



**Textile
Exchange**

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MATERIALS MATTER
STANDARD



**MATERIALS MATTER
STANDARD EXCERPT
CRITERIA FOR MOHAIR**

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A. About the document

About Materials Matter

Materials Matter is a standards system owned by the global nonprofit Textile Exchange. It sets out to incentivize a world in which the materials in our clothing and textiles are produced in a way that respects climate, nature, people, and animals.

For over a decade, Textile Exchange's system of material-specific standards has guided the fashion, textile, and apparel industry toward more sustainable production. Materials Matter unifies and simplifies this approach, building on the strengths of what came before while offering a more streamlined pathway forward.

At the heart of this global certification system, the *Materials Matter Standard* (also referred to as the standard) represents a significant evolution of Textile Exchange's standards system. It sets detailed requirements for the production and primary processing of raw materials—from how land, water, and energy are used, to how working conditions, animal welfare, emissions, chemicals, and waste are managed. Its purpose is to provide a common language and shared direction for the industry, while recognizing the unique contexts of different material producers, processors, and the communities and landscapes they depend on.

By focusing on the earliest stages of the supply chain, the standard helps clarify both the risks and opportunities related to raw material production. Combining practice-based and outcome-based criteria, it recognizes the work of participating organizations that meet its requirements and ensures fairness and consistency between them. Certification also provides brands and retailers with an accessible and transparent framework for substantiating claims about their materials.

In the long term, the *Materials Matter Standard* is designed as a practical tool for producers and primary processors, helping them to better understand how their activities affect people and ecosystems, take action to manage and mitigate risks, and identify opportunities to deliver beneficial outcomes. Through partnering with programs that share our vision for climate, nature, people, and animals, we aim to accelerate measurable progress across the industry, while reducing duplication and easing the burden on suppliers.

Beyond certification, optional recommended practices and leadership criteria invite participating organizations to raise the bar further through actions such as outcome measurement, renewable energy use, and textile-to-textile recycling.

About Textile Exchange

Textile Exchange is a global nonprofit with the mission to transform how we produce, choose, and reuse materials to benefit the people and places at the source.

Our vision is a world where materials have lasting value, leading to thriving communities and landscapes. To get there, we are keeping our focus holistic and interconnected, addressing not only greenhouse gas emissions but also the health of our freshwater, soil, and biodiversity, while respecting human livelihoods and animal welfare.

For more than 20 years, our internationally recognized fiber and raw material production standards have built integrity and accountability across the industry. We are committed to continuously improving our standards system and ensuring its alignment with the ISEAL Code of Good Practice for Sustainability Systems. This globally recognized framework defines practices for effective and credible sustainability systems, and the ISEAL Code underpins much of our work—from governance and strategy to engagement, assurance, and claims. This makes sure that our standards system provides value, rigor, accessibility, and transparency.

All of our standards are implemented and verified by independent third parties, which means that certified organizations are regularly assessed to ensure they consistently demonstrate and maintain the relevant requirements. This impartial certification process ensures fairness, consistency, and trust.

A1. Implementation

In 2021, Textile Exchange began a comprehensive revision of its existing standards to develop a more harmonized system. After review and approval of the public project plan by an International Working Group (IWG), the first draft of the *Materials Matter Standard* was made available for public consultation from May to July 2023, with the second draft open for public consultation from October to November 2023. Following invaluable feedback from stakeholders, the pilot version of the *Materials Matter Standard* was released publicly on June 4, 2024. After conducting field testing in 2024 that produced pilot and workshop feedback, the *Materials Matter Standard* criteria were finalized and approved for publication via an IWG vote on June 2, 2025. Transitioning toward the *Materials Matter Standard* will happen in stages. Each arrow represents a 12-month period:



The following implementation timelines apply:

A1.1.1A1.1.1 *TE-MM-STN-101-V1.0 Materials Matter Standard* is published on December 12, 2025.

A1.1.2A1.1.2 *TE-MM-STN-101-V1.0 Materials Matter Standard* is effective on December 31, 2026. From this date onwards, audits may be conducted to the standard, provided that the certification body is licensed to conduct audits to the standard.

A1.1.3A1.1.3 *TE-MM-STN-101-V1.0 Materials Matter Standard* is mandatory on December 31, 2027. From this date onwards, all audits are required to be conducted to the standard. It supersedes the following standards, which are not to be used for audits conducted after this mandatory date:

- GRS-101-V4.0 Global Recycled Standard*;
- RCS-101-V2.0 Recycled Claim Standard*;
- RAF-101a-V2.2 Responsible Wool Standard*;
- RAF-101b-V1.2 Responsible Mohair Standard*; and
- RAF-101c-V1.0 Responsible Alpaca Standard*.

A2. Document references

Textile Exchange provides additional policies, guidance documents, and templates to support the organization's implementation of the *Materials Matter Standard*. All documents relevant to the standards system are available at textileexchange.org/knowledge-center. The latest version (or code) of referenced documents, including any amendments (for example, calibrations), applies.

The following documents are integral to understanding and implementing the *Materials Matter Standard*. This list is for reference only and is a non-exhaustive list:

A1.1.4A2.1.1 *TE-CCS-STN-101 Content Claim Standard* (TE-CCS-STN-101) (CCS)

A1.1.5A2.1.2 *TE-MM-POL-101 Materials Matter Scope and Eligibility Policy* (TE-MM-POL-101)

A1.1.6A2.1.3 *TE-MM-POL-102 Materials Matter Transition Policy* (TE-MM-POL-102)

A1.1.7A2.1.4 *TE-MM-GUI-101 Materials Matter User Manuals* (TE-MM-GUI-101)

A1.1.8A2.1.5 *TE-MM-POL-301 Materials Matter Claims and Labeling Policy* (TE-MM-POL-301)

A1.1.9A2.1.6 *TE-MM-POL-201 Materials Matter Criteria for Certification Bodies* (TE-MM-POL-201)

A1.1.10A2.1.7 *TE-TXL-POL-201 General Criteria for Certification Bodies* (TE-TXL-POL-201)

A1.1.11A2.1.8 *TE-TXL-POL-202 General Criteria for Accreditation Bodies* (TE-TXL-POL-202)

A3. Document definitions

Refer to the [Textile Exchange Glossary](#) for definitions of terms used in this document.

NOTE: [*TE-101 Terms and Definitions for Textile Exchange Standards and Related Documents*](#) will not be updated going forward and will become obsolete (i.e., retired) alongside the mandatory implementation date of the *Materials Matter Standard* (TE-MM-STN-101). The Textile Exchange Glossary takes precedence in case of any contradiction or omission.

A4. Document interpretation and feedback

Points of clarification may be incorporated into supplementary and guidance documents prior to the next revision of this document where applicable. More substantive feedback or suggested changes will be collected and assessed as part of the next review (and if applicable, revision) of this document.

Any uncertainty regarding the correct interpretation of a criterion should be resolved by the “**Intent and clarification**” section, where possible. You may submit feedback to Textile Exchange’s standards system at any time via [this form](#) or by sending an email to standards@textileexchange.org.

A5. Compliance with applicable laws

Organizations certified to Textile Exchange standards are required to comply with applicable laws and nationally ratified international treaties, conventions, and agreements. Conformity with this standard does not guarantee compliance with applicable laws. The standard criteria are either more or less strict, or equivalent to applicable laws. If a law or nationally ratified international treaty, convention, or agreement is stricter than the requirements of the Textile Exchange certification program or vice versa, the strictest rule always prevails. If there is any conflict between the requirements of this document and other documents or with an applicable law, the certification body needs to contact Textile Exchange to consider the implications for the standards system.

B. How to understand the document

This is a material-specific excerpt of the *Materials Matter Standard V1.0* that is provided for reference only.

B1. Responsibility

The responsibility for demonstrating conformance with the *Materials Matter Standard* lies with the entity that is the registered applicant or certificate holder, herein referred to as “the organization.” This includes demonstrating that other persons or entities permitted or contracted by the organization to operate on the farm or site demonstrate conformance with the applicable *Materials Matter Standard* criteria. The organization is also responsible for taking corrective actions where nonconformities are issued by the certification body.

B2. Structure and application of the standard

The criteria in the *Materials Matter Standard* are organized according to overarching principles and corresponding themes, as presented in the table below. Each theme is specified as being applicable to organizations carrying out raw material production and/or primary processing (i.e., Tier 4).

This document includes only the principles and themes that are relevant to mohair. To provide transparency and context, principles and themes that are not applicable to mohair are still listed in the table below for overview purposes (in grey and strikethrough). For more details, see the notes below the table.

Principle	Theme	Tier 4 applicability	
1. Organizational management	1.1 General requirements	Raw material production	Primary processing
	1.2. Roles and responsibilities	Raw material production	Primary processing
2. Human rights and livelihoods	2.1. Human rights due diligence	Raw material production	Primary processing
	2.2. Responsible working practices	Raw material production	Primary processing
	2.3. Health and safety	Raw material production	Primary processing
	2.4. Fair pay, benefits, and working hours	Raw material production	Primary processing
	2.5. Child labor and forced labor	Raw material production	Primary processing
	2.6. Livelihoods	Raw material production	Primary processing
3. Land use	3.1. Management plan	Raw material production	
	3.2. Soil health	Raw material production	
	3.3. Soil nutrients	Raw material production	
	3.4. Pest management	Raw material production	
	3.5. Water management	Raw material production	
	3.6. Biodiversity management	Raw material production	
4. Animal welfare	4.1. Health and welfare plan	Raw material production	
	4.2. Animal nutrition	Raw material production	
	4.3. Living environment	Raw material production	
	4.4. Husbandry procedures	Raw material production	
	4.5. Animal shearing	Raw material production	

Principle	Theme	Tier 4 applicability	
4.	4.6. Herd management	Raw material production	
	4.7. Breeding, birthing, and caring for young animals	Raw material production	
	4.8. Handling and transport	Raw material production	
	4.9. Handling and transport managed by the organization	Raw material production	
	4.10. Euthanasia and on-farm slaughter	Raw material production	
	4.11. Slaughterhouse*		Primary processing
5. Processing facility	5.1. Environmental management system*		Primary processing
	5.2. Chemical management and restrictions*		Primary processing
	5.3. Waste management*		Primary processing
	5.4. Water use and discharge*		Primary processing
	5.5. Air emissions*		Primary processing
	5.6. Energy use*		Primary processing
6. Chain of custody	6.1. Material handling	Raw material production	Primary processing*
	6.2. Volume reconciliation	Raw material production	Primary processing*
	6.3. Sale of certified materials	Raw material production	Primary processing*
	6.4. Logo use and claims	Raw material production	Primary processing*
7. Group certification	7.1. Group configuration	Raw material production	
	7.2. Group management system	Raw material production	
	7.3. Group member requirements	Raw material production	
	7.4. Inspection of group members	Raw material production	
	7.5. Adding and removing group members	Raw material production	

NOTES (*):

Themes 4.11 and 5.1–5.6 are not applicable for the raw material production of mohair.

B3. Document format

Each criterion contains all the following elements, except for “Intent and clarification,” which is only necessary for some criteria. Descriptions of each element are provided below:

1 Principle:

An overarching focus area of the standard.

2 Theme:

A component of a principle.

3 Criterion type:

A level used to determine the urgency of implementation.

4 Criterion:

An expectation to be met to demonstrate conformance.

5 Intent and clarification:

Information that supports a full understanding of a criterion.

6 Applicability:

A criterion that an organization needs to conform to, based on its size and the material(s) it produces.

1

Principle 1: Organizational management

A well-defined management system is foundational for implementing the *Materials Matter Standard* effectively and consistently across all materials and is applicable to all certification requirements. The intent of this principle is to ensure that the organization establishes a structured, transparent, and accountable management system.

2

1.1. General requirements

3 1.1.1

Major

4

A management representative has been designated with overall responsibility for the organization's conformance with applicable certification requirements. This person is responsible for the organization in matters related to its certification.

5

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization has clearly assigned accountabilities for all certification requirements (i.e., the standard criteria and certification policies).
- 2) A person with recognized authority and a good understanding of the standard has been appointed to manage the organization's certification process.
- 3) For group certification, this person is the appointed group manager (see criterion 7.2).
- 4) The management representative is capable of effectively communicating with the organization's operations, locating required documentation, and identifying staff qualified to demonstrate conformance.

6

APPLICABILITY:

Size: all
Material: all

1. **Principle:** A fundamental practice of the *Materials Matter Standard*. Principles articulate the overarching focus areas of the standard.
2. **Theme:** A component of a principle, designed to organize and group thematically related criteria.
3. **Criterion type:** Each criterion is one of five types, classified as either mandatory (required for certification) or non-mandatory (encouraged, but not required for certification). Nonconformities to mandatory criteria require corrective actions to be taken to achieve or maintain certification. The criterion type helps determine the urgency of implementing any needed corrective action. See section B4. Criterion type icons below.
4. **Criterion:** Specific, objective, and verifiable expectation that an organization is required to meet to demonstrate conformance. Criteria translate the high-level intent of a principle and theme into actionable and verifiable components.
5. **Intent and clarification:** This component provides information to support a full understanding of the criterion's intent.
6. **Applicability:** This component specifies two aspects of the organization seeking certification that determine the criterion's relevance:
 - i. **Size:** Refers to the organization's characteristics in terms of scale—whether it is a small, medium, or large farm, or a small or large processing facility—or whether the criterion applies at the group management level. If a criterion is marked as “group”, it is to be met primarily by the group management, with support from farm group members. If a criterion applies to all sizes (and not specifically to group management), the term “all” is used.
 - ii. **Material:** Refers to the material(s) to which the criterion applies, which may include wool, mohair, alpaca, recycled, and hide/raw hide. If the criterion applies to all materials, the word “all” is used.

B4. Criterion type icons

 Critical	Critical: Mandatory criterion with the potential to represent a significant risk to human health, safety, the environment, or the integrity of the standard. It often involves illegal activities, fraud, or systemic failures.
 Major	Major: Mandatory criterion which could compromise the effectiveness of the system or lead to significant negative impacts if not addressed.
 Contextual	Contextual: Mandatory criterion which is not specified as critical, major, or minor. A contextual criterion may be designated as major or minor by the certification body, depending on the organization's performance and the contextual circumstances. A minor nonconformity is a limited or isolated deviation that does not pose an immediate risk.
 Recommended practice	Recommended practice: Non-mandatory criterion that complements mandatory criteria and produces beneficial outcomes when followed. Certified organizations are evaluated against these criteria as part of their audit, even if they choose not to fully adopt the recommended practices.
 Leadership	Leadership: Non-mandatory criterion that is aspirational or goes above and beyond the other criteria types. Certified organizations have the option to be audited against these criteria by making a request to their certification body.

Refer to *TE-TXL-POL-201 General Criteria for Certification Bodies* for a complete overview of how nonconformities are issued.

B5. How to navigate the standard

Criterion

Each criterion has a unique number consisting of three digits separated by periods: the first digit represents the principle to which the criterion belongs, the second digit represents the theme, and the third digit is a consecutive number assigned to the set of criteria within each theme. Only Principle 2 includes subcriteria, for which a fourth digit is added as a consecutive number assigned to the set of subcriteria within each criterion. Where templates are referenced in the criterion, they are mandatory.

