termination medical exams are conducted in accordance with the epidemiological surveillance systems. The Pre-employment Medical Assessment's work capacity decision must be signed and linked to the corresponding medical record. The confidentiality of the medical history is guaranteed in all cases.</p> <p>Medical reports or referrals to the corresponding health entities are disclosed. The Pre-employment Medical Assessments cost shall not be borne by the worker.</p>	1
4.12	Are there health promotion and disease prevention campaigns?	Prevention and promotion campaigns are developed according to the health assessments and cover all the workers. The cost of the campaigns shall not be borne by the worker.	1
4.13	Do the workers have access to job retraining or relocation processes, in accordance with the recommendations issued by the corresponding health insurance companies?	Retraining or relocation processes are carried out in accordance with the recommendations issued by the corresponding insurance companies and the decision of the health and safety area of the production unit. Follow-up activities are carried out for workers who have been retrained or relocated.	2

No.	Requirement	Compliance Criteria	Level
IMPLEMENTATION OF THE OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM			
4.14	Is there an emergency response plan in place?	<p>The production unit has an emergency response plan which, at least, takes the following into consideration:</p> <ul style="list-style-type: none"> <li>a. Updated and prioritized vulnerability assessment that takes into account unique characteristics of the production unit, including bodies of water (oceans, lakes, rivers, springs, wetlands, reservoirs, irrigation canals, among others).</li> <li>b. Written inventory of human and physical resource available at the moment of a potential emergency.</li> <li>c. Written information on the location of available resources for emergency response.</li> <li>d. The equipment of emergency response must be commensurate in quantity and quality with the size and level of risk of the production unit.</li> <li>e. Periodic field inspection of emergency response resources defined in the inventory, such as: fire extinguishers, alarms, stretchers, first aid kits, eye wash stations, emergency exits, alarm push buttons, emergency lights, smoke detectors, water sources for firefighting, and the location of switches to cut off electricity and gas.</li> <li>f. Location of fire extinguishers in the production unit according to risk.</li> <li>g. Evacuation plan.</li> <li>h. Appropriate health and safety procedures near water bodies involved in or directly connected to the production unit.</li> <li>i. Visible postings of police, ambulance, hospital and fire department contact numbers.</li> <li>j. Operational brigade.</li> <li>k. Training of emergency brigade members in first aid, firefighting and evacuation.</li> <li>l. Simulation drills carried out over the course of the last year showing the participation of all the workers.</li> <li>m. Available and permanently stocked first aid kits that ensure care for injured workers on all shifts.</li> <li>n. Well-lit emergency exits clearly identified to allow for a quick and safe personnel evacuation. The latter does not apply to cultivation areas.</li> <li>o. There must be at least one member of the brigade trained in first aid present during the workday shift. The first aid training must have been received during the last two years. There must be at least one member of the brigade with first aid training per every 50 workers.</li> </ul>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
4.15	Are there specialized fire safety conditions in high-risk buildings?	<p>In enclosed buildings with a high occupancy load, such as Post-harvest areas and dining rooms, there must be at least two emergency exits. These exits must open in the direction of evacuation and remain clear to allow for the quick and safe evacuation of personnel in case of an emergency. They must be marked with an "EMERGENCY EXIT" sign and have an emergency light installed above the sign.</p> <p>The entire emergency lighting system must be capable of activating automatically at any time.</p> <p>Emergency lights must be located in such a way that they provide coverage in all areas, ensuring visibility at a minimum in the following points:</p> <ul style="list-style-type: none"> <li>a. Emergency exits</li> <li>b. Circulation corridors</li> <li>c. Cold room exits</li> <li>d. Stairs or changes in level</li> <li>e. Near fire extinguishers or emergency equipment</li> <li>f. Near machines and electrical panels</li> <li>g. The evacuation alert system in high-risk buildings must</li> <li>h. Have activation points near the emergency exits, properly marked</li> <li>i. In cold rooms, in addition to the audible system, a visual system must be present</li> <li>j. The alarm sound must be heard throughout the entire facility</li> <li>k. Whistles are not acceptable as an evacuation alarm system</li> <li>l. Evacuation routes in high-risk buildings must meet the following specifications:</li> <li>m. The phrase "EVACUATION ROUTE" or similar signage must be displayed with an arrow indicating the direction in every area where the route is not clearly recognizable</li> <li>n. Evacuation signs must be installed in all work areas, indicating the direction toward the nearest assembly point</li> <li>o. The number of signs should be calculated considering the various locations of the workers, ensuring that all can see and follow them in an emergency</li> <li>p. Yellow arrows on the floor are acceptable</li> <li>q. Signs must be installed on stairs leading to evacuation paths</li> <li>r. Photoluminescent signs indicating the direction of the route must be installed in cold rooms</li> <li>s. High-risk buildings must have, at a minimum, demarcation of circulation routes and storage areas. If there are stairs, they must be painted in black and yellow, equipped with handrails, and have anti-slip and reflective tape on the steps.</li> <li>t. Evacuation maps for these areas must be posted, including a "you are here" indication, in the language used by the population, and updated to reflect the characteristics of the facility.</li> <li>u. Evacuation maps for these areas must be posted, including a "you are here" indication, in the language used by the population, and updated to reflect the characteristics of the facility.</li> </ul>	2	4.19	Are safety standards applied during the operation of equipment, machines and tools?	<p>Safety standards are in place to assist the control of risks and hazards at the production unit. These standards have been drafted in the official local language and are known and managed by the users. There are records of training provided to the personnel who operate equipment, machines and tools.</p>	1
				4.20	Are the rules for the safe handling of hazardous chemicals used in the production well known and applied?	<p>Safety data sheets and a list of hazardous chemicals used in the production unit are available.</p> <p>There is an updated list of contact numbers of entities in charge of providing assistance in the event of an accident or emergency involving hazardous substances.</p> <p>All the personnel in charge of handling or applying hazardous chemicals are trained in the procedures to follow for a safe use of these substances. Training must include, at least, the following topics:</p> <ul style="list-style-type: none"> <li>• Content and use of labels and safety data sheets.</li> <li>• Correct use of personal protective equipment.</li> <li>• Prevention and attention to emergencies (accidents and spills).</li> </ul> <p>There is evidence of training records and the correct application of the concepts and procedures learned by the workers.</p> <p>[Cross reference: Requirements 6.16, 6.19, 6.20, 6.21, 7.20 and 7.22 contain the personnel training requirements in safe fertilizer and pesticide handling].</p>	1
				4.21	Are there safety standards for the storage of materials and supplies?	<p>The application of safety standards in the storage of supplies and materials other than pesticides and fertilizers is ensured.</p> <p>[Cross reference: Requirements 6.19, 6.20, 6.21, 7.26, 7.27, 7.28, 7.29, 7.30 and 7.31 contain the requirements for the safe storage of fertilizers and pesticides].</p>	1
				4.22	Are workplaces neat and tidy?	<p>The workplaces and the circulation areas are kept neat and tidy. Accumulation of garbage, waste, useless objects or elements in work areas or workstations is avoided. Waste generated by the daily activities is deemed acceptable.</p> <p>It is demonstrated that the workers know and apply workplace cleaning and organization rules, procedures or instructions.</p>	1
				4.23	Are there safety and hygiene regulations known by the workers?	<p>The workers are informed of the safety and hygiene regulations (procedures and instructions) by way of visible notifications or signs posted in canteens, bathrooms, locker rooms, parking lots, buses and sports areas, if any. Safety and hygiene regulations include, at least, the following topics:</p> <ul style="list-style-type: none"> <li>a. Hand washing.</li> <li>b. Drinking water.</li> <li>c. Proscription of smoking, eating and drinking in work areas.</li> <li>d. Accident notifications.</li> <li>e. Use of personal protective equipment.</li> <li>f. Safety standards for the handling of machinery.</li> </ul> <p>There is evidence of the workers' compliance with these standards.</p>	1
4.16	Does the signposting take into account the conditions of the production unit?	The informative, preventive, emergency and mandatory signage is in compliance with the conditions and risks identified in the production unit. Emergency signs must be photoluminescent in areas where it is required.	1	4.24	Do the personnel have access to adequate hygiene facilities?	<p>There is access to sanitary facilities or sanitary units in good condition, separated by gender. They are equipped with toilet paper, washbasins, soap, hand-drying elements, and used toilet paper containers.</p> <p>There is one toilet for every fifteen (15) workers. Men facilities may have a combination of toilets or urinals, as long as the proportion is met. Gender-separated sanitary units do not apply when there are fewer than fifteen (15) workers at the workplace.</p> <p>The sanitary units are located no farther than 500 meters away from the workplace. Workers have unrestricted access to the sanitary units.</p>	1
4.17	Are the production unit areas delimited according to the risks identified?	Work, circulation, machinery, evacuation and storage areas are well defined, delimited and cleared out according to the risks identified.	1				
4.18	Are workers provided with PPE?	<p>Personal protective equipment (PPE) is provided to workers at no cost; additionally, there is evidence of:</p> <ul style="list-style-type: none"> <li>a. Written information about required PPE and times of replacement or substitution for areas or tasks in which it is required, according to their risk.</li> <li>b. Records of delivery and replacement of PPE for tasks in which it is required, according to the nature of the risk.</li> <li>c. Training records on maintenance and use of PPE.</li> <li>d. In field confirmation of correct PPE use and maintenance by the personnel.</li> </ul> <p>[Cross reference: Requirements 4.20, 6.16 and 7.20 contains requirement about personnel handling or applying pesticides being equipped with PPE].</p>	1	4.25	Is drinking water supplied to the workers?	<p>Drinking water is supplied to workers and there is a procedure for storing, handling and manipulating drinking water. Microbiological analyses are conducted at least twice a year at two drinking water supply sources.</p> <p>If the production unit has water treatment plants, they must comply with the parameters required by the valid applicable legislation. Water supplied in plastic bags or bottles by a supplier authorized by the competent authority is exempt from microbiological analysis. The use of a shared glass is not allowed.</p> <p>If the drinking water is supplied by the local municipality, the corresponding microbiological and physicochemical analyses are requested twice a year.</p>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
4.26	Are there safe conditions at the workplace?	<p>All the workplaces and the workers' housing, if provided, have safe conditions. The soundness, stability and safety of the buildings and the equipment are guaranteed, including those at the workers' houses.</p> <p>There are adequate measures against fires in place, including those of the workers' housing. Fire exits, escape routes, fire extinguishing equipment, and fire alarms are marked in accordance with the emergency plan. Fire exits and escape routes are kept clear of obstacles, allowing for a quick and safe exit in case of an emergency.</p> <p>All workers are well-informed and aware of the emergency and fire safety procedures.</p> <p>All workers are allowed to move away from any serious or imminent danger without having to ask for permission.</p> <p>[Cross reference: This requirement is linked to requirement 4.14 Emergency response plan].</p>	2	4.31	Do outsourcers comply with the occupational safety and health standards?	<p>Due to the rotation of personnel by contractors and subcontractors, the affiliation to the general social security system must be verified before the beginning of work, and on a periodical basis, in accordance with the valid applicable regulation.</p> <p>The procedures for the work carried out by outsourcers are safe. Outsourcers are notified in writing about the health and safety procedures that they are required to comply with; the implementation of health and safety procedures by outsourcers is demonstrated.</p> <p>Visitors are informed about the health, safety and hygiene procedures that they must comply with during their visit to the facilities</p>	1
4.27	Is workers' housing adequate?	When on-site housing is provided for the workers, it is ensured to be clean and safe. Housing is provided with at least roof, floor, windows, outside doors, drinking water, basic sanitation, electricity and other conditions that guarantee the provision of basic needs of the workers. They are at least 10 meters away from one another or the production areas, avoiding exposure to pesticides, toxic substances and other hazards.	2	4.32	Is the safe handling of food prepared at the production unit ensured?	<p>The safe handling of food prepared at the production unit is ensured by way of:</p> <ul style="list-style-type: none"> <li>a. Periodic training for the people in charge of the food handling, which must be registered in a training plan.</li> <li>b. Competence, based on the results of periodic medical exams from the last year.</li> <li>c. Clean, safe and sanitized conditions at the food preparation and storage facilities.</li> </ul>	1
<b>REPORTING AND INVESTIGATION OF INCIDENTS, OCCUPATIONAL ACCIDENTS AND OCCUPATIONAL DISEASES</b>							
4.28	Are work-related incidents and accidents reported, attended and investigated?	<p>There is a written procedure for reporting and addressing incidents and accidents at work, made known to the workers and posted in visible places. First aid is provided in the event of occupational accidents; all occupational accidents are reported to the insurance company. In the event of occupational illnesses and serious/fatal accidents, they are reported to the relevant authority within the stipulated period.</p> <p>Occupational diseases, incidents, and accidents at work records are kept. Incidents, occupational accidents and occupational diseases are investigated by a team formed of the person in charge of the Occupational Health and Safety Management System, a member of the Occupational Health and Safety Verification Committee, or its equivalent depending on the country, and the immediate supervisor of the injured worker, in accordance with the valid applicable regulation, and the action plans derived from the analysis of causes are executed; additionally, the lessons learned from the occupational accident analysis are disclosed in the corresponding area.</p>	1	4.33	Are there indicators defined to monitor the Occupational Safety and Health Management System?	<p>There are qualitative or quantitative indicators defined to evaluate the structure, process and results of the Occupational Safety and Health Management System. The results of the indicators are measured and monitored according to a defined periodicity of at least once a year.</p> <p>These indicators should be in line with the production unit's strategic plan.</p>	1
4.29	Is there accountability at the production unit?	<p>Those who have been assigned liable within the Occupational Safety and Health Management System (OSHMS), have the obligation to be accountable internally to the workers with regards to the performance of the system.</p> <p>The accountability may be carried out by way of a written, electronic, verbal or any other means defined by those in charge. It shall take place at least once a year and it must be documented.</p>	1	4.34	Is the Occupational Safety and Health Management System reviewed on an annual basis by the top management?	<p>It is demonstrated that the top management conducts reviews, at least once a year, with regards to the level of compliance of the production unit with the Occupational Safety and Health Management System.</p> <p>This review must be included in the annual review that the top management makes of all the Florverde Standard requirements.</p> <p>[Cross reference: This requirement is linked to Management System requirement 1.5].</p>	1
4.30	Is the health-related absenteeism indicator analyzed and recorded?	The Florverde Floriculture Indicator System keeps monthly records of absenteeism caused by health issues. Based on the reports of the indicator system, a documented annual analysis of the results and trends of the indicator is made. The analysis of this indicator is reported to the top management and measures are taken to reduce it in accordance with the possibilities of control.	1				

