

BCI External Assessment Field Checklist

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

Medium 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 Producer Units the type of questions that might be asked to the PU manager, field facilitators, farmers, and workers, along with documents that might 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 checklist 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 PU 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.**'

Note that external assessment by Third-Party Verifiers and Implementing Partners focuses only on **Core Indicators** for Medium Farms – therefore the Improvement Indicators may not be relevant for these checks.

General Information

Visit conducted by	Name:	
	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:	
Producer Unit Name and Code		
PU Manager Name		
Implementing Partner		
Field Facilitator Name(s)		

Farmers visited

Farmer Name and Code	Farm Name and Location
Farmer 1:	
Farmer 2:	
Farmer 3:	

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.

Name or description	Comments

P1: Crop Protection

Indicator No.	How to check	Grading	Comments
<p>Core</p> <p>1.1.2 An Integrated Pest Management Programme is implemented that includes all the following components:</p> <p>(i) growing of a healthy crop;</p> <p>(ii) preventing the build-up of pest populations and of the spread of disease;</p> <p>(iii) preserving and enhancing populations of beneficial organisms;</p> <p>(iv) regular field observations of the crop's health and key pest and beneficial insects;</p> <p>(v) managing resistance.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • What are the major pest threats affecting farmers in the PU? What pesticides are widely used? • Do you have an IPM plan developed and implemented? How was the plan developed? (look for agro-ecosystem analysis) • What are the key local issues related to crop protection? How these are addressed by the plan? • When was the plan last reviewed and updated? How has it changed? • Is there a timeline for the plan? • Does the timeline seem realistic? When was it last reviewed and revised • How are farmers managing pest resistance? • [To FFs]: Are you familiar with the key elements of the plan? How are you training farmers on these? <p>Documents:</p> <ul style="list-style-type: none"> • IPM plan - does it cover all five components? Are practices appropriate and specific for the local context? • Timeline for IPM plan (if separate) <p>Farmer visits:</p> <ul style="list-style-type: none"> • Which pesticides do you use, and why? How do you determine when to spray? • What training have you received on pest management or applying pesticides? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator No.	How to check	Grading	Comments
<p>Core 1.1.4 There is no calendar or random spraying.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • How do farmers in the PU decide when to spray? • How do you ensure that farmers are not using calendar or random spraying? • What type of training has been provided to Field Facilitators and farmers? • How are farmers observing/monitoring the cotton crop for pests and beneficial insects? <p>Documents:</p> <ul style="list-style-type: none"> • Training and awareness raising material for facilitators and farmers <p>Farmer visits:</p> <ul style="list-style-type: none"> • How do you decide when to spray? • What training have you been provided on field monitoring and observation techniques? • Do you recall the main points covered? • Have you changed any practices as a result? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core 1.2.1 All pesticides used are registered nationally for the use on cotton.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What pesticides are being used by farms in the PU? • Do you have a list of the pesticides nationally registered for use on cotton? • Are you aware of any pesticides used that are not registered nationally for cotton? • How do you ensure farmers comply with the criteria? <p>Farmer visits:</p> <ul style="list-style-type: none"> • Which pesticides do you use? (<i>cross-check pesticides used in practice with national lists; review receipts and farmer field books</i>) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>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</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • How do farmers identify and label pesticides? How have you checked this? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation 	

Indicator No.	How to check	Grading	Comments
or applicable official regional language.	<ul style="list-style-type: none"> Have you observed any unlabelled pesticides during farmer visits? What language(s) are pesticides labelled in? Farmer visits: <ul style="list-style-type: none"> How do you label and identify pesticides? Review pesticide labels and storage containers 	<input type="checkbox"/> Incidental NC <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>Do any farmers in the PU use natural pesticides?</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.	PU Manager/ FF Interview: <ul style="list-style-type: none"> What pesticides are being used in the PU? Are any of these covered by Annex A/B of the Stockholm convention (<i>provide specifics on locally relevant pesticides</i>)? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <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.	<ul style="list-style-type: none"> How do you ensure farmers do not use these pesticides? Are you also aware of pesticides listed in Annexes of the Montreal Protocol and Annex III of the Rotterdam Convention (<i>provide specifics on 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"> Review phase-out plan (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator No.	How to check	Grading	Comments
	<ul style="list-style-type: none"> Review training plan and training materials <p>Farmer visits:</p> <ul style="list-style-type: none"> What pesticides are you using currently? How do you decide which ones to use? Are you planning to phase any of these pesticides out in the future? Have you received any training on alternative pesticides? [Cross-check information from interviews with practices observed at farmer visits.] 		
<p>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).</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What pesticides are being used in the PU that are listed in <u>Category 1 of the GHS</u> or <u>1a of WHO</u>? How widely are these used within the PU? How are you planning to phase these out? What viable alternatives are you aware of? How do you plan to educate farmers and change practices in line with this deadline? <p>Documents:</p> <ul style="list-style-type: none"> Review phase-out plan (if available) Review training plan and training materials <p>Farmer visits:</p> <ul style="list-style-type: none"> What pesticides are you using currently? How do you decide which ones to use? Are you planning to phase any of these pesticides out in the future? Have you received any training on alternative pesticides? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core 1.4.2 The Producer has a plan to phase out by 2024 pesticides</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What pesticides are being used by farmers that are listed in <u>Category 2 of GHS</u> or <u>1b of WHO</u>? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation 	

