

BCI External Assessment Field Checklist

For use with V2.0 of the Better Cotton P&C

Large Farms

Introduction

This field checklist supports BCI, partners or verifiers in collecting the necessary information while doing an external assessment in the field (2nd Party credibility checks by BCI/Strategic Partner/Implementing Partner or 3rd party verification by independent verifiers).

It indicates to farmers/ growers the type of questions that might be asked, along with documents to be reviewed and things to be checked during field observations. This is intended as a guidance document only to be used while collecting information in the field. Note that while completing the BCI External Assessment Reporting Template is mandatory; use of this field checklist is optional.

Types of Indicators

This field book covers both **Core and Improvement Indicators** from the Better Cotton P&C v2.0; organized under the 7 Principles. Please note that some indicators are designated as '**Core – Transition**' – these are new Core Indicators that have a delayed implementation time and are not mandatory until 1 March 2019. This means that during External Assessment for 2018-19, assessors will note whether the farm is already meeting these indicators. However, no non-conformities can be given for non-compliance this season.

In a few cases (e.g. Indicator 2.1.1 on Water Stewardship) there is an equivalent indicator from v1.0 of the P&C which will continue to be relevant for the 2018/19 season (during the transition period). These are marked as '**Current relevant v1.0 indicators.**'

General Information

Visit conducted by	Name(s):	
	Organisation	
Start date of assessment	Start date (dd/mm/yyyy)	Start time:
End date of assessment	End date (dd/mm/yyyy)	End time:
Location	Town/ village:	
	Country and State:	
Farm Name and Code		
Implementing Partner (if applicable)		
Farmer Name		

Workers interviewed

Use this section to record details of workers interviewed. Note that worker names can be excluded if necessary due to confidentiality; in this case please provide a description of the worker's role instead.

Worker name or description	Comments

If no worker interviews were carried out, please note the reason why:

P1: Crop Protection

Indicator No.	How to check	Grading	Comments
Core 1.1.2 An Integrated Pest Management Programme is implemented that includes all the following components: (i) growing of a healthy crop; (ii) preventing the build-up of pest populations and of the spread of disease; (iii) preserving and enhancing populations of beneficial organisms; (iv) regular field observations of the crop's health and key pest and beneficial insects; (v) managing resistance.	Farmer interview: <ul style="list-style-type: none"> • What are your major pest threats? What pesticides do you use? • Do you have an IPM plan developed and implemented? How was the plan developed? • When was the plan last reviewed and updated? How has it changed? • Is there a timeline for the plan? • How are you managing pest resistance? • Have you received any training on pest management or IPM? Documents: <ul style="list-style-type: none"> • Review IPM plan - does it cover all five components? Is the timeline realistic? • Are practices appropriate and specific for the local context? Site visit <ul style="list-style-type: none"> • Presence of beneficial insects 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 1.1.4 There is no calendar or random spraying.	Farmer interview: <ul style="list-style-type: none"> • How do you determine when to spray? • What techniques do you use to monitor for pests and beneficial insects? Documents: <ul style="list-style-type: none"> • Spray records; pesticide receipts 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 1.2.1 All pesticides used are registered nationally for the use on cotton.	Farmer interview: <ul style="list-style-type: none"> • What pesticides are you using? Are you aware whether these are all registered nationally for cotton? Documents:	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	