Intent and clarification

The intent and clarification include mandatory explanatory information and, where relevant, illustrative examples that help interpret the criterion in specific contextual circumstances. These examples are not exhaustive, but serve to clarify how the criterion may be applied in practice.

Where applicable, references to key documents or optional templates are also included. The use of "may" in a sentence indicates that the described action or option is allowed but not mandatory, offering flexibility based on context, organizational needs, or discretion.

Principle 2

Principle 2 differs structurally from other principles in the standard. Criteria (three-digit numbers) in Principle 2 are further broken down into subcriteria (four-digit numbers) that are tailored to the nature and size of certified organizations. This reflects differing contexts, capacities, and expectations.

In theme 2.1, there are slight differences in the applicability of subcriteria compared to other themes within this principle. Subcriteria designated for small, medium, or large farms apply exclusively to individually certified farms (i.e., not to farm group members). Additionally, there are subcriteria applicable to small and large processing facilities. Subcriteria marked as applicable to groups (including the subset of small-scale

farmer groups) apply to the group manager, who is responsible for ensuring conformance by the group member farms.

For the remaining themes within Principle 2, the responsibility for implementing subcriteria lies with individual organizations (farms) or farm group members—each classified as small, medium, or large—or with processing facilities, which are classified as small or large, as applicable. Small-scale farmer groups are required to meet the subcriteria applicable to small farms.

B6. Applicability of criteria

The *Materials Matter Standard* contains criteria that apply to all types of organizations (i.e., farms and recycling facilities). It also contains criteria that apply to specific contexts and/or certification scopes.

Certification audits are required to be conducted against criteria that are deemed applicable for the organization. The applicability of specific criteria is determined based on the desired scope certificate and optional activities of the certified organization.

Slaughterhouse

Slaughterhouse criteria are part of the *Materials Matter Standard* and are mandatory for organizations wishing to sell hide/raw hide coming from sheep, goats, and/or alpacas raised on certified farms. These criteria apply specifically when making business-to-business (B2B) claims at the raw material level of the supply chain. The following principles and themes are applicable to independent slaughterhouses: Principle 1, Principle 2, theme 4.11, and Principle 6. If a slaughterhouse is an integral part of a certified organization (farm or farm group), theme 4.11 is applicable in addition to the certification scope for fibers. Slaughterhouses are required to implement the full *Content Claim Standard* in place of Principle 6 in specific circumstances described in the *TE-MM-POL-101 Materials Matter Scope and Eligibility Policy*.

Chain of custody

Principle 6 of the *Materials Matter Standard* contains fundamental chain of custody criteria.

In the following circumstances, organizations certified to this standard are required to implement the full *Content Claim Standard* or any future version of Textile Exchange's Chain of Custody Standard, in place of Principle 6:

6.1.1 Raw material producers conducting any of the following activities:

- Purchasing material (certified or non-certified), from other organizations that are not part of the same *Materials Matter Standard* scope certificate;
- Any type of processing of the eligible material (excluding typical tasks such as sheep shearing); or
- Outsourcing, defined as the process of sending certified material to a subcontractor for services to be provided, other than storage.

6.1.2 Organizations performing the primary processing after the shearing of the raw material, such as, but not limited to:

- For animal fibers: the earliest processing stage of the animal fiber after the farm (typically the scour).

Principle 1: Organizational management

A well-defined management system is foundational for implementing the *Materials Matter Standard* effectively and consistently across all materials and is applicable to all certified organizations. The intent of this principle is to ensure that the organization establishes a structured, transparent, and accountable approach to managing its operations. General requirements of the management system (theme 1.1) include defining the scope of certification and maintaining up-to-date planning tools and records. Additionally, the organization ensures that clear responsibilities are assigned and that all workers are trained according to their roles (theme 1.2). By adopting these practices, the organization is better equipped to manage its operations, respond to challenges, and continuously improve performance—while helping advance the standard’s strategic goals: to drive positive outcomes for people, climate, and nature.

1.1. General requirements

1.1.1

 Major

A management representative has been designated with overall responsibility and authority to ensure the organization’s conformance with applicable certification requirements and to represent the organization in matters related to its certification.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization has clearly assigned accountability for its conformity to applicable certification requirements (i.e., the standard criteria and certification policies).
- 2) A person with recognized authority and a good understanding of the standard has been officially designated by the organization.
- 3) For group certification, this person is the appointed group manager (see criterion 7.2.2).
- 4) The management representative is capable of effectively communicating with the certification body regarding the organization’s operations, locating required documentation, and identifying staff qualified to provide support during the audit.

APPLICABILITY:

Size: all

Material: all

1.1.2

 Contextual

The organization’s written description of its site(s) for production, collection, and/or processing—disclosed to its certification body and to Textile Exchange—is current and reflects the actual conditions, and includes:

- a. The organization’s name;
- b. The organization’s street address;
- c. The organization’s tax identification number in the country where the business is registered; and
- d. The type of activities performed at each site included in the scope certificate.

INTENT AND CLARIFICATION:

- 1) The organization provides its certification body and Textile Exchange with a complete written description of its operations, as included in the scope certificate, and updates it as necessary to ensure it remains current and reflects the actual conditions.
- 2) For a farm group (including small-scale farmer groups), the group manager is responsible for collecting data from all group members.
- 3) The term “scope certificate” refers either to the current certificate of an already certified organization undergoing its annual audit, or to the intended certificate of an applicant organization undergoing its initial certification audit.

APPLICABILITY:

Size: all

Material: all

1.1.3 Critical

For auditing purposes, the organization allows access to all of the following:

- Locations (including farmland and buildings), processes, and practices, as included in the scope certificate;
- Animals included in the scope certificate;
- Documents and records necessary to assess conformance with the standard criteria, which include permits, contracts, and pay slips; and
- Workers present on site (for example, family workers, directly hired workers, contracted workers) involved in activities related to the scope certificate are available for interviews without limitations and, if deemed necessary by the audit team or to protect the workers' privacy, in the absence of management.

INTENT AND CLARIFICATION:

- The intent of this criterion is for the organization to present a clear picture of the full in-scope operation to its certification body. This ensures that the audit sample aligns with the given risk ratings or other criteria as defined by Textile Exchange.
- Even when the certification body is sampling (i.e., selecting a representative portion of all sites, documents, and interviewees to assess conformance), the organization permits the certification body access to all locations, animals, documents, records, and workers as requested by the auditor to cross-check any necessary information.

APPLICABILITY:

Size: all

Material: all

1.1.4 Critical

The organization obtains and maintains a valid Textile Exchange-ID (TE-ID) registration for all facilities included in the scope certificate, including farms but excluding independently certified subcontractors.

INTENT AND CLARIFICATION:

- Instructions for how to register for a TE-ID are available at: <https://textileexchange.org/te-id/>

APPLICABILITY:

Size: all

Material: all

1.1.5 Major

The organization has an up-to-date management system in place, which includes the following:

- Management objectives;
- A description of the resources to be managed; and
- Specific standard operating procedures (SOPs) for managing the operation, taking into account what is included in the scope certificate and as required by the applicable standard criteria.

INTENT AND CLARIFICATION:

- The management system reflects the current operating circumstances of the organization, including its organizational structure.
- The management system is reviewed at least annually and updated as necessary, including the incorporation of improvements based on experience gained or audit findings.
- The management system is aligned with the scale and intensity of the operation; that is, the larger and/or more complex the operation, the more detailed the management system.
- Important components of the management system include technical documents (i.e., specific plans required under different criteria, based on the intended scope), which serve to guide activities within the certified operations.
- For a small-scale farmer group, members may collaboratively develop the management system, to be maintained at the group level.

APPLICABILITY:

Size: all

Material: all

1.1.6 The organization maintains records of its suppliers of materials eligible for certification, including:

 Major

- a. Supplier name;
- b. Type of material;
- c. Country of origin; and
- d. Date received.

INTENT AND CLARIFICATION:

- 1) Suppliers of eligible materials include, among others, breeding farms for sheep, goats, and alpacas.
- 2) This criterion is not applicable to recycled materials; instead, criterion 6.2.4 applies.

APPLICABILITY:

Size: all

Material: wool, mohair, alpaca, hide/raw hide

1.1.7 The organization maintains records to demonstrate conformance with applicable certification criteria, which are made known and accessible to the responsible workers.

 Contextual

INTENT AND CLARIFICATION:

- 1) Records are updated as necessary to maintain conformance with certification requirements (i.e., the standard criteria and certification policies).
- 2) The methodology for maintaining records is well established and understood by responsible workers, including how and where records are maintained, and who is responsible for those.

APPLICABILITY:

Size: all

Material: all

1.1.8 All records required by the standard are maintained by the organization for at least five (5) years.

 Contextual

INTENT AND CLARIFICATION:

- 1) An applicant organization seeking certification demonstrates conformance by maintaining applicable records from the date of application or certification.

APPLICABILITY:

Size: all

Material: all

1.1.9 The organization does not conduct parallel production.

 Critical

INTENT AND CLARIFICATION:

- 1) All animals that are of the same species as those certified and are kept on the same farm are managed according to the standard. A farm includes adjacent and non-adjacent land parcels that are all under the same management (i.e., the same organization or farmer).
- 2) For wool only: Where an exemption has been granted for a certified organization to purchase mulesed animals for breeding purposes, or where mulesed sheep were already present in the flock at the time of first certification, their presence on the certified site does not constitute a nonconformity under this criterion. However, their wool is not eligible for certification under the standard and is kept separate from that of certified animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

1.1.10 On an annual basis, the organization completes either the *TE-MM-TEM-109 Materials Matter Farm Survey* or the *TE-MM-TEM-110 Materials Matter Processing Facility Survey*, each of which requests self-reported data and information, including geospatial data intended for monitoring, evaluation, and learning.

 Contextual

INTENT AND CLARIFICATION:

- 1) The certification body is responsible for providing the organization with the applicable survey (farm or processing facility, depending on the type of site being evaluated) along with instructions for completing it.
- 2) Further guidance is available in the *TE-MM-GUI-115 Materials Matter Farm Survey Guide*.

APPLICABILITY:

Size: all

Material: all

1.1.11 The organization's management system (see criterion 1.1.5) includes a written description of the following additional details:

 Recommended practice

- a. Environmental conditions and limitations, local socioeconomic conditions, and a profile of adjacent lands; and
- b. Strategies for waste management, including reduction, reuse, recycling, and composting of organic waste.

INTENT AND CLARIFICATION:

- 1) The organization is encouraged to align its management system with these additional details.
- 2) For a small-scale farmer group, members may collaboratively develop the management system, to be maintained at the group level.

APPLICABILITY:

Size: all

Material: all

1.1.12 Environmental, animal welfare, and social and economic equity outcomes are monitored in line with the Textile Exchange *Regenerative Agriculture Outcome Framework* and reported in the voluntary section of the *TE-MM-TEM-109 Materials Matter Farm Survey*.

 Leadership

INTENT AND CLARIFICATION:

- 1) The voluntary outcome monitoring section of the survey provides an opportunity for organizations that monitor ecological, animal (livestock), and/or social outcomes to be recognized for such efforts. The outcome, indicator, and metric options provided are those included in the Textile Exchange *Regenerative Agriculture Outcome Framework*. However, the survey also allows respondents to disclose outcomes, indicators, and metrics not listed in the framework, as it is not exhaustive.
- 2) The organization ensures that the applicable voluntary data is completed in the *TE-MM-TEM-109 Materials Matter Farm Survey*; however, validation or verification of this data falls outside the audit scope of the *Materials Matter Standard*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

1.2. Roles and responsibilities

1.2.1 For each SOP, plan, and policy related to the organization's conformity with the standard, a qualified employee has been assigned responsibility for its implementation.

Contextual

INTENT AND CLARIFICATION:

- 1) Each SOP, plan, or policy has a designated responsible person with the necessary resources to implement it, including those required for outsourced services.
- 2) Depending on the size of the organization, assigning multiple functions to one person is acceptable, provided that responsibilities for implementation are clearly defined.

APPLICABILITY:

Size: all

Material: all

1.2.2 All SOPs, plans, and policies are reviewed at least annually by the person responsible and updated as necessary.

Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization's SOPs remain up to date for all current activities.
- 2) For a small-scale farmer group, where SOPs, plans, and policies are maintained at the group level, the person responsible is the group manager.

APPLICABILITY:

Size: all

Material: all

1.2.3 Workers have access to the standard and are informed about the organization's SOPs, plans, and policies that pertain to their assigned responsibilities.

Contextual

INTENT AND CLARIFICATION:

- 1) By granting access to the standard and promoting awareness of applicable SOPs, plans, and policies, the organization fosters transparency, accountability, and engagement. This empowers workers to understand their roles in maintaining conformance and helps cultivate a culture of shared responsibility.
- 2) If following the organization's SOPs fulfills workers' duties under the standard (for example, because all material is handled in a way that meets the standard), then general awareness of the standard and training aligned with their responsibilities are acceptable.

APPLICABILITY:

Size: all

Material: all

1.2.4 SOPs are available in written or pictorial form, in a language that workers understand.

Contextual

INTENT AND CLARIFICATION:

- 1) SOPs are made available to workers in formats tailored to their local context and capacities (for example, handbooks, pictograms, or posters). Where applicable, these procedures include guidance on waste handling and segregation, water and energy use, as well as euthanasia, shearing, castration, tail docking, transportation, live animal handling, stunning, and slaughtering processes for the species concerned, among others. The organization develops its operating procedures based on its type and specific needs to ensure that workers receive training aligned with their roles and responsibilities.
- 2) For a small-scale farmer group, members may collaboratively develop SOPs. These procedures are maintained at the group level and shared with group members as described in point one above.

APPLICABILITY:

Size: all

Material: all

1.2.5 Workers receive training and supervision to ensure consistent implementation of the management system, including the organization's SOPs, plans, and policies.

 Contextual

INTENT AND CLARIFICATION:

- 1) Training for all workers is conducted at least annually, serving as a reminder of key SOPs, plans, and policies.
- 2) Additional or specific training is conducted as necessary to ensure that workers are knowledgeable and competent to perform their duties.
- 3) Specific cases in which training is necessary include newly hired workers, the introduction of new procedures, and the identification of issues or nonconformities, among others.

APPLICABILITY:

Size: all

Material: all

1.2.6 The organization maintains detailed records of completed training events.

 Contextual

INTENT AND CLARIFICATION:

- 1) Training records include the training dates; names and qualifications of the trainers; title and description of the training event; names of attendees; materials used during training; photographs; and other associated documentation.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

1.2.7 The organization identifies and implements innovative technologies and tools that enhance transparency and facilitate conformance with applicable standard criteria.