Indicator No.	How to check	Grading	Comments
listed in category 2 of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS); Ib of the World Health Organization classification (WHO).	<ul style="list-style-type: none"> • How widely are these used? • How are you planning to phase these out? What viable alternatives are you aware of? • How do you plan to educate farmers and change practices in line with this deadline? Documents: <ul style="list-style-type: none"> • Review phase-out plan (if available) • Review training plan and training materials Farmer visits <ul style="list-style-type: none"> • What pesticides are you using currently? How do you decide which ones to use? • Are you planning to phase any of these pesticides out in the future? • Have you received any training on alternative pesticides? 	<input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	
Improvement 1.4.3 Proportion of farmers who have phased out Globally Harmonized System (GHS) category 1 / World Health Organization (WHO) Class Ia.	<i>Of the farmers in the PU who previously used pesticides in GHS category 1 / WHO Class 1a, how many farmers have phased out use?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 1.4.4 Proportion of farmers who have phased out Globally Harmonized System (GHS) category 2 / World Health Organization (WHO) Class Ib.	<i>Of the farmers in the PU who previously used pesticides in GHS category 2 / WHO Class 1b, how many farmers have phased out use?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
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	PU Manager/ FF Interview: <ul style="list-style-type: none"> • What pesticides are being used that are defined as CMR substances according to the GHS? • What kind of consultation have you conducted to identify these pesticides? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	

Indicator No.	How to check	Grading	Comments
1b of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).	<ul style="list-style-type: none"> • How widely are these used? • Do farmers have a plan to phase these out? What viable alternatives are you aware of? • How do you plan to educate farmers and change practices in line with this deadline? Documents: <ul style="list-style-type: none"> • Review phase-out plan (if available) • Review training plan and training materials Farmer visits: <ul style="list-style-type: none"> • What pesticides are you using currently? How do you decide which ones to use? • Are you aware of any hazardous effects of these pesticides? • Are you planning to phase any of these pesticides out in the future? • Have you received any training on alternative pesticides? 		
Improvement 1.5.2 Proportion of farmers who have phased 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).	<i>Of the farmers in the PU who previously used pesticides defined as carcinogenic, mutagenic or reprotoxic (CMR), what percent of farmers have phased out use?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Core 1.6.1 The Producer must ensure that any person who prepares and applies pesticides is: (i) Healthy; (ii) Skilled and trained in the application of pesticides;	PU Manager/ FF Interview: <ul style="list-style-type: none"> • How do farmers decide who applies pesticides? • Is there a policy available about who can prepare and apply pesticides? • How are the workers/farmers that work with pesticides trained? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	

Indicator No.	How to check	Grading	Comments
(iii) 18 or older; (iv) not pregnant or nursing.	<ul style="list-style-type: none"> How do you ensure farmers comply with the criteria? (training, internal management/monitoring, etc)? <p>Documents:</p> <ul style="list-style-type: none"> Review training and awareness raising material for facilitators and farmers/workers Training records <p>Farmer visits:</p> <ul style="list-style-type: none"> Who applies pesticides? How do you ensure they are healthy, trained, 18 or older and not pregnant/nursing? 		
<p>Core</p> <p>1.7.1 Pesticides are prepared and applied by persons who correctly use appropriate protective and safety equipment.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What kind of protective equipment is used by farmers/workers when working with pesticides? How widely is this used? Have you identified any farmers or workers not using protective equipment while preparing or applying pesticides? What training has been carried out on protective equipment? <p>Documents</p> <ul style="list-style-type: none"> Review training materials and plan <p>Farmer visits:</p> <ul style="list-style-type: none"> Who applies pesticides? What protective equipment is used? How do you ensure this is used properly? Site visit to check protective equipment (available, in decent condition, looks used, covers all required body parts) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	
<p>Improvement</p> <p>1.8.2 Proportion of farms with separate and safe storage and cleaning sites available.</p>	<p><i>What percent of farms in the PU have separate and safe storage and cleaning sites available on their farm?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator No.	How to check	Grading	Comments
<p>Improvement 1.8.3 Frequency at which application equipment is inspected and cleaned.</p>	<p><i>What percent of farmers in the PU ensure that pesticide application equipment is inspected and cleaned after every use?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 1.9.2 Proportion of farms applying pesticides in appropriate weather conditions, according to the directions on the label with appropriate and well-maintained equipment.</p>	<p><i>On what percent of farms in the PU are pesticides applied in appropriate weather conditions, following label directions, and using appropriate and well-maintained equipment?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 1.10.1 Proportion of farms that dispose of pesticide containers safely.</p>	<p><i>On what percent of farms in the PU are pesticide containers disposed of safely?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	

