

IMPACT

Requirement Overview

Updated: Feb 2025





VERIFICATION REQUIREMENTS FOR FARMERS

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Critical Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Children have the right to childhood and education	Children under the age of 15, the minimum age for work, or the age of completion of compulsory education are not employed. Child labor does not include children helping their parents on their own farm, provided that working does not jeopardize their schooling or health (ILO 182 and 138).	Children under the age of 15 (or legal school age by country) attend school. This includes workers' children.	x	x
		Children under the age of 18 years are not engaged in work that could jeopardize their health, safety or morals. The minimum age is respected.	x	x
		Children's participation in work is only accepted as part of light family work, outside school hours for children below 15 years old, and they are not performing hazardous work.	x	x
Labor rights are upheld	Workers voluntarily and freely choose employment (ILO 29, 105).	Workers can leave their workplaces and/or living quarters provided by the employer.	x	x
		Identity or travel documents, salary/money or other assets belonging to workers are not retained by the employer.	x	x
		Workers' spouses and children are not required to work against their will. If they agree to work, payments must be agreed and made individually. Employment or housing for workers must not be conditional on the employment of spouse or children.	x	x
		Workers are not subject to debt bondage where they are forced to work for an employer in order to pay off their own debts or those they have inherited. This can also include purchasing schemes for food, accommodation and/or transport managed by the employer when the costs exceed local market rates.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Critical Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
No deforestation	Natural forests and ecosystems are protected from conversion or degradation, whether legal or not (no deforestation or conversion) after December 31, 2020.	There is no loss of natural forest (FAO definition) as a result of: 1) conversion to agriculture or other non-forest land use; 2) conversion to a tree plantation; or 3) severe and sustained degradation after December 31, 2020.	x	x
		Areas that are assigned as legal reserves, conservation areas or otherwise secured by law are protected.	x	x
Prohibited Pesticides	The use of agrochemicals meets all relevant legal requirements, including national and international treaties on highly hazardous and banned pesticides. Prohibited pesticides are not used and use of Phase-Out list pesticides is reduced.	Pesticides in the Prohibited List are not used. This includes pesticides that are: 1) Listed under the Stockholm Convention, Rotterdam Convention or Montreal Protocol, or that meet the criteria of the Conventions and are recommended for inclusion by the Conventions' respective Chemical Review Committee. OR 2) In 1 of the 3 most acutely toxic classifications via ingestion, skin contact or inhalation, or known carcinogens classified by national or international agencies. Further details on the criteria and the detailed list of pesticides can be found in Annex Pesticides Lists.	x	x
		Use of pesticides in the Phase-Out List are reduced and phased out by 2030, if feasible. This includes pesticides that are classified by national and international agencies in the categories of: 1) Chronic hazard, including: probable carcinogens, known endocrine disruptors, known reproductive toxins or known mutagens. OR 2) Environmental hazard (highly toxic to bees), OR two or more of: bioaccumulation, persistence, high toxicity to aquatic organisms). Further details on the criteria and the detailed list of pesticides can be found in Annex Pesticides Lists.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators

Depending on the definition of a smallholder farmer, some indicators might not be applicable.

Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate	
Land rights	All farmers have the legal and legitimate right to use the land.	Farmers have legal or customary rights to the land for farming.	X	X	
		Land and water rights acquisition is carried out with free, prior and informed consent (FPIC) of affected people with legal land-use rights including those who claim traditional land-use rights, especially Indigenous people.	X	X	
	Workers have access to clean toilet facilities and to potable water.	Workers have convenient access to safe, potable water.	X	X	
		Toilet and handwashing facilities are clean and accessible to workers.	X	X	
		Accommodation, where provided, is clean, safe and meets workers' basic needs workers.	Where housing is provided by the farmer, it is clean, safe (made from appropriate construction materials, safe from hazards and pollution, and provides adequate shelter), and meets workers' basic needs.	X	X
		Work environment risks and hazards are identified, monitored, and minimized. Farmers are aware of the main risks and implement measures to address them.	Work environment risks and hazards are identified, monitored, and minimized. Farmers are aware of the main risks and implement measures to address them.	X	X
		A safe and hygienic working environment is provided.	Procedures and equipment (such as PPE) are available to minimize risks and ensure healthy and safe working conditions and practices (e.g. in relation to pesticides, machinery and heavy loads) are known, implemented and monitored.	X	X
		Farmers do not assign activities that pose risks to workers' health. Workers are trained regularly on occupational health & safety practices that are relevant to their job.	Farmers do not assign activities that pose risks to workers' health. Workers are trained regularly on occupational health & safety practices that are relevant to their job.	X	X
	Health and wellbeing	Farmers and workers handling or applying pesticides are trained in proper handling, including application, storage, and disposal. They understand the impacts on the human body and the natural environment. Farmers and workers wear personal protective equipment (PPE).	Farmers and workers handling or applying pesticides are trained in proper handling, including application, storage, and disposal. They understand the impacts on the human body and the natural environment. Farmers and workers wear personal protective equipment (PPE).	X	X
		Agrochemicals are stored in a locked place with controlled access that is separated from food products and living and social areas.	Agrochemicals are stored in a locked place with controlled access that is separated from food products and living and social areas.	X	X
		Agrochemicals that are stored have original manufacturer's labels and are clearly organized and separated according to toxicity and use. The storage area has adequate ventilation.	Agrochemicals that are stored have original manufacturer's labels and are clearly organized and separated according to toxicity and use. The storage area has adequate ventilation.	X	X
		Agrochemical storage site has safeguards to control spills.	Agrochemical storage site has safeguards to control spills.	X	X
		Agrochemical packaging waste is disposed of in line with labelling instructions. Packaging is triple-washed and disposed of safely.	Agrochemical packaging waste is disposed of in line with labelling instructions. Packaging is triple-washed and disposed of safely.	X	X
		Everyone who handles, mixes, or applies agrochemicals has convenient access to washing facilities and soap.	Everyone who handles, mixes, or applies agrochemicals has convenient access to washing facilities and soap.	X	X
		Children under the age of 15 (or legal working age by country) and pregnant or nursing women are prohibited from handling or applying agrochemicals, operating heavy machinery and heavy lifting.	Children under the age of 15 (or legal working age by country) and pregnant or nursing women are prohibited from handling or applying agrochemicals, operating heavy machinery and heavy lifting.	X	X

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Farmers and workers enjoy their rights and international standards on human rights are upheld	Farmers and workers are protected from discrimination, harassment, and any kind of abuse (ILO 100, 111, 190).	All workers receive equal treatment in terms of housing, food, transport, hygiene and access to training and promotion. Employer enforces a policy prohibiting discrimination on the basis of gender, race, ethnicity, age and religion.		
		Gender equity and equality are respected. People are not discriminated against based on gender.	X	X
		The use of violence, threats of violence, punishment, confinement, or any methods of intimidation to coerce workers is strictly prohibited.	X	X
		The workplace is free from physical, sexual and verbal harassment and abuse, including gender-based violence.	X	X
	Farmers and workers have the freedom of association (ILO 87, 98).	Farmers and workers are free to form and join independent organizations to protect and enhance their interests (e.g. federations, associations, farmer groups, trade unions and labor organizations for workers).	X	X
		Designated representatives of farmers or workers have access to the information and resources necessary to carry out their functions.	X	X
		Designated representatives of farmers or workers are not discriminated against, nor are adverse actions taken against them.	X	X
	Workers have the right to collective bargaining.	Workers have either direct communication or a designated representative to communicate with management or employers. Regular consultations between employers and employees or authorized workers' representatives concerning working conditions, remuneration, dispute resolution, internal relations and matters of mutual concern relating to workers are taking place.	X	X
		Results of collective bargaining or group negotiation are applied to all workers, without discrimination.	X	X
	Workers have access to reliable channels for raising concerns and grievances.	Farmers and workers have access to reliable and confidential channels for grievance reporting, without fear of reprisal.	X	X