Indicator No.	How to check	Grading	Comments
	<ul style="list-style-type: none"> Spray records; pesticide receipts 		
Core 1.2.2 All pesticides used are correctly labelled in at least one <i>de facto</i> or <i>de jure</i> official national or applicable official regional language.	Farmer Interview: <ul style="list-style-type: none"> How do you identify and label pesticides? What language(s) are pesticides labelled in? Site visit: <ul style="list-style-type: none"> Check pesticide labels and storage containers 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Improvement 1.2.3 All natural substances used are registered under the local/national BCI natural substance database. <i>[Note – for the 2018/19 season this indicator is not scored on Self-Assessment since the BCI natural substances database has not yet been developed]</i>	<i>Are natural substances ever used on the farm to prevent/combat pests?</i> N/A / Yes / No / PU hasn't yet surveyed whether natural substances are in use	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Current relevant v1.0 indicator 1.3.1-C Pesticides list in Annex A and B of the Stockholm Convention are not used.	Farmer Interview: <ul style="list-style-type: none"> Are you using any of the pesticides covered by Annex A/B of the Stockholm Convention? <i>[provide specific names of locally relevant pesticides]</i> Are you also aware of pesticides listed in Annexes of the Montreal Protocol and Annex III of the Rotterdam Convention? <i>[provide specific names of locally relevant pesticides]</i> Are any of these pesticides used? If so, what alternatives are available? Do you have a plan in place to help phase these out? Documents <ul style="list-style-type: none"> Spray records; pesticide receipts Site visit: <ul style="list-style-type: none"> Pesticides in storage, pesticide labels 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core - TRANSITION 1.3.1 Pesticides listed in: (i) Annex A and B of the Stockholm Convention; or (ii) Annexes of the Montreal Protocol; or (iii) Annex III of the Rotterdam Convention; are not used.		<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator No.	How to check	Grading	Comments
Core 1.4.1 The Producer has a plan to phase out by 2021 pesticides listed in category 1 of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS); 1a of the World Health Organization classification (WHO).	Farmer Interview: <ul style="list-style-type: none"> • Are any pesticides used that are listed in <u>Category 1 of the GHS</u> or <u>1a of WHO</u> [give specific examples of locally relevant pesticides] • If so how are you planning to phase these out? Have you developed a plan for this? • What viable alternatives are you aware of? Documents: <ul style="list-style-type: none"> • Phase-out plan; spray records; pesticide receipts 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 1.4.2 The Producer has a plan to phase out by 2024 pesticides listed in category 2 of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS); 1b of the World Health Organization classification (WHO).	Farmer Interview: <ul style="list-style-type: none"> • Are any pesticides used that are listed in <u>Category 2 of the GHS</u> or <u>1b of WHO</u> [give specific examples of locally relevant pesticides] • If so how are you planning to phase these out? Have you developed a plan for this? • What viable alternatives are you aware of? Documents: <ul style="list-style-type: none"> • Phase-out plan; spray records; pesticide receipts 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Improvement 1.4.5 The Producer has phased out Globally Harmonized System (GHS) category 1 / World Health Organisation (WHO) Class 1a.	<i>Has the farm successfully phased out the use of pesticides in GHS category 1 / WHO Class 1a?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 1.4.6 The Producer has phased out Globally Harmonized System (GHS) category 2 / World Health Organisation (WHO) Class 1b.	<i>Has the farm successfully phased out the use of pesticides in GHS category 2 / WHO Class 1b?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator No.	How to check	Grading	Comments
<p>Core 1.5.1 The Producer has a plan to phase out Pesticides defined as carcinogenic, mutagenic or reprotoxic (CMR) substances according to Categories 1a and 1b of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> Do you use any pesticides currently that are defined as CMR according to GHS? <i>[give specific examples of locally relevant pesticides]</i> If so how are you planning to phase these out? Have you developed a plan for this? What viable alternatives are you aware of? <p>Documents:</p> <ul style="list-style-type: none"> Phase-out plan; Spray records; Pesticide receipts 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Improvement 1.5.3 The Producer has phased out pesticides defined as carcinogens, mutagens or reproductive toxicants according to Categories 1a and 1b of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).</p>	<p><i>Has the farm successfully phased out all pesticides defined as carcinogenic, mutagenic, reprotoxic according to GHS categories 1a and 1b?</i></p> <p>Yes / No</p>	<p>Validation:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Yes <input type="checkbox"/> No 	
<p>Core 1.6.1 The Producer must ensure that any person who prepares and applies pesticides is:</p> <ul style="list-style-type: none"> (i) Healthy; (ii) Skilled and trained in the application of pesticides; (iii) 18 or older; (iv) not pregnant or nursing. 	<p>Farmer Interview:</p> <ul style="list-style-type: none"> Who applies pesticides? How do you ensure they are healthy and not pregnant or nursing? What training do you require or provide for anyone applying pesticides? Do you have records of this training? <p>Documents:</p> <ul style="list-style-type: none"> Training materials and records; Spray records 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator No.	How to check	Grading	Comments
<p>Core 1.7.1 Pesticides are prepared and applied by persons who correctly use appropriate protective and safety equipment.</p>	<p>Farmer interview:</p> <ul style="list-style-type: none"> • What kind of protective equipment is used when pesticides are prepared and applied? • How often is this equipment used? • Do you check pesticide labels to ensure the appropriate PPE is being used? How often do you check labels? • Can you give me an example of the label instructions for a pesticide you use? • What training have you received on protective equipment? <p>Documents:</p> <ul style="list-style-type: none"> • Spray records <p>Site visit:</p> <ul style="list-style-type: none"> • Protective and safety equipment; pesticide labels and instructions 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 1.7.3 Pesticide labels are checked regularly (at least every spray season) to ensure that the appropriate Personal Protective Equipment is available for the pesticides being used.</p>	<p>(See 1.71 above)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 1.7.4 Training on safe work procedures and the maintenance, use and proper storage of Personal Protective Equipment has been delivered to all staff who work with pesticides.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What training do you provide to any staff that work with pesticides? • What does this cover? When is it given? <p>Documents</p> <ul style="list-style-type: none"> • Training plan and materials 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator No.	How to check	Grading	Comments
<p>Improvement 1.7.6 Frequency at which Personal Protective Equipment is checked for wear and tear, and replaced if required.</p>	<p><i>How often is PPE is checked for wear and tear and replaced as needed?</i></p> <p>At the start of each spray season / At least once every month / Prior to and after every use</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 1.7.7 Frequency at which refresher training on safe work procedures and the maintenance, use and proper storage of Personal Protective Equipment is provided.</p>	<p><i>How often is refresher training on pesticide use and safety provided?</i></p> <p>Never / At least once every 5 years / At least once every three years / Every year</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Core 1.8.1 Dedicated areas must be available on the farm for storing, mixing and handling pesticides, and for cleaning pesticide containers and application equipment. The areas must fully comply with relevant legislation for the storage, handing and disposal of pesticides. Within these areas, all rinsate and run-off must be completely captured so that it poses no contamination risk.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Where do you store, handle, and mix pesticides? • Where are pesticide containers and spraying equipment cleaned? • How do you ensure all rinsate and run-off are captured? <p>Site visit:</p> <ul style="list-style-type: none"> • Pesticide storage and prep areas, disposal process for pesticide containers, rinsate/ run-off capture 	<p><input type="checkbox"/> Compliant</p> <p><input type="checkbox"/> Compliant with observation</p> <p><input type="checkbox"/> Systemic NC</p>	