P2: Water Stewardship

Indicator	How to check	Grading	Comments
<p>Current 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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What water sources are used by farmers in the PU? • What water management practices are being implemented in the PU? Give specific examples • How do farmers conserve soil moisture? • What type of training has been provided on water management? • (If rain-fed); How do farmers make optimal use of rainfall? • (If irrigated): How do farmers decide when to irrigate the crop? <ul style="list-style-type: none"> ○ What techniques are being used to maximise the efficiency of irrigation systems? ○ What records are kept on irrigation? <p>Documents</p> <ul style="list-style-type: none"> • Review water use records (if available), training materials and training schedule <p>Farmer visits:</p> <ul style="list-style-type: none"> • How do you manage water on your farm? What water management practices have you implemented? Have they made any difference? • How do you decide when to irrigate? (or, how do you make optimal use of rainfall?) • Have you received any training on water management? What did it cover? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • Has a water stewardship plan been developed and implemented for the PU? • If so, how was it developed? What does it cover? • Does it have a timeline associated with it? • If not, do you know the timeline and expected process to develop this? • How will farmers be trained on the most relevant aspects of the plan? <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 (if available) <p>Farmer visits:</p> <ul style="list-style-type: none"> • What water sources do you use? • What steps have you taken to reduce water use? • What training have you received on water use? 	<p><input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant</p>	
<p>Core - TRANSITION 2.1.3 Water resources are identified, mapped and understood.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What water sources are used by farmers in the PU? • Have you carried out any listing or mapping of water resources in the PU? <p>Documents</p> <ul style="list-style-type: none"> • List or map of water resources 	<p><input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant</p>	
<p>Core - TRANSITION 2.1.4 Soil moisture management practices to reduce soil water</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What practices are farmers using to manage soil moisture and reduce evaporation? • What training has been carried out on this? 	<p><input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant</p>	

