

BCI Internal Assessment Field Book

May 2018

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

Medium Farms

Introduction

Under the Better Cotton Standard System, Self-Assessment for smallholder Producer Units (PUs) is done at PU level based on the Internal Management System (IMS). As part of the IMS, the PU Manager should conduct an internal assessment on 10% of the Medium Farms in the PU (including all Field Facilitators).

This field book is an **optional resource** that supports the PU Manager while doing internal assessment with farms and Field Facilitators. It indicates the type of questions to be asked to facilitators, farmers and/or workers and documents to be reviewed. This document does not need to be sent to BCI but should be kept as a record for the purpose of external assessment. However, a summary of relevant findings and actions taken should be referenced in the Self-Assessment. Where applicable, the PU Manager is responsible for providing the Field Facilitators/ Farmers with corrective actions following the visit.

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 the Self-Assessment for 2018-19, you will be asked to mark whether the PU already meets these indicators. However, no non-conformities can be given for non-compliance this season.

General Information

Visit conducted by	Organisation:
	Name of the PU Manager
	Email:
	Tel:
Start date of assessment (dd/mm/yyyy)	
End date of assessment (dd/mm/yyyy)	
Name of the Implementing Partner	
Name of the Producer Unit	
Name of the Medium Farm visited	
Location of farm	Town/ village:
	Country and State:

P1: Crop Protection

Indicator No.	How to check	Overall Response/ Comments
<p>Core 1.1.2 An Integrated Pest Management Programme is implemented that includes all the following components:</p> <ul style="list-style-type: none"> (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. 	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Are you aware of the IPM plan? What does this cover? How was it developed? • What are the key local issues related to crop protection? How these are addressed by the plan? • How are you training farmers on these? • When was the plan last reviewed and updated? How has it changed? • How are farmers managing pest resistance? <p>Documents:</p> <ul style="list-style-type: none"> • Review IPM plan - does it cover all five components? • Are practices appropriate and specific for the local context? <p>Farmer visits:</p> <ul style="list-style-type: none"> • Which pesticides do you use, and why? How do you determine when to spray? • Are farmers aware of key elements of the IPM plan? • What training have you received on managing pests or applying pesticides? 	Complies with indicator / Does not comply
<p>Core 1.1.4 There is no calendar or random spraying.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • How do farmers 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 farmers? • How are farmers observing/monitoring the cotton crop for pests and beneficial insects? <p>Documents:</p>	Complies with indicator / Does not comply

Indicator No.	How to check	Overall Response/ Comments
	<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? 	
<p>Core 1.2.1 All pesticides used are registered nationally for the use on cotton.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What pesticides are being used by farmers? • 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>) 	Complies with indicator / Does not comply
<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 or applicable official regional language.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • How do farmers identify and label pesticides? How have you checked this? • Have you observed any unlabelled pesticides during farmer visits? • What language(s) are pesticides labelled in? <p>Farmer visits:</p> <ul style="list-style-type: none"> • How do you label and identify pesticides? • Review pesticide labels and storage containers 	Complies with indicator / Does not comply

Indicator No.	How to check	Overall Response/ Comments
Improvement 1.2.3 All natural substances used are registered under the local/national BCI natural substance database.	<i>Does the farmer use any natural substances?</i> <i>What natural substances are used?</i>	Yes / No
Current relevant v1.0 indicator 1.3.1-C Pesticides list in Annex A and B of the Stockholm Convention are not used.	Field Facilitator Interview: <ul style="list-style-type: none"> • What pesticides are being used by farmers? • Are you familiar with pesticides in the Stockholm convention Annex A and B? • 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? Are any of these pesticides used? If so, 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) • Review training plan and training materials Farmer visits: <ul style="list-style-type: none"> • <i>Cross-check information from FF with practices observed at farmer visits.</i> • What pesticides are used? • How do you decide which pesticides to use? 	Complies with indicator / Does not comply
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.		Complies with indicator / Does not comply