Indicator No.	How to check	Grading	Comments
<p>Improvement 1.9.1 A formal plan for conducting pesticide application that details, at a minimum, that the following is in place on the farm:</p> <p>(i) Instructions to comply with the requirements detailed on the label.</p> <p>(ii) The relevant weather conditions under which applications will and will not be undertaken for each field (including wind direction and taking into account the pesticide being applied), spray parameters (e.g. speed, pressure, nozzle size, spray volume, boom height etc.), and all relevant sensitive areas, which are clearly identified on a farm map.</p>	<p><i>Does the farm have a formal plan or protocol for pesticide application that ensures:</i></p> <p><i>(i) compliance with label requirements;</i></p> <p><i>(ii) appropriate weather conditions under which applications will and will not be undertaken for each field (including wind direction and taking into account the pesticide being applied);</i></p> <p><i>(iii) spray parameters (e.g. speed, pressure, nozzle size, spray volume, boom height etc.); and,</i></p> <p><i>(iv) attention to sensitive areas.</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 1.9.3 Weather monitoring equipment is used to monitor temperature, wind speed and direction and humidity prior to and during the application, with readings recorded.</p>	<p><i>Does the farm have weather monitoring equipment that is used to monitor temperature, wind speed, and direction and humidity prior to and during the application, with readings recorded?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 1.9.4 Procedures for ensuring that workers are aware of and observe re-entry periods for any treated areas are in place.</p>	<p><i>Does the farm have procedures for ensuring that workers are aware of and observe re-entry periods for any treated areas?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	

Indicator No.	How to check	Grading	Comments
Improvement 1.10.2 Proportion of pesticides containers that are triple-rinsed, with the rinsate added to the spray tank, or disposed of safely.	<i>Are all pesticide containers triple-rinsed, with the rinsate added to the spray tank, or disposed of safely?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 1.10.3 Proportion of pesticide containers that are recycled.	<i>What percentage of pesticide containers are recycled?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

P2: Water Stewardship

Indicator	How to check	Grading	Comments
<p>Current relevant v1.0 indicator 2.1.1-C Water management practices are adopted that optimise water use (applicable to both rain fed and irrigated cotton).</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What water sources do you use? • What water management practices are you currently implementing? • (If irrigated) How do you decide when to irrigate and for how long? • (If rainfed) How do you optimise use of rainwater? • How do you conserve soil moisture? • Have you received any training on reducing water use? <p>Documents</p> <ul style="list-style-type: none"> • Water use/ irrigation records (if available) <p>Site inspection:</p> <ul style="list-style-type: none"> • Irrigation methods, water storage techniques, soil moisture levels 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>Core - TRANSITION 2.1.1 A time-bound Water Stewardship Plan is defined that addresses each of the following components: (i) Mapping and understanding of water resources; (ii) Managing soil moisture; (iii) Applying efficient irrigation practices to optimise water productivity (applicable to irrigation farms only); (iv) Managing water quality; (v) Engaging in collaboration and collective action to promote sustainable water use.</p>	<p>Farmer Interview</p> <ul style="list-style-type: none"> Do you have a water management plan? If so, how was it developed? What does it cover? Has it been implemented? Does it have a timeline associated with it? If not, do you have a timeline and expected process to develop this? <p>Documents</p> <ul style="list-style-type: none"> Water stewardship plan (if available) – does it cover all five components? Timeline (if separate) Mapping of water resources 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.3 Water resources are identified, mapped and understood.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> What water sources do you use? Have you carried out any identification or mapping of water resources? <p>Documents</p> <ul style="list-style-type: none"> List or map of water resources 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.4 Soil moisture management practices to reduce soil water evaporation are implemented, as per the Water Stewardship Plan.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> What practices are you using to manage soil moisture and reduce evaporation? <p>Site visit:</p> <ul style="list-style-type: none"> Check for examples of soil moisture conservation, e.g. mulching and conservation tillage, soil moisture monitoring systems, deep soil loosening, etc. 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
<p>Core - TRANSITION 2.1.5 Irrigation methods and technologies are implemented towards irrigation efficiency as per the Water Stewardship Plan (applicable to irrigated farms only).</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you decide when to irrigate and how much? • What records of irrigation do you keep? • Have you adapted any techniques or practices to reduce water usage and improve irrigation efficiency? (e.g. deficit irrigation, micro-irrigation, etc) <p>Documents</p> <ul style="list-style-type: none"> • Irrigation records <p>Site visit</p> <ul style="list-style-type: none"> • Irrigation methods, current 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.6 Irrigation timing is planned towards maximisation of water productivity (applicable to irrigated farms only).</p>	(See 2.1.5 above)	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.7 Irrigation is not conducted on a rigid predetermined calendar schedule (applicable to irrigated farms only).</p>	(See 2.1.5 above)	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.8 Risk to water quality is considered when managing and applying nutrients and pesticides as per the Water Stewardship Plan.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you account for risks to water quality when managing/ applying pesticides and nutrients? • What practices do you use already? (e.g. protecting wetlands areas, optimising nutrient application, etc) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 2.1.9 Opportunities for collaboration and collective actions (beyond the Producer's unit of production) to achieve</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Are you already working together with other water users or stakeholders around local water management? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
sustainable water use are identified.	<ul style="list-style-type: none"> If not, do you have plans for future collaboration or collective action on sustainable water use? What is the timeline for these plans? 		
<p>Core - TRANSITION 2.1.10 By March 2022, collaboration and collective actions (beyond the Producer’s unit of production) towards local sustainable use of water are implemented as per opportunities identified in the Water Management Plan.</p>	(See 2.1.9 above)	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