## WATER MANAGEMENT AND CONSERVATION

Water supply is the most important agricultural resource and the development of this activity would be unthinkable without its supply, a situation that is becoming more and more frequent due to increasing demand, pollution and large-scale problems such as climate change. Florverde Sustainable Flowers promotes a responsible and rational use of water as a way to contribute to its long-term preservation, guarantee its availability and ensure a permanent production of flowers and ornamental plants, through the control of water use and water catchment, rainwater use, implementation of efficient irrigation systems and techniques, and water reuse of, among other alternatives.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>WATER SAVING AND EFFICIENT WATER USE</b>			
5.1	Are there water sources inventories? Are there water catchment permits issued by the relevant authority?	The water sources used in the cultivation areas are inventoried and there exists a permit or a valid water concession or a requirement filed with the competent environmental authority. In the event of the permit or the water concession being processed, the status of the concession throughout the last year is reported to the authority.	1
5.2	Is there compliance with the conditions established in the water concession?	Compliance with the conditions established in the permit or water concession granted by the competent authority is demonstrated. Some common conditions are the granted water volume, the measurement equipment / structures to be installed, the reports on the volume of water caught, and the fees for the use of water, among other aspects, as applicable.	2
5.3	Are there records of the volumes of water collected from water sources?	Updated records with the volumes of water collected from surface or groundwater sources are available. Water volume data must come from installed measuring equipment or structures, which must operate in locations approved by the competent environmental authority. This requirement does not apply to production units that rely exclusively on rainwater, unless required by the competent environmental authority.	1
5.4	Are there records of the volumes of water used for irrigation and other activities?	Updated records are available indicating the date and volumes of water used in irrigation and fertigation. Data on volumes of water used in irrigation and fertigation are obtained from meters. In the case of automated irrigation and fertigation programs, there are records of calculated volumes and actual volumes of water used. This requirement does not apply to production units that do not have irrigation systems and rely exclusively on rainwater. Records with the volumes of water used in other activities including domestic use, post-harvest, and irrigation, among others, are available. It is preferable that these water volumes are the result of measurements; however, a rough calculation is acceptable.	1
5.5	Is the water use and water catchment indicator recorded and analyzed?	The Florverde Floriculture Indicator System keeps monthly records of information on water catchment and water use in irrigation and fertigation. Based on the reports of the indicator system, an annual analysis is made with the trends and causes of water catchment and water use levels. This information is considered in the program for efficient water use and water saving.	1
5.6	Is there a risk assessment of the availability of the water resources used in the production unit?	There is a risk assessment which takes into consideration the availability and contamination of local water resources, water conflicts, regulatory constraints and climate change among other potential risks, provided that public information is available. This assessment also considers the impact of the production unit over the water resources in the surrounding area. The risk assessment is reviewed on an annual basis or whenever the risks change. The risk assessment is taken into account in the formulation of a program of water use efficiency and conservation.	1

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
5.7	Is there a water use efficiency and conservation program (PUEAA)?	A water use efficiency and conservation program is documented and in place, containing at least, the following information: <ul style="list-style-type: none"> <li>a. Diagnosis of supply and demand of water resources.</li> <li>b. Objectives and goals based on the diagnosis and the characteristics of the projects or actions to be developed with an aim to reduce water catchment from supply sources or use optimization in the production unit.</li> <li>c. Action plan describing the projects or actions defined to implement water use efficiency and conservation in the production unit, as well as measures that contribute to the conservation and reduction of the contamination of water sources.</li> <li>d. Timeline with annual evidence of compliance in the execution of the projects or the actions defined in the program.</li> <li>e. Resources allocated.</li> <li>f. Indicators that allow the monitoring and assessment of the compliance with the action plan, the objectives and the goals defined, demonstrating improvement year after year.</li> </ul> The top management approves and reviews annual progress in the implementation of the water use efficiency and conservation program. Any adjustment to the program must be approved by the top management. In the event of the water use efficiency and conservation program being a legal requirement, the compliance with the valid and applicable legislation must be demonstrated. This requirement does not apply to production units that depend exclusively on rainwater, unless required by the relevant environmental authority.	1
5.8	Have the volumes of water used for irrigation been determined according to the water requirements of the crop?	Calculations of irrigation water volumes are based on crop characteristics and weather, soil or substrate conditions, as applicable. Records of those calculations are available. The measuring equipment or tools used to determine irrigation needs are reliable and in good working conditions. This requirement does not apply to production units that do not have irrigation systems and rely exclusively on rainwater.	2
5.9	Are efficient irrigation systems used?	Irrigation systems that make rational water use are in place. Otherwise, it must be demonstrated that their technical and economic feasibility has been considered and that there is a plan for them to be implemented in the future. This requirement does not apply to production units that do not have irrigation systems and rely exclusively on rainwater.	1
5.10	Is rainwater used in the production unit?	The use of rainwater in the production unit is demonstrated through infrastructure that allows collection (greenhouse and building roofs, among other things), conduction and storage, for future use. The volume of rainwater used and the rate it represents on total water used in the production unit over the course of the last year is demonstrated with a water balance. If the use of rainwater is not technically or economically feasible, a documented justification must be provided.	1
5.11	Have measures been implemented for the recirculation or reuse of processes water?	Where feasible, measures have been implemented for the recirculation or reuse of processes water. Among the waters coming from processes that can be recirculated in the same production unit are hydration waters used in the post-harvest, substrate crop drainage and domestic treated wastewater. If and ever, there are no official regulations prohibiting or limiting these practices.	2
5.12	Has there been participation in initiatives to improve local watersheds?	There has been participation in local initiatives promoted by relevant authorities or civil society organizations (non-governmental organizations, foundations, collectives and community associations, among others) to maintain or restore watersheds. This includes the participation in watershed management meetings, the contribution to planning processes, or the participation in actions for the improvement and mitigation of water risks that may affect the sustainability of the activity.	2

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
5.13	Have personnel been trained in water use efficiency and conservation?	All staff receive training on water conservation and the efficient use of water resources. All the personnel receive training in water use efficiency and conservation of water resources.	2
<b>WATER QUALITY</b>			
5.14	Is the use of treated wastewater or water from potentially contaminated sources for irrigation justified?	<p>It is demonstrated that untreated urban wastewater is not used for irrigation, fertigation or other pre-harvest activities.</p> <p>In the event of using treated wastewater or wastewater from potentially contaminated sources, the analysis show compliance with the criteria admissible for agricultural use required by the valid applicable legislation. In the absence of local standards, compliance with the "Guidelines for the Safe Use of Wastewater, Excreta and Greywater" published by the World Health Organization (WHO) (2006) is demonstrated.</p>	1
5.15	Is the quality of the crop water subjected to risk assessment?	<p>There are risk assessment results based on the physicochemical quality of the water used in pre-harvest activities such as irrigation, fertigation, washing, and spraying, among others.</p> <p>Based on the risk assessment, the water used undergo physicochemical analyses at a frequency in accordance with the potential risks to the crop, the characteristics of the crop, and the origin of the water used.</p> <p>The samples must be taken at the same place where the irrigation, fertigation or sprinkling water is collected.</p> <p>The risk assessment is reviewed on an annual basis and updated whenever a change is detected in the water supply system or when something occurs that could lead to the contamination of the system.</p>	2
5.16	Have measures been taken to address adverse risk assessment results with regards to the quality of water used in the crop?	In the event of adverse results in the physicochemical analysis of the crop water used as part of the risk assessment, there is evidence of the adoption of corrective measures to demonstrate the decisions taken to improve the quality of the water used in the crop.	2
5.17	Does the laboratory in charge of the analysis of the water used in the crops confirm the reliability of the results through accreditation or an equivalent process?	The laboratory in charge of the water quality analysis must be either accredited to ISO17025 or to an equivalent standard, or by the relevant national authority, or demonstrate satisfactory performance in the assurance of validity of the results through the participation in proficiency tests with entities accredited to ISO 17043 or performance tests with the relevant national authority.	2

## 6 SOIL CONSERVATION, SUBSTRATE MANAGEMENT AND FERTILIZATION

The proper management of soil, substrates and fertilizers reduces supplies costs, preserves soil and minimizes the risk of contamination. The main objective is to implement strategies to prevent the physical deterioration of the soil and avoid erosion. Fertilization must be based on the needs of the crop and the characteristics of the soil or substrate to avoid nutrient losses or contamination. When soil is replaced by a substrate as growing and development media for crops, it is necessary to assess and take measures to minimize the impact that these systems may have on the environment. The safe handling of fertilizers contributes to prevent or control risks to human health and the well-being of the natural systems.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>SOIL MANAGEMENT</b>			
6.1	Are techniques applied to reduce potential soil erosion?	Appropriate control techniques and corrective measures are applied to reduce soil erosion caused by natural or anthropogenic factors.	2
6.2	Are techniques applied to improve or maintain soil structure?	Appropriate soil preparation techniques are used to maintain or improve soil structure, physical properties, and avoid soil compaction. Slash-and-burn is not allowed as a technique for soil preparation. This requirement is not applicable to substrate crops.	2
6.3	If feasible, is annual crop rotation carried out?	The implementation of annual crop rotation to improve soil structure and minimize soil-borne pests and diseases, may be demonstrated through planting or phytosanitary application records. Crop rotation records are available for the last two years.	2
6.4	Are soil disinfection chemicals used in a safe manner?	Whenever chemicals are used in soil disinfection, a written justification is required for their use. Records must be kept indicating the name of the product, the active ingredient, crop area treated, date of treatment, dosage, machinery and method used, name of operators in charge of the application. Compliance with the safety pre-planting period must be demonstrated. The use of methyl bromide is not allowed as an alternative for soil disinfection or for any other use.	1
6.5	Have other alternatives been evaluated before leaning toward chemical soil fumigation?	Demonstrate that different alternatives have been evaluated prior to the use of chemical fumigation for soil sterilization, using technical expertise or accepted local practices.	2
<b>SUBSTRATE USE</b>			
6.6	Substrates of natural origin are guaranteed not to come from conservation areas?	There are records that allow tracing back the origin of the natural substrates used and demonstrate that they do not come from conservation or protected areas.	2
6.7	Are substrates reused?	When substrates are reused, there are supports available with the quantities and date of use. When no reused substrates are utilized, a justification must be provided. Substrates for reuse can come from the same production unit or from other units. Substrates not reused are disposed appropriately.	2
6.8	The use of chemical products as a last resort to sterilize substrates to be reused is done in a safe way?	When it is not possible to use biological products, steam or alternatives other than chemical products to sterilize substrates to be reused, records are kept indicating the product and active ingredient used, date of treatment, machinery and method used, name of the operators in charge of application and safety pre-planting period. If the substrate is sterilized outside the production unit, there is documentation indicating the name of the company in charge of the sterilization, the product and active ingredient used, and the safety conditions during the chemical application. When steam is used to sterilize substrates prior to reuse, there is documentary evidence to demonstrate its use.	1