Indicator No.	How to check	Overall Response/ Comments
<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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What pesticides are being used by farmers that are listed in Category 1 of the GHS or 1a of WHO? • 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"> • <i>Cross-check information from PU Manager/ FF with practices observed at farmer visits.</i> • What pesticides are you using currently? • Are you using any pesticides listed in these conventions [give specific names]? Are you aware of their status and any alternatives? • Have you received any training on phasing these out? 	<p>Complies with indicator / Does not comply</p>
<p>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).</p>	<p>Field Facilitator 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>? • 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? <p>Documents:</p> <ul style="list-style-type: none"> • Review phase-out plan (if available) • Review training plan and training materials 	<p>Complies with indicator / Does not comply</p>

Indicator No.	How to check	Overall Response/ Comments
	Farmer visits <ul style="list-style-type: none"> • Cross-check information from PU Manager/ FF with practices observed at farmer visits. • Are farmers using pesticides listed in these conventions? Are they aware of their status and any alternatives? Have they received any training from the FF or IP on phasing these out? 	
Improvement 1.4.3 Proportion of farmers who have phased out Globally Harmonized System (GHS) category 1 / World Health Organization (WHO) Class Ia.	<i>If the farmer previously used pesticides in GHS category 1 / WHO Class 1a, has he or she have phased out their use?</i>	Yes / No / Not applicable
Improvement 1.4.4 Proportion of farmers who have phased out Globally Harmonized System (GHS) category 2 / World Health Organization (WHO) Class Ib.	<i>If the farmer previously used pesticides in GHS category 2 / WHO Class 1b, has he or she phased out their use?</i>	Yes / No / Not applicable
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).	Field Facilitator Interview: <ul style="list-style-type: none"> • What pesticides are being used that are defined as CMR substances according to the GHS? • 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"> • Cross-check information with practices observed at farmer visits. Are farmers using pesticides listed in these conventions? Are they aware of their status 	Complies with indicator / Does not comply

Indicator No.	How to check	Overall Response/ Comments
	and any alternatives? Have they received any training from on phasing these out?	
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>If the farmer previously used pesticides defined as carcinogenic, mutagenic or reprotoxic (CMR), has he or she phased out use?</i>	Yes / No / Not applicable
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; (iii) 18 or older; (iv) not pregnant or nursing.	Field Facilitator 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? • How do you ensure farmers comply with the criteria? (training, internal management/monitoring, etc)? Documents: <ul style="list-style-type: none"> • Review training and awareness raising material for facilitators and farmers/workers • Training records Farmer visits: <ul style="list-style-type: none"> • Who applies pesticides? How do you ensure they are healthy, trained, 18 or older and not pregnant/nursing? 	Complies with indicator / Does not comply

Indicator No.	How to check	Overall Response/ Comments
<p>Core 1.7.1 Pesticides are prepared and applied by persons who correctly use appropriate protective and safety equipment.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> Who applies pesticides? 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 appropriate protective equipment when working with 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) 	Complies with indicator / Does not comply
<p>Improvement 1.8.2 Proportion of farms with separate and safe storage and cleaning sites available.</p>	<p><i>Does the farmer have separate and safe storage and cleaning sites available on their farm?</i></p>	Yes / No
<p>Improvement 1.8.3 Frequency at which application equipment is inspected and cleaned.</p>	<p><i>Does the farmer ensure that pesticide application equipment is inspected and cleaned after every use?</i></p>	Yes / No

Indicator No.	How to check	Overall Response/ Comments
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.	<i>Does the farmer (or workers) apply pesticides only in appropriate weather conditions, following label directions, and using appropriate and well-maintained equipment?</i>	Yes / No
Improvement 1.10.1 Proportion of farms that dispose of pesticide containers safely.	<i>Does the farmer ensure that pesticide containers are disposed of safely?</i>	Yes / No