P3: Soil Management

Indicator	How to check	Grading	Comments
<p>Core - TRANSITION 3.1.1 A time-bound soil management plan is defined that addresses each of the following components: (i) Identifying and analysing soil type; (ii) Maintaining and enhancing soil structure; (iii) Maintaining and enhancing soil fertility; (iv) Continuously improving nutrient cycling.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How are you currently managing soil quality? • What types of fertilizers or nutrients do you use? • Have you developed a soil management plan? If so, what does this include? • Does the plan include a timeline? <p>Documents:</p> <ul style="list-style-type: none"> • Soil management plan (if available) and timeline • Fertilizer/ nutrient application records • Results of soil testing (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core –TRANSITION 3.1.5 Soil testing that includes NPK and pH analysis to determine the level of nutrients and acidity in the soil is conducted at least once every 5 years.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Do you currently carry out any soil testing? Does this include NPK and pH analysis? • How and when is this done? • How have you used the results? <p>Documents:</p> <ul style="list-style-type: none"> • Soil testing plan and results 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core –TRANSITION 3.1.6 Soil type is identified and mapped.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What type of soil do you have? • Have you had any work done to identify or map soil types on the farm? If so, how was this carried out? • Have the results been useful? <p>Documents:</p> <ul style="list-style-type: none"> • List or map of soil types 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
Improvement 3.1.7 Soil organic matter levels are monitored based on the need to enhance soil structure	<i>Do you monitor soil organic matter levels?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.9 Tillage methods are conducted in a way that reduces soil compaction and damage to soil structure.	<i>Do you conduct tillage in way that reduces soil compaction and damage to soil structure?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.10 Nutrient are applied based on soil test results.	<i>Are soil test results used to guide nutrient application rates?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.12 Crop diversity, such as crop rotation, is used for the purpose of regenerating soil.	<i>Does the farm rotate cotton with other crops to regenerate soil?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.13 A nutrition budget that considers all nutrient sources and crop exports of nutrients is developed.	<i>Does the farm have an annual nutrition budget that takes into account all nutrient sources (including legume crops), and crop exports of nutrients?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
Improvement 3.1.14 Soil tests and leaf tests to assess nutrient levels and fertiliser needs during the growing season are used.	<i>Do you use soil and leaf tests to assess nutrient levels and fertiliser needs during the season?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.15 Fertilisers are applied using precision agriculture technologies.	<i>Are fertilisers applied using precision agriculture technologies?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 3.1.16 Long-term nutrition trends are monitored.	<i>Are long-term soil fertility trends monitored on the farm?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

P4: Biodiversity and land use

Indicator	How to check	Grading	Comments
<p>Core - TRANSITION</p> <p>4.1.1 A time-bound Biodiversity Management Plan that addresses each of the five following components, is defined:</p> <ul style="list-style-type: none"> (i) Identifying and mapping biodiversity resources; (ii) Identifying and restoring degraded areas; (iii) Enhancing populations of beneficial insects, as per the Integrated Pest Management plan (Principle 1); (iv) Ensuring crop rotation; (v) Protecting riparian areas. 	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What types of biodiversity do you have on the farm? • Have you developed any kind of biodiversity management approach or plan? If so, what does this cover? • Have you adopted any practices designed to enhance biodiversity (e.g. crop-rotation)? • How was it developed? <p>Documents:</p> <ul style="list-style-type: none"> • Biodiversity management plan (if available) – Does it cover all five components? • Timeline (if separate) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant 	
<p>Core - TRANSITION</p> <p>4.1.3 Biodiversity resources are identified and mapped.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Have you carried out any mapping of biodiversity resources? If so, how was this done and who was involved? • Have the results been used at all? <p>Documents:</p> <ul style="list-style-type: none"> • Mapping of biodiversity resources (if available) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant 	
<p>Core - TRANSITION</p> <p>4.1.4 Degraded areas on the farm are identified.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Are you aware of any degraded areas on your farm – for example, areas affected by erosion or overgrazing? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant 	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> Have any measures been taken to help restore these degraded areas? Do you have anything planned in the future? <p>Documents:</p> <ul style="list-style-type: none"> Mapping or list of degraded areas <p>Site visit:</p> <ul style="list-style-type: none"> Look for degraded areas and mitigation measures 		
<p>Core - TRANSITION 4.1.5 Measures to restore degraded areas are implemented as per the Biodiversity Management Plan.</p>	<p><i>(See 4.1.4 above)</i></p>	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 4.1.6 Measures are implemented to protect water courses and wetlands in and adjacent to the farm, including maintaining and/or restoring appropriate riparian and other buffer zones, as per the Biodiversity Management Plan.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> Are there water courses or wetlands on (or next to) your farm? Have you taken any measures to protect these water resources, e.g. through establishing riparian or buffer zones, diverting run-off, etc? <p>Documents:</p> <ul style="list-style-type: none"> Mapping of water resources (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 4.1.9 Where unfarmed or grazed land is present on the farm, regular biodiversity surveys (covering wildlife and plant-life abundance and condition) are conducted.</p>	<p><i>Is unfarmed or grazed land present on the farm?</i> Yes / No</p> <p><i>Do you conduct regular biodiversity surveys (covering wildlife and plant-life abundance and condition) conducted?</i> Yes / No</p>	<p>Validation</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
<p>Current v1.0 Indicator 4.2.1-C The use and conversion of land to grow cotton conforms with national legislation related to agricultural land use.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How long have you been growing cotton on your land? Has your farm been converted from other types of land use? • If so, are you aware of the legal requirements regarding land use/converting native land into farming land in the local area? How were these followed? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
<p>Core -TRANSITION 4.2.1 In case of any proposed conversion from non-agricultural land to agricultural land, the BCI High Conservation Value (HCV) risk-based simplified approach must be implemented</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How long have you been growing cotton on your land? Has your farm been converted from other types of land use? • If so, are you familiar with BCI’s simplified High Conservation Value (HCV) approach? • Has this approach been followed? • If relevant, were any elevated risks identified? Have these been mitigated? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Improvement 4.2.2 Where High Conservation Values are identified, a management and monitoring plan is established to maintain those values.</p>	<p><i>Has the farm established and implemented a management and monitoring plan to maintain the High Conservation Values identified in the risk assessment process?</i></p> <p>Yes / No / N/A – no HCV values identified</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	