No.	Requirement	Compliance Criteria	Level
6.9	Are soilless crops subjected to drainage control to prevent them from reaching the soil or natural bodies of water?	<p>There are collection and storage systems in place for the drainage generated, and appropriate methods are available for its use inside or outside the production unit.</p> <p>When it is not technically or economically feasible to recirculate drainage inside or outside the production unit, a documented justification must be available.</p>	2
<b>NUTRITIONAL NEEDS</b>			
6.10	Is fertilization carried out according to the nutritional needs of the crop?	<p>Fertilization decisions are based on a program focused on supplying the crop needs and minimizing nutrient losses. The program must be supported by periodic soil or foliar analysis results according to the type of crop.</p> <p>The fertilization program must consider the nutritional needs of the crop, the contribution of nutrients from fertilizers, including soil conditioners and nutrient content from irrigation water.</p>	2
6.11	Is fertilization controlled by way of routine monitoring?	<p>The carrying out of fertilization is subjected to control through the routine monitoring of the nutrient solution and the soil or the substrate crop drainage, as applicable.</p>	2
<b>FERTILIZER CONTENT AND APPLICATION RECORDS</b>			
6.12	Are there records with the amount of fertilizer purchased and its main nutrient content, including heavy metals?	<p>There is an updated inventory with the names and quantities of fertilizer purchased, fertilizer used and fertilizer available in the warehouse.</p> <p>Labels, technical data sheets or other information provided by the product suppliers are available, meaning that the content of main nutrients (N-P-K) used in the crop during the last 24 months is known. Information is also available on the chemical content of inorganic fertilizers, including heavy metals.</p>	2
6.13	Are there records of fertilizer application?	<p>Records of organic and inorganic fertilizer applications to soil, substrates and foliar are available and include the following information:</p> <ul style="list-style-type: none"> <li>a. Specific place of application.</li> <li>b. Date of application.</li> <li>c. Commercial name, type and concentration of the fertilizer applied.</li> <li>d. Amount of product applied.</li> <li>e. Machinery used and method of application.</li> <li>f. Name of the people who applied the fertilizers.</li> </ul>	2
6.14	Is the fertilizer use indicator (N-P-K) recorded and analyzed?	<p>The Florverde Floriculture Indicator System keeps monthly records of information on fertilizer use (N-P-K) for each type of flower or ornamental plant produced. Based on the reports of the Indicator System, an annual analysis of trends and causes for the use of fertilizers is available, as well as actions aimed at reducing the use of fertilizers when feasible.</p>	2
<b>SAFE FERTILIZER HANDLING</b>			
6.15	Have fertilizer programs been developed by trained and competent personnel?	<p>It is demonstrated that those in charge of establishing the fertilization schedule plan have the academic background, training and experience to estimate the amount and type of fertilizer to be applied.</p>	1
6.16	Have the personnel in charge of the handling or application of fertilizers received training?	<p>All personnel handling or applying fertilizers have received training on procedures and practices for a safe fertilizer use. Training must include, at least, the following topics:</p> <ul style="list-style-type: none"> <li>• Types of fertilizers and hazards.</li> <li>• Safe storage and handling.</li> <li>• Content and label / safety data sheet use.</li> <li>• Correct use of personal protective equipment.</li> <li>• Prevention and attention to emergencies (accidents and spills).</li> </ul> <p>The training and the implementation of the concepts and procedures learned by the workers must be demonstrated.</p> <p>Training in safe fertilizer handling is included in the training program of the production unit.</p> <p>[Cross reference: With requirement 3.1, Training program].</p>	1

No.	Requisito	CRITERIOS DE CUMPLIMIENTO	Level
6.17	Are the organic fertilizers used subject to risk assessment?	<p>The potential use risk of organic fertilizers on the crop is evaluated, taking into account the spread of pests and diseases, the spread of weeds or phytotoxic effects caused by heavy metals, the type of organic fertilizer and the treatment used.</p> <p>According to the risk assessment, physicochemical and microbiological analyses of organic fertilizers are defined and carried out.</p> <p>All information contained on the labels or the technical data sheets of commercial products is considered valid during the risk assessment.</p>	2
6.18	Is the use of sewage sludge as crop fertilizer on the prohibited?	<p>Sludge from wastewater treatment plants is not allowed to be used as crop fertilizer</p>	1
6.19	Are solid chemical fertilizers stored safely?	<p>Solid chemical fertilizers are stored under the following conditions:</p> <ul style="list-style-type: none"> <li>a. In covered, dry, ventilated, tidy and clean places.</li> <li>b. They must be separated according to the chemical incompatibility.</li> <li>c. In a separate place, apart from pesticides, plant material, flowers or other crop products. The separation avoids cross contamination between pesticides and fertilizers. Foliar fertilizers or biostimulants that are applied with pesticides can be stored in the pesticide storage room.</li> <li>d. In their factory packaging with clear identification labels showing the trade name of the product.</li> <li>e. Placed on plastic or waterproofed pallets to avoid direct contact with the floor.</li> </ul>	1
6.20	Are liquid chemical fertilizers stored safely?	<p>Liquid chemical fertilizers, including concentrated acids, must be stored under the following conditions:</p> <ul style="list-style-type: none"> <li>a. In ventilated, dry, tidy and clean places.</li> <li>b. Separated from pesticides to avoid cross contamination. Separated from plant material, flowers or any other harvest products. Foliar fertilizers or biostimulants that are applied with pesticides may be disposed of in the pesticide storage room.</li> <li>c. They must be separated according to the chemical incompatibility.</li> <li>d. They must be kept in containers marked with original easy-to-read labels and the trade name of the product.</li> <li>e. Containers of pure liquid fertilizers must be stored in places with confinement structures, free of infiltrations and the capacity to contain spills of 10% above the volume usually stored in the largest container.</li> <li>f. Have appropriate elements for the handling of potential spills.</li> <li>g. Have informative and preventive signage around or on the doors of the storage areas.</li> </ul> <p>In the case of bulk liquid fertilizers, they can be stored outdoors in containers equipped with confinement structures and comply with the storage requirements established in the safety data sheet.</p>	1
6.21	Are organic fertilizers stored safely?	<p>Organic fertilizers are stored in a designated area ensuring that natural water bodies or any other natural system do not get contaminated.</p> <p>The designated area for the storage of organic fertilizers must be located at a distance defined by the competent environmental authority, in relation to natural water bodies.</p>	2

## 7

## PHYTOSANITARY CONTROL AND SAFE PESTICIDE HANDLING

The implementation of Integrated Pest Management (IPM) is promoted, which aims to use different control techniques, that when combined in a harmonious manner, help to keep the incidence of phytosanitary-related issues under levels that do not cause damage of economic importance to the cultivated products. Thus, intervention with chemical pesticides is one more tool within IPM that must be used rationally and appropriately, opting for the use those of lower toxicity, and favoring non-chemical alternatives for the management of phytosanitary risks of the crop.

The use of all types of inputs must be done responsibly, implementing the necessary controls and procedures to minimize risks to human health and the environment. The use of chemical pesticides officially recognized in the countries producing flowers and ornamentals is not allowed, nor is the use of pesticides officially prohibited in the countries or regions of the main destination markets of the products (United States and European Union), because of their damage to human health and the environment; in this sense, every certified producer Florverde Sustainable Flowers strictly follows the "list of prohibited products for Florverde certification".

No.	Requirement	Compliance Criteria	Level
<b>INTEGRATED PEST MANAGEMENT (IPM)</b>			
7.1	Is there compliance with the valid applicable phytosanitary regulations in the country of origin?	The company complies with valid applicable phytosanitary regulations such as: a. Having current registration with the competent authority for the development of the activity of production and export of flowers and ornamental plants. b. Ensure that the plant material received from the suppliers and sent to customers complies with the phytosanitary requirements established by the valid authority. c. Comply with the monitoring and prevention, mitigation and control plans against quarantine pests and diseases of economic importance defined by the valid phytosanitary authority. d. Carry out corrective actions to the observations reported in the inspection and follow-up reports of the valid phytosanitary authority.	1
7.2	Can the person responsible for IPM and the choice of pesticides to be used demonstrate his/her competence?	The competence of the IPM technician or advisor in charge of the election of the pesticides to be used is demonstrated through professional degrees in Agronomy or other related fields, or through equivalent training certificates and experience in areas related to IPM.	1
7.3	Is there an Integrated Pest Management (IPM) Plan in place?	An IPM plan containing, at least, the following information is documented and in place: a. Description of pests, diseases and weeds of economic importance affecting each crop. b. Pest description, including images to show how to recognize them, the symptoms on an affected plant, description of the life cycle and favorable conditions for pest propagation. c. Description of pest management, starting with preventive measures, including the crop planning phase. Followed by measures compatible with introduced natural enemies, if applicable. d. Definition of intervention thresholds for each pest that can cause economic damage to the crop. e. Strategies to avoid the appearance of pest resistance to pesticides, including appropriate pesticide rotation. There is evidence of the IPM plan being reviewed on an annual basis and adjusted for improvements, if necessary.	1