P2: Water Stewardship

Indicator	How to check	Overall Response / 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What water sources are used by farms in the local area? • What water management practices are being implemented by farms in the PU? Can you give some examples? • How do farms in the PU 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? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Overall Response / 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Are you aware of a water stewardship plan 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 • Mapping of water resources 	Complies with indicator / Does not comply
<p>Core - TRANSITION 2.1.3 Water resources are identified, mapped and understood.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Has any identification or mapping of water resources been carried out? • When and how was this done? <p>Documents</p> <ul style="list-style-type: none"> • Water resource list or map (if applicable) 	Complies with indicator / Does not comply
<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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What practices are farmers using to manage soil moisture and reduce water evaporation? 	Complies with indicator / Does not comply
<p>Core - TRANSITION 2.1.5 Irrigation methods and technologies are implemented to improve irrigation efficiency, as per</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Are farmers using irrigation? If so are they using any practices or techniques to improve irrigation efficiency? • How does this relate to the water stewardship plan? 	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
the Water Stewardship Plan (applicable to irrigated farms only).		
Core - TRANSITION 2.1.6 Irrigation timing is planned to maximise water productivity (applicable to irrigated farms only).	Field Facilitator Interview: <ul style="list-style-type: none"> • How do farmers decide when to irrigate? • Have they received any training on this? • What records do they keep of irrigation timing? 	Complies with indicator / Does not comply
Core - TRANSITION 2.1.7 Irrigation is not conducted on a rigid pre-determined calendar schedule (applicable to irrigated farms only).	Documents <ul style="list-style-type: none"> • Irrigation records (if applicable) Farmer visits <ul style="list-style-type: none"> • How do you decide when to irrigate? What factors do you consider? • Do you keep any records of irrigation schedules or timing? 	Complies with indicator / Does not comply
Core - TRANSITION 2.1.8 Risk to water quality is considered when managing and applying nutrients and pesticides, as per the Water Stewardship Plan.	Field Facilitator Interview: <ul style="list-style-type: none"> • How are farmers considering risks to water quality when deciding to apply nutrients and pesticides? Farmer visits <ul style="list-style-type: none"> • Do you take any steps to protect water quality when applying nutrients and pesticides? 	Complies with indicator / Does not comply
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.	Field Facilitator Interview: <ul style="list-style-type: none"> • Are you aware of any plans for collaboration or collective action on sustainable water use? 	Complies with indicator / Does not comply
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	Field Facilitator Interview: <ul style="list-style-type: none"> • Is there a future plan in place to achieve collective action on water by 2022? What steps have been taken already? 	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
opportunities identified in the Water Management Plan.		

P3: Soil Management

Indicator	How to check	Overall Response / 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • How are farmers currently managing soil quality? • Are you aware of a soil management plan for the PU? If so, what does this include? • How have farmers been trained on soil management techniques? <p>Documents:</p> <ul style="list-style-type: none"> • Soil management plan (if available) and timeline • Results of soil testing (if available) 	<p>Complies with indicator / Does not comply</p>
<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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Do farmers 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? Do you know how to do this? Have you been trained on the process or how to analyse results? • [If applicable] Have you made any changes based on the results of soil testing? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Overall Response / Comments
Core - TRANSITION 3.1.6 Soil type is identified and mapped.	Field Facilitator Interview: <ul style="list-style-type: none"> • Has any work been done to identify and map soil types? When was this done? • What were the results? Documents: <ul style="list-style-type: none"> • List or map of soil types Farmer visits <ul style="list-style-type: none"> • What type of soil do you have on your farm? How did you learn about this? 	Complies with indicator / Does not comply
Improvement 3.1.7 Soil organic matter levels are monitored based on the need to enhance soil structure.	<i>Does the farmer monitor soil organic matter levels?</i>	Yes / No
Improvement 3.1.9 Tillage methods are conducted in a way that reduces soil compaction and damage to soil structure.	<i>Does the farmer use tillage methods that reduce soil compaction and damage to soil structure?</i>	Yes / No
Improvement 3.1.10 Nutrient are applied based on soil test results.	<i>Does the farmer apply nutrients based on the soil test results?</i>	Yes / No