P5: Fibre Quality

Indicator	How to check	Grading	Comments
Core 5.1.1 Good management practices for the harvest and storage of seed cotton are adopted.	Farmer Interview: <ul style="list-style-type: none"> • What measures do you take to help protect fibre quality? • How do you store seed cotton? How do you ensure optimal moisture levels? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Improvement 5.1.2 No polypropylene, polyethylene or any synthetic bags are used during the harvesting of cotton by hand, nor during storage and transportation.	<i>Do you use polypropylene, polyethylene or any synthetic bags during cotton hand-harvesting, or during storage and transportation?</i> Yes / No / N/A- machine harvesting	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 5.2.3 A plan for managing fibre quality that includes the following elements - varietal selection, planting date, planting rate, row spacing, crop growth and weed management - is developed.	<i>Does the farm have a plan for managing fibre quality that includes the following elements:</i> <i>(i) varietal selection</i> <i>(ii) planting date</i> <i>(iii) planting rate</i> <i>(iv) row spacing</i> <i>(v) crop growth</i> <i>(vi) weed management</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 5.2.4 Overall results for the quality of the crop at the end of the last season is reviewed.	<i>Did you review the overall results for the quality of the crop at the end of the last season?</i>	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
	Yes / No		
<p>Improvement 5.2.5 When fibre quality problems are identified, an attempt to understand the reasons for the problems (e.g. by discussing these with other relevant people such as consultants, agronomists, researchers and merchants) is undertaken, and actions to remedy the problems are implemented.</p>	<p><i>Were you advised of / or did you identify any problems with fibre quality?</i></p> <p>Yes / No</p> <p><i>Have you consulted and acted on the advice of any of the following in order to address your fibre quality issues: consultants, agronomists, researchers, merchants, etc.?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	

P6: Decent Work

Indicator	How to check	Grading	Comments
Core 6.1.1 There are no workers below the age of 15 (14 in certain specified countries), or below the minimum age for employment defined by local law (whichever is higher).	Farmer Interview: <ul style="list-style-type: none"> • What workers do you use? Are any of them under 15? • How do you verify their ages? Documents: <ul style="list-style-type: none"> • Worker records; Proof of age records 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core - TRANSITION 6.1.4 A written child labour policy, specifying under which circumstances and for which tasks children can or cannot work or be employed and why, has been communicated to farmers/workers/employees.	Farmer Interview: <ul style="list-style-type: none"> • Do you have a written child labour policy specifying which tasks children can carry out? • Has this been communicated to workers and employees? Documents: <ul style="list-style-type: none"> • Child labour policy (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
Core 6.2.1 Hazardous work is not conducted by workers under 18.	Farmer Interview: <ul style="list-style-type: none"> • Do you have any workers under 18? What type of tasks do they carry out? Documents: <ul style="list-style-type: none"> • Proof of age records (if available); spray records; worker payment records 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 6.3.1 All forms of forced or compulsory, including bonded or trafficked labour, are prohibited.	Farmer Interview: <ul style="list-style-type: none"> • How are workers hired (i.e. directly or through a labour broker/recruiters/intermediary)? • What documentation do you keep on workers? • What types of work contracts do you have in place? What is the process for giving notice or leaving the job? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> How do you ensure that workers are free to leave at their own will? <p>Documents:</p> <ul style="list-style-type: none"> Worker documentation or contracts (if available) Training materials and training schedule 		
<p>Core 6.4.1 All forms of discrimination are prohibited.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> How do you select and hire workers? Do you have any majority and minority groups amongst your workers? How do you ensure there is no discrimination towards workers or amongst the workforce? Have workers received any training on anti-discrimination? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 6.4.2 A system is in place to detect and remediate any incident of discrimination on the basis of age, gender, ethnicity, nationality, social origin, religion, membership of a trade union or other workers' organisation, or any other characteristics that are not related to merit or the inherent requirements of the job.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> How would you identify any incidents of discrimination? Have you ever had a worker or others raise concerns about discrimination? How were these handled? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>Improvement 6.4.4 A written code of conduct or non-discrimination policy is communicated to farmers/workers/employees.</p>	<p><i>Does the farm have a written code of conduct or policy on non-discrimination?</i> Yes / No</p> <p><i>Have all workers been trained on the non-discrimination policy / code of conduct?</i> Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Core 6.5.1 Equal wages are paid to workers who perform the same job, irrespective of gender.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Do you employ both male and female workers? • Do you have male and female workers doing the same job? How do you determine wages? <p>Documents:</p> <ul style="list-style-type: none"> • Wage slips or payment records 	<p><input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC</p>	
<p>Improvement 6.6.1 Potable and washing water facilities are placed within reasonable proximity to the workplace and accessible to all.</p>	<p><i>Does the farm have potable and washing water facilities within reasonable proximity to the workplace?</i> Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.6.2 All workers have access to adequate sanitation facilities.</p>	<p><i>Do all workers have access to adequate sanitation facilities?</i> Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.7.1 All workers have access to adequate rest areas / food consumption facilities.</p>	<p><i>Do all workers have access to adequate areas for rest breaks and meals?</i> Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