 Leadership

INTENT AND CLARIFICATION:

- 1) Examples of innovative technologies and tools include:
 - Community-Based Monitoring (CBM), to demonstrate the accuracy and responsiveness of standard implementation measures;
 - Closed-Circuit Television (CCTV), to monitor key management procedures (for example, shearing or stunning in slaughter plants);
 - Global Positioning System (GPS) tags and drone footage, to track and record grazing patterns and pasture use; and
 - Internet of Things (IoT) devices, to monitor livestock movements and provide insights into animal health.
- 2) Where CCTV is used, recordings are retained that cover at least the most recent activity period for seasonal operations, or one year for continuous operations.
- 3) Technology-enabled worker voice systems serve to flag concerns related to the implementation of the standard and are designed to be accessible to the broader stakeholder community (for example, contractors and local communities).
- 4) If digital technologies are used in or around workstations, workers are informed of their presence and purpose. Data collected through these technologies is handled in accordance with privacy and confidentiality laws and is not used to retaliate against workers.

APPLICABILITY:

Size: all

Material: all

Principle 2: Human rights and livelihoods

Respecting human rights and livelihoods is fundamental to ensuring ethical, sustainable, and resilient supply chains. Principle 2 provides a framework for organizations to ensure human and labor rights are protected on farms and in processing facilities. Adopting this framework promotes health and safety, shows respect for vulnerable groups, and enhances fair working conditions for all.

- **Theme 2.1:** Human rights due diligence guides the organization toward developing a management system (or refining existing procedures) that systematically assesses human rights risks and implements effective mitigation, prevention, and remedial measures accordingly.

The following themes build on this due diligence approach, guided by the principles of equality, dignity, and respect:

- **Theme 2.2** outlines how workers, especially those in vulnerable groups, are meant to be treated at work.
- **Theme 2.3** sets baseline expectations for safeguarding worker safety through a culture of risk management, awareness-raising, and prevention.
- **Theme 2.4** focuses on fair pay, benefits, and working time to ensure fair compensation and prevent excessive working hours and overtime.
- **Theme 2.5** enforces safeguards for vulnerable people or groups to prevent child labor and forced labor.
- **Theme 2.6** outlines recommended practices designed to drive organizational progress toward living wages and fair pricing mechanisms for material suppliers.

In many geographies, human rights and livelihoods are protected by local and international laws. The criteria under **Principle 2** are therefore based on the following internationally recognized frameworks:

- The *International Bill of Human Rights* refers to the following instruments:
 - *Universal Declaration of Human Rights*;¹
 - *International Covenant on Economic, Social and Cultural Rights*;² and
 - *International Covenant on Civil and Political Rights*.³
- Business and human rights frameworks, including:
 - *The United Nations Guiding Principles on Business and Human Rights (UNGPs)*;⁴ and
 - *The Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct*.⁵
- International Labour Organization (ILO) Core Conventions included in the *Declaration on Fundamental Principles and Rights at Work (2022)*:⁶
 - *C29 – Forced Labour Convention (1930)*;⁷
 - *C105 – Abolition of Forced Labour Convention (1957)*;⁸
 - *C138 – Minimum Age Convention (1973)*;⁹
 - *C182 – Worst Forms of Child Labour Convention (1999)*;¹⁰
 - *C111 – Discrimination (Employment and Occupation) Convention (1958)*;¹¹
 - *C87 – Freedom of Association and Protection of the Right to Organise Convention (1948)*;¹²
 - *C98 – Right to Organise and Collective Bargaining Convention (1949)*;¹³
 - *C100 – Equal Remuneration Convention (1951)*;¹⁴
 - *C155 – Occupational Safety and Health Convention (1981)*;¹⁵ and
 - *C187 – Promotional Framework for Occupational Safety and Health Convention (2006)*.¹⁶

Please refer to section **B5. Principle 2** in the introduction of this document to better interpret criteria applicability, which is slightly different to the other principles of the *Materials Matter Standard*.

2.1. Human rights due diligence

2.1.1 The organization is committed to respecting all human rights.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to demonstrate that it:
 - Recognizes the human rights that its activities could negatively impact, whether actual or potential; and
 - Commits to respecting those rights.
- 2) The scope of human rights is broader than labor rights alone. However, not all human rights apply equally in every context (for example, even if there are no legally recognized Indigenous Peoples in the vicinity of the farm or facility, the organization has a responsibility to engage with local communities).
- 3) For reference, the *International Bill of Human Rights* includes (but is not limited to) the following considerations, which the organization prioritizes based on its own context: freedom and equality; freedom from slavery; right to remedy; right to social security; right to work; right to rest and leisure; right to an adequate standard of living; right to education; right to cultural, artistic, and scientific life; minority rights; right to a safe and healthy environment.
- 4) Further guidance on this theme is available in the *TE-MM-GUI-126 Human Rights Due Diligence Introduction*.
- 5) The optional *TE-MM-TEM-111 Human Rights Commitment Template* is available for use.

2.1.1.1 The organization commits to respecting the human rights of its family workers, directly hired workers, contracted workers, and neighboring communities.



Contextual

INTENT AND CLARIFICATION:

- 1) The organization is not necessarily required to produce a written commitment; however, it is at least able to explain which human rights are most applicable in its context and who is affected (for example, family workers, directly hired workers, contracted workers, and neighboring communities).
- 2) One approach to identifying potentially impacted human rights is to engage with internal and external stakeholders, such as workers, neighboring communities, and local farming associations or civil society organizations.
- 3) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.1.2

Contextual

- A. The group manager works with group members to implement a group-level human rights policy that respects all human rights of their family workers, directly hired workers, contracted workers, and neighboring communities.
- B. The policy extends to the operations included in the scope certificate and to contracted labor providers, subcontractors involved in production processes, and transport providers.
- C. The group manager requires group members to implement this policy and communicate its contents at least to their family workers, directly hired workers, contracted workers, and neighboring communities in their preferred language.

INTENT AND CLARIFICATION:

- 1) The written policy is signed by the group manager and the group members, and outlines the group's commitment to respecting all human rights.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.1.3

 Contextual

- A. The organization implements a written human rights policy in which it commits to respecting all human rights of directly hired workers, contracted workers, and neighboring communities.
- B. The human rights policy is signed by the organization's top manager.
- C. The organization makes its human rights policy available at least to directly hired workers, contracted workers, and neighboring communities in their preferred language.

INTENT AND CLARIFICATION:

- 1) This criterion is not applicable to members of a farm group.
- 2) The top manager is the person with the highest level of authority in the organization's operational structure. This is usually the Chief Executive Officer, Executive Director, General Manager, or an equivalent role with formal decision-making power over organization-wide policies.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.2 The organization establishes and implements a code of conduct.**INTENT AND CLARIFICATION:**

- 1) The intent of a code of conduct is to clearly outline how the organization plans to implement its commitment to respecting all applicable human rights (see criterion 2.1.1).
- 2) The code of conduct outlines the rules, roles, responsibilities, and practices that the organization expects its management and workforce to uphold.
- 3) A robust code of conduct includes:
 - Guidelines for respecting the organization's commitment; and
 - Processes to ensure its implementation (for example, awareness-raising, training).
- 4) The optional *TE-MM-TEM-112 Human Rights Code of Conduct Template* is available for use.

2.1.2.1

 Contextual

- A. The organization establishes and implements a code of conduct that outlines its guidelines and systems for addressing the following topics, as applicable:

- a. Stakeholder engagement;
- b. Grievance mechanism;
- c. Pay and benefits;
- d. Working hours;
- e. No child labor;
- f. No forced labor;
- g. Freedom of association and collective bargaining;
- h. No discrimination;
- i. No harassment and abuse;
- j. Health and safety;
- k. Workers' housing; and
- l. Rights of Indigenous Peoples and Local Communities.

- B. The organization communicates the contents of its code of conduct to directly hired and contracted workers in their preferred language.

INTENT AND CLARIFICATION:

- 1) The organization demonstrates active implementation of the code of conduct.
- 2) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm
Material: wool, mohair, alpaca, hide/raw hide

2.1.2.2

Contextual

- A. The group manager establishes and implements a written code of conduct for the group that outlines its guidelines and systems for addressing each of the following topics:
 - a. Stakeholder engagement;
 - b. Grievance mechanism;
 - c. Pay and benefits;
 - d. Working hours;
 - e. No child labor;
 - f. No forced labor;
 - g. Freedom of association and collective bargaining;
 - h. No discrimination;
 - i. No harassment and abuse;
 - j. Health and safety;
 - k. Workers' housing; and
 - l. Rights of Indigenous Peoples and Local Communities.
- B. The group manager requires members to implement the code of conduct and to explain its contents to directly hired and contracted workers.

INTENT AND CLARIFICATION:

- 1) The group manager produces a written, group-level code of conduct that is adapted to the group's specific context.
- 2) The group-level code of conduct clearly outlines guidelines and systems designed to address all core topics outlined in 2.1.2.2.A, in alignment with the group's human rights policy (see criterion 2.1.1).

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.2.3

Contextual

- A. The organization establishes and implements a written code of conduct that outlines its guidelines and systems for addressing each of the following topics:
 - a. Stakeholder engagement;
 - b. Grievance mechanism;
 - c. Pay and benefits;
 - d. Working hours;
 - e. No child labor;
 - f. No forced labor;
 - g. Freedom of association and collective bargaining;
 - h. No discrimination;
 - i. No harassment and abuse;
 - j. Health and safety;
 - k. Workers' housing; and
 - l. Rights of Indigenous Peoples and Local Communities.
- B. The organization regularly engages directly hired and contracted workers to explain the contents of its code of conduct.

INTENT AND CLARIFICATION:

- 1) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.3

The organization identifies, assesses, and prioritizes its human rights risks—based on severity and likelihood—using the *TE-MM-TEM-113 Human Rights Risk Assessment Template*.

Additionally, the human rights risk assessment:

- a. Guides effective prevention and mitigation measures;
- b. Is monitored on an ongoing basis; and
- c. Is periodically updated, as per the applicable subcriteria.

INTENT AND CLARIFICATION:

- 1) The human rights risk assessment is a foundational element of human rights due diligence. The intent of this assessment is for the organization to identify, prevent, and mitigate any adverse human rights impacts that its activities have the potential to cause or be associated with, based on their severity and likelihood. Drawing from the *United Nations Guiding Principles on Business and Human Rights (UNGPs)*¹⁷ and the *Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct*:¹⁸
 - Severity refers to the gravity of the impact, its potential extent, and the difficulty of remedying the resulting harm.
 - Likelihood is the probability of an impact occurring. It considers the nature of the organization's activities, the local context, and business relationships, and takes into account any mitigation measures already in place. As such, it is an essential step toward addressing harm that has the potential to occur—or is already occurring—from the organization's day-to-day operations.
- 2) In order to manage identified risks, the organization implements actions to prevent them from occurring or applies controls and safeguards to mitigate their impact. Likewise, the organization ensures that risks are managed over time through ongoing monitoring and periodic updates to the risk assessment.
- 3) The organization defines measures for the prevention and mitigation of each human rights risk identified in the assessment. These measures support conformance with the criteria outlined in themes 2.2 to 2.5 of this principle.

2.1.3.1

Major

- A. The organization conducts a human rights risk assessment.
- B. The organization takes preventive and mitigation measures to manage identified risks.
- C. The organization updates its human rights risk assessment as new risks arise or when findings require revision.

INTENT AND CLARIFICATION:

- 1) The organization considers risks, prioritizes them for action, takes effective measures for prevention and mitigation, and assesses whether any new factors warrant a review of the risk assessment. This process may be carried out without written records.
- 2) This criterion is not applicable to members of a farm group.
- 3) For small and medium farms, using the *TE-MM-TEM-113 Human Rights Risk Assessment Template* is a recommended practice only.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.3.2

Major

- A. The group manager conducts a group-level assessment of actual and potential human rights risks across its operations included in the scope certificate and contracted labor providers, subcontractors involved in production processes, and transport providers. This assessment is conducted using the *TE-MM-TEM-113 Human Rights Risk Assessment Template*.
- B. The group manager takes preventive and mitigation measures to manage identified risks.

C. The group manager updates its group-level human rights risk assessment as new risks arise or when findings require revision.

INTENT AND CLARIFICATION:

- 1) The group-level human rights risk assessment covers both actual impacts (which the group is currently facing) and potential impacts (that the group is at risk of experiencing in the absence of mitigation measures). Human rights risk findings generally occur in all production contexts, though the severity of these impacts differs depending on specific circumstances.
- 2) The assessment accounts for risks in the group members' operations included in the scope certificate, as well as in their supply chains. Given the complexity of supply chain networks, organizations consider at least their contracted labor providers, subcontractors for production processes, and transport providers.
- 3) Consultation with group members regarding the risk assessment represents an opportunity for members to contribute; it is suggested to proactively seek feedback from at least 5% of members.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.3.3



- A. The organization conducts an assessment of actual and potential human rights risks across its operations included in the scope certificate and contracted labor providers, subcontractors involved in production processes, and transport providers. This assessment is conducted using the *TE-MM-TEM-113 Human Rights Risk Assessment Template*.
- B. The organization takes preventive and mitigation measures to manage identified risks.
- C. The organization updates its human rights risk assessment as new risks arise, when findings require revision, and at least every other year.

INTENT AND CLARIFICATION:

- 1) The organization's human rights risk assessment covers both actual impacts (which the organization is currently facing) and potential impacts (that the organization is at risk of experiencing in the absence of mitigation measures). Human rights risk findings generally occur in all production contexts, though the severity of these impacts differs depending on specific circumstances.
- 2) The assessment accounts for risks in the organization's operations included in the scope certificate, as well as in its supply chains. Given the complexity of supply chain networks, organizations consider at least their contracted labor providers, subcontractors for production processes, and transport providers.
- 3) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.4

The organization identifies and engages key stakeholders affected by its priority human rights risks (see criterion 2.1.3) to understand their views and adjust its systems accordingly.

INTENT AND CLARIFICATION:

- 1) Priority risks are those rated most highly for likelihood and severity through the human rights risk assessment process (see criterion 2.1.3).
- 2) The intent of stakeholder engagement is for the organization to confirm and complement the findings of the human rights risk assessment (see criterion 2.1.3) through consultation with affected groups and specific persons. An organization that regularly engages with stakeholders is better equipped to understand its human rights risks and to develop or revise actions for prevention, mitigation, and remediation. This approach supports broader relationship-building, enhances the organization's capacity to address human rights issues, and improves the contextual relevance of the measures it implements.
- 3) The organization makes all reasonable efforts to secure representative participation of stakeholders (or credible proxies), considering gender, age, political and/or union affiliation, and status as human rights, land, or forest defenders, among other factors.

2.1.4.1 Contextual

A. The organization engages stakeholders affected by its priority human rights risks, including, at least:

- Workers;
- Local communities, including workers' families and their chosen representatives, where applicable; and
- Indigenous Peoples, if locally present.

B. The organization provides evidence of fair outcome(s) from this stakeholder engagement process.

INTENT AND CLARIFICATION:

- 1) This process may be implemented informally and verbally.
- 2) Priority risks are those rated highest in terms of likelihood and severity through the human rights risk assessment process (see criterion 2.1.3).
- 3) The organization ensures that everyone involved in the engagement process is given a fair opportunity to participate and feels comfortable with any decisions or actions taken as a result.
- 4) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.4.2 Contextual

A. The group manager works with members to engage stakeholders affected by the group's priority human rights risks, including:

- Workers;
- Worker representatives;
- Local communities, including workers' families and their chosen representatives, where applicable; and
- Indigenous Peoples, if locally present.