Indicator	How to check	Grading	Comments
evaporation are implemented, as per the Water Stewardship Plan.	Documents <ul style="list-style-type: none"> • Training materials and plan Farmer visits: <ul style="list-style-type: none"> • Do you do anything specific to retain soil moisture and reduce evaporation? Have you received any training on this topic? 		
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).	PU Manager/ FF Interview: <ul style="list-style-type: none"> • Is irrigation used by farmers in the PU? What types of irrigation are used? • How do farmers decide when to irrigate and how much? • What records of irrigation do farmers keep? • What training has been provided on efficient irrigation techniques? Documents <ul style="list-style-type: none"> • Irrigation records Farmer visits <ul style="list-style-type: none"> • When do you irrigate? How do you decide this? • What records do you keep of irrigation timing and water usage? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
Core - TRANSITION 2.1.6 Irrigation timing is planned towards maximisation of water productivity (applicable to irrigated farms only).	(See 2.1.5 above)	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
Core - TRANSITION 2.1.7 Irrigation is not conducted on a rigid predetermined calendar schedule (applicable to irrigated farms only).	(See 2.1.5 above)	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> How do farmers in the PU account for risks to water quality when managing/ applying pesticides and nutrients? What practices are in use already in this area? What training has been provided? <p>Farmer visits</p> <ul style="list-style-type: none"> How do you apply pesticides or nutrients? Do you take any steps to reduce impact on water quality? 	<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 sustainable water use are identified.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> Are you aware of current or future plans for collaboration or collective action on sustainable water use? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<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>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> How will you approach collaboration and collective action on sustainable water? What efforts have been made already? What future plans are in place? 	<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>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> How are farmers in the PU currently managing soil quality? What types of fertilizers or nutrients are used by farmers in the PU? Have you developed a soil management plan for the PU? If so, what does this include? Does the plan include a timeline? How have farmers in the PU been trained on soil management techniques? <p>Documents:</p> <ul style="list-style-type: none"> Soil management plan (if available) and timeline Fertilizer or nutrient application records Results of soil testing (if available) 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core –TRANSITION 3.1.4 Soil testing is conducted that includes NPK and pH analysis. A minimum of 1 soil test per Medium farm on a minimum of 20% of the Medium Farms within a Producer Unit must be conducted each year, and with different Medium Farms each year, so that all Medium Farms are covered over a period of 5 years.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> Do farms in the PU currently carry out any soil testing? Does this include NPK and pH analysis? How is this done? What sample of farms does it cover? How have you used the results? Have you trained farmers to carry out soil testing and analyse results? <p>Documents:</p> <ul style="list-style-type: none"> Soil testing plan and results <p>Farmer visits</p> <ul style="list-style-type: none"> Have you carried out any soil testing? What does this cover? Have you been trained on the process or how to analyse results? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> [If applicable] Have you made any changes based on the results of soil testing? 		
<p>Core –TRANSITION 3.1.6 Soil type is identified and mapped.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> Have you done any work to identify or map soil types within farms in the PU? How was this carried out? How have the results been used? <p>Documents:</p> <ul style="list-style-type: none"> List or map of soil types <p>Farmer visits</p> <ul style="list-style-type: none"> Do you know what type of soil you have on your farm? How are you aware of this? How have you used this information? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Improvement 3.1.7 Soil organic matter levels are monitored based on the need to enhance soil structure</p>	<p><i>Do farmers throughout the PU monitor soil organic matter levels?</i></p> <p>Yes / No</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<p>Improvement 3.1.9 Tillage methods are conducted in a way that reduces soil compaction and damage to soil structure.</p>	<p><i>What percent of farmers in the PU use tillage methods that reduce soil compaction and damage to soil structure?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<p>Improvement 3.1.10 Nutrient are applied based on soil test results.</p>	<p><i>What percent of farmers in the PU apply nutrients based on the soil test results?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
Improvement 3.1.11 Practices to control soil erosion are implemented.	<i>What percent of farmers in the PU adopt practices to control erosion?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	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>What percent of farmers in the PU use crop diversity, such as crop rotation, to regenerate soil?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	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>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • Have you developed a biodiversity management plan at PU level? What does this cover? • How was it developed? • What biodiversity currently exists in the PU area? • How are farmers managing biodiversity? Have they adopted any practices designed to enhance biodiversity (e.g. crop-rotation)? • Have farmers participated in any mapping of biodiversity resources or degraded areas? <p>Documents:</p> <ul style="list-style-type: none"> • Biodiversity management plan (if available) – Does it cover all five components? • Timeline (if separate) • Mapping of biodiversity resources (if available) <p>Farmer visits</p> <ul style="list-style-type: none"> • What animals and plants are you aware of on your land? • Have you participated in any work to map these plants and animals? • Have you been trained on methods to improve biodiversity? Please explain • Are you aware of any degraded areas on your farm (or in the local area?). How are these identified? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant 	

Indicator	How to check	Grading	Comments
<p>Core - TRANSITION 4.1.3 Biodiversity resources are identified and mapped.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> Have you carried out any mapping of biodiversity resources? How was this done and who was involved? <p>Documents:</p> <ul style="list-style-type: none"> Mapping of biodiversity resources (if available) <p>Farmer visits</p> <ul style="list-style-type: none"> What animals and plants are you aware of on your land? Have you participated in any work to map these plants and animals? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 4.1.4 Degraded areas on the farm are identified.</p>	<p>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> What do you understand by the term ‘degraded areas?’ Have you carried out any work to identify degraded areas on farms in the PU? What types of areas do these include (e.g areas with erosion, or overgrazed vegetation) Have any measures been taken to help restore these degraded areas? <p>Documents:</p> <ul style="list-style-type: none"> Mapping or list of degraded areas 	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	
<p>Core - TRANSITION 4.1.5 Measures to restore degraded areas are implemented as per the Biodiversity Management Plan.</p>	<p>(See 4.1.4 above)</p>	<input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant	

Indicator	How to check	Grading	Comments
<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>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • Are there water courses or wetlands on (or next to) farms in the PU? • Have any steps been taken to protect these water resources, e.g. through establishing riparian or buffer zones? <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 any farms in the PU?</i></p> <p>Yes / No</p> <p><i>Are regular biodiversity surveys (covering wildlife and plant-life abundance and condition) conducted?</i></p> <p>Yes / No</p>	<p>Validation</p> <input type="checkbox"/> Yes <input type="checkbox"/> No	
<p>Current relevant 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>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • Have any farms been converted from other types of land use? • What are the legal requirements regarding land use/converting native land into farming land in the local area? • How do you keep up to date with the legal requirements? • How do farmers ensure that cotton is only grown according to legislation? <p>Farmer visits:</p> <ul style="list-style-type: none"> • How long have you been growing cotton on your land? What was the land used for previously? • How was it converted to agricultural use (if relevant)? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	