Indicator	How to check	Grading	Comments
<p>Improvement 6.7.3 All workers have access to adequate medical care facilities or farm provides or subsidizes health insurance above any compulsory state provisions.</p>	<p><i>Does the farm provide access to medical care facilities, or subsidize health insurance above any compulsory provision?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.8.2 A written occupational health and safety policy is available at the farm and has been communicated to workers.</p>	<p><i>Does the farm have a written occupational health and safety policy that has been communicated to workers?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.8.3 A formal staff induction and training program for new employees that covers all relevant workplace health and safety requirements is conducted.</p>	<p><i>Does the farm have formal staff induction and training program for new employees that covers all relevant workplace health and safety requirements?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.9.2 A formal assessment of all potential workplace hazards, involving workers, has been conducted, and has led to the establishment of safe work practice procedures for all hazards.</p>	<p><i>Has there been a formal assessment of all potential workplace hazards, involving workers, that has led to safe work practice procedures being established for all hazards?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.9.3 Records of any accidents and occupational illnesses are maintained.</p>	<p><i>Does the farm maintain records of any accidents and occupational diseases?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

Indicator	How to check	Grading	Comments
Improvement 6.10.2 An accident and emergency procedure, including first aid kits, and access to appropriate transportation to medical facilities, is in place..	<i>Do you have an accident and emergency procedure which includes:</i> - first aid kits / supplies available to workers - access to transportation to medical facilities? Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.10.3 Trained and qualified first aiders are present on the farm.	<i>Does the farm have personnel trained in first aid?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Core 6.11.1 Workers have the right to establish or join organisations of their own choosing.	Farmer Interview: <ul style="list-style-type: none"> • How many workers do you use? How do you recruit them? • Are any of them members of workers organisations? • How do you ensure they have the right to establish or join organisations if they wish to? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 6.11.2 There is no evidence of interference with the establishment and growth of workers' organisations or their activities.	Farmer Interview: <ul style="list-style-type: none"> • Which workers organisations are active in this area? Are any of your workers members? • Have workers ever tried to start up or join worker organisations? What happened? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
Core 6.11.3 There is no interference with the right of workers to bargain collectively.	Farmer Interview: <ul style="list-style-type: none"> • Have your workers done any collective bargaining – i.e. for wage increases or different working hours? • What was the result? Are you aware of similar collective bargaining happening on other farms in the local area? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> How do you try to ensure that workers have the right to bargain collectively? 		
Improvement 6.11.5 Proportion of employees that are members of a Trade Union or other form of worker representation organisation.	<i>What percent of workers/ employees are members of a Trade Union or other form of worker representation organisation?</i> 0 / up to 50% / 50 -75% / More than 75 %	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.11.6 Frequency at which the Producer or a senior staff member meets with employees.	<i>How often does farm management meet with workers/ employees?</i> 1 to 4 times per year / 5 to 12 times per year / 13 or more times per year	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.12.2 Reasonable facilities are available to Union or worker representatives when they visit the farm.	<i>Does the farm have reasonable facilities available for union or worker representatives if or when they visit the farm?</i> Yes / No		
Core 6.13.1 The Producer is aware of the legally applicable minimum wage/s (statutory national or regional minimum wage applicable to agriculture, collectively agreed wage, industry minimum).	Farmer Interview: <ul style="list-style-type: none"> What is the legal minimum wage? How do you determine wages for your workers? Documents: <ul style="list-style-type: none"> Wage slips or payment records (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	

Indicator	How to check	Grading	Comments
<p>Improvement 6.13.2 The wage rate paid to workers by the Producer is equal or higher than the applicable minimum wage.</p>	<p><i>Is the wage rate paid to workers equal to or higher than the applicable minimum wage?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.13.3 Employees are paid more than 15% higher than the applicable minimum wage.</p>	<p><i>Is the wage rate paid to workers more than 15% higher than the applicable minimum wage?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.13.4 Piece rate or wages adequate for workers to earn the applicable national minimum wage or regional norm (whichever is higher) are provided during normal working hours and under normal operating conditions.</p>	<p><i>Do you pay any workers on a piece-rate basis?</i></p> <p>Yes / No</p> <p><i>Is the piece rate adequate for workers to earn the applicable national minimum wage or regional norm (whichever is higher) during normal working hours and under normal operating conditions?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.13.5 Wage records show that workers are paid regularly and on time through an appropriate method of payment.</p>	<p><i>Does the farm maintain wage records showing that workers are paid regularly and on time through an appropriate method of payment?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	