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Workers have decent and safe working and living conditions	Working hours comply with national laws/international conventions and/or collective bargaining and overtime work is remunerated.	Regular working hours of workers and employees are limited to 48 hours per week – or less if provided by national law. For some specific jobs, e.g. security, more than 48 hours per week may be acceptable if specifically allowed by national law.	x	x
		Overtime is voluntary (with consent) and paid according to national law. Required overtime is allowed under extraordinary conditions if agreed to and/or negotiated in the Collective Bargaining Agreement (CBA).	x	x
		Workers have at least 1 free day following 6 consecutive days worked, as well as public holidays and annual leave.	x	x
Wages comply with existing national minimum wages or sector agreements including seasonal and piece-rate workers.	Wages comply with existing national minimum wages or sector agreements, including seasonal and piece-rate workers. This includes seasonal and permanent workers.		x	x
		Wages are paid regularly to all workers in cash, cash equivalent (e.g. check, direct deposit) or through in-kind payments (e.g. food), if legally permissible.	x	x
Workers receive understandable information about their employment conditions and are aware of their rights.	Workers know their rights, duties and benefits (e.g. social security, maternity leave).		x	x
		Workers understand their employment conditions and have written contractual agreements (outlining details of working conditions, including nature of work, hours, overtime, pay, benefits, leave and duration of contract) that are respected. Oral agreements are acceptable if allowed by national law.	x	x

SUSTAINABILITY REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Farm management	Farmers have training and skills development to apply techniques for good agricultural practices (GAPs), and practices relating to post-harvest handling, good management, and quality.	Farmers and workers have knowledge of GAPs, post-harvest practices, handling practices, and quality practices, and implement them at the farm level.	x	x
	Farmers are aware of the quality parameters of coffee beans (e.g. moisture content, physical defects, maximum residue limits).		x	x
	Farmers have records of their main costs and income from coffee. Farmers who are not able to maintain records are aware of their yields and main costs (e.g. labor, inputs) and income (e.g. the price at which they have been selling coffee).		x	x
	Farmers maintain records for planning and decision-making.			
	Farmers are aware of all income from and costs of both coffee and other sources of household income, both on-farm and off-farm.		x	x
	Farmers have access to information from independent sources based on their needs.	Farmers keep themselves regularly informed about agricultural practices, available services, inputs and market information.	x	x
	Farmers have access to market information and prices reflecting quality from independent sources. (e.g. radio, member meetings, information displays)	Farmers are aware of the local prices and price mechanism according to the quality of the coffee.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Legal compliance	Farmers comply with relevant legal and regulatory requirements.	There is no evidence that farmers have breached the relevant legal and regulatory requirements.	x	x
	There is no fraud, corruption, bribery, or extortion.	Ethical conduct is implemented in all business operations and transactions.	x	x
Traceability	Coffee is traceable.	The physical coffee and associated product documentation can be traced back to the immediate supplier or farmer and forwarded to the next buyer.	x	x
Biodiversity	Conservation of biodiversity (including protected or endangered native flora & fauna and soil biota) is supported.	There is no evidence of land burning at the coffee plot level.	x	x
		Up-to-date maps of the farm or farm area are available, including production areas, forests, water bodies and buildings.	x	x
		No hunting or extraction of endangered species of animals and plants is practiced. If smallholders are hunting or collecting endangered species, there is evidence of activities to raise their awareness of conservation. Where applicable conservation practices follow national GAP programs/standards.	x	x
Pest and weed management	Integrated pest, weed and disease management strategies are adopted and the use of pesticides is minimized and recorded.	Integrated pest management (IPM) techniques and measures are developed and being implemented.	x	x
		Highly Hazardous Pesticides in use are identified and records are kept of all pesticides used, including of application doses and dates.	x	x
		Training on IPM is provided to workers and locally relevant guidance is available on non-pesticidal methods for controlling coffee pests & weeds and disease management.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