B. The group manager maintains written evidence of fair outcome(s) from the stakeholder engagement process.

INTENT AND CLARIFICATION:

- 1) Priority risks are those rated most highly for likelihood and severity through the human rights risk assessment process (see criterion 2.1.3).

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.4.3 Contextual

A. The organization engages stakeholders affected by its priority human rights risks throughout the year (i.e., as risks arise or evolve), including, at least:

- Workers;
- Worker representatives;
- Local communities, including workers' families and their chosen representatives, where applicable;
- Indigenous Peoples, if locally present; and
- Suppliers and their sub-suppliers.

B. The organization maintains written evidence of fair outcomes resulting from this stakeholder engagement process.

INTENT AND CLARIFICATION:

- 1) In addition to their stakeholder engagement efforts, processing facilities that specifically source reclaimed materials engage meaningfully with recycling supply chain actors—such as waste management organizations, collectors and concentrators, and waste-pickers—to refine their human rights risk assessment and inform actions aligned with the standard criteria.
- 2) Processing facilities that source reclaimed materials outline a progress plan to directly engage actors in the recycling supply chain—including their respective workers—in ways that accommodate their engagement preferences (for example, appointed representatives or credible proxies), language, literacy levels, and potential distrust.
- 3) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.5 The organization seeks the Free, Prior, and Informed Consent (FPIC) of Indigenous Peoples if it plans to acquire or develop land and is legally required to do so.

INTENT AND CLARIFICATION:

- 1) The intent of FPIC is to protect the rights (self-determination in particular) of Indigenous Peoples as well as historically underserved traditional local communities, in the specific context of land acquisition and development projects with possible adverse impacts on their rights and way of life (for example, access to natural resources, territories, cultural landmarks). FPIC is specific to Indigenous Peoples and historically underserved traditional communities who have collective customary tenure systems.
- 2) FPIC involves a mutually agreed-upon process for discussion and decision-making (for example, rules of engagement, project design, and implementation), along with a corresponding action plan and supporting documentation. This final step is essential for demonstrating that the organization sought consent for land acquisition or development projects.
- 3) FPIC is distinct from stakeholder engagement (as specified in criterion 2.1.4). Both processes support the organization in implementing measures for prevention, mitigation, and remediation.

2.1.5.1 The organization seeks the FPIC of Indigenous Peoples if it plans to acquire or develop land and is legally required to do so. Major

INTENT AND CLARIFICATION:

- 1) Given the specificity and resource-intensive nature of FPIC, the organization determines whether proposed land acquisition or development projects are subject to legally applicable FPIC requirements. Noting the variability in locally applicable and community-approved FPIC protocols, it is recommended that organizations seek local expert guidance (for example, service providers, civil society organizations—ideally recognized by the affected community).
- 2) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.5.2  Major A. If FPIC is legally required for land acquisition or development in a specific location, the group manager provides context-specific guidance to group members.
B. Where legally applicable, the group manager requires group members to seek FPIC.
C. The organization prohibits retaliation against forest, land, and human rights defenders under any circumstance.

INTENT AND CLARIFICATION:

- 1) Given the specificity and resource-intensive nature of FPIC, the group manager provides members with context-specific guidance—based on applicable legal requirements—to determine whether their proposed land acquisition or development projects are subject to locally applicable FPIC requirements.
- 2) It is recommended that group managers direct their members to local expert guidance (for example, government agencies, service providers, civil society organizations—ideally recognized by the affected community).

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.5.3 Major

- A. If the organization plans to acquire or develop land, it determines whether FPIC is legally required in the specific location.
- B. Where legally applicable, the organization seeks FPIC.
- C. If FPIC processes are infringed, the organization provides a remedy that addresses the harm caused.
- D. The organization prohibits retaliation against forest, land, and human rights defenders under any circumstances.

INTENT AND CLARIFICATION:

- 1) Given the specificity and resource-intensive nature of FPIC, the organization determines whether proposed land acquisition or development projects are subject to legally applicable FPIC requirements. Noting the variability in locally applicable and community-approved FPIC protocols, it is recommended that organizations seek local expert guidance (for example, service providers, civil society organizations—ideally recognized by the affected community).
- 2) The organization implements remedies as required by applicable law. The fundamental remedy for conducting activities affecting Indigenous Peoples and historically underserved traditional communities is conducting a robust FPIC process. In cases where FPIC was secured but its conditions were not fully respected, the organization implements the mutually agreed-upon remediation measures included in the FPIC agreement. Conventional remediation measures (as described in criterion 2.1.7) are not an acceptable substitute for conducting FPIC processes where legally required.
- 3) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.6

The organization has a grievance mechanism that is accessible to all stakeholders.

INTENT AND CLARIFICATION:

- 1) A grievance mechanism is intended to support stakeholders, including workers, to raise human rights concerns related to the organization's activities, and to seek remedy for any actual impacts.
- 2) The effectiveness of an organization's grievance mechanism depends on clear communication to stakeholders (for example, directly hired workers, contracted workers, contractors, suppliers, neighboring communities) regarding the scope of concerns (i.e., applicable human rights) that are eligible for reporting through the mechanism, instructions on how to use it, and clarity on the process and outcomes.
- 3) Recognizing that fully aligning these systems with international frameworks (for example, the UNGPs) requires effort, time, and dedicated resources, this criterion focuses on organizations making all reasonable efforts to enable stakeholders to use this tool effectively and without fear of retaliation.
- 4) Organizations may choose to develop and maintain different grievance mechanisms to cater to the specific needs of different intended users (for example, one channel designed to process workers' complaints and another, separate channel tailored to the needs of business relations or neighboring communities).
- 5) Further guidance is available in the optional *TE-MM-GUI-127 Developing and Implementing a Grievance Mechanism and Remediation Plan Guide*.

2.1.6.1 Major

- A. The organization has a grievance mechanism.
- B. The organization ensures that directly hired workers and contracted workers understand how to submit a complaint.
- C. The organization guarantees confidentiality and prohibits retaliation against persons who submit complaints through its grievance mechanism.

INTENT AND CLARIFICATION:

- 1) This grievance mechanism is not required to be fully documented, provided that workers are familiar with how it functions and how to access it.
- 2) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.6.2
Major

- A. The group manager develops and maintains a group-level grievance mechanism to receive complaints from key stakeholders (including directly hired workers, contracted labor providers, suppliers, and neighboring communities, as applicable).
- B. The group manager requires group members to communicate the existence of this group-level grievance mechanism to their stakeholders (including at least directly hired workers, contracted labor providers, suppliers, and neighboring communities).
- C. The group manager enables complaints to be submitted anonymously and ensures that all complaints are managed consistently, regardless of whether they are anonymous or not.
- D. The group manager arranges group-level awareness-raising sessions to enable key stakeholders to use the group-level grievance mechanism effectively and without fear of retaliation.
- E. The organization guarantees confidentiality and prohibits retaliation against persons who submit complaints through its grievance mechanism.

INTENT AND CLARIFICATION:

- 1) The grievance mechanism is either managed directly by the group manager or implemented through an existing mechanism available to the wider industry.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.6.3
Major

- A. The organization develops and maintains a grievance mechanism to receive complaints from key stakeholders (including directly hired workers, contractors, suppliers, and neighboring communities, as applicable).
- B. The organization enables complaints to be submitted anonymously and ensures that all complaints are managed consistently, regardless of whether they are anonymous or not.
- C. The organization arranges awareness-raising sessions to enable key stakeholders to use the grievance mechanism effectively and without fear of retaliation.
- D. The organization guarantees confidentiality and prohibits retaliation against persons who submit complaints through its grievance mechanism.

INTENT AND CLARIFICATION:

- 1) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.7 The organization investigates all complaints submitted through its grievance mechanism in order to address concerns, as necessary.

INTENT AND CLARIFICATION:

- 1) The effectiveness of a grievance mechanism depends not only on informing stakeholders of its existence and how to use it, but also on the organization having a clear procedure to investigate all complaints submitted through the mechanism, implement measures to prevent recurrence, and, if necessary, provide remedies to affected parties.
- 2) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.1.7.1 A. The organization conducts timely investigations of all complaints submitted through its grievance mechanism.



Contextual

B. The organization implements measures to prevent similar issues from recurring.

INTENT AND CLARIFICATION:

- 1) The organization may carry out its investigations informally and communicate them verbally, as long as it also takes steps to prevent similar issues from recurring.
- 2) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.1.7.2 A. The group manager works with members to conduct timely investigations of all complaints submitted through the group-level grievance mechanism.



Major

B. The group manager supports members in implementing measures to prevent similar issues from recurring.

C. If necessary, the group manager supports group members in providing remedies to all affected parties.

D. The group manager maintains records of all complaints submitted through the group-level grievance mechanism.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca, hide/raw hide

2.1.7.3 A. The organization conducts timely investigations of all complaints submitted through its grievance mechanism.



Major

B. The organization implements measures to prevent similar issues from recurring.

C. If necessary, the organization provides remedies to all affected parties.

D. The organization maintains records of all complaints submitted through its grievance mechanism.

INTENT AND CLARIFICATION:

- 1) This criterion is not applicable to members of a farm group.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.1.8 Recommended practice

The organization consults affected stakeholders during its human rights risk assessments.

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criterion 2.1.4, which requires the organization to engage stakeholders affected by the priority risks of its human rights risk assessment (per criterion 2.1.3).
- 2) The organization is encouraged to engage stakeholders who are affected by its activities, whether or not those activities are identified as priority risks. This ensures that stakeholders are given every reasonable opportunity to voice concerns and collaborate in identifying and prioritizing actual human rights risks and potential impacts. Stakeholder engagement is critical to a robust assessment methodology, effective risk prioritization, and the development of measures for prevention and mitigation.

APPLICABILITY:

Size: all

Material: all

2.1.10 Recommended practice

The organization proactively engages with Indigenous Peoples and Local Communities beyond the scope of land developments or acquisitions.

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criterion 2.1.5, which requires that the organization seek the FPIC of Indigenous Peoples and historically underserved traditional local communities in the specific context of land acquisitions or developments.
- 2) It further encourages the organization to engage with Indigenous Peoples and historically underserved traditional local communities on an ongoing basis, in order to inform mitigation, prevention, or remediation measures.
- 3) The organization makes all reasonable efforts to ensure representation of Indigenous Peoples and historically underserved traditional local communities, including appointed leadership and subgroups (or credible proxies thereof). Wherever publicly available, the organization adheres to specific engagement guidance (for example, language, format, temporality, and sequencing).

APPLICABILITY:

Size: all

Material: all

2.1.11 Recommended practice

The organization incorporates stakeholder input into the design of its grievance mechanism and the procedures for handling complaints.

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criterion 2.1.4, which requires the organization to engage stakeholders affected by the priority risks of its human rights risk assessment, and on criteria 2.1.5 and 2.1.6, which together define baseline expectations for the implementation of a grievance mechanism and the handling of complaints.
- 2) As with human rights risk assessments, it is recommended that the organization develops its grievance mechanism in consultation with affected stakeholders, among other reasons, because they are likely to use this mechanism and expect their complaints to be resolved. This approach improves the organization's ability to resolve disputes in a timely and impartial manner.
- 3) As with stakeholder engagement more broadly, the organization makes all reasonable efforts to ensure that consultations on the grievance mechanism and handling of complaints are conducted in a manner that respects cultural norms and values, with particular attention to the sensitivity of the topic.

APPLICABILITY:

Size: all

Material: all

2.1.12

Recommended practice

The organization takes actions to improve the accessibility of its grievance mechanism for vulnerable groups.

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criteria 2.1.5 and 2.1.6, which define baseline expectations for the implementation of a grievance mechanism and the handling of complaints.
- 2) The organization prioritizes accessibility and inclusivity (for example, the participation of vulnerable groups, including but not limited to women) as a measure of the overall effectiveness of its grievance mechanism.
- 3) Acknowledging that certain groups or specific persons are often more difficult to engage and are likely to feel uneasy about voicing concerns, the organization is encouraged to proactively share information on the existence of the grievance mechanism and the procedures for handling complaints in their preferred language, adapted to their literacy levels and taking into account potential distrust.

APPLICABILITY:

Size: all

Material: all

2.1.13

Leadership

The organization maps other available grievance mechanisms in locations where it operates and shares this information with affected stakeholders to help direct them to the best-suited mechanism for addressing their complaints.

INTENT AND CLARIFICATION:

- 1) This leadership criterion builds on criteria 2.1.5 and 2.1.6, which define baseline expectations for the implementation of a grievance mechanism and the handling of complaints.
- 2) The organizational grievance mechanism is intended to reinforce (rather than replace or act as proxies for) other non-judicial grievance mechanisms (for example, those available domestically or internationally), as well as stakeholder engagement activities and collective bargaining processes.
- 3) The organization shares information on available grievance mechanisms with affected stakeholders, both to complement its own system and to increase the likelihood of positive outcomes (such as a meaningful remedy) for those affected. Such non-state grievance mechanisms include, but are not limited to:
 - Organizational grievance mechanisms, which may be individual, joint (for example, backed by international buyers), or jurisdictional;
 - Certification systems' grievance mechanisms;
 - Internal dispute resolution mechanisms of Indigenous Peoples and Local Communities, governed by legal and customary rights; and
 - Mediation or arbitration platforms.

The organization is not allowed to redirect complaints received through its own grievance mechanism toward alternative options.

APPLICABILITY:

Size: all

Material: all

2.2. Responsible working practices

2.2.1

The organization conducts legally required verifications before employing directly hired workers.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to conduct systematic verifications for each directly hired worker, to better manage priority human rights risks (see criterion 2.1.3).
- 2) The organization requires all applicants to present valid identification documents to verify their age, identity, and right to work (particularly in the case of migrant workers). Wherever possible, the organization uses government systems or software to cross-check identification, especially to prevent underage workers from using falsified or misleading documents (for example, fake identification documents (IDs) or IDs belonging to another person).
- 3) A small farm does not necessarily have to conduct extensive verifications, particularly for family workers, but it takes measures to ensure all workers are of legal working age.

2.2.1.1 For each directly hired worker, the organization conducts legally required identification, right-to-work, and age verifications.

 Contextual

INTENT AND CLARIFICATION:

- 1) The organization is able to describe—at least verbally—the approach to implementing legally required verifications (for example, verifying the age of directly hired workers).
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to co-develop and implement a group-level verification process.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.1.2  Major

- A. For each directly hired worker, the organization conducts legally required identification, right-to-work, and age verifications.
- B. The organization maintains records of the corresponding documentation.