Indicator	How to check	Grading	Comments
Improvement 6.14.1 All workers are consulted about working conditions (including requirements relating to working hours and overtime) as part of the hiring process.	<i>Are workers consulted about working conditions (including requirements relating to working hours and overtime) as part of the hiring process?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.14.2 All workers are employed with a written contract.	<i>Are all workers employed with a written contract?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.15.1 Records on employment obligations are maintained on the following: (i) personnel files (for each worker) (ii) pay records (iii) working hours records (iv) workforce statistics (v) union agreements (vi) policies (vii) health & safety (viii) labour providers.	<i>Are records on employment obligations maintained on the following?</i> <i>(i) personnel files (for each worker)</i> <i>(ii) pay records</i> <i>(iii) working hours records</i> <i>(iv) workforce statistics</i> <i>(v) union agreements</i> <i>(vi) policies</i> <i>(vii) health & safety</i> <i>(viii) labour providers.</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.16.1 There is a policy on the treatment of temporary, seasonal and (sub-)contracted workers.	<i>Does the farm have a policy that deals with how temporary and seasonal workers are treated?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
<p>Improvement 6.17.2 The Producer is aware of the minimum legal requirements and relevant collective agreements on working hours.</p>	<p><i>Are you aware of the minimum legal requirements on working conditions for farm workers (including requirements relating to working hours and overtime)?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.18.2 Overtime hours are paid at a premium, in line with legal requirements.</p>	<p><i>Are overtime hours paid at a premium, in line with (or above) legal requirements?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Core 6.19.1 Use of corporal punishment, mental or physical coercion, sexual harassment or physical or verbal abuse or harassment of any kind, is prohibited.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What do you do if a worker breaks a rule or doesn't do a good job? • How do you discipline workers and give them feedback? • Have you ever witnessed any use of physical punishment, sexual harassment, or physical/ verbal abuse towards or amongst workers? 	<p><input type="checkbox"/> Compliant</p> <p><input type="checkbox"/> Compliant with observation</p> <p><input type="checkbox"/> Systemic NC</p>	
<p>Core 6.20.1 A policy and system for disciplinary measures is available and communicated to workers.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What is your policy for discipline? Is it written down? • Can you give an example of how you have had to discipline workers? • How do you make workers aware of this policy? 	<p><input type="checkbox"/> Compliant</p> <p><input type="checkbox"/> Compliant with observation</p> <p><input type="checkbox"/> Systemic NC</p>	

Indicator	How to check	Grading	Comments
<p>Core 6.20.2 Any disciplinary actions are proportionate to the conduct in question and the system in place include fair warning principles.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you decide what actions to take to discipline workers? Can you provide some examples? • How do you warn workers of potential disciplinary actions? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC	
<p>Improvement 6.21.1* Number of alliances or partnerships established with local organisations on decent work. <i>[Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p><i>How many alliances or partnerships on decent work has the farm established with local organisations?</i></p> <p>None / 1 / 2 or more</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<p>Improvement 6.21.2* Number of outreach activities to specific groups beyond farmers (e.g. women, children, casual workers, migrant workers, local authorities, school teachers, pesticide applicators, cotton pickers, etc.). <i>[Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p><i>How many outreach activities to specific target groups has the farm conducted?</i></p> <p><i>Target groups may include women, children, casual workers, migrant workers, local authorities, school teachers, pesticide applicators, cotton pickers, etc.</i></p> <p>None / 1 / 2 or more</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
<p>Improvement 6.21.4* A specific person or group is in place to actively promote Decent Work within the community (e.g. Decent Work committees, child labour monitoring committees, local pressure group, lead farmer, etc.).</p> <p><i>[Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p><i>Does the farm have a specific person or group in place to actively promote Decent Work within the community?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.22.5 The Producer is a member of a local producer organisation.</p>	<p><i>Are you a member of your local producer (grower) organisation?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	