No.	Requirement	Compliance Criteria	Level
7.4	Is the degree of susceptibility to pests and diseases of the cultivated varieties known?	There is evidence that the degree of susceptibility to pests and diseases of the varieties grown is understood. Evidence does not need to be written and can include the experience of the grower.	2
7.5	Are prevention measures implemented to reduce the incidence of pests in the crop?	Prevention measures have been implemented to reduce the incidence and intensity of pest attacks, reducing the need for intervention measures, especially of the chemical type; these measures include the adoption of production practices to keep the good health of the crops and reduce the incidence and intensity of pest attacks.	1
7.6	Is monitoring carried out to determine the presence and level of pests in the crop?	Periodic monitoring is carried out to determine the presence and level of pests in the crop. The monitoring results are used to program pest control measures. Monitoring records are kept. Climate variables associated to pest incidence are used as inputs to support decision-making on prevention and control measures.	1
7.7	Are intervention measures carried out to control pests in the crop?	Intervention measures with specific controls are implemented when pest levels may cause economic damage to the crop. Priority is given to non-chemical intervention measures, such as cultural, physical or biological controls.	1
<b>PHYTOSANITARY CONTROL</b>			
7.8	Are prohibited pesticides used in the production unit?	It is not allowed to use any substance listed in the list of pesticides banned by Florverde Sustainable Flowers.	1
7.9	Are there any restrictions on the use of phytosanitary products applied by the clients?	In the event of restrictions on the use of phytosanitary products (including post-harvest products) by clients in the countries of product destination, there is documentation indicating such requests and compliance with them.	2
7.10	Are the pesticides used in the production unit officially approved by the competent authority?	Only chemical pesticides (including post-harvest products) and bioinputs that are officially registered by the competent authority are used. Up-to-date information is available on the commercial names and active ingredient of chemical pesticides or the biological component of bioinputs that have been applied in the last twelve (12) months.	1
7.11	Are the chemical pesticides used recommended for crop protection according to official approval?	Chemical pesticides used for the protection of ornamental crops must be officially approved in the country of use for at least one ornamental species. Herbicides do not require recommendation of use on flowers and ornamental products.	2
7.12	Are the chemical pesticides used appropriate to control the pests for which they are recommended?	Chemical pesticides used in the crop must be appropriate for the pests aimed to be controlled, following the recommendations described on the product label. Efficacy and phytotoxicity tests carried out by the manufacturer or producer for pests to be controlled other than those described on the label are also valid.	1
7.13	Is there a rotation of pesticides to avoid pest resistance and maintain efficacy?	In order to avoid selection pressure on the pests and the appearance of resistance to pesticides and some bioinputs, pesticides are rotated, following resistance management recommendations either from the label, rotation criteria for mode of action suggested by FRAC (Fungicide Resistance Action Committee) and IRAC (Insecticide Resistance Action Committee) or other sources (when available). Not applicable for pesticides used in postharvest.	1
7.14	When using chemical pesticides, is it preferable to use those with the lowest toxicity?	The selected pesticides are those with the lowest toxicity. In the event of using pesticides that belong to toxicological categories 1 (Ia) and 2 (Ib), according to the World Health Organization (WHO) classification, the implementation of measures of use reduction must have been demonstrated and quantitative indicators must be available to verify use reduction. [Cross reference: with requirement 7.17 pesticide indicator review].	1
<b>PESTICIDE ACQUISITION AND APPLICATION RECORDS</b>			
7.15	Are records kept of the quantity of phytosanitary products purchased?	There is an updated inventory with the names and quantities of plant protection products (including post-harvest products) purchased, consumed and available in the warehouse during the last twelve (12) months.	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
7.16	Are there phytosanitary application records available?	<ul style="list-style-type: none"> <li>a. Name of the crop, variety or treated material.</li> <li>b. Specific location of the crop, variety or material treated.</li> <li>c. Date of treatment.</li> <li>d. Name of biological target.</li> <li>e. Full commercial name of product applied, including formulation.</li> <li>f. Dosage of commercial product.</li> <li>g. Amount of prepared and applied mix in weight or volume units.</li> <li>h. Equipment used to do the application.</li> <li>i. Address and method of application.</li> <li>j. Names of the operators in charge of the application.</li> <li>k. Number of hours of re-entry interval to treated crop area.</li> <li>l. Name and signature of technician or advisor liable for the application recommendation.</li> </ul>	1	7.20	Have personnel handling or applying pesticides received training prior to starting work?	<p>All personnel handling or applying pesticides have been trained in the safe use and handling of pesticides by the corresponding official entities. If there is no competency training by official entities in the safe use and handling of pesticides in the country or in the event that the official training has not been obtained, the company has an internal training program given by competent personnel, a minimum hourly duration of eight (8) hours and a contents that covers at least:</p> <ul style="list-style-type: none"> <li>• General information on the pesticides to be used in the production unit (concentrations, formulations, toxicological categories, hazards and precautions).</li> <li>• Different forms of intoxication.</li> <li>• Routes of entry of pesticides into the organism.</li> <li>• Signs of intoxication and first aid measures.</li> <li>• Content and use of pesticide labels and safety data sheets.</li> <li>• Procedures to follow in case of emergency (poisoning or spills).</li> <li>• Measures to avoid environmental contamination: management of liquid and solid pesticide residues.</li> <li>• Correct use and cleanliness of personal protective equipment.</li> <li>• Personal cleanliness after handling or applying pesticides.</li> <li>• Basic biology of the pests that attack the crops and control.</li> <li>• Safe storage according to compatibility matrices of substances.</li> <li>• Instructions for a proper and safe handling and maintenance of pesticide application equipment.</li> <li>• Sequence of preparation of pesticide mixtures.</li> </ul> <p>There is evidence showing that workers apply the concepts and procedures learned during the training.</p> <p>Training in the safe use and handling of pesticides is included in the training program of the production unit.</p> <p>[Cross reference: With training requirement 3.1 and 3.2 training program revision].</p>	1
7.17	Is there an indicator of pesticide and bioinput use recorded and analyzed?	The Florverde Floriculture Indicator System keeps monthly records of the use of pesticides and bioinputs per type of ornamental product. Based on the reports of the indicator system, there is an annual analysis of the trends and causes of pesticide use, as well as actions aimed at reducing chemical pesticide use, in accordance with existing control alternatives.	1				
7.18	If substances other than pesticides, bio-inputs and fertilizers are used in the production unit, are there application records of these substances available?	When substances other than pesticides, bioinputs and fertilizers are used in the production unit, whether prepared or purchased, records are kept with the name of the substance used, along with the site, date and amount applied. When products are purchased, there are records kept with the commercial name, the name of the substance or active ingredient, or the main source. Precautions are taken to ensure that the workers' health and the environment are not affected.	2				
<b>MINIMIZING PESTICIDES AND BIOINPUTS CHEMICAL RISK</b>							
7.19	Are female workers in a vulnerable state not allowed to carry out activities involving the handling or application of pesticides or other hazardous substances?	<p>It is guaranteed that no pregnant or breastfeeding workers, or workers with other medical restrictions, perform work involving dosing, weighing, preparation of mixtures or application of pesticides or other hazardous substances.</p> <p>In the event that the country's legislation prohibits women from working in direct contact with pesticides or other hazardous substances, the provisions of the legislation must be complied with.</p>	1	7.21	Are medical controls performed on personnel handling or applying pesticides?	<p>Medical check-ups and laboratory tests are performed on personnel who handle or apply pesticides before starting and at the end of the defined rotation period. Examinations and laboratory tests are carried out in accordance with the risk established in the safety data sheets and technical data sheets of the pesticides to which the worker is exposed, the guidelines issued by the physician responsible for medical controls are followed, in terms of recommendations regarding exposure or the need for complementary tests available in the country.</p> <p>There are medical aptitude certificates for working with pesticides. These results are known to the worker.</p> <p>Medical controls of personnel handling or applying pesticides are part of occupational medical examinations and epidemiological surveillance.</p> <p>[Cross reference: With requirement 4.11 occupational medical examinations and epidemiological surveillance].</p>	2
				7.22	Have personnel handling or applying pesticides been provided with PPE?	<p>All people involved in the use and handling of pesticides are equipped with PPE in good condition and make a correct use of it, in accordance with the recommendations described in the safety data sheets and labels of the pesticides used. The condition of PPE is monitored and it is substituted promptly in case of deterioration.</p> <p>PPE for the use and handling of pesticides is included in the supply of personal protective equipment and elements.</p> <p>[Cross reference: With requirement 4.17 supply of PPE].</p>	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
7.23	During pesticide applications, are minimum safety zones respected?	<p>A safety strip defined by local regulations is respected between pesticide application areas and natural bodies of water, traffic routes or neighborhoods are present. If there is no safety strip defined by local regulations, a minimum of 10 meters is left.</p> <p>When the distance between application areas and places where there is circulation or presence of people is that defined in the local regulations or below ten meters, active measures are taken to avoid the risk of exposure to product drift through physical or biological barriers, or procedures to restrict the circulation of people and avoid their exposure to product drift due to the application, as applicable.</p> <p>This requirement does not apply to pesticide immersion application.</p>	2	7.27	Is the storage of pesticides carried out in a safe manner?	<p>Pesticide storage is done in compliance with the following requirements:</p> <ul style="list-style-type: none"> <li><b>a.</b> The pesticide storage room remains closed (locked) and access is restricted to personnel trained in the safe handling of pesticides only.</li> <li><b>b.</b> The warehouse is for the exclusive use of pesticides. However, in case of applying fertilizers mixed with pesticides, these may be within the same pesticide storage room on separate shelves. Additional exceptions for storage of substances that are not pesticides, but are used for phytosanitary control in this same warehouse must be technically justified based on the characteristics of the substance and the risk assessment performed.</li> <li><b>c.</b> Pesticides are packed in their factory containers or packages and identified with their original labels. Containers and packages must be in good condition, without perforations and well closed to avoid spills. However, in the case of pesticides that have been repackaged for application at any stage of the production process, they must have an identification label made by the company.</li> <li><b>d.</b> Pesticides are placed on firm shelves, fixed to the floor, made of rigid, fire resistant, non-absorbent and easy to clean material. Shelves are kept dry and clean, free of dust and pesticide residues.</li> <li><b>e.</b> On the shelves, pesticides are separated and classified according to their toxicological categories.</li> <li><b>f.</b> If they share the same shelf, powdered or granulated pesticides are always placed above liquids, to avoid their deterioration in case of spills.</li> <li><b>g.</b> Inventory rotation is guaranteed to avoid expired products.</li> <li><b>h.</b> If expired products are found, they are identified and separated from products in use.</li> <li><b>i.</b> Pesticides used for purposes other than application on crops or products registered and certified by Florverde can be found within the same warehouse but clearly identified and occupying different shelves.</li> <li><b>j.</b> Other requirements established in the current and applicable legislation on pesticide storage are considered.</li> </ul>	1
7.24	Are re-entry intervals (REI) respected in pesticide treated areas?	<p>Access to pesticide-treated areas is prevented with the aid of clear and legible signs. The signs are made of a sturdy material, bear the international hazard symbol and at least a legend stating: "Danger, pesticide-treated area. If you need to enter, use protective equipment".</p> <p>The REIs described on the labels of the pesticides applied must be complied with. The minimum REI required for the compliance of any pesticide with this standard is four (4) hours. When products with different re-entry intervals are applied, the REI of the most stringent pesticide shall prevail. The REIs begin to apply at the time of completing the application.</p> <p>As long as the REIs remain valid, it is forbidden for people to enter treated areas without the use of personal protective equipment.</p>	1				
7.25	Are there procedures and resources in place for pesticide emergencies?	<p>Clear first aid and spill management procedures are in place, visible and accessible to personnel, located near the warehouse and the fixed mix preparation stations. Procedures include emergency contact numbers.</p> <p>There are appropriate tools and a water source for emergencies, located near the warehouse and fixed mix preparation stations.</p> <p>These procedures are included in the emergency response plan</p> <p>[Cross reference: With requirement 4.14 emergency response plan].</p>	2	7.28	Is the measuring and mixing of pesticides to be used done with reliable equipment and tools?	<p>For the measurement and mixing of pesticides, there is availability of:</p> <ul style="list-style-type: none"> <li><b>a.</b> Weighing table in non-absorbent material, resistant, firm and fixed to the floor.</li> <li><b>b.</b> Reliable measuring equipment and tools.</li> <li><b>c.</b> The measuring equipment has been verified and calibrated internally at least once a year and records are available to prove it.</li> <li><b>d.</b> Mixing preparation tanks clearly gauged.</li> <li><b>e.</b> Mixing tanks and herbicide application equipment clearly identified to prevent cross contamination with other types of pesticides.</li> </ul> <p>This verification is part of the review and adjustment process of measuring instruments.</p> <p>[Cross reference: with requirement 10.5, 10.6 and 10.7 Equipment maintenance].</p>	1
7.26	Does the pesticide storage facility have adequate physical conditions?	<p>The pesticide warehouse is built and equipped to ensure safe product handling and minimize contamination and potential risks to the personnel. The following conditions are guaranteed:</p> <ul style="list-style-type: none"> <li><b>a.</b> Be physically separated, by a wall or barrier not necessarily rigid, from the rest of the general store where other inputs or materials are kept.</li> <li><b>b.</b> Have floors and walls made of non-absorbent materials, easy to clean, solid and fire resistant, so that the pesticides are protected against extreme conditions of temperature and humidity, complying with the storage recommendations described in the labels.</li> <li><b>c.</b> It is equipped with a door with padlock or lock.</li> <li><b>d.</b> It has sufficient and permanent natural or artificial ventilation to avoid the concentration of odor and vapor.</li> <li><b>e.</b> It has sufficient natural or artificial lighting to allow the reading of the product labels.</li> <li><b>f.</b> It is equipped with a containment structure with capacity to contain spills of 10% above the total volume corresponding to the largest container in the warehouse. It must have no siphons on the floor.</li> <li><b>g.</b> It has elements available for the handling of possible spills.</li> <li><b>h.</b> It has informative and preventive signs near or on the access doors.</li> </ul>	1	7.29	Is the re-packaging of pesticides done under adequate conditions?	<p>Pesticide repackaging is carried out under the following conditions:</p> <ul style="list-style-type: none"> <li><b>a.</b> New containers are used or pesticide containers / packaging are reused, intended exclusively for the repackaging or of these products.</li> <li><b>b.</b> Repackaged pesticides are identified by a mark or label, containing at least the following information: <ul style="list-style-type: none"> <li>• Commercial name of the product.</li> <li>• Quantity measured in grams or cubic centimeters.</li> <li>• Toxicological category.</li> <li>• Date of repackaging.</li> <li>• Destination (plot, greenhouse section).</li> </ul> </li> <li><b>c.</b> Plastic bags other than the original ones of the products are not used to repackage pesticides.</li> <li><b>d.</b> No food, beverages or other substance container / packaging is used.</li> </ul>	2
	<b>ADEQUATE FACILITIES, EQUIPMENT AND PRACTICES FOR A SAFE PESTICIDE MANAGEMENT</b>						
7.27				7.30	Is the internal transport of pesticides between storage place and mixing sites done in a safe way?	<p>Pesticides are transported between the storage and the mixing sites in marked and closed containers, that guarantee the containment of potential spills.</p>	1