INTENT AND CLARIFICATION:

- 1) The organization maintains records of legal verifications for each directly hired worker.
- 2) A robust process is in place to verify the legal working age of each directly hired worker.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.2 The organization ensures that directly hired workers do not bear the costs related to recruitment, in accordance with the Employer Pays Principle.¹⁹

INTENT AND CLARIFICATION:

- 1) The intent of the Employer Pays Principle is to ensure that no worker bears costs associated with recruitment.
- 2) The intent of this criterion is to protect workers from being made to pay substantial fees (for example, recruitment costs, travel, visa, and administrative costs, among other fees and service charges) to secure employment. Low-wage workers, especially migrants, are often compelled to take out loans to pay these recruitment fees, risking indebtedness and increased vulnerability to human rights harm.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.2.2.1  Major

- A. The organization ensures that directly hired workers do not bear the costs related to recruitment, in accordance with the Employer Pays Principle.²⁰
- B. The organization informs directly hired workers that they are not required to bear any recruitment-related costs.
- C. If made aware that fees have been collected during the recruitment processes of directly hired workers, the organization takes action to prevent this from occurring again.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.2.2
Major

- A. The organization ensures that directly hired workers do not bear the costs related to recruitment, in accordance with the Employer Pays Principle.²¹
- B. The organization informs directly hired workers that they are not required to bear any recruitment-related costs and encourages them to raise any related concerns through designated channels.
- C. The organization implements measures to prevent the collection of recruitment fees from directly hired workers.
- D. When necessary, the organization provides remedies to all affected parties.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.3

The organization ensures that all directly hired workers fully understand their contractual agreements before beginning work.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization raises workers' awareness of the terms of their contractual agreements. By doing so, workers are better able to:
 - Understand all aspects of their contractual agreements; and
 - If necessary, take steps to avoid involuntary work (for example, when working conditions are inconsistent with the terms of work, or when workers do not understand those terms), which often increases their vulnerability to human rights abuses.
- 2) The organization recognizes and promotes internal awareness that workers in general—and especially those who are economically and socially vulnerable (for example, temporary, seasonal, migrant, piece-rate, documented, or undocumented workers)—often rely on having a contractual agreement to access essential public services (for example, safe drinking water, medical care, schooling).
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.

2.2.3.1
Major

The organization holds meetings with directly hired workers to review their contractual agreements before they begin work.

INTENT AND CLARIFICATION:

- 1) The intent is to ensure that workers are informed of their contractual terms before starting work and are given the opportunity to ask questions.
- 2) For a small-scale farmer group, if any member directly hires workers, the group manager collaborates with those members to implement the standard criteria.
- 3) Small and medium farms may enter into verbal agreements, provided they clearly communicate the terms of employment (for example, base salary, working hours) before the worker's first day.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.3.2
Major

- A. The organization has a written contractual agreement with each directly hired worker. This agreement is signed before the worker begins work and includes:
 - a. The worker's date of birth, along with age verification;
 - b. Job description;
 - c. Working hours, including conditions for voluntary overtime;
 - d. Pay rate, method and frequency of payment, overtime pay rate, and legally required salary deductions;
 - e. Workplace location, employer name, and address;

- f. Contract period (start and end dates), including provisions for contract renewal and conditions for early termination by either the worker (with or without reasonable notice) or the employer;
- g. Daily break time; and
- h. Benefits and leave entitlements, as well as repatriation terms (for overseas workers, this includes who arranges and pays for travel).

B. The organization ensures that directly hired workers understand all aspects of their contractual agreement and are given every reasonable opportunity to ask questions before signing the document.

INTENT AND CLARIFICATION:

- 1) The signed contractual agreements include, at least, all the provisions from 2.2.3.2.A.a. to 2.2.3.2.A.h.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.4 The organization monitors workforce data for its directly hired workers to ensure the fulfillment of contractual agreements.**INTENT AND CLARIFICATION:**

- 1) The intent of this criterion is to ensure that directly hired workers are paid according to the terms of their employment.
- 2) Organizations that monitor workforce data—such as working hours, leave entitlements, and minimum wage payments—are better equipped to manage conformance and uphold the workers' contractual agreements.

2.2.4.1 The organization monitors workforce data for its directly hired workers to ensure the fulfillment of contractual agreements.

Major

INTENT AND CLARIFICATION:

- 1) The workforce data monitoring system may be implemented informally, without the need for documentation, provided that contractual terms are being met.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.4.2 The organization maintains records to demonstrate fulfillment of contractual agreements for its directly hired workers, including:

Major

- a. Daily start and end times;
- b. Total pay and benefits for regular working hours;
- c. Total overtime payments;
- d. Pay rates;
- e. Payment structure;
- f. Number of days of paid and unpaid leave earned and used;
- g. Daily break times; and
- h. Work status.

INTENT AND CLARIFICATION:

- 1) The organization maintains records that include all the specified data points, noting the following examples (this is not an exhaustive list):

- Units of pay (for example, per unit of time, task, or piece);
- Work status (for example, formal, informal/casual/without social security, temporary visa, or contracted workers);
- Pay rates for different units of pay, quota amounts, overtime rates, disincentive pay, and efficiency pay;
- Payment structure (including mixed job scenarios, piece work, quota-based work, and casual/as needed work); and
- Number of days of paid and unpaid leave earned and used, including for holidays, vacation, sick time, and maternity leave.

2) Regular daily break times—including those for meals and prior to the start of overtime—are to be provided to directly hired workers.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.5 If the organization hires workers through contracted labor providers, it communicates its expectation that all labor rights be respected.**INTENT AND CLARIFICATION:**

- 1) The intent of this criterion is that the organization engages contracted labor providers in a manner consistent with the code of conduct (see criterion 2.1.2), to effectively share responsibilities in implementing the rights of contracted workers. The goal is to avoid inconsistencies in the way contracted workers and directly hired workers are managed during their day-to-day activities.

2.2.5.1 If the organization hires workers through contracted labor providers, it communicates to all hiring parties its expectation that applicable labor rights be respected.

Major

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.5.2 A. If the organization hires workers through contracted labor providers, it communicates its expectation that labor rights be respected by all hiring parties. The organization specifies the following expectations for contracted labor providers:

Major

- a. Implement the Employer Pays Principle²² and prohibit the withholding of wages under any circumstances;
- b. Comply with applicable legal requirements, particularly those related to child labor, young workers, forced labor, discrimination, harassment and abuse, collective bargaining, and freedom of association;
- c. Align contractual agreements and compensation packages with all applicable legal requirements;
- d. Explain the terms of contractual agreements to contracted workers in a language they understand, giving them every reasonable opportunity to ask questions prior to signing;
- e. Pay wages and benefits directly to contracted workers, ensuring they receive all legally applicable social protections; and
- f. Implement all legally applicable health and safety measures for contracted workers. In particular, the contracted labor provider supplies personal protective equipment suited to the tasks performed and ensures its correct use.

- B. If a concern is identified, the organization raises it with the contracted labor provider responsible for the work to collaborate on preventing its recurrence.

C. If necessary, the organization provides remedies to all affected parties.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.6

The organization prohibits discrimination against any person for any reason, takes action to prevent it, and, if applicable, provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to address discrimination in the workplace, in line with its code of conduct (see criterion 2.1.2). Consistent with the findings of its human rights assessment (see criterion 2.1.3), the organization acknowledges that certain persons or groups are particularly vulnerable to discrimination, including, but not limited to, women, people with disabilities, young and elderly workers, unionized workers, and Indigenous Peoples. A key aspect of this criterion lies in raising workers' awareness of discrimination, so that they are empowered to take steps to avoid it and to flag concerns to the organization, which then implements all necessary measures for prevention and mitigation.
- 2) The organization acknowledges the sensitive nature of raising such concerns and, where applicable, seeking remedy, and takes all necessary precautions to prioritize the welfare of the person, recognizing the heightened vulnerability involved.
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.2.6.1

 Major

- A. The organization prohibits discrimination against any person for any reason.
- B. The organization takes action to explain to all workers (and their representatives, as applicable) how to identify instances of discrimination and report concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.6.2

 Major

- A. The organization prohibits discrimination against any person for any reason.
- B. The organization takes action to train its workers (and their representatives, as applicable) to identify instances of discrimination and report concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.
- E. The organization maintains records of identified issues, the remediation process, and outcomes.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.7 The organization prohibits harassment or abuse of any person for any reason, and if applicable, provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to address harassment and abuse in the workplace, in line with its code of conduct (see criterion 2.1.2). Consistent with the findings of its human rights assessment (see criterion 2.1.3), the organization acknowledges that certain persons or groups are particularly vulnerable to harassment and abuse, including, but not limited to, women, people with disabilities, young and elderly workers, unionized workers, and Indigenous Peoples. A key aspect of this criterion lies in raising workers' awareness of harassment and abuse, including gender-based violence, so that workers are empowered to take steps to avoid such behavior and report concerns to the organization, enabling it to implement all necessary measures for prevention and mitigation.
- 2) The organization acknowledges the sensitive nature of raising such concerns and seeking remedy, if applicable, and takes all necessary precautions to prioritize the welfare of the person, given their heightened vulnerability.
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.2.7.1

Major

- A. The organization prohibits harassment and abuse, including gender-based violence, against any person, for any reason.
- B. The organization takes action to explain to all workers (and their representatives, as applicable) how to identify instances of harassment and abuse, including gender-based violence, and to report concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.7.2

Major

- A. The organization prohibits harassment and abuse, including gender-based violence, against any person, for any reason.
- B. The organization takes action to train all workers (and their representatives, as applicable) to identify instances of harassment and abuse, including gender-based violence, and to report concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.
- E. The organization maintains records of identified issues, the remediation process, and outcomes.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.8 The organization respects and recognizes the rights of workers to join unions and other workers' organizations of their choice, and to bargain collectively.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization allows workers to exercise their rights to freedom of association and collective bargaining, and to enable the operation of trade unions and worker representatives in the workplace. A key aspect of this criterion is raising workers' awareness of these rights, empowering them to take action and report concerns to the organization, which then implements necessary measures for prevention and remediation.
- 2) Unions and worker representatives are typically seen as watchdogs for human rights harms. When the organization engages with them regularly and enables them to perform their work, they contribute to informing and supporting the implementation of the organization's actions.
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.2.8.1
Major

- A. The organization ensures that directly hired workers and contracted workers are free to exercise their right to freedom of association and collective bargaining, including by becoming members of a workers' association or union of their choice.
- B. The organization prohibits retaliation against workers who exercise their right to freedom of association or collective bargaining.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) The organization is able to verbally describe how it respects its workers' rights to freedom of association and collective bargaining.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm, medium farm

Material: wool, mohair, alpaca, hide/raw hide

2.2.8.2
Major

- A. The organization ensures that directly hired workers and contracted workers are free to exercise their right to freedom of association and collective bargaining, including by becoming members of a workers' association or union of their choice.
- B. The organization takes actions to raise awareness among directly hired workers (and their representatives, as applicable) of their right to freedom of association and collective bargaining, and how to report concerns through designated channels.
- C. The organization prohibits retaliation against workers and their representatives exercising their right to freedom of association and collective bargaining.
- D. If made aware of related concerns, the organization takes action to prevent their recurrence.
- E. If applicable, the organization provides remedies to all affected parties.
- F. The organization maintains records of identified issues, the remediation process, and outcomes.
- G. Where applicable laws restrict the operation of workers' organizations, the organization supports the establishment of alternative forms of worker representation, such as worker-representative committees.
- H. Where there is an established worker-representative committee, its representatives are freely elected by workers.
- I. The organization provides an enabling environment for representatives to carry out their duties and any required training.

APPLICABILITY:

Size: large farm, small processing facility, large processing facility

Material: all

2.2.9 The organization provides worker benefits above legally required levels.

Recommended practice

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criterion 2.2.3, which includes benefits as part of the terms of work that the organization is required to explain to its directly hired workers.
- 2) Over time, the organization develops a progress plan to offer worker benefits (for example, maternity leave, paid leave) that go above and beyond applicable legal requirements or industry standards. Benefits, including parental leave, where applicable, play an essential role in parents' ability to provide for their children, extended families, and communities. This includes, but is not limited to, vulnerable persons such as the elderly, in areas like food security, housing, schooling, social security, and healthcare.
- 3) With specific regard to children and young workers (see theme 2.5), the organization acknowledges and promotes internal awareness that offering benefits beyond legally applicable specifications provides parents with a credible alternative to bringing their children to work—particularly in situations where leaving them alone at home poses safety concerns or affordable childcare is unavailable. Additionally, enhancing benefits serves as a lever for the organization to address worker poverty and, in turn, supports progress in mitigating, preventing, and remedying priority human rights risks, such as forced labor, the worst forms of child labor, discrimination, harassment, abuse, and gender-based violence.

APPLICABILITY:

Size: all

Material: all

2.2.10 The organization engages with a trade union or workers' association to deliver training and raise awareness among its workers.

Recommended practice

INTENT AND CLARIFICATION:

- 1) This recommended practice channels the awareness-raising component embedded across Principle 2 criteria and builds on criterion 2.2.8, which requires the organization to implement and foster the right to freedom of association and collective bargaining.
- 2) The organization engages with trade unions or workers' associations, for example, through formal collaboration or partnership agreements.
- 3) Recognizing the specificity of the issues covered in theme 2.2, the organization is encouraged not to implement training in a vacuum, but rather to leverage the expertise of trade unions or workers' associations. Partnering to deliver training helps the organization share responsibilities, pool resources, and streamline training curricula and delivery for all workers.

APPLICABILITY:

Size: all

Material: all

2.2.11 The organization refers victims of discrimination, harassment, or abuse to specialized entities like non-governmental organizations (NGOs) and service providers that offer support.

Leadership

INTENT AND CLARIFICATION:

- 1) This leadership criterion builds on criteria 2.2.6 and 2.2.7, which require the organization to address, prevent, and remedy discrimination, harassment, and abuse, including gender-based violence.
- 2) The organization has established a process to identify and maintain a readily accessible list of entities to which it refers persons who have experienced discrimination, harassment, or abuse, as needed.
- 3) Recognizing the sensitivity of such harms, the organization works collaboratively with local civil society organizations and expert service providers to prioritize the welfare of the affected parties and ultimately inform the remediation measures.
- 4) This referral system does not substitute the handling of related complaints received through grievance mechanisms (see criterion 2.1.7). Instead, it supports the organization in addressing the comparatively higher risk of such concerns going unreported—and thus remaining unaddressed, without prevention or remediation.

APPLICABILITY:

Size: all

Material: all

2.3. Health and safety

2.3.1 The organization understands and complies with applicable health and safety laws.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to comply with applicable health and safety laws to ensure the well-being of all workers.
- 2) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.3.1.1 The organization understands and complies with applicable health and safety laws.



Contextual

INTENT AND CLARIFICATION:

- 1) Implementation is not required to be fully documented, provided that the organization is able to verbally describe how it complies with applicable local and national health and safety laws.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.1.2



Contextual

- A. The organization regularly reviews health and safety laws applicable to its specific activities.
- B. The organization complies with applicable health and safety laws.

INTENT AND CLARIFICATION:

- 1) The organization maintains records demonstrating legal compliance with applicable health and safety laws, such as government-mandated audit findings or equivalent documentation.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.2

The organization implements health and safety measures, training programs, and procedures, as necessary, to address both actual and potential workplace hazards.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to safeguard the health and safety of workers, visitors, and neighboring communities, including their right to health and a safe, healthy environment.
- 2) Given the risks associated with agriculture and textile production, the organization addresses the risks of workers handling chemicals and fertilizers in its human rights risk assessment (see criterion 2.1.3). It applies corresponding prevention and mitigation measures to manage these risks.
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.3.2.1 The organization implements basic safety measures for all workers to address hazards prioritized through its human rights risk assessment (see criterion 2.1.3).