P7: Management System

Indicator	How to check	Grading	Comments
<p>Core 7.1.1 A Continuous Improvement Plan is available, implemented and monitored according to the applicable BCI Continuous Improvement planning process, and reviewed annually.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> Do you have a plan for continuous improvement? How was it developed? What does this include? What are the main priorities for improvement? When was the plan last reviewed? How do you monitor progress against the plan? <p>Documents:</p> <ul style="list-style-type: none"> Continuous Improvement plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 7.2.1* A training plan identifying the key sustainability issues to be addressed for the Producer, the name of training provider(s), scheduling and expected participants is available and implemented. <i>[Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> Do you have a training plan covering all points in 7.2.1? When and how was it developed? How did you determine what to include in this plan? Has the training plan been implemented according to the plan and timeline? If not, why not? What challenges have you encountered in delivering this training? <p>Documents:</p> <ul style="list-style-type: none"> Training plan and timeline 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant (or N/A) <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>Core 7.2.2* Training materials for Better Cotton Initiative farmers and workers are available to cover Better Cotton Initiative Principles and Criteria Core Indicators, with a focus on key sustainability issues in the local context. Best practices (validated locally) related to production are shared with Better Cotton Initiative farmers through appropriate dissemination material in local language.</p> <p><i>[*Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • What methods for training employees or workers do you use? What has worked well? • Can you give an example? • How do you plan to adjust or improve your training approach in the future? <p>Documents:</p> <ul style="list-style-type: none"> • Sample training materials 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 7.2.3* The Producer reports annual data on number of Better Cotton Initiative farmers and workers trained by gender/topic/methodology to demonstrate the implementation of the training plan.</p> <p><i>[*Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Do you keep records on how many workers have received training? • Are these categorized by gender and topic and training method? <p>Documents:</p> <ul style="list-style-type: none"> • Training records 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>Core 7.2.4* The Producer operates a system to: (i) Assess and document the level of adoption of practices promoted through training; (ii) Identify and address the risks associated with adopting the practices promoted through training; (iii) Evaluate the training materials continuously to improve their content and delivery. <i>[*Applicable only if the farm has 50+ workers, including permanent, seasonal, migrant, sub-contracted]</i></p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you measure whether workers are adopting the practices promoted through training? • Can you provide an example? • Are there practices or topics that have been covered by training, but which workers are hesitant to adopt? <ul style="list-style-type: none"> ○ How are you addressing these challenges? ○ Can you give an example? • How do you evaluate training materials and delivery to improve its effectiveness? <ul style="list-style-type: none"> ○ Can you give an example of a change you've made in response to this review process? <p>Documents</p> <ul style="list-style-type: none"> • Training materials and plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 7.3.2 The Producer maintains a farm-level record keeping mechanism (e.g. Farmer Field Book) for essential production data on inputs and outputs in an accurate manner.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you record data on inputs and outputs? What is included? • What challenges do you have with recording accurate data? • Have you used this information in any way? <p>Documents:</p> <ul style="list-style-type: none"> • Records on inputs/ outputs 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core 7.3.3 The Producer operates a system to collect, compile and report complete and accurate Results Indicator data in</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you collect and report on Results Indicator data? • Who is responsible for carrying out this process? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>accordance with the Results Indicator Reporting template.</p>	<ul style="list-style-type: none"> • How do you ensure that data is complete and accurate? • What challenges do you face in getting this data? 		
<p>Core 7.3.4 The Producer creates and maintains a profile of the farm labour force, including estimates of numbers of workers, as per the Better Cotton Initiative defined worker categories and disaggregated by gender. The labour profile is updated annually, at the latest at the end of sowing.</p> <p><i>[Note: for 2018/19 season this labour profile <u>does not</u> need to include specific BCI worker categories]</i></p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Do you have a profile (or list) of your labour force which includes all workers? • How have workers been categorized? • Are workers broken down by category and gender? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	
<p>Core - TRANSITION 7.3.6 The Producer maintains receipts of sales of Better Cotton, including the buyer name, date, and volume, for at least one year. The LF Manager is able to collect and submit these sale records to BCI upon request.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • How do you sell your cotton? Are you issued with a sales receipt? • How long do you keep these receipts for? <p>Documents:</p> <ul style="list-style-type: none"> • Sales receipt or other sales records 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant 	

Indicator	How to check	Grading	Comments
<p>Core 7.4.1 The Producer operates a system to: (i) Identify and address the risks of non-conformity with core indicators; (ii) Plan and enforce the implementation of Corrective Actions resulting from monitoring activities.</p>	<p>Farmer Interview:</p> <ul style="list-style-type: none"> • Do you carry out any internal monitoring to identify risks of not meeting Core Indicators in the BCI standard? • Have you identified any corrective actions (through internal monitoring or external assessment)? • If so, how did you ensure these corrective actions were fully implemented? Can you give an example? <p>Documents:</p> <ul style="list-style-type: none"> • Internal monitoring reports; corrective actions from external assessments 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Systemic NC 	

Worker Interview Guide

This section includes a sample of questions that might be relevant when interviewing workers

Principle/ Questions	Comments
<p>General/ Introduction <i>[explain purpose of the interview and that all information will be anonymous and confidential]</i></p> <ul style="list-style-type: none"> • What is your name? • What type of work do you do? Which farmer(s) do you work for? • Do you live in the local area? 	
<p>Principle 1: Crop Protection <i>For workers that work directly with Crop Protection</i></p> <ul style="list-style-type: none"> • Do you know how to recognise the different pest and beneficial insects in cotton? • Do you conduct field observations of the crop's health, key pest and beneficial insects? • Have you received any training about Integrated Pest Management? • On what basis do you decide to apply pesticides? • How long have you been working with pesticides? • Have you been trained for it? • How old are you? • How do you conduct the pesticide preparation and application? • Do you know the danger of pesticides? Can you give an example? • Do you wear any protective equipment? Please describe this. Do you always use protective equipment or only sometimes? 	
<p>Principle 5: Fibre Quality</p> <ul style="list-style-type: none"> • What is your role in handling or storing seed cotton? • What practices do you use to help protect fibre quality and avoid contamination during harvest, storage and transporting seed cotton? 	
<p>Principle 6: Decent Work</p> <ul style="list-style-type: none"> • Has someone checked your age when you were hired? How old are you? • What kinds of work do you do? How were you trained for these tasks? • How old are other workers on the farm? Are there any workers under 18? Under 15? What tasks do they do? • How are you paid for the work you do? Are all workers doing the same job paid the same? 	

Principle/ Questions	Comments
<ul style="list-style-type: none"> • Are you working for your family or for someone else? • How does your boss provide feedback to workers? How are workers disciplined if they don't do a good job? • Have you received any training or education on good work practices and the rights of workers? • Have you encountered any issues of discrimination at work – for example due to your race or gender? How were these resolved? • Are you aware of any code of conduct or policy non-discrimination? • Are you a member of a union or other worker organisation? If not, would you like to be? Are you aware of your rights to join a workers organisation? 	