No.	Requirement	Compliance Criteria	Level
7.31	Do phytosanitary mixing sites comply with adequate conditions?	<p>Mixing sites are equipped to ensure the safe handling of the products and to minimize possible risks to the personnel and contamination. They comply with the following conditions:</p> <ul style="list-style-type: none"> <li>a. They are built of structurally solid material.</li> <li>b. They are equipped with a door that can be closed with a padlock or lock.</li> <li>c. Have signage near or on access doors.</li> <li>d. Have sufficient and permanent, ideally, natural ventilation.</li> <li>e. Have sufficient natural or artificial lighting.</li> <li>f. They do not have siphons on the floor and are equipped with confinement structures with no infiltrations around the mixing tanks and capacity to retain 10% above the largest volume usually prepared.</li> </ul> <p>Access to the fixed mixing stations is authorized only to personnel trained in the safe handling of pesticides.</p>	1
7.32	Is the preparation of mixtures and application of pesticides carried out according to label instructions?	The procedure for the preparation of mixtures and the methods of application of pesticides are carried out in accordance with the instructions described on the product labels. Any change in the instructions for the use of pesticides has been justified in written communication from the manufacturers.	2
7.33	Are pesticide spray nozzles changed in a timely manner?	Evidence of gauging and changing pesticide spraying nozzles, done with a frequency in accordance with the useful life of the nozzles and by those who demonstrate competence to do so.	2
7.34	Is pesticide application equipment stored safely?	Portable equipment used for the application of pesticides is stored safely, avoiding contamination of the soil or water sources by leftover pesticide runoff, as well as contamination of materials, supplies and harvested products, among others, that may come into contact with the equipment.	2
7.35	After handling or applying pesticides, is PPE washed in an appropriate place?	<p>All the PPE is washed with water inside the production unit after being used for the handling of pesticides. The places where the PPEs and the work clothes are washed, dried and stored meet the following conditions:</p> <ul style="list-style-type: none"> <li>a. They have floors and walls built in easy-to-clean compact and resistant material.</li> <li>b. They have sufficient and comfortable washing areas to ensure the cleanliness of all PPEs used.</li> <li>c. They have sufficient drying racks for clean clothes and PPEs</li> <li>d. They have sufficient ventilation for drying clothes and PPE.</li> </ul> <p>PPEs are kept apart from the places where pesticides are stored, mixed or applied, as well as from pesticide application equipment and tools. Ensure that no PPE is removed from the production unit by the personnel.</p>	1
7.36	Do personnel who handle or apply pesticides or other hazardous substances shower in a suitable place at the end of their work?	<p>Ensure that everyone showers and changes clothes after handling pesticides and before leaving the production unit or leaving at the end of the workday according to a risk assessment and evaluation of the work.</p> <p>Shower and dressing areas meet the following conditions:</p> <ul style="list-style-type: none"> <li>a. They have floors and walls in compact, resistant, impermeable and easy to clean material.</li> <li>b. They have sufficient showers with drinking and hot water (the latter in regions where the ambient temperature is below 18 °C).</li> <li>c. They have comfortable dressing rooms and double lockers for each worker, in order to keep street clothes apart from the pesticide work clothes.</li> <li>d. Soap, towels and flip-flops are provided to the personnel.</li> </ul> <p>Bathing is done before leaving the production unit or leaving at the end of the workday.</p> <p>This bathing risk assessment and evaluation for handling pesticides and other chemicals is included in the identification, evaluation and assessment of risks for all work or processes carried out in the production unit.</p> <p>[Cross reference: with requirement 4.7 hazard identification]</p>	1

## 8 WASTE MANAGEMENT

Proper waste management helps to avoid contamination and guarantee clean and tidy production units. Waste management must be based on the reduction of waste generation, separation at the source according to its characteristics, safe storage, reuse and recycling, as well as treatment and final disposal, in accordance with the current applicable legal regulations.

No.	Requirement	Compliance Criteria	Level
<b>PREVENTION AND MINIMIZATION</b>			
8.1	Is there a comprehensive waste management plan in place?	<p>A comprehensive management plan has been documented and is being implemented that contains measures for the, reduction, reuse, recovery, treatment and final disposal of waste, according to its characteristics and possibilities. The plan must ensure cycle closure according to the characteristics of the waste and include circular economy projects according to technical and economic feasibility. The documented plan must include:</p> <ul style="list-style-type: none"> <li>a. The sources of generation and identification of the waste, considering air, soil or water pollution that may be generated by these when relevant.</li> <li>b. Objectives, indicators and targets</li> <li>c. Actions or activities to achieve the objectives</li> <li>d. Responsible for implementation</li> </ul>	1
8.2	Is the use of materials and waste generation recorded?	The Florverde Floriculture Indicator System records the amount of raw material associated with waste generation and the amount of solid waste generated and used on a monthly basis. Based on the data recorded in the system, an annual analysis is made of trends in the use of materials and waste generation.	2
8.3	Is waste segregation from the generating source?	Waste is separated at the source and there are means of separation that allow for good utilization and proper disposal of waste. Separation at the source makes it possible to separate usable waste from non-usable waste. The concepts and practices defined in the integrated waste management plan are applied in the different areas of the production unit.	1
8.4	Have the personnel been trained in waste management?	<p>All the personnel have been trained in waste management. Training must focus, among other things, on the following topics:</p> <ul style="list-style-type: none"> <li>• Waste type and origin.</li> <li>• Separation at source.</li> <li>• Recovery (recycling and reuse).</li> <li>• Storage, processing and final disposal.</li> </ul> <p>The training and the workers' application of the concepts and procedures learned during the training must be provided as evidence.</p> <p>[Cross reference: With requirement 3.1 Training program and with requirement 4.21 Tidiness and cleanliness in workplace and circulation areas].</p> <p>[Cross reference: with requirement 3.2 and 4.22 condition of workplaces and circulation areas].</p>	1
8.5	Are pesticide containers and packaging triple washed?	All empty pesticide containers and packaging are triple-washed and rendered unusable (punctured or cut). Triple-washed rinsing from pesticide containers and packages are sent to the mix preparation tanks to be reused in the crop.	1

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
8.6	Are fuels stored safely?	<p>The sites where fuels are stored must meet at least the following conditions:</p> <ul style="list-style-type: none"> <li>a. Liquid fuels: <ul style="list-style-type: none"> <li>• They are equipped with a confinement structure and no infiltration to contain spills 10% above the volumes normally stored in the largest container.</li> <li>• It is covered and has preferably natural ventilation.</li> <li>• The tanks where fuels are stored are labeled.</li> <li>• They have elements to tackle any spill that may occur.</li> </ul> </li> <li>• Paints, lubricants, solvents and used oils can be stored in closed and identified containers in the same fuel storage site.</li> <li>b. Solid fuels (coal): <ul style="list-style-type: none"> <li>• Remain covered up inside a bag or placed in an enclosed area.</li> </ul> </li> <li>c. Compressed gas: <ul style="list-style-type: none"> <li>• Remain in ventilated marked sites.</li> </ul> </li> <li>• The site is built with nonflammable material.</li> </ul>	2	8.12	Are there measures in place to manage liquid waste generated by the use of pesticides?	<p>In the event of leftovers or rinsing being generated over a stage of the pesticide use, such as dosing, mixing, application (including the post-harvest stage) and washing of application equipment and PPE, they are collected and reused in the crop as a first disposal option, or treated before being discharged into natural bodies of water or soil. In case of treatment, the treated effluent complies with the maximum permissible limits for pesticides established in the current, applicable legislation.</p>	2
8.7	Are there temporary storage sites for usable and non-usable waste?	<p>Usable waste has a covered, dry collection center, with defined and marked areas, where the different types of waste are classified, separated and stored in an organized way.</p> <p>Non-usable waste has a temporary storage site. This site is enclosed, covered, marked and ventilated.</p>	2	8.13	Is there a discharge permit from the competent authority, if required by local legislation?	<p>In case of generating discharges, the company has a discharge permit or the application filed with the competent authority, in accordance with the provisions of current and applicable legislation.</p>	1
8.8	Is there a temporary storage site for hazardous waste?	<p>Hazardous waste is temporarily stored, prior to removal from the production unit at a place that meets at least the following conditions:</p> <ul style="list-style-type: none"> <li>a. It is covered, dry, ventilated and signposted, with restricted access and a door with lock or padlock.</li> <li>b. It has an appropriate storage capacity to hold the amount of waste generated in a given period, allowing waste separation and classification.</li> <li>c. In case of liquid waste, it must have a confinement structure with emergency elements against spills.</li> <li>d. Takes into consideration the requirements established in the current and applicable legislation on hazardous waste storage.</li> </ul>	1	8.14	No untreated wastewater is discharged?	<p>No industrial or domestic wastewater generated at the production units is discharged into natural bodies of water or soil without demonstrating compliance with the parameters and maximum permissible values established in current and applicable legislation.</p> <p>No untreated wastewater is mixed with uncontaminated water to be diluted and discharged.</p>	1
<b>USE AND RECOVERY</b>				8.15	Is industrial wastewater generated in the production unit treated?	<p>If industrial wastewater is generated at the production unit (leftover preservatives and dyeing, among others), treatment is provided according to the origin and content of the pollutants.</p> <p>The final effluent treated and discharged is monitored by laboratory analysis to verify compliance with the parameters and maximum permissible values established in current and applicable legislation. The frequency of the analyses must be annual or in accordance with the requirements of the competent environmental authority; the strictest frequency prevails.</p> <p>Treated wastewater may be reused in the production process, complying with the quality criteria required for its intended use. If there are regulations on the use of treated wastewater, they must be complied with.</p>	1
8.9	Is there plant waste management in the production process?	<p>Appropriate management is carried out for all the plant waste generated in the production process. The alternatives chosen for management must not generate impacts on human health and the environment. To this end, there is an identification, evaluation, and minimization of the potential risks associated with the alternative implemented for the handling of plant waste.</p> <p>In the case of composting or incorporation into pastures, this must be done with technical criteria to guarantee a stable organic decomposition process that does not affect the environment.</p> <p>Plant waste is not allowed to be disposed through any of the following options:</p> <ul style="list-style-type: none"> <li>• As fresh feed for livestock on or off the farm.</li> <li>• Leaving the production unit without knowing its final destination.</li> <li>• Being sent to municipal dumps.</li> <li>• Burnt</li> </ul>	1	8.16	Is domestic wastewater generated in the production unit treated?	<p>It is demonstrated that treatment is provided to domestic wastewater generated at the production unit. The final effluent treated and discharged is monitored through laboratory analysis to verify compliance with the parameters and their maximum permissible values established in current and applicable legislation. The frequency of the analyses must be annual or in accordance with the requirements of the competent environmental authority; the strictest frequency prevails.</p> <p>Treated domestic wastewater can be reused in the production process in compliance with the quality criteria required for its intended use. If there are regulations on the use of treated wastewater, they must be complied with.</p>	1
8.10	Is usable solid waste reused and recycled?	<p>Measures are in place for the reuse and recycling of waste generated in the production process, in accordance with their potential for reuse.</p> <p>Usable waste removed from the production units is delivered to recycling entities that ensure the responsible handling of the material, safety and industrial hygiene conditions for personnel at the reprocessing site, and a destination for the final product that does not pose a risk to people or the environment.</p>	2	8.17	Is the burying, burning or dumping of solid waste in unauthorized places prohibited?	<p>Burying or burning solid waste as an end disposal alternative is not allowed.</p> <p>Dumping solid waste on the banks or waterways of aquatic ecosystems, in the open air, or on public roads or public areas is also prohibited.</p>	1
8.11	Are measures in place to reduce or replace single-use plastic containers and packaging?	<p>Measures have been implemented to reduce or replace single-use plastic containers and packaging generated in the production and supply chain, these measures should consider, but are not the only ones, the following:</p> <ul style="list-style-type: none"> <li>a. Agreements with suppliers of raw materials and inputs for the reduction or alternatives to the use of single-use plastics.</li> <li>b. Agreements with buyers for the reduction or substitution of single-use plastics used in packaging, such as caps, foil, netting, among others.</li> </ul>	3	8.18	Is there adequate final disposal of non-usable solid waste?	<p>It is demonstrated that non-usable waste is delivered to the local public sanitation service providers. In the event of not having access to the local public sanitation service, final disposal must be guaranteed in authorized or recognized sites for this purpose, either directly or through an authorized third party.</p>	1