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Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Soil management	Soil is protected from erosion by adequate soil conservation measures.	Farmers are aware of soil erosion risks on their farm	x	x
		Farmers demonstrate knowledge and use techniques to prevent soil erosion; relevant techniques are implemented.	x	x
		Nutrients (synthetic and organic) are applied according to needs and based on soil analysis outcomes, agronomic recommendations or other relevant sources of knowledge on soil nutrient needs.	x	x
	Soil fertility is maintained and improved.	Farmers have knowledge of techniques (physical, chemical and biological) to maintain and control soil quality and the relevant techniques are implemented.	x	x
		Soil and/or leaf analysis is conducted and is documented.	x	x
		Practices to improve or maintain soil fertility are implemented.	x	x
Water management	Water resources are conserved and used efficiently.	Farmers are aware of water sources that are considered to be at a critical stage or overused. If sources are at a critical stage or overused, farmers work with the community to reduce the pressure on resources.	x	x
		Farmers have identified water sources that are used for irrigation or processing activities and can explain where water is coming from.	x	x
		Measures are implemented to use water for irrigation and processing efficiently.	x	x
		Water use is measured and recorded.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Water management	Good agricultural practices (GAPs) are implemented to minimize impacts on surface and groundwater quality.	Farmer sites implement practices (as per applicable national GAP standards/programs) to minimize water pollution from chemical residues, fertilizers, erosion, or other sources.	x	x
		Wastewater treatment at mills and washing stations meets legal wastewater quality parameters.	x	x
Waste management	Where waste cannot be prevented, reuse and recycling is maximized.	Waste is managed in a way that avoids contaminating the environment.	x	x
		Efforts are made to prevent and reduce waste generation.	x	x
		Waste is separated according to the different types.	x	x
	Hazardous waste is disposed of safely to prevent contamination of water & soil resources and harm to human beings & animals.	Hazardous waste is identified and treated or disposed of safely in order to prevent contamination of the environment	x	x
		A safe waste disposal process is in place and implemented according to waste types.	x	x

VERIFICATION REQUIREMENTS FOR FARMERS

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Topic	Criteria	Indicator/Practice Checked	Smallholder	Farm or Estate
Climate	Farmers are aware of the impacts of climate change, such as loss of suitable area for coffee production, shifts to higher altitudes, increased water stress, poor flowering and cherry development and increased outbreaks of pests and diseases.		x	x
	Climate change adaptation and mitigation measures are identified and implemented.	Farmers identify and implement measures to adapt to climate change such as on-farm shade management, increased tree cover, agroforestry, irrigation, new plant varieties and diversification.	x	x
		Farmers work on carbon sequestration in the soil, such as through agroforestry, non-tillage, planting of cover crops (soil cover, shade trees) and/or applying intercropping practices.	x	x
		Farmers & mills/processing sites have identified the main sources of greenhouse gas (GHG) emissions in coffee production and processing.	x	
Energy		Energy use in coffee farming and processing is documented.	x	
	Efforts are made to reduce the use of fossil fuels on farm and in processing.	Energy use is reduced and energy efficiency is improved.	x	x
		Efforts are made to increase the use of renewable energy sources.	x	x



VERIFICATION REQUIREMENTS FOR FACILITIES

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Key topics: Critical Indicators