 Contextual

INTENT AND CLARIFICATION:

- 1) Implementation is not required to be fully documented, provided that the organization is able to verbally describe any health and safety measures it has implemented.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.2.2 A. The organization implements health and safety measures for all directly hired workers, contracted workers, visitors, and any neighboring communities to address the hazards prioritized through its human rights risk assessment (see criterion 2.1.3).

B. The organization provides regular training on safety measures to all directly hired workers and contracted workers.

 Major

INTENT AND CLARIFICATION:

- 1) The organization delivers basic health and safety training to directly hired workers and contracted workers, at least at the start of their employment, during team meetings, or as part of in-person or practice-based training.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.3 The organization provides first aid or other qualified medical care when necessary.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure the organization is prepared for accidents or medical emergencies, so that it is capable of delivering potentially life-saving first aid as necessary.
- 2) Recognizing that farms and processing facilities are often located in remote areas, and that formal first aid certification is frequently inaccessible or unaffordable, the goal is to ensure access to at least qualified medical care on site.

2.3.3.1 In the event of an accident or emergency affecting its workers, the organization provides first aid or other qualified medical care as necessary.

 Contextual

INTENT AND CLARIFICATION:

- 1) Provision of first aid or another qualified medical care option includes, for example, access to on-site personnel trained in first aid, local medical centers, or first responders.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.3.2 In the event of an accident or emergency affecting its workers or visitors, the organization has access to personnel certified to provide first aid, or to other locally qualified medical care, as necessary.

Major

INTENT AND CLARIFICATION:

- 1) The organization maintains records (for example, first aid certificates in the name of a worker or manager, qualified care contractual agreements) demonstrating that first aid or qualified care is available to all workers and visitors in case of an accident or emergency.
- 2) If professional emergency health services are available and accessible, they may substitute on-site qualified care.
- 3) In case of an accident or emergency, timely first aid or qualified care is provided on site.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.4 The organization ensures that first-aid supplies are stocked in line with operational needs and provided when required.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to be prepared to provide first-aid supplies free of charge.
- 2) Given the risks associated with agriculture and textile production, the organization ensures that the nature, quantity, storage (i.e., conditions that respect expiration dates), and use of first aid supplies align with the findings of the human rights risk assessment (see criterion 2.1.3). For example, when heated components are present, burn treatment supplies are kept near the heat source, workers receive burn management training, and supplies are applied safely and effectively.

2.3.4.1 The organization ensures that first-aid supplies are well stocked and available free of charge to its workers, as needed.

Major

INTENT AND CLARIFICATION:

- 1) The organization maintains physical first-aid supplies that are readily available to workers and visitors (for example, suited to the type of injury, free of charge, in good condition, and stocked to support expected usage).
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: all

Material: all

2.3.5 The organization provides legally required health checks to directly hired workers.

INTENT AND CLARIFICATION:

- 1) The intent of a health check—during recruitment/on the job; annually or periodically—is to increase workers' awareness and help prevent health risks, allowing for early detection and timely treatment where necessary.
- 2) While the organization uses health checks to monitor workers' general health and risk exposure, particularly in dangerous working conditions (for example, night shifts, handling machinery or chemicals), it is not permitted to discriminate based on the results under any circumstances.
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.3.5.1

Contextual

- A. The organization provides legally required health checks to directly hired workers and family workers (as applicable) free of charge when they begin work.
- B. The organization ensures that health check results are not used in discriminatory ways.

INTENT AND CLARIFICATION:

- 1) The organization does not use the findings (whether positive or negative) in discriminatory ways (for example, in relation to access to promotions, pay raises, or training opportunities).
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.5.2

Major

- A. The organization provides legally required health checks to directly hired workers, free of charge, when they begin work.
- B. The organization ensures that health check results are not used in discriminatory ways.

INTENT AND CLARIFICATION:

- 1) If legally required, the organization arranges health checks for its directly hired workers and family workers (as applicable), free of charge and at least once before they begin work.
- 2) Findings (whether positive or negative) are not used in discriminatory ways (for example, in relation to access to promotions, pay raises, or training opportunities).

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.6

The organization provides workers with unrestricted access to clean and safe sanitation facilities and drinking water.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to implement the right to a safe and healthy environment, in which access to drinking water and sanitation are key components.
- 2) Where farms and facilities are located in remote areas, ensuring access to safe drinking water and functional sanitation often presents a significant challenge. Additionally, the ability to regularly monitor (for example, through testing) and maintain infrastructure (for example, upkeep of permanent restroom facilities) is often limited. Nevertheless, the expectations outlined in this criterion are essential, both in terms of human dignity and workplace health and safety measures (see criterion 2.3.2).
- 3) The organization manages risks related to access to clean and safe drinking water and sanitation—especially those involving waterborne pathogens (for example, *Legionella* species, *Salmonella* species, *Escherichia coli*) and insect-borne diseases such as malaria, dengue, and yellow fever.

2.3.6.1

Contextual

The organization provides its workers with unrestricted access to clean and safe sanitation facilities and drinking water.

INTENT AND CLARIFICATION:

- 1) Clean and safe sanitation facilities and drinking water are made available through access points, sanitation blocks, and other means, depending on context.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.6.2 The organization provides unrestricted access to clean and safe sanitation facilities and drinking water to directly hired workers, contracted workers, and visitors.

 Major

INTENT AND CLARIFICATION:

- 1) If the organization is located in a region with known water contamination risks or unsafe drinking water, it implements measures (for example, water storage, filtration devices, sanitation blocks) and maintains documented practices (for example, test results, maintenance contracts) to ensure that all directly hired workers, contracted workers, and visitors have access to clean and safe sanitation and drinking water.
- 2) If the organization is located in an area where there is a low risk of contamination to household water supplies, then water testing or related measures are not required.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.7 The organization provides the necessary personal protective equipment (PPE) and monitors its correct use.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is for the organization to be prepared to provide PPE designed for the tasks performed, free of charge.
- 2) The organization ensures that the nature, quantity, use, and storage of PPE—including adherence to storage instructions and expiration dates—align with the findings of the human rights risk assessment (see criterion 2.1.3). For example, if its activities generate dust, the organization stocks respirator masks, provides guidance on correct use, and requires all on-site stakeholders to wear them.

2.3.7.1 The organization provides PPE to directly hired workers, contracted workers, and family workers (as applicable), free of charge and in quantities that support safe and consistent use.

 Contextual

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, the group manager collaborates with the group's members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.7.2 A. The organization provides PPE to all workers (according to their activities) and visitors.

B. The organization ensures that PPE is designed for the tasks performed, provided free of charge, available in quantities that meet operational needs, and renewed frequently enough to effectively mitigate priority workplace hazards identified through its human rights risk assessment (see criterion 2.1.3).

C. The organization ensures that PPE is provided to all workers handling pesticides or other chemicals, as prescribed on the chemical product label or in the Safety Data Sheet (SDS), and monitors its use to ensure it aligns with prescribed guidelines. If such information is unavailable, PPE provision is based on the risk level and handling method.

D. The organization provides training on the correct use of PPE to all workers.

INTENT AND CLARIFICATION:

- 1) The organization oversees the correct use of PPE across the worksite, particularly among workers handling pesticides and other hazardous materials, as prescribed on product labels or in the SDS.
- 2) Line managers oversee the correct use of PPE and reinforce necessary training by explaining product label instructions to all workers in a language they understand, and as often as necessary to effectively manage the organization's priority risks (see criterion 2.1.3).

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.8 The organization ensures that all machinery is well maintained and safe to use.**INTENT AND CLARIFICATION:**

- 1) The intent of this criterion is for the organization to ensure the safety of all on-site stakeholders in relation to potentially dangerous machinery.
- 2) The organization adopts machine safety measures consistent with its priority health and safety risks (see criterion 2.1.3). For example, if a farm or processing facility uses cutting machines, it takes necessary actions, such as implementing physical or automatic safeguards, providing training, restricting its use to qualified personnel, securely storing or encasing spare parts, and maintaining equipment in safe working condition.

2.3.8.1 The organization ensures that machinery is safe and well maintained.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization ensures that machinery is safe, well maintained, and protected by safeguards such as locks and casings.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.8.2

Major

- A. The organization ensures that machinery is well maintained and renewed frequently enough to effectively mitigate workplace hazards, as prioritized through its human rights risk assessment (see criterion 2.1.3).
- B. The organization ensures that machines are safe to use, including guarding or encasing dangerous parts.
- C. The organization provides machine safety training to both directly hired and contracted workers.

INTENT AND CLARIFICATION:

- 1) The organization ensures that machinery is safe and well maintained, protected by safeguards such as locks and casings.
- 2) The organization maintains safety training records.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.9 The organization monitors extreme weather events and takes necessary measures to ensure the health and safety of its workers.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to raise the organization's awareness of risks posed by extreme weather events (such as droughts, floods, heatwaves, and strong winds) and to help mitigate the most severe impacts of these events on workers.
- 2) Recognizing that extreme weather events are becoming more frequent, unpredictable, and intense, the organization adopts a proactive approach to minimize their most severe impacts on all on-site workers, in alignment with identified priority risks (see criterion 2.1.3). This includes making adjustments to worksite facilities (for example, ventilation and water evaporative cooling systems) and/or workload (for example, shift modifications, increased rest time to maintain safe core body temperature levels).

2.3.9.1 A. The organization monitors extreme weather events.

Contextual

- B. The organization takes necessary measures to ensure the health and safety of its workers.

INTENT AND CLARIFICATION:

- 1) Implementation is not required to be fully documented, provided that the organization is able to verbally describe its approach to monitoring extreme weather events and the measures in place to mitigate the worst impacts of these events on workers.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.9.2 A. The organization monitors extreme weather events.

Major

- B. The organization adjusts workplace processes or equipment as necessary to ensure the health and safety of its workers.

INTENT AND CLARIFICATION:

- 1) The organization has and implements a clear process for monitoring extreme weather events (for example, weather reports, alerting systems) and mitigating the worst impacts of these events on workers.
- 2) Mitigating measures include, but are not limited to, modifying shifts, providing rest and shade for all on-site workers, and training workers and line managers on weather-related safety protocols.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.10 If the organization provides worker housing, it complies with applicable legal requirements.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to protect all workers from unhealthy housing conditions (especially in the absence of applicable legal requirements). It is applicable only when worker housing is provided by the organization, whether on- or off-site.
- 2) For farms and facilities located in remote areas, providing worker housing presents both a major challenge (for example, development and maintenance) and an opportunity to mitigate risks.
- 3) The organization pays particular attention to structural safety and potential issues such as wall cracks and fire drills. It conducts regular inspections and maintenance of exit facilities, fire detectors, fire extinguishers, alarms, and emergency lighting. It ensures that electrical and gas licenses are up to date, regularly inspects and maintains waste disposal systems, tests drinking water supplies as well as electrical circuits, connections, and appliances, and maintains ongoing maintenance schedules.
- 4) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 5) The organization takes particular note of the socio-economic and cultural considerations associated with worker housing and consults with workers as needed to adapt equipment to local conditions and ensure practical implementation on-site, as well

as accommodate collective preferences. For example, in certain cultures, wash basins are often preferred over shower blocks, or they tend to be more practical due to local climatic conditions.

2.3.10.1 If the organization provides housing for any on-site workers and, where applicable, their families, it complies with applicable laws.



Contextual

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any group member provides housing for workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.3.10.2 A. If the organization provides housing for on-site workers (and their families, as applicable), it complies with applicable laws.



Major

- B. The organization maintains documentary evidence of legal compliance.
- C. At least—and especially in the absence of applicable laws—the organization provides safe and dignified living quarters at no additional cost to the worker.

INTENT AND CLARIFICATION:

- 1) When the organization provides worker housing, it ensures safe and dignified living quarters (for example, safe cooking facilities, ventilation, drinking water, and sanitation equipment) and complies with applicable laws, or with the minimum requirements indicated in 2.3.10.2.C.
- 2) Records maintained by the organization typically include government inspection reports (wherever required), maintenance bills, transportation contracts, and grievance logs.
- 3) Workers are able to travel freely and safely to and from their worksite.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.3.11 The organization works with local stakeholders to improve response mechanisms to be used during extreme weather events or longer-term environmental changes.



Leadership

INTENT AND CLARIFICATION:

- 1) This leadership criterion builds on subcriterion 2.3.9.2, which requires organizations to protect workers from the most severe impacts of extreme weather events.
- 2) Given the cross-cutting nature and technical complexity of monitoring extreme weather events and their related impacts, organizations are encouraged to collaborate with local stakeholders (for example, civil society organizations, government bodies, expert service providers, and disaster relief experts) to improve their response mechanisms and develop solutions tailored to local contexts.
- 3) The organization engages with key stakeholders, for example through formal collaboration or partnership agreements. Partnering enables the organization to share responsibilities, pool resources, and streamline methodologies—ultimately allowing for more efficient monitoring of medium- and long-term changes and better mitigation of emerging risks.

APPLICABILITY:

Size: all

Material: all

2.4. Fair pay, benefits, and working hours

2.4.1 The organization does not withhold workers' pay under any circumstances.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to protect workers from abusive pay retention, whether or not applicable laws recognize this practice as illegal.
- 2) Wage retention infringes on workers' ability to support themselves and their families, further exposing already vulnerable persons to human rights harm.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.4.1.1 A. The organization does not, under any circumstances, withhold pay from directly hired workers.

Major

- B. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.4.1.2 A. The organization does not, under any circumstances, withhold pay from directly hired workers.

Major

- B. The organization clearly communicates to directly hired and contracted workers (and their representatives, as applicable) that it does not withhold wages, so that workers understand this policy and feel safe reporting related concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.4.2 The organization ensures that directly hired workers' regular working hours do not exceed forty-eight (48) hours per week, unless an alternate limit is defined by applicable laws or collective bargaining agreements.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to protect workers from excessive working hours (i.e., more than forty-eight (48) hours per week), whether or not applicable laws recognize this practice as illegal.
- 2) The organization acknowledges and promotes internal awareness that workers need rest that meets their physical needs in order to manage job demands and family responsibilities. Without this, workers are at increased risk of human rights harm.

- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.4.2.1 Major

- A. The organization ensures that directly hired workers' regular working hours do not exceed forty-eight (48) hours per week, unless an alternate limit is defined by applicable laws or collective bargaining agreements.
- B. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) The organization implements its forty-eight (48)-hour regular working limitations. Alternatively, the organization provides written references to applicable laws, or collective bargaining agreements, that permit an alternate limit.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.4.2.2 Major

- A. The organization ensures that directly hired workers' regular working hours do not exceed forty-eight (48) hours per week, unless an alternate limit is documented in accordance with applicable laws or collective bargaining agreements. It also communicates its expectation that contracted labor providers apply the same to contracted workers (see criterion 2.2.5), if applicable.
- B. The organization clearly communicates applicable working hours limitations to directly hired workers and contracted workers (and their representatives, as applicable), so that all workers understand the specifications and feel safe to report related concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) The organization implements its forty-eight (48)-hour regular working limitations. Alternatively, the organization provides written references to applicable laws, or collective bargaining agreements, that permit an alternate limit.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.4.3

The organization aims to ensure that overall working hours do not exceed sixty (60) hours in any seven (7)-day period. To uphold this, it implements necessary measures to protect workers' health and safety, including:

- a. Ensuring overtime is voluntary and in accordance with applicable legal requirements;
- b. Providing adequate rest to minimize fatigue and safeguard worker well-being;
- c. Allowing for exceptional circumstances only when justified and without increased risk to health and safety; and
- d. Conforming to the specific expectations outlined in the applicable subcriteria below.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to protect workers from excessive overtime, whether or not applicable laws recognize this practice as illegal.
- 2) The organization acknowledges and promotes internal awareness that workers need rest that meets their physical needs in order to manage job demands and family responsibilities. Without this, workers are at increased risk of human rights harm.
- 3) The criterion aims to ensure that if workers are requested to work overtime, processes are in place to ensure this does not become regular or necessary, and that steps are taken to protect workers' health and safety.
- 4) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 5) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.4.3.1

- A. The organization aims to ensure that the overall working hours of directly hired workers do not exceed sixty (60) hours in any seven (7)-day period. A specific process is in place to protect workers' health and safety, as follows:
 - a. Overtime is strictly voluntary and permitted by applicable laws;
 - b. If a collective agreement is in place, overtime is managed accordingly;
 - c. Safeguards are taken to protect workers' health and safety; and
 - d. Workers benefit from adequate rest periods, including:
 - i. At least twenty-four (24) consecutive hours of rest in every seven (7)-day period or forty-eight (48) consecutive hours in every fourteen (14)-day period;
 - ii. At least ten (10) consecutive hours of rest per twenty-four (24)-hour period; and
 - iii. At least a thirty (30)-minute break after a maximum of six (6) consecutive hours of work.
- B. If, under exceptional circumstances, directly hired workers' overtime exceeds sixty (60) hours in any seven (7)-day period, the organization ensures:
 - a. The nature of the work and workload allow it to be carried out without increased risk to safety and health;
 - b. The shift system is designed to minimize fatigue accumulation; and
 - c. The organization is able to demonstrate that exceptional circumstances apply.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) The organization discusses overtime specifications and occurrences with workers to ensure they have a clear understanding and are encouraged to report any related concerns.
- 2) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.4.3.2

- A. If overtime is required, the organization aims to ensure that the total number of working hours does not exceed sixty (60) hours in any seven (7)-day period, and that the following conditions are met:
 - a. Overtime is strictly voluntary and permitted by applicable laws;
 - b. If a collective agreement is in place, overtime is managed accordingly;
 - c. Safeguards are taken to protect workers' health and safety; and
 - d. Workers benefit from adequate rest periods, including:
 - i. At least twenty-four (24) consecutive hours of rest in every seven (7)-day period, or forty-eight (48) consecutive hours of rest in every fourteen (14)-day period;

- ii. At least ten (10) consecutive hours of rest per twenty-four (24)-hour period; and
- iii. At least a thirty (30)-minute break after a maximum of six (6) consecutive hours of work.

- B. If, under exceptional circumstances, overtime exceeds sixty (60) hours in any seven (7)-day period, the organization ensures:
 - a. The nature of the work and the workload allow it to be carried out without increased risk to safety and health;
 - b. The shift system is designed to minimize fatigue accumulation; and
 - c. The employer is able to demonstrate that exceptional circumstances apply, such as unexpected production peaks, accidents, or emergencies.
- C. The organization clearly communicates overtime specifications to directly hired and contracted workers (and their representatives, as applicable), so that all workers understand the requirements and feel safe reporting related concerns through designated channels.
- D. If made aware of related concerns, the organization takes action to prevent recurrence.
- E. If applicable, the organization provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) The organization engages with directly hired and contracted workers regarding overtime (for example, during onboarding, training sessions, team meetings) to ensure that:
 - They understand the overtime specifications;
 - They are encouraged to report any related concerns; and
 - The organization is made aware of excessive overtime if it occurs.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.4.4 For work performed during regular working hours, the organization pays at least the legally required minimum wage.**INTENT AND CLARIFICATION:**

- 1) The intent of this criterion is to protect workers from incomplete and/or irregular wage payments.
- 2) Paying less than the legally required minimum wage infringes on workers' ability to support themselves and their families, further exposing potentially already vulnerable workers to human rights harm.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.4.4.1


Major

- A. For work performed by directly hired workers during regular working hours (per criterion 2.4.2), the organization pays these workers at least the highest of the following: the legally required minimum wage, the wage negotiated through a collective bargaining agreement, or the industry standard wage.
- B. The organization clearly communicates the applicable wage rates to both directly hired and contracted workers (and their representatives, where applicable), ensuring they understand the terms and feel safe reporting related concerns through designated channels.
- C. When made aware of related concerns, the organization takes action to prevent their recurrence.
- D. Where applicable, the organization provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: all

Material: all

2.4.5

- A. The organization pays at least the legally required premium for any overtime performed.
- B. The organization conforms with the specific expectations as outlined in the applicable subcriterion below.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to protect workers from irregular or underpaid overtime.
- 2) Failing to pay workers an overtime premium—whether established by applicable laws, a collective bargaining agreement, industry standard, or a formally adopted employment policy—undermines their ability to support themselves and their families. This practice tends to disproportionately impact vulnerable workers and often leads to adverse human rights consequences, particularly in contexts where such premiums represent a recognized standard of fair compensation.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.4.5.1

Major

- A. For any overtime work performed by directly hired workers, the organization pays at least one of the following, whichever is highest:
 - a. The applicable legal requirements for overtime pay;
 - b. The premium wage negotiated in a collective bargaining agreement;
 - c. The established industry standard for overtime wages; or
 - d. 125% of the worker's regular rate of pay.
- B. The organization clearly communicates the applicable overtime premium to directly hired and contracted workers (and their representatives, as applicable), ensuring that all workers understand its specifications and feel safe reporting related concerns through designated channels.
- C. When made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member has directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: all

Material: all

2.4.6 If the organization provides loans to workers, it ensures that the terms are fair and transparent.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to prevent workers from incurring serious debt.
- 2) Fair and transparent terms are essential to enable workers to repay loans while still supporting themselves and their families. This helps prevent further exposure of already vulnerable workers to human rights harm.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.

2.4.6.1 A. If an organization provides loans to directly hired or contracted workers, it implements fair and transparent terms. At the very least: Major

- a. The loan agreement complies with applicable legal limits;
- b. The aggregate amount of the loan or salary advance does not exceed 50% of the worker's monthly base wage; and
- c. The monthly loan payment does not exceed 10% of the worker's monthly base wage.

- B. If an organization provides loans to directly hired or contracted workers, it ensures that any interest rate charged:
 - a. Does not place an undue burden on workers for repayment or bind them to the job; and
 - b. Does not exceed interest rates set by government-regulated financial institutions or prevailing market lending rates in the region.
- C. The organization explains the loan terms and conditions to workers in a language and vocabulary they understand.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, if any member provides loans to directly hired workers, the group manager collaborates with those members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.4.6.2 Major

A. If an organization provides loans to directly hired or contracted workers, it implements fair and transparent terms. At the very least:

- a. The loan agreement complies with applicable legal limits;
- b. The aggregate amount of the loan or salary advance does not exceed 50% of the worker's monthly base wage; and
- c. The monthly loan payment does not exceed 10% of the worker's monthly base wage.

B. If an organization provides loans to directly hired or contracted workers, it ensures that any interest rate charged:

- a. Does not place an undue burden on workers for repayment or bind them to the job; and
- b. Does not exceed interest rates set by government-regulated financial institutions or prevailing market lending rates in the region.

C. The organization documents the loan terms and conditions in writing, explains them to workers prior to their signature in a language and vocabulary they understand, and includes a formal loan request from the worker.

INTENT AND CLARIFICATION:

- 1) If the organization provides loans to workers, it maintains a copy of all signed agreements. These agreements include fair and transparent loan limitations and interest rates.
- 2) The organization has a process in place to determine applicable loan limitations and interest rates.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.5. Child labor and forced labor

2.5.1 The organization protects the health, safety, and well-being of children living and/or working on site.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that children are protected by requiring the organization to comply with applicable legal requirements on child labor and to assess and address potential hazards in work affecting their physical, mental, and emotional development, health, and well-being.
- 2) In line with ILO guidance,²³ the organization prevents the worst forms of child labor, as well as the exposure of youth under the age of eighteen (18) to hazardous work.
- 3) The organization does not employ children under the age of fifteen (15). An exception is made in developing countries—where economic and educational resources are not yet fully established—allowing organizations to specify a minimum age of fourteen (14) for regular employment, provided consultation with employers' and workers' organizations has taken place. The organization never allows any child under the age of fourteen (14) to enter regular employment, restricting them to informal, non-employment activities within the family or educational settings.
- 4) In line with ILO guidance²⁴ and in compliance with applicable laws, the organization may permit light work from the age of twelve (12), provided it is not likely to harm the child's health or development and does not interfere with school attendance, participation in vocational training, or the ability to benefit from education.
- 5) The organization considers its exposure to child labor as part of its human rights risk assessment (see criterion 2.1.3). This includes the correlation between child labor and the working conditions prevalent among extended families and communities (for example, economic pressures that contribute to children engaging in work and/or discontinuing their education prematurely).
- 6) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.
- 7) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.5.1.1 A. The organization understands and implements applicable legal limitations on the hours and types of work involving children.

Major B. If any of the worst forms of child labor are identified, the organization removes the children from all work and ensures their access to a safe space, meals, and protection from harm, pending further remediation (see criterion 2.5.3).

C. The organization encourages all workers, including family workers, to prioritize access to education for their children living on site.

INTENT AND CLARIFICATION:

- 1) The organization is aware of applicable legal limitations on child labor, complies with these requirements, and takes action to prevent and address any occurrences of the worst forms of child labor.
- 2) For a small-scale farmer group, the group manager collaborates with members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.5.1.2
Major

- A. The organization understands and implements the applicable legal limitations on the hours and types of work involving children. When children perform on-site work, the organization ensures it is suited to their developmental stage and is conducted under safe conditions.
- B. The organization clearly communicates child labor limitations to both directly hired and contracted workers, ensuring that all workers understand the requirements and feel safe reporting related concerns through designated channels.
- C. If any of the worst forms of child labor are identified, the organization removes the children from all work and ensures their access to safe housing, meals, and protection from harm, pending further remediation (per criterion 2.5.3).
- D. If made aware of other child labor concerns, the organization takes action to prevent recurrence.
- E. Where applicable, the organization provides remedies to all affected parties.
- F. The organization encourages all workers to prioritize access to education for their children living on site.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.5.2

The organization protects the health, safety, and well-being of young workers—defined as persons between the minimum legal working age and eighteen (18) years of age—who live and/or work on site.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that young workers are protected by requiring the organization to comply with applicable legal requirements regarding their employment, and to build and act on an understanding of the potential hazards associated with work affecting their physical, mental, and emotional development, health, and well-being.
- 2) While employing young workers is permissible under specific circumstances (as detailed in applicable laws and international conventions), the organization prevents young people under the age of eighteen (18) from being exposed to hazardous work. Accordingly, the organization considers young workers as part of its human rights risk assessment (see criterion 2.1.3).
- 3) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.5.2.1
Major

- A. The organization understands and implements applicable legal limitations on the hours and types of work involving young workers. Specifically, the working hours, payment, and benefits for workers who are under eighteen (18) years of age, full-time students, student learners, or apprentices comply with applicable laws.
- B. The organization encourages all workers, including family workers, to prioritize access to education for young workers.

INTENT AND CLARIFICATION:

- 1) Implementation is not required to be fully documented, provided that the organization understands and complies with the applicable legal requirements concerning young workers.
- 2) For a small-scale farmer group, the group manager collaborates with members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.5.2.2
Major

- A. The organization understands and implements applicable legal limitations on the hours and types of work involving young workers. Specifically:
 - a. Young workers' participation in hazardous activities is restricted to training contexts, where such activities are conducted sporadically, briefly, and under close oversight; and
 - b. The working hours, payment, and benefits for workers under eighteen (18) years of age, full-time students, student learners, or apprentices comply with applicable laws.
- B. The organization clearly communicates the limitations regarding young workers to both directly hired and contracted workers, ensuring that all workers understand the specifications and feel safe reporting related concerns through designated channels.
- C. Upon becoming aware of related concerns, the organization takes action to prevent recurrence.
- D. If applicable, the organization provides remedies to all affected parties.
- E. The organization encourages all workers to prioritize access to education for young workers.

INTENT AND CLARIFICATION:

- 1) The organization is aware of and complies with applicable legal requirements concerning young workers.
- 2) The organization carries out engagement efforts to inform workers about these limitations, ensuring they understand the specifications and feel encouraged to report any related concerns.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.5.3

If children are found working outside applicable legal limitations, the organization takes action to implement corrective measures.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to emphasize the organization's responsibility to address and remedy all instances of child labor found outside applicable legal requirements, as outlined in criterion 2.5.1.
- 2) The organization may seek support from local service providers and civil society organizations to design robust child labor remediation plans aligned with internationally recognized guidance when deemed necessary.
- 3) The organization is aware of the sensitive nature of addressing such concerns and seeking remedy if applicable, and takes all necessary precautions to prioritize the welfare of the children, given their heightened vulnerability.
- 4) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.
- 5) Further guidance is available in the *TE-MM-GUI-127 Developing and Implementing a Grievance Mechanism and Remediation Plan Guide*.

2.5.3.1
Critical

If children are found to be working outside applicable legal limitations, the organization takes immediate action to remove them from all work and ensure they have access to a safe space, meals, and protection from harm.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, the group manager collaborates with members to implement the standard criteria.
- 2) The organization has the option to contact the children's legal guardians to assume responsibility or seek support from child protection authorities and local NGOs or service providers specializing in child welfare.
- 3) Further guidance is available in the *TE-MM-GUI-127 Developing and Implementing a Grievance Mechanism and Remediation Plan Guide*.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.5.3.2 Critical

- A. If children are found to be working outside applicable legal limitations, the organization takes immediate action to remove them from all work and ensure they have access to safe housing, meals, and protection from harm until further remediation action is undertaken.
- B. If the organization employs contracted workers, it communicates the same specifications to its contracted labor providers and collaborates with them on implementation.
- C. The organization also implements a child labor remediation plan, which includes at least the following measures:
 - a. Conduct a timely assessment of the child's situation within the specific context of the site;
 - b. Define possible remediation solutions with legal guardians, the child, and contractors (if applicable), such as access to vocational schools or other training options;
 - c. Define roles and responsibilities of production site managers/farm owners, children, legal guardians, and specialized service providers; and
 - d. Provide support to the child, family, and contracted labor providers (if applicable) throughout the remediation process.
- D. The organization maintains a written record of all incidents of child labor, corresponding remediation actions, and outcomes.