Indicator	How to check	Grading	Comments
<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>PU Manager/ FF interview:</p> <ul style="list-style-type: none"> • Are you familiar with BCI’s simplified High Conservation Value (HCV) approach? • Have any farmers recently converted land from non-agricultural to agricultural land? How did this process happen? • If relevant, has the simplified HCV approach been implemented? • If relevant, were any elevated risks identified? Have these been mitigated? <p>Farmer visits</p> <ul style="list-style-type: none"> • How long have you been growing cotton on your land? Are you aware of any farms in the area that were converted from non-agricultural uses? 	<p><input type="checkbox"/> Compliant <input type="checkbox"/> Non-compliant</p>	
<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 PU gone beyond mitigation measures to develop a management and monitoring plan to maintain the High Conservation Values identified in the risk-assessment?</i></p> <p>Yes / No / N/A – no HCV values identified</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

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.	PU Manager/ FF Interview: <ul style="list-style-type: none"> How are farmers working to minimise trash, contamination and damage? What good management practices have been shared with farmers? Who is being trained on these practices (farmers, workers, etc.)? Documents: <ul style="list-style-type: none"> Review training and awareness-raising materials Review training plan Farmer visits: <ul style="list-style-type: none"> What do you do to help reduce contamination or protect fibre quality? Have you received any training on how to reduce contamination? What did this training cover? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <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>What percent of farmers in the PU do not use polypropylene, polyethylene or any synthetic bags during cotton hand-harvesting, storage and transportation?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100% / N/A	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 5.2.1 Number of best practices (validated locally) to maximise fibre quality shared with Better Cotton Initiative farmers through appropriate dissemination material in local language.	<i>How many best practices to maximise fibre quality have been shared with farmers in the PU through appropriate training and materials in the last 2 years?</i> 1 / 2 / More than 2	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
Improvement 5.2.2 Proportion of farms adopting recommended practices to maximise fibre quality.	What percent of farmers in the PU are adopting the recommended best practices to maximise fibre quality? 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