Topic	Criteria	Indicator/Practice Checked
Children have the right to childhood and education	Children under the age of 15, under the minimum age for work, or the age of completion of compulsory education are not employed. (ILO 182 and 138).	<p>Children under the age of 15 (or legal school age by country) attend school. This includes workers' children.</p> <p>Children under the age of 18 years are not engaged in work that could jeopardize their health, safety, or morals. The minimum age is respected.</p> <p>Children under the age of 15 (or legal working age per country) are not part of the regular workforce. Children perform only light work on the family processing sites & mills.</p>
Labor rights are upheld	Workers voluntarily and freely choose employment (ILO 29, 105).	<p>Workers can leave their workplaces and/or living quarters provided by the employer.</p> <p>Identity or travel documents, salary/money or other assets belonging to workers are not retained by the employer.</p> <p>Workers' spouses and children are not required to work against their will. If they agree to work, payments must be agreed and made individually. Employment or housing for workers must not be conditional on the employment of spouse or children.</p> <p>Workers are not subject to debt bondage where they are forced to work for an employer in order to pay off their own debts or those they have inherited. This can also include purchasing schemes for food, accommodation and/or transport managed by the employer when the costs exceed local market rates.</p>
No deforestation	Natural forests and ecosystems are protected from conversion or degradation whether legal or not (no deforestation or conversion) after December 31, 2020	<p>There is no loss of natural forest (FAO definition) as a result of: 1) conversion to agriculture or other non-forest land use; 2) conversion to a tree plantation; or 3) severe and sustained degradation after December 31, 2020.</p> <p>Areas that are assigned as legal reserves, conservation areas or otherwise secured by law are protected.</p>

VERIFICATION REQUIREMENTS FOR FACILITIES

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked
Land rights	Processing sites & mills have the legal and legitimate right to use the land.	Processing sites & mills have legal or customary rights to the land for processors.
	Workers have access to clean toilet facilities and to potable water.	Workers have convenient access to safe, potable water.
		Toilet and handwashing facilities are clean and accessible to workers.
Health and wellbeing	Accommodation, where provided, is clean, safe and meets workers' basic needs.	Where housing is provided by the processing site/mill, it is clean, safe (made from appropriate construction materials, safe from hazards and pollution and provides adequate shelter) and meets workers' basic needs.
		Work environment risks and hazards are identified, monitored, and minimized. Processing site & mill managers are aware of the main risks and implement measures to address them.
	A safe and hygienic working environment is provided.	Procedures and equipment (such as PPE) are available to minimize risks and ensure healthy and safe working conditions and practices (e.g. in relation to pesticides, machinery and heavy loads) are known, implemented and monitored.
		Mill managers do not assign activities that pose risks to workers' health. Workers are trained regularly on occupational health & safety practices that are relevant to their job.

VERIFICATION REQUIREMENTS FOR FACILITIES

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked
Farmers and workers enjoy their rights, and international standards on human rights are upheld	Workers are protected from discrimination, harassment and any kind of abuse (ILO 100, 111, 190).	<p>All workers receive equal treatment in terms of housing, food, transport, hygiene, and access to training and promotion. Employer enforces a policy prohibiting discrimination on the basis of gender, race, ethnicity, age and religion.</p> <p>Gender equity and equality are respected. People are not discriminated against based on gender.</p>
		<p>The use of violence, threats of violence, punishment, confinement or any methods of intimidation to coerce workers is strictly prohibited.</p>
		<p>The workplace is free from physical, sexual and verbal harassment and abuse, including gender-based violence.</p>
	Workers voluntarily and freely choose employment (ILO 29, 105).	<p>Workers' spouses and children are not required to work against their will. If they agree to work, payments must be agreed and made individually.</p> <p>Employment or housing for workers must not be conditional on the employment of spouse or children.</p>
	Workers have the freedom of association (ILO 87, 98).	Workers are free to form and join independent organizations to protect and enhance their interests (e.g. federations, associations, farmer groups, trade unions and labor organizations for workers).
	Workers have the right to collective bargaining.	Results of collective bargaining or group negotiation are applied to all workers, without discrimination.
	Workers have access to reliable channels for raising concerns and grievances.	Farmers and workers have access to reliable and confidential channels for grievance reporting, without fear of reprisal.