Indicator	How to check	Overall Response / Comments
Improvement 3.1.11 Practices to control soil erosion are implemented.	<i>Does the farmer adopt practices to control erosion?</i>	Yes / No
Improvement 3.1.12 Crop diversity, such as crop rotation, is used for the purpose of regenerating soil.	<i>Does the farmer use crop diversity, such as crop rotation, to regenerate soil?</i>	Yes / No

P4: Biodiversity and land use

Indicator	How to check	Overall Response / 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> <p>(i) Identifying and mapping biodiversity resources;</p> <p>(ii) Identifying and restoring degraded areas;</p> <p>(iii) Enhancing populations of beneficial insects, as per the Integrated Pest Management plan (Principle 1);</p> <p>(iv) Ensuring crop rotation;</p> <p>(v) Protecting riparian areas.</p>	<p>Field Facilitator Interview</p> <ul style="list-style-type: none"> Are you aware of a biodiversity management plan at PU level? What biodiversity currently exists in the area? How are farmers managing biodiversity? 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) 	Complies with indicator / Does not comply
<p>Core - TRANSITION</p> <p>4.1.2 A timeline for implementing the five components of the Biodiversity Management Plan is established.</p>	<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 	Complies with indicator / Does not comply
<p>Core - TRANSITION</p> <p>4.1.3 Biodiversity resources are identified and mapped.</p>		Complies with indicator / Does not comply
<p>Core - TRANSITION</p> <p>4.1.4 Degraded areas on the farm are identified.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> What is meant by a 'degraded' area? Has any work been done to identify degraded areas on the farm? If there are degraded areas present, what work has been done to help restore these? 	Complies with indicator / Does not comply
<p>Core - TRANSITION</p> <p>4.1.5 Measures to restore degraded areas are implemented as per the Biodiversity Management Plan.</p>	<p>Farmer visits:</p>	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
	<ul style="list-style-type: none"> • Are you aware of any degraded areas on your farm (or in the local area?). How are these identified? • Have you done any work to restore these areas, or received any training on this topic? 	
<p>Core - TRANSITION</p> <p>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>Field Facilitator Interview</p> <ul style="list-style-type: none"> • Are there any water courses or wetlands in or next to the farm? • If so have any measures been taken to protect these areas? <p>Documents:</p> <ul style="list-style-type: none"> • Biodiversity management plan (if available) <p>Farmer visits</p> <ul style="list-style-type: none"> • Do you have any wetlands or water resources on your land or nearby? • Have you taken any steps to help protect water quality? 	<p>Complies with indicator / Does not comply</p>
<p>Improvement</p> <p>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>Does the farmer have degraded areas? If so, how many?</i></p> <p><i>Is the farmer implementing measures to restore degraded areas?</i></p>	<p>Number of degraded areas: _____</p> <p>Yes/ No / Not applicable</p>

Indicator	How to check	Overall Response / 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>Field Facilitator 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>Complies with indicator / Does not comply</p>
<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>Field Facilitator 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>Complies with indicator / Does not comply</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 farmer 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 / Not applicable</p>

P5: Fibre Quality

Indicator	How to check	Overall Response / Comments
<p>Core</p> <p>5.1.1 Good management practices for the harvest and storage of seed cotton are adopted.</p>	<p>Field Facilitator Interview:</p> <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.)? <p>Documents:</p> <ul style="list-style-type: none"> • Review training and awareness-raising materials • Review training plan <p>Farmer visits:</p> <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? 	<p>Complies with indicator / Does not comply</p>
<p>Improvement</p> <p>5.1.2 No polypropylene, polyethylene or any synthetic bags are used during the harvesting of cotton by hand, nor during storage and transportation.</p>	<p><i>Does the farmer use polypropylene, polyethylene or any synthetic bags during cotton hand-harvesting, storage and transportation?</i></p>	<p>Yes / No / Not applicable – machine harvesting</p>
<p>Improvement</p> <p>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.</p>	<p><i>How many best practices to maximise fibre quality have been shared with farmers through appropriate training and materials in the last 2 years?</i></p>	<p>1 / 2 / 2 or more</p>