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
8.19	Is there adequate final disposal of hazardous waste?	<p>It is demonstrated that the hazardous waste generated in the production unit (including, but not limited to, expired pesticides, pesticide containers and packaging, PPE and pesticide application equipment) is delivered to the post-consumer programs or to the recipients authorized by the competent environmental authority.</p> <p>There are delivery referrals and records of the use, treatment or final disposal of hazardous waste carried out by post-consumer programs or authorized recipients. Verify that the post-consumer programs or authorized recipients have permits or licenses for hazardous waste management granted by the competent environmental authority.</p> <p>Other requirements established in current and applicable legislation on the management and final disposal of hazardous waste are complied with.</p>	1

## 9 FARM, LANDSCAPE AND BIODIVERSITY MANAGEMENT

The focus is set on ensuring the floriculture activity to be carried out in allowed areas that do not affect strategic areas for conservation and to promote biodiversity conservation at different levels, the recovery of a landscape stricken by the activity and the improvement of the companies' working environment. All of the above will be addressed through the use of topics related to farm, landscape, biodiversity and ecosystem services management. This will enable productive units to reduce their operational risks and execute projects in a more effective way, improving not only their image but their ability to have access to key resources for their business in a sustainable manner. It is essential to recognize the importance of biodiversity as a fundamental element to understand the complexity of the regional landscape, its interactions and the factors behind the changes it suffers; specifically, the direct drivers of change, in order to manage them and thus guarantee an activity able to maintain the systems that preserve life in the territory and preserve the options for human development.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
DEVELOPMENT OF THE ACTIVITY IN ALLOWED SITES			
9.1	Is the production unit located on a site allowed for agricultural activity?	The production unit is located in an area allowed by the competent authority. The legitimacy of the land use and tenure rights is demonstrated by way of the official documentation.	1
9.2	Does the production unit hold land use and tenure rights?	The legitimacy of the land use and tenure rights is demonstrated by way of official documentation. When applicable, in the event of a new production project being developed in an area considered as a collective territory by the local regulations, a previous consultation process must be made with the communities settled there in accordance with local law so that the territorial, environmental, cultural, spiritual, social, economic, health, and other aspects that affect the ethnic groups' way of life and their ethnic integrity are not directly affected.	1
9.3	Is the production unit located on a site that does not affect areas of high conservation value (HCV)?	HCV Network has identified the areas of high conservation value in the production unit and its area of influence. The high conservation value criteria are based on those defined by the High Conservation Value (HCV) Resource Network (see: <a href="http://hcvnetwork.org/">http://hcvnetwork.org/</a> ), which provides assistance using HCVs in each region, through general guidance documents (Tools) and pages for each country. The production unit must not affect these areas. The producer avoids, remedies or mitigates the negative impacts that may result from its own activities in protected areas and areas of high conservation value within or out of the limits of the production sites that affect the livelihoods of local or indigenous people.	2
9.4	Is there evidence of the absence of areas of legally recognized conservation value (or otherwise effectively protected) within the production unit that have been converted into agricultural zones or zones dedicated to other uses?	Since July 1, 2014 no area with legally recognized conservation value (or effectively protected by other means) in the production unit, has been converted into agricultural zone or zone dedicated to other uses. Available evidence (such as maps, aerial photos, documents issued by the local or national authorities or authorized service providers) must indicate that no areas of the farm with the following characteristic have been converted into agricultural zone or zones dedicated to other uses upon the date indicated above: Areas with legal protection that prevents such conversions from happening (protected areas recognized by the national or the local legislation, areas with categories relevant to the International Union for Conservation of Nature [IUCN], areas protected by other means, etc.). This does not apply to production units with no HCV areas.	2

No.	REQUISITO	CRITERIOS DE CUMPLIMIENTO	Level	No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>PRODUCTION UNIT MANAGEMENT</b>							
9.5	Is there a system in place to identify the production areas and facilities?	<p>A system is in place to identify:</p> <ul style="list-style-type: none"> <li>a. All cultivated areas with or without greenhouses and other production areas.</li> <li>b. All water sources, agrochemical handling and storage facilities, and any areas that represent a risk to the health of the workers.</li> </ul> <p>The identification system can be a map of the production unit where the areas and facilities are identified by signs.</p> <p>The identification of cultivated areas must coincide with the records of agricultural activities kept.</p>	2	9.9	Is biodiversity promoted within and outside the production unit?	<p>There are actions to promote spaces and conditions to maintain, protect or recover biodiversity in the unit and out of it, actions may be associated with:</p> <ul style="list-style-type: none"> <li>• Promoting wildlife refuges</li> <li>• Promoting and conserving areas of vegetation within the farm.</li> <li>• Promoting actions for health of the soil</li> <li>• Optimizing and, if possible, reducing agrochemical use</li> <li>• Promoting integrated pest management (IPM) with an emphasis on biological control</li> <li>• Improving and expanding pollinator habitats</li> <li>• Assess the implementation of measures to mitigate the possible negative effects of artificial lighting on biodiversity, especially at night.</li> <li>• Propagate native species. This material will support the processes associated with reforestation and ecosystem restoration inside and outside the production unit.</li> </ul>	2
9.6	Is there a record keeping system that provides information on production activities?	Records are available with the volumes and planting dates of the species in production.	2	9.10	Are the banks of natural water sources of within the limits of the production unit and its area of influence reforested with native species?	Reforestation is carried through with native species on the banks of natural surface water sources, strategic areas including springs, watersheds, and groundwater recharge areas, among others, as defined and approved by the relevant authority. Reforestation activities must be monitored to ensure a positive territorial impact. The production unit defines the monitoring actions.	2
9.7	Is the welfare of animals used in certain tasks of the production unit guaranteed?	The welfare of the animals used in the production unit is guaranteed, in accordance with the five freedoms of animal welfare ("Freedom from hunger, thirst and malnutrition; Freedom from fear and distress; Freedom from physical and thermal discomfort; Freedom from pain, injury and disease; and Freedom to express most normal behavior").	2	9.11	Is deforestation prevented in the production unit?	Logging of natural forests and deforestation of water banks or conservation areas is not allowed. In the case of any forest harvesting, a permit from the relevant authority must be obtained.	1
<b>LANDSCAPE AND BIODIVERSITY MANAGEMENT</b>							
9.8	Is landscape and biodiversity protected and preserved?	<p>There is a program aimed at protecting and preserving landscape and biodiversity in the production unit, which must be individual or linked to a regional project or program, and contain at least:</p> <ul style="list-style-type: none"> <li>a. Diagnosis that includes the definition of landscape units and their location on a scaled map; inventory of flora and fauna species; identification of nearby protected areas and identification of areas of high ecological value.</li> <li>b. Actions to preserve, protect or improve the landscape, habitat and biodiversity conditions.</li> <li>c. Timeline showing compliance in the execution of the program.</li> <li>d. Actions carried out for landscape and biodiversity improvement that include the implementation of landscape management tools (LMT). Scheduled actions for the improvement of landscape units, priority must be given to native flora and fauna species.</li> <li>e. Indicators. The production unit must quantify indicators that provide evidence of improvement on the biodiversity within the production unit, which must be measured at least once a year:</li> <li>• Rate of total farm area with natural vegetation cover (natural vegetation is understood as green areas with a predominance of native species) and guarantee of this cover being 5% the total area of the production unit. In the event of not reaching that 5%, an improvement plan can be implemented within the limits of the PU or linked to local initiatives near the PU when the area is not available. <ul style="list-style-type: none"> <li>• Live fence or natural vegetation area established in the farm.</li> <li>• Number of flora and fauna species in the production unit.</li> </ul> </li> </ul> <p>Additionally, the program must contemplate actions for landscape improvement that include support to local or regional initiatives linked to environmental protection, conservation of strategic areas, participation in ecosystem restoration programs or strengthening of environmental awareness in the neighboring community.</p>	2	9.12	Is there a buffer zone between natural bodies of water and the production unit?	In accordance with the local regulations, a buffer zone between the crop and the natural bodies of water is maintained within the limits of the production unit. If not defined, a strip of at least 30 meters must be left between the crop and the natural body of water.	1
				9.13	Is the extraction of flora and fauna endangered species prohibited?	<p>In the event of the production unit identifying the presence of any flora and fauna endangered species as defined in the list of endangered categories defined by IUCN or species listed in CITES, appendices I and II, and identified in the inventory of the Landscaping Program, they may not be removed from the production unit for commercialization or any other purpose, and will be taken into consideration in efforts aimed at their protection and conservation.</p> <p>The inventory of flora and fauna species of the Landscaping Program lists these species in the endangered category according to the International Union for Conservation of Nature (IUCN).</p> <p>Hunting or keeping wild animals in captivity is not allowed.</p>	1
				9.14	Have measures been taken to avoid introducing or releasing invasive species in the production unit and its area of influence?	The list of invasive species in the country is disclosed and it is demonstrated that these species have not been used in the production unit.	3
				9.15	If invasive species are identified in the production unit or its area of influence, are actions taken to manage them?	In the event that invasive species are identified in the production unit or its area of influence, actions are taken to participate in their control and management. In the event of identifying invasive species in the production unit or in its area of influence, actions are taken for their control and management.	3
				9.16	Is there a plan to transform unproductive areas into zones for the promotion of biodiversity conservation?	In the event of unproductive areas (it refers to areas that are impossible to use as production areas or zones not related to production such as wetlands, forests, areas of impoverished soil, or patches of native vegetation) in the production unit, there is a plan to transform them into areas for the conservation of flora and fauna. It does not apply to properties with no unproductive areas.	2
				9.17	Have the ecosystem services associated with the productive activity been identified?	The risks and opportunities of the ecosystem services have been identified, analyzed, and assessed as: operational, regulatory, reputational, market, product, and financial. Based on the above, they have been prioritized according to the World Resources Institute's Corporate Ecosystem Services Review guidelines.	2

No.	REQUISITO	CRITERIOS DE CUMPLIMIENTO	Level
9.18	Is there evidence of actions have been taken to preserve ecosystem services?	Based on the knowledge of the priority ecosystem services identified, it must be demonstrated that actions are being taken to conserve them.	3

