

# P&C v.3.0 roll-out

## Indicators with delayed implementation (season 25 – 26 instead of season 24 – 25)

Given the significant shift required in some areas related to the transition from P&C v.2.1 to P&C v.3.0, the following indicators will have a delayed implementation timeframe, becoming effective as of season 25-26 only. This will allow Producers to have more time to set-up the necessary systems and approaches to ensure compliance and mitigate risks of unintended adverse effects.

Indicator Nr	Topic area	Indicator Text	Notes
1.5.2	Measures to improve gender equality.	[SH, MF, LF] In close collaboration with the Gender Lead or Gender Committee, the Producer implements recommended measures to enhance gender equality and inclusion as part of the activity and monitoring plans.	<i>Indicator 1.5.1, which requires Producers to set-up a Gender Lead or Committee and identify key barriers for gender equality will still be effective as of season 24-25.</i>
2.4.1	Non-conversion of natural ecosystems	[SH, MF, LF] The Producer ensures that no cotton is grown on land converted from natural ecosystems after 31 December 2019, in line with the Better Cotton Land Conversion Reference Documents	<i>Indicator 4.2.1 from P&amp;C v. 2.1., which requires the implementation of the HCV risk-based simplified approach in case of any proposed land conversion, remains applicable in season 24-25 instead.</i>
2.4.2		[SH, MF, LF] Prior to any land conversion, the Better Cotton Land Conversion Assessment must be undertaken to ensure that natural ecosystems and High Conservation Values (HCVs) are conserved. Resulting measures are fully implemented as part of the activity and monitoring plans in Principle 1.	

5.1.2	Grievances and Remedy Systems	[SH, MF] All workers have access to impartial, effective and secure channels to raise concerns about rights violations and have these addressed. These mechanisms should use existing, credible grievance mechanisms or other systems where available.	<i>Taking first steps to set-up a Labour Monitoring System as per indicator 5.1.1 is still required as of season 24-25.</i>
5.1.3		[SH, MF] Where labour rights violations occur, victims have access to protection and remediation. Confidentiality and safety of victims are protected throughout the process	
5.1.4		[LF] Workers have access to an impartial, effective and secure complaints hotline or other grievance mechanism. Any victims of labour rights violations can access support and remedy	
5.7.1	Minimum wage	[MF, LF] Workers are paid at least minimum wages as per the statutory national or regional minimum applicable to agriculture or the collectively agreed upon wage. Wages are paid in a fair and timely manner.	
5.7.2		[SH] Workers are paid at least minimum wages, or where local prevailing wages are below the minimum wage, the Producer implements a system to record average wages and takes steps to improve wages over time.	
6.1.2	Measures to improve sustainable livelihoods and resilience.	[SH, MF] Based on Indicator 6.1.1, locally relevant measures are taken that deliver improvements against the defined key livelihood focus areas over time.	<i>Indicator 6.1.1, which requires Producers to assess focus areas and opportunities and challenges to improve sustainable livelihoods and resilience will still be effective as of season 24-25.</i>