Indicator	How to check	Overall Response / Comments
Improvement 5.2.2 Proportion of farms adopting recommended practices to maximise fibre quality.	<i>Is the farmer adopting the recommended best practices to maximise fibre quality?</i>	Yes / No

P6: Decent Work

Indicator	How to check	Overall Response / 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>Field Facilitator 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? <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? 	Complies with indicator / Does not comply
<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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Does the farm have a written child labour policy? • What does it cover? What are the key circumstances and tasks for which children are permitted to work? • How has the policy been communicated to farmers, workers, and employees? • 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) • Review training materials 	Complies with indicator / Does not comply
<p>Core 6.2.1 Hazardous work is not conducted by workers under 18.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What activities are considered as hazardous labour in cotton production? • What tasks do workers/farmers below the age of 18 usually perform? 	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
	<ul style="list-style-type: none"> • 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) 	
<p>Core 6.3.1 All forms of forced or compulsory, including bonded or trafficked labour, are prohibited.</p>	<p>Field Facilitator 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? • 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) • 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? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Overall Response / Comments
	<ul style="list-style-type: none"> • 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • 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? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Overall Response / 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> Do farmers 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? 	Complies with indicator / Does not comply
<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 farmer have a written code of conduct or non-discrimination policy?</i></p> <p><i>Has this been communicated to farmers/workers/employees?</i></p>	<p>Yes / No</p> <p>Yes / No</p>
<p>Core 6.5.1 Equal wages are paid to workers who perform the same job, irrespective of gender.</p>	<p>Field Facilitator 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) <p>Farmer visits:</p> <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) 	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
Improvement 6.6.1 Potable and washing water facilities are placed within reasonable proximity to the workplace and accessible to all.	<i>Does the farm have potable and washing water facilities placed within reasonable proximity to the workplace and accessible to all?</i>	Yes / No
Improvement 6.6.2 All workers have access to adequate sanitation facilities.	<i>Does the farm have access to adequate sanitation facilities?</i>	Yes / No
Improvement 6.7.1 All workers have access to adequate rest areas / food consumption facilities.	<i>Does the farm provide workers with access to adequate rest areas / food consumption facilities?</i>	Yes / No
Improvement 6.7.2 Proportion of farms who provide workers access to regular medical examinations.	<i>Does the farm provide workers with access to regular medical examinations?</i>	Yes / No
Improvement 6.8.1 Proportion of farms with a health and safety policy available and communicated to workers.	<i>Does the farm have a health and safety policy available and communicated to workers?</i>	Yes / No
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.	<i>Has the farm conducted a formal assessment of workplace hazards, resulting in safe work procedures being established for all hazards?</i>	Yes / No
Improvement 6.9.3 Records of any accidents and occupational illnesses are maintained.	<i>Does the farm maintain records of any accidents and occupational illnesses?</i>	Yes / No

Indicator	How to check	Overall Response / Comments
Improvement 6.10.1 Proportion of farms with accident and emergency procedures including first aid kits and access to appropriate transportation to medical facilities.	<i>Does the farm have accident and emergencies procedures including first aid kits and access to appropriate transportation to medical facilities?</i>	Yes / No
Core 6.11.1 Workers have the right to establish or join organisations of their own choosing.	Field Facilitator Interview: <ul style="list-style-type: none"> • How many workers does the farmer use? • How does the farmer ensure that workers can establish or join organisations? • Are any workers members of worker organisations? Farmer visit: <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? 	Complies with indicator / Does not comply
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? 	Complies with indicator / Does not comply
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? 	Complies with indicator / Does not comply

Indicator	How to check	Overall Response / Comments
Improvement 6.11.4 Proportion of farms with workers who are members of a trade union or other form of worker representation organisation.	<i>Does the farm have workers who belong to a trade union or other form of worker representation?</i>	Yes / No
Improvement 6.12.1 Proportion of farms providing access to reasonable suitable space for workers' representatives.	<i>Does the farm provide workers' representatives with access to a suitable space when visiting the farm?</i>	Yes / 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, collectively agreed wage, industry minimum).	Field Facilitator 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) • Training materials and training records 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) 	Complies with indicator / Does not comply
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 the farm equal to or higher than the applicable minimum wage?</i>	Yes / 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 the farm consulted about working conditions as part of the hiring process (including consultation on working hours and overtime?)</i>	Yes / No