P6: Decent Work

Indicator	How to check	Grading	Comments
<p>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).</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What is the minimum age for employment? • Are any farmers using workers under the age of 15? How have you checked or observed this? • What type of age verification do farmers carry out when hiring workers? • Has a baseline assessment for risks of child labour has been carried out covering farmers in the PU? • How have farmers been trained on child labour issues? <p>Documents:</p> <ul style="list-style-type: none"> • Proof of age records • Training materials <p>Farmer visits:</p> <ul style="list-style-type: none"> • How do you check the age of workers? • Do you use any workers under the age of 15? How old are they? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>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.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • Are you aware of a written child labour policy for the PU? • What does it cover? What are the key circumstances and tasks for which children are permitted to work? • How have you communicated to farmers, workers, and employees about the policy? • How do you ensure farmers understand these circumstances and comply with the policy? <p>Documents:</p> <ul style="list-style-type: none"> • Review policy (if available) 	<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"> Review training materials 		
<p>Core 6.2.1 Hazardous work is not conducted by workers under 18.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What activities are considered as hazardous labour? What tasks do workers/farmers below the age of 18 usually perform? How do you ensure that farmers have a procedure in place to document workers age and tasks? <p>Documents:</p> <ul style="list-style-type: none"> Training and awareness raising materials; training schedule Proof of age records (if available) <p>Farmer visits:</p> <ul style="list-style-type: none"> Who carries out hazardous work on the farm (i.e. spraying, etc). How do you ensure these workers are 18 or over? Review proof of age records (if available) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core 6.3.1 All forms of forced or compulsory, including bonded or trafficked labour, are prohibited.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> How are workers hired (i.e. directly or through a labour broker/recruiters/intermediary)? Do farmers keep any documentation on workers? What is your understanding of ‘forced or compulsory labour’? What does this mean? Have you identified any instances of forced/bonded labour amongst farms in the PU? How are farmers and workers trained on this topic? How do you ensure that farmers comply with the criteria and that workers are aware of their rights? <p>Documents:</p> <ul style="list-style-type: none"> Worker documentation or contracts (if available) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> • Training materials and training schedule <p>Farmer visits:</p> <ul style="list-style-type: none"> • What type of workers do you use? How are they hired? • Are any workers indebted to you or an intermediary? • Are you providing wages advances to your workers? Do you provide any loans to workers? If so, how does it work in terms of repayment? • How is the movement of workers restricted within the farms, if at all? • Are workers ever fined or disciplined? How? • What happens if a worker wants to leave? • What training did you receive on the issue of forced labour? 		
<p>Core 6.4.1 All forms of discrimination are prohibited.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What are the most common forms of discrimination relevant to the PU? What are the majority and minority groups? • How do farmers ensure there is no discrimination in their practices? • What training have farmers received on anti-discrimination? <p>Farmer visits</p> <ul style="list-style-type: none"> • How do you select workers? • Is there any different treatment for different workers? • Have you received any training related to fair and equal treatment of workers? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> Do farmers in the PU have a system to detect any incidents of discrimination? Do you know whether a baseline survey has been undertaken to identify disadvantaged groups? If any discrimination has been detected, how has this been remediated? <p>Farmer visits</p> <ul style="list-style-type: none"> Do you have a process to identify any issues 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"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<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 PU have a written code of conduct or policy on non-discrimination?</i></p> <p>Yes / No</p> <p><i>Has this been communicated to farmers/workers/employees?</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 6.5.1 Equal wages are paid to workers who perform the same job, irrespective of gender.</p>	<p>PU Manager/ FF Interview</p> <ul style="list-style-type: none"> How are male and female workers paid? Have farmers and workers been trained on the topic of equal wages? What records do farmers keep on wages paid to workers? <p>Documents</p> <ul style="list-style-type: none"> Wage slips or payment records (if available) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
	Farmer visits: <ul style="list-style-type: none"> • How many male and female workers do you have? Do they do the same job(s)? • How do you determine wages for these workers? (cross-check with records if possible) 		
Improvement 6.6.1 Potable and washing water facilities are placed within reasonable proximity to the workplace and accessible to all.	<i>Do farms throughout the PU have potable and washing water facilities placed within reasonable proximity to the workplace and accessible to all?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.6.2 All workers have access to adequate sanitation facilities.	<i>Do farms throughout the PU have access to adequate sanitation facilities?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.7.1 All workers have access to adequate rest areas / food consumption facilities.	<i>Do farms throughout the PU provide workers with access to adequate rest areas / food consumption facilities?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.7.2 Proportion of farms who provide workers access to regular medical examinations.	<i>What percent of farms in the PU provide workers with access to regular medical examinations?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.8.1 Proportion of farms with a health and safety policy available and communicated to workers.	<i>What percent of farms in the PU have a health and safety policy available and communicated to workers?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
<p>Improvement 6.9.1 Proportion of farms that have conducted a formal assessment of all potential workplace hazards leading to safe work procedures being established for all hazards.</p>	<p><i>What percent of farms in the PU have conducted a formal assessment of workplace hazards, resulting in safe work procedures being established for all hazards?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.9.3 Records of any accidents and occupational illnesses are maintained.</p>	<p><i>Do farms throughout the PU maintain records of any accidents and occupational illnesses?</i></p> <p>Yes / No</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Improvement 6.10.1 Proportion of farms with accident and emergency procedures including first aid kits and access to appropriate transportation to medical facilities.</p>	<p><i>What percent of farms in the PU have accident and emergencies procedures including first aid kits and access to appropriate transportation to medical facilities?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation:</p> <p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>	
<p>Core 6.11.1 Workers have the right to establish or join organisations of their own choosing.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • How many workers do farmers in the PU use? • Are any workers members of worker organisations? • How do farmers ensure that workers can establish or join organisations? <p>Farmer visit:</p> <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? 	<p><input type="checkbox"/> Compliant</p> <p><input type="checkbox"/> Compliant with observation</p> <p><input type="checkbox"/> Incidental NC</p> <p><input type="checkbox"/> Systemic NC</p>	

Indicator	How to check	Grading	Comments
Core 6.11.2 There is no evidence of interference with the establishment and growth of workers' organisations or their activities.	Farmer visit <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"/> Incidental NC <input type="checkbox"/> Systemic NC	
Core 6.11.3 There is no interference with the right of workers to bargain collectively.	Farmer visit: <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? How do you try to ensure that workers have the right to bargain collectively? 	<input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC	
Improvement 6.11.4 Proportion of farms with workers who are members of a trade union or other form of worker representation organisation.	<i>What percent of farms in the PU have workers who belong to a trade union or other form of worker representation?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.12.1 Proportion of farms providing access to reasonable suitable space for workers' representatives.	<i>What percent of farms in the PU provide workers' representatives with access to a suitable space when visiting the farm?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Core 6.13.1 Farmers in the PU are aware of the legally applicable minimum wage/s (statutory national or regional minimum wage applicable to agriculture,	PU Manager/ FF Interview: <ul style="list-style-type: none"> What is the legal minimum wage? Are farmers aware of this? 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"/> Incidental NC <input type="checkbox"/> Systemic NC	