# 10

## ENERGY, MAINTENANCE AND CARBON FOOTPRINT

Agricultural activity is no stranger to energy use and the generation of greenhouse gas (GHG) emissions; it is even considered one of the sectors with highest contribution of emissions that have a direct impact on climate change; while at the same time, it may be one of the most vulnerable sectors to its effects. Florverde Sustainable Flowers promotes the use of renewable energy sources and the optimization of conventional energy processes where it is used, through technological reconversion and the implementation of good operational and maintenance practices. It also encourages the development of management plans to reduce or compensate GHG emissions, or increase carbon dioxide removals.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>ENERGY EFFICIENCY</b>			
10.1	Are there amount energy used records?	There is an updated inventory of sources (electricity, fuels) and energy use in the production process. Records of energy use and energy bills are kept as part of the inventory.	1
<b>MAINTENANCE</b>			
10.2	Is the energy consumption indicator recorded and analyzed?	The Florverde Floriculture Indicator System records monthly information on energy consumption by type of source. Based on the reports produced by the indicator system, an annual analysis is made of trends and causes of energy consumption levels, as well as actions aimed at optimizing energy consumption. This information is taken into account in the energy efficiency program.	1
10.3	Is there an energy efficiency program in place?	There is a documented program to improve energy efficiency in place with at least the following information: a. Diagnosis. It identifies processes and operations in which energy use can be optimized. b. Planned actions in place to improve energy efficiency.	2
10.4	Have measures been implemented to reduce energy use from non-renewable sources?	The implementation of measures to reduce the use of non-renewable energy sources and its replacement with renewable energy sources is demonstrated.	3
10.5	Is preventive maintenance performed on equipment and machines?	Inventory and technical data sheets of the equipment and machines operating in the production unit are available. There are records of preventive maintenance scheduled and performed on the equipment and machines. Priority must be given to the maintenance of equipment and machines with a safety risk assessment or that may have an impact on energy use and the environment. In addition to the demonstration of preventive maintenance, the requirements specified below are taken into consideration for the rest of the equipment: a. For pesticide and fertigation equipment, maintenance records are available and there is evidence of no leaks. b. For refrigeration equipment, there are records of maintenance and refrigerant gas refills per equipment; the equipment is clearly in good working order. In addition, those in charge of the maintenance are trained in good practices in the handling of ozone-depleting substances. c. For boilers, there are maintenance records and information on the hours of operation and the quality of the fuel used. There must be compliance with any legal regulation applicable to the operation of boilers.	2

No.	Requirement	Compliance Criteria	Level	No.	Requirement	Compliance Criteria	Level
10.6	Is the measuring equipment periodically checked and adjusted?	<p>It is demonstrated that the measuring equipment is in good working order. There are records showing that the measuring equipment is subject to verification and adjustment over the course of the previous year by specialized companies or by competent in-house personnel.</p> <p>If small manual measuring instruments are used, their measuring capacity is verified and adjusted on an annual basis by setting them against measurement standards.</p> <p>This information is taken into consideration to define whether calibration of the measuring equipment is required.</p>	2	10.11	Have climate change adaptation and mitigation measures been implemented?	Regional and local measures for adaptation to climate change have been identified, implemented or supported on the farm or its area of influence.	3
10.7	Is the measuring equipment calibrated by accredited entities?	Where appropriate, calibration of measuring equipment is performed by officially accredited entities and records are kept as proof of evidence.	2	10.12	Are awareness-raising activities on climate change and its effects being carried out?	<p>There is evidence of actions have been taken in order to raise awareness among the personnel of the production unit on issues related to climate change and its effects.</p> <p>Training on climate change and its effects is included in the training program of the production unit.</p>	2
<b>REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS</b>							
10.8	Is there an inventory of Greenhouse Gas (GHG) emissions generated in the production unit?	<p>There is an inventory of the sources of GHG emissions generated with scopes 1 (all direct emissions generated), 2 (indirect emissions from the purchase of electricity) and 3 (other sources of indirect emissions generated). As part of the inventory, records are kept with information on use of emission sources.</p> <p>Direct emissions include, but are not limited to, emissions from the use of fossil fuels in production process and transportation, fertilizer consumption, refrigerant recharges and vegetable waste management; indirect emissions include, but are not limited to, electricity use and the of fuel use in outsourced transportation. In the event of not having information from some indirect sources, there is an action plan to consolidate it.</p> <p>The Florverde Floriculture Indicators System keeps monthly records with information on the use of direct and indirect sources that contribute to the generation of GHG emissions. Based on the reports from the indicator system, an annual analysis of trends and causes of GHG generation is carried out and taken into account in the GHG management plan.</p>	2	10.9	Is there a management plan for the GHG emissions generated?	<p>According to the GHG inventory, there is a GHG management plan containing:</p> <ul style="list-style-type: none"> <li><b>a.</b> Actions to reduce emissions and increase GHG removals in the production unit.</li> <li><b>b.</b> Actions to compensate emissions through local or regional initiatives aimed at capturing carbon dioxide. The economic and technical feasibility and supply of the initiatives must be taken into account.</li> <li><b>c.</b> Objectives in the short, medium and long term.</li> <li><b>d.</b> Quantifiable, achievable and measurable goals.</li> <li><b>e.</b> Those liable for the execution of the actions</li> <li><b>f.</b> Deadlines for achievement and monitoring of compliance with the actions through indicators.</li> </ul> <p>The top management approves and reviews progress in the implementation of the GHG management plan on an annual basis. If, for any reason, any of the defined actions have not been implemented, a justification for the non-compliance is provided and the necessary adjustments are made to correct based on results and analysis of the management of the evaluation period.</p>	2
10.10	Is there a plan to replace refrigeration equipment using hydrochlorofluorocarbon (HCFC) refrigerant gases with equipment using natural refrigerant gases?	<p>A plan for the replacement of refrigeration equipment using HCFC refrigerants with equipment using natural refrigerants has been documented and is being implemented; this plan must contain at least the following information:</p> <ul style="list-style-type: none"> <li><b>a.</b> Description and number of equipment operating with HCFCs (including R-22, among others).</li> <li><b>b.</b> Natural refrigerants to be used in the equipment to be installed; these refrigerants can be, among others: ammonia, carbon dioxide or hydrocarbons (propane, isobutane and propylene).</li> <li><b>c.</b> A schedule with information on the annual compliance in the implementation of the new equipment with natural refrigerants, those liable, and required resources.</li> </ul> <p>For the installation of equipment that operates with hydrocarbons (propane) or ammonia, there must be compliance with the safety protocols defined by the national competent authority or compliance with the provisions of national or international technical standards for the installation of equipment with these types of gases.</p>	3				

# 11

## ORIGIN OF PLANT MATERIAL

An appropriate choice and the possibility to have quality specifications on the plant material purchased contributes to a good crop, to reduce the amount of fertilizer and pesticide applications, and to obtain an adequate final product. Information on the origin and quality of the plant material prevents fraud and guarantees respect for the intellectual property of plant breeders, and ensures compliance with phytosanitary regulations and access to information from your suppliers and to your clients with regards to quality specifications.

No.	Requirement	Compliance Criteria	Level
11.1	Is the plant material purchased obtained in accordance with intellectual property laws?	There is a list of varieties currently in production that are legally protected or an official database to consult the intellectual property protection of each variety and country. Necessary documentation including licensing contracts and invoices is available to demonstrate that the cultivated varieties have been acquired from a legal source or that there is written authorization from the plant breeder to disseminate or self-disseminate the protected variety, in accordance with intellectual property laws.	1
11.2	Is there a document guaranteeing the phytosanitary quality of the plant propagating material purchased?	Records or certificates are available from the supplier providing evidence of the phytosanitary quality of the propagating plant material acquired.	1
11.3	Does the supplier of the propagating plant material know and comply with the quality specifications required by the production unit?	There is written correspondence with the supplier indicating agreement with regards to the quality specifications of the plant material, if any. It is demonstrated that the supplier complies with the required quality specifications.	2
11.4	Does the production unit verify the quality of the plant material received?	It is verified that the varieties received from the supplier correspond to those required within the quality specifications. Records are in place to demonstrate that the propagated varieties correspond to the varieties grown and documents received from the supplier are available guaranteeing the quality of the plant propagation material delivered.	2
11.5	Is information available from the supplier on the chemical treatment performed on the propagation plant material purchased?	If required by the production unit, the supplier of the plant propagation material provides information on the phytosanitary products used on the plant material delivered.	3
11.6	Is there a phytosanitary quality control system for the propagation area?	If there is a propagation area for plant material, there is a phytosanitary quality control system in place that includes methods of monitoring for clear pests and disease symptoms, accompanied by records of their findings and the corresponding control strategies applied. [Cross reference: With requirement 7.3, 7.5 and 7.6, the phytosanitary control in the propagation area must take into account the Phytosanitary control and safe handling of pesticides requirements].	2
11.7	Does the production unit obtaining, acquiring or growing genetically modified plant material comply with the national legislation?	In the event of the production unit obtaining, acquiring or cultivating genetically modified plant material, there is compliance with the valid, applicable legislation. There is documented information on the specific genetic modification made to the plant material. This is not applicable if no genetically modified plant material is used.	1

No.	Requirement	Compliance Criteria	Level
11.8	Does the production unit producing genetically modified plant material have information available?	If plant material derived from genetic modification is produced, records of use, planting and production are available. Not applicable if no genetically modified plant material is used.	2
11.9	Does the production unit notify direct clients about the status of genetically modified plant material?	There is written communication notifying the direct client about the production status of the genetically modified plant material. Not applicable if no genetically modified plant material is used.	1
11.10	Is there a procedure in place to reduce the risk of mixing genetically modified plant material and nonmodified plant material?	The production unit has a written procedure on the handling and storage of genetically modified plant material to minimize the risk of mixing with conventional material, maintaining the integrity of the product. Not applicable if no genetically modified plant material is used.	2
11.11	Are crops of genetically modified plant material stored separately from other crops?	It is demonstrated that crops of genetically modified plant material are stored separately from conventional plant material. The storage place of genetically modified plant material harvested is properly identified and the integrity of the product is guaranteed. Not applicable if no genetically modified plant material is used.	1

In order for the harvested ornamental plants to preserve the qualities that allow them to reach the expected vase life and meet the requirements requested by the clients, Florverde Sustainable Flowers promotes the implementation of good practices and procedures of hygiene, hydration, treatment, control of the quality of the water used and the cold chain of the product during harvest and post-harvest. These good practices must respect the environment and those involved in the processes; and promote the definition of product quality standards to improve market requirements.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
<b>MEASURES OF POSTHARVEST PRODUCT CARE</b>			
12.1	Is the harvesting process ensured to be carried out under good hygiene conditions?	It is demonstrated that the harvesting process of the product is carried out under good hygiene conditions. Information is provided that contemplates, as a minimum, the following: a. Clean shipment boxes or containers free of garbage, debris, dirt, insects, etc. b. Order and cleanliness in places used in the storage of boxes, buckets, tarpaulins and other shipment containers. c. Cleanliness of cutting tools.	2
12.2	Are sorting, packing and cold storage areas kept in good order, cleanliness and cleanliness?	It is demonstrated that there is no accumulation of plant or liquid residues or other types of materials. Minimal waste generated during daily labor is deemed acceptable.	2
12.3	Are post-harvest packaging materials stored in such a way as to avoid contamination by pests, rodents, birds, physical and chemical hazards?	It is guaranteed that all consumer packaging material (including boxes, caps and meshes) are stored using control measures against pests, rodents, birds, and physical and chemical damage.	2
12.4	Is there a procedure in place to avoid the dehydration of the harvested product between the cutting and the cooling process?	A documented procedure is in place and complied to to prevent dehydration of the harvested product before it reaches the cooling process, as applicable. The procedure includes at least the following aspects: a. Defined times between the harvesting and the arrival of the material to the post-harvest area. b. Preparation of hydration solutions according to the instructions on the labels or the technical criteria. c. Minimum hydration times.	2
12.5	Is there a procedure in place to ensure cooling conditions during storage and transportation of the product to the place of delivery?	There is a documented procedure in place to ensure the cold chain during storage and the transport of product to the place of delivery, which may be the airport or the client. The procedure includes at least the following: a. A temperature range to be maintained in the cold rooms. b. A temperature range to be maintained in the shipping vehicles.	2
<b>QUALITY OF WATER USED IN POSTHARVEST</b>			
12.6	Is untreated post-harvest wastewater used?	Untreated wastewater should not be used in postharvest.	1