VERIFICATION REQUIREMENTS FOR FACILITIES

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked
Workers have decent and safe working and living conditions	Working hours comply with national laws/international conventions and/or collective bargaining, and overtime work is remunerated.	Regular working hours of workers and employees are limited to 48 hours per week – or less if provided by national law. For some specific jobs, e.g. security, more than 48 hours per week may be acceptable if specifically allowed by national law.
		Overtime is voluntary (with consent) and paid according to national law. Required overtime is allowed under extraordinary conditions, if agreed to and/or negotiated in the Collective Bargaining Agreement (CBA).
		Workers enjoy at least 1 free day following 6 consecutive days worked, as well as public holidays and annual leave.
Wages	Wages comply with existing national minimum wages or sector agreements including seasonal and piece-rate workers.	Wages comply with existing national minimum wages or sector agreements, including seasonal and piece-rate workers. This includes seasonal and permanent workers.
		Wages are paid regularly to all workers in cash, cash equivalents (check, direct deposit), or through in-kind payments (e.g. food), if legally permissible.
Information and rights	Workers receive understandable information about their employment conditions and are aware of their rights.	Workers know their rights, duties and benefits (e.g. social security, maternity leave).
		Workers understand their employment conditions and have written contractual agreements (outlining details of working conditions, including nature of work, hours, overtime, pay, benefits, leave and duration of contract) that are respected. Oral agreements are acceptable if allowed by national law.

VERIFICATION REQUIREMENTS FOR FACILITIES

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked
Legal compliance	Processing sites & mills comply with relevant legal and regulatory requirements.	There is no evidence that processing sites & mills have breached the relevant legal and regulatory requirements.
	There is no fraud, corruption, bribery or extortion.	Ethical conduct is implemented in all business operations and transactions. A written policy should be available.
Traceability	Coffee is traceable.	The physical coffee and associated product documentation can be traced back to the immediate supplier or farmer and forwarded to the next buyer.
	Verified coffee is segregated.	The verified coffee is visually segregated from non-verified products at all stages, including transport, storage, and processing
Water management	Processing sites & mills are aware of water sources that are considered to be at a critical stage or overused. If sources are at a critical stage or overused, farmers & mills work with the community to reduce the pressure on resources.	
	Water resources are conserved and used efficiently.	Water use at central processing level is measured and recorded.

VERIFICATION REQUIREMENTS FOR FACILITIES

Key topics: Improvement Indicators



Topic	Criteria	Indicator/Practice Checked
Water Management	Good agricultural practices (GAPs) are implemented to minimize impacts on surface and groundwater quality.	Processing sites & mills implement practices (as per applicable national GAP standards/programs) to minimize water pollution from chemical residues, fertilizers, erosion, or other sources. Wastewater treatment at processing sites, mills, and washing stations meets legal wastewater quality parameters.
Waste management	Where waste cannot be prevented, reuse and recycling is maximized.	Waste is managed in a way that avoids contaminating the environment.
	Hazardous waste is disposed of safely to prevent contamination of water & soil resources and harm to human beings & animals.	Organic waste from processing sites & mills is composted and re-distributed to farmers Hazardous waste is identified and treated or disposed of safely in order to prevent contamination of the environment. Hazardous waste is safely disposed of in order to prevent contamination of water & soil resources and harm to human beings & animals.
Climate	Climate change adaptation and mitigation measures are identified and implemented. Efforts are made to reduce the use of fossil fuels on farm and in processing.	Processing sites & mills have identified main sources of greenhouse gas (GHG) emissions in coffee production and processing. Energy use in coffee processing is documented. Energy use is reduced and energy efficiency is improved. Efforts are made to increase the use of renewable energy sources.