Indicator	How to check	Grading	Comments
collectively agreed wage, industry minimum).	<ul style="list-style-type: none"> • Training materials and training records Farmer visits: <ul style="list-style-type: none"> • Are you aware of the legal minimum wage? How do you determine wages for your workers? How do wages vary across your workers? 		
Improvement 6.13.2 The wage rate paid to workers by the Producer is equal or higher than the applicable minimum wage.	<i>Is the wage rate paid to workers on farms throughout the PU equal to or higher than the applicable minimum wage?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
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 all workers on farms in the PU consulted about working conditions as part of the hiring process? Including consultation on working hours and overtime</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 on farms in the PU employed with a written contract?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
<p>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.</p>	<p><i>Do all farms in the PU maintain records on the following:</i> (i) <i>personnel files (for each worker)</i> (ii) <i>pay records</i> (iii) <i>working hours records</i> (iv) <i>workforce statistics</i> (v) <i>union agreements</i> (vi) <i>policies</i> (vii) <i>health & safety</i> (viii) <i>labour providers.</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.16.1 There is a policy on the treatment of temporary, seasonal and (sub-)contracted workers.</p>	<p><i>Does the PU have a policy on the treatment of temporary, seasonal and (sub-) contracted workers?</i></p> <p>Yes / No</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.17.1 Proportion of farms aware of minimum legal requirements and relevant collective agreements on working hours.</p>	<p><i>What percent of farms are aware of the minimum legal requirements and relevant collective agreements on working hours?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	
<p>Improvement 6.18.1 Proportion of farms paying overtime hours at a premium, in line with legal requirements.</p>	<p><i>What percent of farms are paying overtime hours at a premium, in line with legal requirements?</i></p> <p>0-5% / 6-25% / 26-50% / 51-75% / 76-100%</p>	<p>Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	

Indicator	How to check	Grading	Comments
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • What techniques do farmers use to discipline workers or provide feedback to them? How are you aware of this? • What training has been provided to farmers on appropriate techniques for disciplining workers? • Have you encountered any evidence of corporal punishment, coercion, or any other forms of abuse or harassment against workers (i.e. through your internal management system or monitoring?) What steps have been taken to address this? <p>Farmer visits:</p> <ul style="list-style-type: none"> • What do you do if a worker doesn't do a good job? • How do you discipline workers and give them feedback? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core 6.20.1 A policy and system for disciplinary measures is available and communicated to workers.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • Do farmers have a clear policy or system for disciplinary measures? Has that been shared with workers? <p>Farmer visits:</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? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<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 visits</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? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
Improvement 6.21.1 Number of alliances or partnerships established with local organisations on decent work.	<i>How many alliances or partnerships on decent work has the PU established with local organisations?</i> None / 1 / 2 or more	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
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>How many outreach activities to specific target groups (beyond farmers) are conducted by PU staff?</i> None / 1 / 2 or more	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.21.3 Proportion of Learning Groups (for smallholder PUs) or farms (for medium farm PUs) with a specific person or group in place to actively promote decent work within the community	<i>What percent of farms in the PU have a specific person or group 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.).</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.22.1 The Producer Unit has a program in place (or is part of a program) to develop effective producer organisation and/or strengthen existing ones.	<i>Does the PU participate in a programme, or have its own programme in place, to develop or strengthen producer organisations?</i> Yes / No	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

Indicator	How to check	Grading	Comments
Improvement 6.22.2 Proportion of farmers in the Producer Unit that are members of producer organisation.	<i>What percent of farmers in the PU are members of a producer organisation?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100%	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.22.3 Estimated number of Producer organisations with women holding a position of responsibility (e.g. decision-making position, board membership, etc.).	<i>What percent of producer organisations that farmers participate in have at least one woman holding a position of responsibility (e.g. decision making position, board membership, etc.)?</i> 0-5% / 6-25% / 26-50% / 51-75% / 76-100% / N/A	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	
Improvement 6.22.4 Number of basic services provided by the producer organisation to their members (e.g. marketing, inputs, extension, storage, credit, market information, processing, etc.).	<i>How many services do the producer organisations provide to members?</i> None / 1 / 2 / More than 2 / N/A	Validation: <input type="checkbox"/> Yes <input type="checkbox"/> No	