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
12.8	Have measures been taken in case of adverse results in the risk assessment of water used in postharvest?	In case of adverse results in the risk assessment of water used in postharvest, there is evidence of corrective measures to demonstrate improvements in water quality.	2
12.9	Does the laboratory in charge of the analysis of postharvest water confirm the reliability of the results through accreditation or an equivalent process?	The laboratory in charge of the water quality analysis must meet one of the following requirements: be either accredited to ISO17025 or to an equivalent standard, or by the relevant national authority, or demonstrate satisfactory performance in the assurance of validity of the results through the participation in proficiency tests with entities accredited to ISO 17043 or performance tests with the relevant national authority	2
<b>POSTHARVEST TREATMENTS</b>			
12.10	Are post-harvest chemical treatments used when there are no other alternatives to ensure good product quality?	It is demonstrated that different possible alternatives for the use of postharvest treatments have been considered and evaluated, and chemicals are only used when there is no other technically accepted alternative. Post-harvest treatments may include phytosanitary products (PPP), flower preservatives such as silver thiosulfate and flower dyes, among others.	2
12.11	Are post-harvest chemicals used according to label instructions?	There are clear procedures and documentation demonstrating that the instructions of use described on the labels of the chemicals applied to the harvested products are followed.	1
12.12	Is there information available on the postharvest chemicals applied?	There is updated information on the commercial names of the chemical products used during post-harvest over the course of the last twelve (12) months. The phytosanitary products, the active ingredient or biological component and the valid official registration granted by the relevant authority have also identified. There is a list of the prohibitions or restrictions on the use of phytosanitary products made by clients. [Cross reference:With requirement 7.8, 7.9 and 7.10 allowed use of phytosanitary products].	1
12.13	Are postharvest treatment application records available?	There are records for all post-harvest phytosanitary applications with at least the following information: a. Name / reference of farm or handling site of harvested product where the treatment was carried out. b. Harvested treated product c. Date of treatment. d. Name of biological target to be controlled e. Full trade name and active ingredient (including formulation). f. Amount applied in weight or volume per liter of water or another carrier medium. g. Type of treatment used for the application of PPP (spray, immersion, gas, among others). h. Names of operators in charge of the application.	1
<b>PRODUCT QUALITY</b>			
12.14	Are quality standards established for the product?	Quality standards for harvested and shipped products are defined and verified. These standards at least include: <ul style="list-style-type: none"><li>Length, weight, size, maturity, among others.</li><li>Pest / disease free product</li></ul>	1
12.15	Are the product quality requirements established by the client known and verified?	Quality specifications supplied by clients are available and complied with. If there are no customer requirements, the production unit applies its own specifications.	1
12.16	Are there trip and vase life simulations to evaluate the longevity of the flower shipped to clients?	A documented procedure for simulated trip and vase life is in place and complied with. There are records of the results of the evaluations carried out and the corrective actions taken based on the results of the evaluations are demonstrated.	2

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
12.17	Is there a procedure to manage nonconforming products that have been shipped?	A documented procedure is in place and complied with, to effectively manage nonconforming products. The procedure includes, at least: <ul style="list-style-type: none"> <li>a. Identification of the types of situations that lead to the declaring a product as nonconforming.</li> <li>b. Specification of the people liable for making decisions in this regard and the mechanism of communication with the clients.</li> <li>c. Management or elimination according to the nature of the problem or specific customer requirements.</li> <li>d. The procedure is operational at any time and tested at least once a year to ensure effectiveness; the testing is documented.</li> </ul>	1
12.18	Is there a procedure for addressing complaints from the clients?	There is a documented procedure to address and manage complaints from direct clients. It is demonstrated that effective actions have been implemented to resolve and respond to the complaints received.	2
12.19	Is there information related to the composition and use of the products provided?	Information is supplied so that direct clients and consumers are informed, following their needs or established legal requirements. This information shall include: <ul style="list-style-type: none"> <li>• Details about the product's content</li> <li>• Safe use</li> <li>• Socio-environmental attributes (such as Florverde Sustainable Flowers certification).</li> <li>• Instructions for use, maintenance, and storage</li> <li>• Disposal instructions</li> </ul> It is important to avoid supplying incorrect information, omitting relevant details or misleading direct clients or consumers.	2

## 13 TRACEABILITY AND RECORDS

It is important to trace the origin of the product from the place of production to the immediate client, as well as to identify the conditions of production; this allows tracking down the causes of quality problems and inform clients in a timely manner, giving a solution to their concerns and requirements. It also allows for determining the quantity of certified, non-certified, purchased, owned, shipped and rejected product, by type of product and supplier, as well as to whom it has been shipped. It is necessary that the immediate client have access to specific and accurate information about the product they are purchasing.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
13.1	Is there a traceability system in place to track products produced, purchased, processed and sold by the production unit?	A documented identification and traceability system is in place to track all products within the scope of the Florverde Sustainable Flowers certification that are produced, purchased, processed and shipped to the immediate client. Harvest information must be linked to the batches of product shipped with the production unit or producer production records. Product processing must also be covered where applicable.	1
13.2	Is there a system in place to identify and quantify Florverde certified product?	There is a system in place for keeping monthly record of incoming and outgoing product, which allows for the identification and quantification of: <ul style="list-style-type: none"> <li>a. The amount of product owned, produced certified and non-certified.</li> <li>b. The amount of certified and non-certified product acquired from third parties.</li> <li>c. The amount of owned and purchased product discarded.</li> <li>d. The amount of product shipped.</li> </ul>	1
13.3	Are procedures and records in place to identify products that have been purchased from flower and foliage suppliers?	Procedures are in place to identify and quantify certified and non-certified Florverde product purchased from suppliers, including, at least: <ul style="list-style-type: none"> <li>a. List of flower and foliage suppliers certified and non-certified by Florverde.</li> <li>b. Type of product purchased from each supplier.</li> <li>c. Amount of product purchased.</li> <li>d. Florverde certification status.</li> <li>e. Copy of valid suppliers' Florverde certificate, if applicable.</li> <li>f. Traceability data or codes related to the product purchased.</li> <li>g. Purchase invoices.</li> </ul>	1

Florverde certification holders are allowed to use the Florverde Sustainable Flowers mark if and ever, they comply with the conditions described in this chapter and those of the General Regulations of the Florverde Sustainable Flowers Certification. When the holder complies with the conditions of use of the mark and decides to make use of it, the client must be informed in a clear and transparent manner of the conditions of use of the mark and what it represents when purchasing a Florverde certified product.

No.	REQUIREMENT	COMPLIANCE CRITERIA	Level
14.1	Is the Florverde Sustainable Flowers mark of conformity used in accordance with the General Regulations for Florverde Sustainable Flowers Certification and the sub-licensing and certification agreement?	In order to use the Florverde Sustainable Flowers mark of conformity on the product, the General Regulations for Florverde Sustainable Flowers Certification and the sub-licensing and certification agreement must be observed. The Florverde Sustainable Flowers conformity mark may be used and appear on the product, on the packaging destined to the final consumer, on the point of sale, or in the business communications.	1
14.2	Are there agreements with direct clients regarding the proper use of the Florverde Sustainable Flowers conformity mark?	Agreements on good traceability practices and use of the Florverde Sustainable Flowers mark are reported and established with direct clients of certified product.	1

## REGISTRATION OF UPDATES

UPDATED DOCUMENT	DOCUMENT REPLACED	DATE OF PUBLICATION	DESCRIPTION OF CHANGES MADE
Florverde® Standard for the Sustainable Production of Flowers and Ornamentals Version 7.0 January 2017 Edition 7.0-1 July 2017	Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.0 January 2017	July 2017	Clarifications and adjustments to the wording of the requirements and compliance criteria for: 1.1, 1.5, 1.7, 1.8, 2.3, 2.4, 2.15, 4.8, 4.15, 4.19, 5.9, 5.12, 5.14, 6.21, 7.9, 8.17, 9.7, 9.8, 12.15. The introduction of Chapter 2: Labor Rights was modified, and ILO Convention 182 on the Worst Forms of Child Labor (1999) was included. The introduction of Chapter 4: Occupational Health and Safety Management was revised. Throughout the Standard, the texts "current and applicable local legislation" were replaced by "current and applicable legislation", and "competent authority" was added.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.0 January 2017 Edition 7.0-2 May 2018	Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.0 January 2017 Edition 7.0-1 July 2017	May 2018	Adjustment in the wording of the requirement and compliance criterion 2.7.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1 October 2018	Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.0 January 2017 Edition 7.0-2 May 2018	October 2018	Clarifications and adjustments to the wording of requirements and compliance criteria: 1.6, 2.1, 2.6, 2.9, 4.7, 4.10, 4.14, 4.22, 4.23, 4.26, 5.1, 5.3, 5.6, 5.12, 6.2, 6.16, 10.5, 10.6, 13.2. New requirements: 4.25, 5.2, 6.11, 11.4. Revisions to the introduction of Chapters 1 and 4.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.1 July 2020	Florverde® Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1 October 2018	July 2020	Adjustment to requirement 14.1.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.2 July 2021	Florverde® Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.1 July 2020	July 2021	New requirements: 7.4 and 10.9.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.3 September 2023	Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.2 July 2021	September 2023	New requirements: 1.9, 1.10, 1.11, 1.12, 1.13, and 3.7. Clarifications and adjustments to the wording of requirements and compliance criteria: 1.8, 2.1, 2.3, 2.4, 2.5, 2.15, 3.1, 4.14, 4.25, 4.26, 7.18, 7.35, 9.2, and 9.3.
Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 8.0 April 2025	Florverde Standard for the Sustainable Production of Flowers and Ornamentals Version 7.1.3 September 2023	April 2025	New requirements: 1.8, 1.10, 1.11, 1.12, 1.13, 2.20, 2.21, 3.1, 3.3, 5.11, 5.13, 6.14, 6.15, 7.4, 7.15, 8.2, 8.3, 8.11, 9.9, 9.14, 9.15, 9.18, 10.10, 10.11, 12.10, 12.11, 12.12, 12.13, 12.19. Clarifications and adjustments in the wording of chapters, requirements, and compliance criteria: Chapters 1, 2, 3, 5, 7, 9, 10; requirements: 1.5, 1.6, 1.7, 1.9, 1.14, 2.5, 2.6, 2.8, 2.22, 2.25, 3.2, 3.6, 4.2, 4.4, 4.5, 4.7, 4.8, 4.9, 4.12, 4.24, 4.25, 4.29, 4.30, 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.8, 5.10, 5.12, 5.14, 5.15, 6.1, 6.6, 6.7, 6.8, 6.9, 6.10, 6.12, 6.16, 6.17, 6.18, 6.19, 6.20, 6.21, 7.1, 7.3, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, 7.11, 7.12, 7.13, 7.14, 7.16, 7.18, 7.19, 7.20, 7.21, 7.22, 7.23, 7.24, 7.25, 7.27, 7.29, 7.31, 7.33, 7.36, 8.1, 8.4, 8.8, 8.9, 8.10, 8.12, 8.13, 8.19, 9.4, 9.5, 9.6, 9.7, 9.8, 9.10, 9.12, 9.13, 9.16, 9.17, 10.1, 10.2, 10.5, 10.6, 10.7, 10.8, 10.9, 11.1, 11.2, 11.3, 12.1, 12.3, 12.4, 12.6, 12.7, 12.8, 12.9, 12.17, 12.18, 13.1, 13.2, 13.4, 14.2.
• For more detailed information regarding the modifications made, please contact the Technical and Administrative Secretariat of Florverde Sustainable Flowers.			

# FLORVERDE STANDARD

FOR THE SUSTAINABLE PRODUCTION  
OF FLOWERS AND ORNAMENTAL PLANTS

**VERSION 8.0 • AS OF APRIL 2025**  
**MANDATORY AS OF APRIL 2026**



Asociación Colombiana de Exportadores de Flores

FLORVERDE



SUSTAINABLE  
FLOWERS

Design and layout.  
Juan Sebastián Sánchez



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