VERIFICATION REQUIREMENTS IMS AND SUPPLY CHAIN

REQUIREMENTS FOR IMS AND SUPPLY CHAIN



Key topics: Critical Indicators

Topic	Criteria	Indicator/Practice Checked
Management systems		There is a clear documented and implemented management plan that addresses each applicable IMPACT requirement. Documented procedures include control of verified farmers for all applicable processes, included in the certificate scope, to maintain product integrity. Relevant staff have been trained on management systems and governance.
		A complete and up-to-date list of all the farmers in the group and their basic data is maintained, e.g., name, gender, farm size (hectares), coffee area (hectares), coffee production potential per year (bags or kilos) and GPS location (points or polygons for coffee plots 4 hectares and above).
		A complete and up-to-date list of all the facilities in the group and their basic data is maintained.
		The FG maintains up-to-date maps of the main farm or farm area for smallholders, including production areas for all crops and land owned by the farmer, forests, water bodies, and buildings.
		Farmers in the FG are polygon-mapped prior according to the requirements below as part of registration (prior to the third-party audit):
		100% of GPS points of all coffee plots registered by the farmer need to be collected and validated. If a coffee plot is 4 hectares and above, a polygon map is required before third-party audit.
		When adding new farmers to the FG, GPS points and polygons for coffee plots 4 hectares and above are part of farmer registration and validated before approval to group by the FG-coordinator.
		Every year (starting from the audit declaration date), the FG demonstrates continuous improvement across the number of polygon-mapped coffee plots in the FG.
		A definition of what constitutes a smallholder farmer in the FG is documented and justified.
		The FG has a process for dealing with new farmers and keeping track of the % change within the group.
		The FG ensures that an internal inspection system is in place that includes an annual self-assessment against the IMPACT Sustainability Standard. This includes documentation of the sampling methodology.
		The FG has a locally adapted and time-bound improvement action plan to meet the critical requirements and (increasing) improvement requirements.

REQUIREMENTS FOR IMS AND SUPPLY CHAIN

Key topics: Critical Indicators



Topic	Criteria	Indicator/Practice Checked
Traceability	IMPACT-verified products remain separated from non-verified products and certified coffee can be traced back to the farm level.	IMPACT-verified products are visually segregated from non-verified products at all stages, including transport, storage, and processing. No mass balance allowed.
		Shipments of verified products do not exceed the total production (for farms), purchase of verified products plus remaining stock balance from the previous year.
		A summary report of verified products is provided for the previous 12 months. The documentation includes inputs, volume purchased, volume sold, in stock, processed, outputs and lost (as applicable). Documentation includes traceability type and percentage (when applicable) when there is a change in legal ownership and/or physical possession of the verified product.
		There is no double-selling of volumes: products sold as conventional product or sold under another scheme or sustainability initiative.
Training	Farmer and facility training program in place	The FG provides training for farmers and facilities to ensure compliance and continuous improvement.
Deforestation and conversion free	Deforestation risk alert analysis	The FG has completed a deforestation analysis of the farm areas indicating high-risk areas.

REQUIREMENTS FOR IMS AND SUPPLY CHAIN

Key topics: Critical Indicators



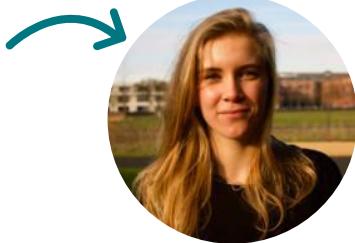
Topic	Criteria	Indicator/Practice Checked
Grievance mechanism	There is a grievance mechanism in place	A grievance mechanism is in place that enables individuals, workers, communities and/or civil society, including whistle-blowers, to raise their complaints of being negatively affected by specific business activities and/or operations of any nature, including a technical, social or economic nature.
Premium payments	There is fair and transparent payment of a sustainability premium	<p>The sustainability premium is a payment on top of the market price, quality premiums, or other differentials. Sustainability premiums can be paid in-kind or in cash.</p> <p>There is transparency on the sustainability premium paid to farmers. indicated in clear contractual agreements or contracts.</p>
Data and disclosure	Farmer and facility data is transparently shared	The FG has shared farmer and facility data with Sucafina, and it is in the accepted IMPACT tool formats, adheres to relevant data governance policy, and there is evidence that farmers have provided consent to sharing data.
Diversity, equity and inclusion	Gender Equity Index analysis conducted.	Gender Equity Index analysis is conducted to identify the needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. of women, youth and marginalized groups.

Together, we can
reshape the coffee
industry for good.





Any questions? Feel free to reach out to



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