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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> Does the PU have a Continuous Improvement Plan in place? What does this include? What are the main priorities for improvement? When was the plan last reviewed? How has it changed according to this review? 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"/> Incidental NC <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.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> Does the PU have a training plan identifying 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 <p>Farmer/ worker visits:</p> <ul style="list-style-type: none"> What training have you received from the FF or others? What topics were covered? Do you recall any key points from these trainings? Are you aware of any additional planned training? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> What could make training more effective in the future? 		
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What methods for training do you use? What has worked well? <ul style="list-style-type: none"> Can you give an example? How do you train Field Facilitators, so they can in turn train farmers? How do you plan to adjust or improve your training approach in the future? How do you share best practices with farmers? Can you give an example? <p>Documents:</p> <ul style="list-style-type: none"> Sample training materials <p>Farmer/ worker visits:</p> <ul style="list-style-type: none"> What training have you received from the FF or others? Did this cover best practices related to production? How was the training given? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What is your process for collecting and reporting annual data on the number of farmers and workers trained? Do you have this data available from the previous or current season? How are you using this data to review and improve your training approach? How else do you measure the effectiveness of training? <p>Documents:</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
	<ul style="list-style-type: none"> Data/ records on training provided by gender/ topic/ methodology 		
<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.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> How are you measuring the adoption of practices promoted through training? Can you provide an example? How have you identified any risks or challenges associated with adopting these practices? For example, are there practices that farmers have been trained on but are very 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>Farmer visits:</p> <ul style="list-style-type: none"> Have you given any feedback on trainings provided? Have you been consulted on what topics would be most useful to have training on? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core 7.3.1 The Producer collects and maintains accurate and complete Producer Unit data in the format required by the Better Cotton Initiative. This will include (but not be limited to) name and contact information of Producer Unit Manager; list of farmers organised into Learning Groups (for smallholder Production Units);</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> What is your process for collecting data on farmers in the PU? Who is responsible for this? How do you make sure this data is complete and accurate? What challenges do you encounter in collecting this data? What is your process and timeline for updating this data on an annual basis? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>age, gender, education, level of farmers; expected seed cotton production per farmer and area under cultivation; geo-location of Producer Units; names of gins. The Producer Unit data is updated annually, at the latest by the end of sowing.</p>			
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • How are farmers in the PU recording data on inputs and outputs? (e.g. using field books) • Is anyone assisting them with this process (i.e. children, FFs, etc) • What challenges do they face with recording accurate data? • How have farmers been trained on recording input/output data? <p>Documents:</p> <ul style="list-style-type: none"> • Sample of farmer record-keeping (e.g. field books) • Training materials <p>Farmer visits:</p> <ul style="list-style-type: none"> • What data do you provide to the Field Facilitator on inputs and outputs? How do you record this? [look at examples in the field] • What do you think is the purpose of keeping these records? • Does anyone help you with recording this information? • Cross check records (i.e. farmer field book) with verbal feedback from farmers and receipts if available (i.e. pesticide receipts) 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	

Indicator	How to check	Grading	Comments
<p>Core 7.3.3 The Producer operates a system to collect, compile and report complete and accurate Results Indicator data in accordance with the Results Indicator Reporting template.</p>	<p>PU Manager/ FF 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? • How do you ensure that data is complete and accurate? • What challenges do you face in getting this data? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • Do you have a profile of the labour force used by farmers in the PU? • How have workers been categorized? • Are workers broken down by category and gender? <p>Farmer visits:</p> <ul style="list-style-type: none"> • <i>[cross-check information from labour profile with farm-level observation].</i> • How many workers do you use? What type of workers are they? Do you use any women workers? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <input type="checkbox"/> Systemic NC 	
<p>Core - TRANSITION 7.3.5 The Producer ensures that all farmers within the PU maintain receipts of sales of Better Cotton, including the buyer name, date, and volume, for at least one year and is able to collect and submit these sale records to BCI upon request.</p>	<p>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • How are farmers selling their cotton? (i.e. via middle man, market or direct to gin) • Are farmers being provided with any receipts when cotton is sold? Are these kept for at least one year? • If not, do farmers have an alternate method for recording who they sold their cotton to, including the buyer, date, and volume? <p>Farmer visits:</p>	<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"> • How do you sell your cotton? Are you given any receipt from the buyer? • Do you keep any records of how much cotton was sold, and to whom? • [Review sales receipt or other records if available] 		
<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>PU Manager/ FF Interview:</p> <ul style="list-style-type: none"> • Do you carry out internal monitoring of farmers to identify non-conformity risks? • How does this work in practice? How are responsibilities divided between PU Manager and FFs? • What risks or issues were found as a result of this activity? How were they addressed? • How do you plan and implement corrective actions resulting from verification and monitoring? <p>Farmer visits:</p> <ul style="list-style-type: none"> • Have you been given any feedback from the FF on practices to change or corrective actions that need to be implemented? Can you give any examples? 	<ul style="list-style-type: none"> <input type="checkbox"/> Compliant <input type="checkbox"/> Compliant with observation <input type="checkbox"/> Incidental NC <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 IPM? • 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? • Do you wear any protective equipment? Please describe this. What body parts are covered? 	
<p>Principle 5: Fibre Quality</p> <ul style="list-style-type: none"> • Have you been trained on the risk of contaminating seed cotton? • What practices do you use to 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? • Do you know of any law or internal policy that determine the minimum age for your work? • Do you know if there are any children working on this farm? Have you seen any children in the field? • 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? 	