Indicator	How to check	Overall Response / Comments
Improvement 6.14.2 All workers are employed with a written contract.	<i>Are all workers on the farm employed with a written contract?</i>	Yes / 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>Does the farm maintain records 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
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 on the treatment of temporary, seasonal and (sub-) contracted workers?</i>	Yes / No
Improvement 6.17.1 Proportion of farms aware of minimum legal requirements and relevant collective agreements on working hours.	<i>Is the farmer aware of the minimum legal requirements and relevant collective agreements on working hours?</i>	Yes / No
Improvement 6.18.1 Proportion of farms paying overtime hours at a premium, in line with legal requirements.	<i>Does the farm pay overtime hours at a premium, in line with legal requirements?</i>	Yes / No

Indicator	How to check	Overall Response / 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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • What techniques does the farmer 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? 	<p>Complies with indicator / Does not comply</p>
<p>Core 6.20.1 A policy and system for disciplinary measures is available and communicated to workers.</p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Does the farmer 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? 	<p>Complies with indicator / Does not comply</p>
<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? 	<p>Complies with indicator / Does not comply</p>
<p>Improvement</p>	<p><i>How many alliances or partnerships on decent work have been established with local organisations?</i></p>	<p>None / 1 / 2 or more</p>

Indicator	How to check	Overall Response / Comments
6.21.1 Number of alliances or partnerships established with local organisations on decent work.		
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
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 (e.g. decent work committees, child labour monitoring committees, local pressure group, lead farmer, etc.).	<i>Does the farm have a specific person or group in place to actively promote Decent Work within the community? (for example, Decent Work committees, child labour monitoring committees, local pressure group, lead farmer, etc.)</i>	Yes / 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 farm participate in a programme, or have its own programme in place, to develop or strengthen producer organisations?</i>	Yes / No
Improvement 6.22.2 Proportion of farmers in the Producer Unit that are members of producer organisation.	<i>Is the farmer a member of a producer organisation?</i>	Yes / No

Indicator	How to check	Overall Response / Comments
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>If the farmer participates in a producer organisation, does this organisation have at least one woman holding a position of responsibility (e.g. decision-making position, board membership, etc.)?</i>	Yes / 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

P7: Management System

Indicator	How to check	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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Are you aware of a Continuous Improvement Plan covering all farmers in the PU? • 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 	<p>Complies with indicator / Does not comply</p>
<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>Field Facilitator 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? • What could make training more effective in the future? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	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>Field Facilitator 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? 	<p>Complies with indicator / Does not comply</p>
<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>Field Facilitator 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"> • Data/ records on training provided by gender/ topic/ methodology 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Comments
<p>Core 7.2.4 The Producer operates a system to:</p> <ul style="list-style-type: none"> (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>Field Facilitator 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? 	<p>Complies with indicator / Does not comply</p>
<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); age, gender, education, level of farmers; expected seed cotton production per farmer and area under cultivation; geo-location of Producer Units; names of</p>	<p>Field Facilitator 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? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Comments
<p>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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • How are farmers 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) 	<p>Complies with indicator / Does not comply</p>
<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>Field Facilitator 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? 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	Comments
	<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 does not need to include specific BCI worker categories]</i></p>	<p>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Do you have a profile of the labour force used by farmers? • How have they categorized workers? • 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? 	<p>Complies with indicator / Does not comply</p>
<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>Field Facilitator 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"> • 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? • <i>[Review sales receipt or other records if available]</i> 	<p>Complies with indicator / Does not comply</p>

Indicator	How to check	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>Field Facilitator Interview:</p> <ul style="list-style-type: none"> • Do you carry out internal monitoring of the PU to identify non-conformity risks? • Have you conducted internal assessment on 10% of farms in the PU? • 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? 	

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? • Are you aware of any code of conduct or policy non-discrimination? 	