INTENT AND CLARIFICATION:

- 1) Further guidance is available in the *TE-MM-GUI-127 Developing and Implementing a Grievance Mechanism and Remediation Plan Guide*.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.5.4

The organization prohibits all forms of forced labor and, if identified, provides timely remedies to all affected parties.

INTENT AND CLARIFICATION:

- 1) The intent of the criterion is to protect workers from forced labor, which is a combination of involuntary work and the use of threats, coercion, or intimidation (i.e., either factor is a major risk; in combination, they qualify as forced labor).
- 2) The organization prohibits all forms of forced labor, in compliance with applicable laws and in alignment with ILO Conventions 29²⁵ and 105.²⁶ It demonstrates a broader commitment to safeguarding the well-being of workers, their families, and the communities in which it operates.
- 3) As part of its human rights risk assessment (see criterion 2.1.3), the organization evaluates its exposure to all forms of forced labor, specifically considering indicators such as: abuse of vulnerability, deception, restriction of movement, isolation, intimidation and threats, withholding of wages, debt bondage, physical or sexual violence, retention of identity documents, abusive working and living conditions, and excessive overtime.
- 4) The organization takes necessary precautions to prioritize the safety, dignity, and welfare of workers, especially those in vulnerable situations.
- 5) If the organization employs contracted workers, the same specifications applied to directly hired workers are to be communicated to contracted labor providers. The organization collaborates with them to implement measures for prevention, mitigation, and remediation, as necessary.

2.5.4.1

Critical

- A. The organization does not engage in any form of forced labor.
- B. If made aware of related concerns, the organization takes action to prevent their recurrence.

INTENT AND CLARIFICATION:

- 1) For a small-scale farmer group, the group manager collaborates with members to implement the standard criteria.

APPLICABILITY:

Size: small farm

Material: wool, mohair, alpaca, hide/raw hide

2.5.4.2

Critical

- A. The organization does not engage in any form of forced labor.
- B. The organization clearly communicates its policies regarding forced labor to both directly hired and contracted workers, ensuring that all workers understand them and feel safe reporting related concerns through designated channels.
- C. If made aware of related concerns, the organization takes action to prevent their recurrence.
- D. If applicable, the organization provides remedies to all affected parties.
- E. The organization maintains a record of all instances of forced labor, corresponding remediation actions, and outcomes.

APPLICABILITY:

Size: medium farm, large farm, small processing facility, large processing facility

Material: all

2.5.5

Recommended practice

The organization works collaboratively with local stakeholders to develop, implement, and monitor the effectiveness of its plans to prevent, mitigate, and remediate child labor, forced labor, or both.

INTENT AND CLARIFICATION:

- 1) This recommended practice builds on criteria 2.5.1, 2.5.2, 2.5.3, and 2.5.4, which require organizations to address, prevent, and remedy the worst forms of child labor and/or forced labor.
- 2) Given the cross-cutting nature of monitoring child labor and forced labor, organizations are encouraged to collaborate with local stakeholders (for example, civil society organizations, government bodies, expert service providers) to improve their response mechanisms and develop solutions tailored to local contexts.
- 3) In particular, collaborating with workers, civil society, and communities helps organizations share responsibilities, pool resources, and streamline methodologies (especially to identify and mitigate the root causes of child labor and/or forced labor locally) and ultimately implement holistic preventive systems to detect, prevent, and remediate child labor and/or forced labor, developed and operated in partnership with workers, civil society, and communities (for example, child labor monitoring and remediation systems, community-based monitoring).

APPLICABILITY:

Size: all

Material: all

2.5.6

Leadership

The organization refers victims of child labor and/or forced labor to non-governmental organizations (NGOs) and service providers that offer support to victims.

INTENT AND CLARIFICATION:

- 1) This leadership criterion builds on criteria 2.5.1, 2.5.2, 2.5.3, and 2.5.4, which require the organization to address, prevent, and remedy the worst forms of child labor, the involvement of young workers in inappropriate activities, and/or forced labor.
- 2) Recognizing the sensitivity of such harm, the organization works collaboratively with local civil society organizations and expert service providers to prioritize the welfare of the affected parties and ultimately inform the remediation measures.

3) This referral system does not substitute the handling of related complaints received through grievance mechanisms (see criterion 2.1.7). Instead, it supports the organization in addressing the comparatively higher risk of such concerns going unreported—and thus remaining unaddressed, without prevention or remediation.

APPLICABILITY:

Size: all

Material: all

2.6. Livelihoods

2.6.1 The organization takes steps to progress toward paying living wages to all directly hired workers.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to provide actionable recommendations for the organization to progress toward supporting its workers in achieving a decent standard of living for themselves, their families, and their communities.
- 2) The concept of “living wages” applies to directly hired workers (and family workers, to the extent that they are formally paid wages), whereas “living income” refers to any income earner, such as self-employed farmers.
- 3) Farms may manage documentation for family workers more informally than for directly hired workers, but the standard criteria apply equally to all.

2.6.1.1



Leadership

- A. The organization has identified a local living wage benchmark and annually assesses the gap between the actual wages of its directly hired workers and the locally applicable benchmark.
- B. The organization has a plan to reduce or close any gaps between the living wage benchmark and its actual wages.
- C. The organization demonstrates that directly hired workers are paid the locally applicable living wage benchmark, or documents ongoing, annual progress toward meeting that goal.

INTENT AND CLARIFICATION:

- 1) The organization has the option to use available, locally applicable living wage calculations. In some cases, benchmarks are not available or do not align with the organization’s specific context, making it important to seek expert support from local service providers, unions, or civil society organizations.
- 2) The organization compares the median wages it pays to directly hired workers, excluding overtime payments, performance bonuses, or similar add-ons. The goal of this process is to highlight the extent of the gap (if any) between living wage benchmarks and actual wages.
- 3) The organization implements measures to reduce the gap between locally applicable living wage benchmarks and its actual wages.
- 4) The organization acknowledges and builds internal awareness that a living wage benchmark is a composite metric. Achieving living wages does not rely exclusively on increasing workers’ wages but also includes adjustments to other variables (for example, benefits), which are often more practical and meaningful for workers and their families.
- 5) Achieving a living wage for all directly hired workers takes time. The organization is encouraged to document its process and maintain evidence of continuous progress on the matter.

APPLICABILITY:

Size: all

Material: all

2.6.2 The organization provides fair and transparent pricing to its direct raw material suppliers for the products and services they deliver.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to provide actionable recommendations for the organization to progress toward addressing the impact of its pricing practices on suppliers—particularly in terms of enabling them to potentially achieve a living income and offer fair working conditions to their own workers. A good starting point is for the organization to account for the risks that its pricing practices potentially pose to suppliers in its human rights risk assessment (per criterion 2.1.3).
- 2) Farmers are often unable to influence their own access to a living income. The intent of this criterion is to ensure they take living incomes into account when interacting with suppliers, potentially including other farmers.

2.6.2.1



- A. The organization annually assesses the impact of its pricing practices on its direct raw material suppliers and adjusts findings for inflation.
- B. The organization collaborates with direct raw material suppliers to adjust its pricing system and mitigate adverse impacts as necessary.

INTENT AND CLARIFICATION:

- 1) In certain circumstances, the prices paid for goods and services do not fully cover production costs (for example, the cost of raw materials, component parts, and labor for producing the specific order), exposing farmers or supply chain workers to potential human rights harm.
- 2) Having identified the impacts, the organization is encouraged to collaborate with direct suppliers to mitigate the potentially adverse effects of its pricing practices. Potential solutions include a range of mutually reinforcing measures, not limited to increasing financial compensation, but also encompassing adjustments to payment conditions (for example, advances), ensuring timely and consistent payments, and providing forecasting support to suppliers.
- 3) To assess its pricing practices, the organization is encouraged to develop an engagement process with its direct suppliers, adapted to the specific context.
- 4) This engagement process is designed to achieve a mutual understanding of the organization's pricing practices and their potential knock-on effects on suppliers of goods or services.

APPLICABILITY:

Size: all

Material: all

¹ United Nations General Assembly. (1948). *Universal Declaration of Human Rights*.

<https://www.ohchr.org/en/universal-declaration-of-human-rights>

² United Nations General Assembly. (1966). *International Covenant on Economic, Social and Cultural Rights*.

<https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights>

³ United Nations General Assembly. (1966). *International Covenant on Civil and Political Rights*.

<https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-civil-and-political-rights>

⁴ United Nations Human Rights Office of the High Commissioner, United Nations. (2011). *Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" Framework*.

https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

⁵ Organisation for Economic Co-operation and Development (OECD). (2018). *OECD Due Diligence Guidance for Responsible Business Conduct*.

https://www.oecd.org/content/dam/oecd/en/publications/reports/2018/02/oecd-due-diligence-guidance-for-responsible-business-conduct_c669bd57/15f5f4b3-en.pdf

⁶ International Labour Office, International Labour Organization. (1998, amended 2022). *ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up*.

https://www.ilo.org/sites/default/files/2024-04/ILO_1998_Declaration_EN.pdf

⁷ International Labour Organization. (1930). C29 – Forced Labour Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312174:NO

⁸ International Labour Organization. (1957). C105 – Abolition of Forced Labour Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312250:NO

⁹ International Labour Organization. (1973). C138 – Minimum Age Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312283:NO

¹⁰ International Labour Organization. (1999). C182 – Worst Forms of Child Labour Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312327:NO

¹¹ International Labour Organization. (1958). C111 – Discrimination (Employment and Occupation) Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312256:NO

¹² International Labour Organization. (1948). C87 – Freedom of Association and Protection of the Right to Organise Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312232

¹³ International Labour Organization. (1949). C98 – Right to Organise and Collective Bargaining Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312243

¹⁴ International Labour Organization. (1951). C100 – Equal Remuneration Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312245:NO

¹⁵ International Labour Organization. (1981). C155 – Occupational Safety and Health Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312300:NO

¹⁶ International Labour Organization. (2006). C187 – Promotional Framework for Occupational Safety and Health Convention.

https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:312332:NO

¹⁷ See endnote 4.

¹⁸ See endnote 5.

¹⁹ Institute for Human Rights and Business (IHRB). The Employer Pays Principle.

<https://www.ihrb.org/projects/employer-pays-principle#:~:text=The%20Employer%20Pays%20Principle%20is,for%20recruitment%20to%20jobs%20abroad>

²⁰ See endnote 19.

²¹ See endnote 19.

²² See endnote 19.

²³ See endnote 6.

²⁴ See endnote 6.

²⁵ See endnote 7.

²⁶ See endnote 8.

Principle 3: Land use

Agriculture presents both significant risks and potential opportunities for climate and nature. Agriculture is a well-known contributor to greenhouse gas emissions and is often associated with land-use change (for example, deforestation and conversion of natural ecosystems), biodiversity loss, water pollution, soil degradation, human-wildlife conflict, and nutrient and pesticide pollution. Poor management practices tend to exacerbate climate change and degrade ecosystems. Despite these risks, there is an immense opportunity for fiber production systems to support healthy ecosystems and drive beneficial impacts for both climate and nature.

The criteria under Principle 3 are based on best practices that not only aim to avoid or reduce the negative impacts associated with the production of animal fibers but also call on certified organizations to use their production systems to manage associated risks and improve nature and business resilience. These best practices are addressed through the following themes: management plan (theme 3.1), soil health (theme 3.2), soil nutrients (theme 3.3), pest management (theme 3.4), water management (theme 3.5), and biodiversity management (theme 3.6). Principle 3 applies to farms and farm groups of all sizes and production types.

3.1. Management plan

3.1.1

Major

The organization has a written land health management plan in place, which includes a description of land tenure and covers the following areas:

- Soil health;
- Nutrient management;
- Integrated pest management;
- Water management; and
- Biodiversity management.

INTENT AND CLARIFICATION:

- The organization refers to its land health management plan when carrying out farm activities related to the topics listed in the criterion.
- If any of the sections do not apply, the organization provides a rationale explaining why.
- The land health management plan is reviewed at least annually, in accordance with criterion 1.2.2.
- Land tenure requires only a description of the ownership of the land (for example, owned, rented, or communal) used for production, to help understand the organization's ability to make decisions on land management.
- For a small-scale farmer group, members may collaboratively develop a single written land health management plan, to be maintained at the group level.
- Further guidance on this theme, including an optional template covering records for applicable issues, is available in the *TE-MM-GUI-125 Land Health Management Plan Guide*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.1.2 The organization's land health management plan is used to guide its actions across farmed and non-farmed areas to ensure that land health is maintained.

 Contextual

INTENT AND CLARIFICATION:

- 1) If any of the sections do not apply, the organization provides a rationale explaining why.
- 2) "Non-farmed areas" refer to parts of the farm not used for fiber production but still under the organization's management control, whether owned or rented. These include non-grazed and/or non-cropped areas such as woodlands and riparian zones.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.1.3 Workers responsible for implementing the land health management plan are knowledgeable about current best practices related to each section of the plan and are competent to recognize when expert support is needed.

 Major

INTENT AND CLARIFICATION:

- 1) This criterion applies to workers responsible for implementing specific sections of the land health management plan. Their required knowledge of best practices is limited to the farm context in which they work and the specific sections of the plan they are tasked with delivering.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.1.4 Monitoring requirements are met for all sections of the land health management plan as applicable to the production system. These include:

 Contextual

- a. Soil and vegetation health;
- b. Soil degradation and restoration;
- c. Nutrient applications;
- d. Pest thresholds and pesticide applications;
- e. Water use; and
- f. Lethal control registers.

INTENT AND CLARIFICATION:

- 1) The organization has a monitoring plan that takes into account the monitoring requirements listed from 3.1.4.a to 3.1.4.f.
- 2) If any of the monitoring requirements do not apply, the organization provides a rationale explaining why.
- 3) For a small-scale farmer group, members may collaboratively develop a single monitoring plan (as part of the land health management plan), to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.1.5 The number and distribution of monitoring sites conform to the standard monitoring guidance and ensure that monitoring points are strategically placed and representative of the scale of potential impact.

 Contextual

INTENT AND CLARIFICATION:

- 1) Monitoring includes consideration of:
 - Selection of monitoring sites;

- Number of monitoring points; and
- Monitoring methodologies.

2) Records of monitoring activities are kept.

3) Strategic monitoring is required; however, demonstrating outcomes or progress is not.

4) Additional monitoring guidance is available in the *TE-MM-GUI-125 Land Health Management Plan Guide*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2. Soil health

3.2.1 The soil health section of the land health management plan includes:

Contextual

- a. Forage resources;
- b. Grazing practices;
- c. Soil erosion;
- d. Compaction;
- e. Organic matter;
- f. Soil biodiversity; and
- g. Other risks impacting soil health.

INTENT AND CLARIFICATION:

- 1) The soil health section describes how the activities under each of the elements from 3.2.1.a to 3.2.1.g contribute to soil and land health. For example, rather than simply stating “erosion is avoided” under 3.2.1.c, the plan identifies areas at highest risk of specific types of erosion and describes the mitigation measures in place. For example: “Pastures one and three are prone to sheet erosion due to more bare ground. These pastures are managed with short, intense grazing periods and longer rest periods to encourage the establishment of vegetation cover and avoid further degradation due to overgrazing.”
- 2) The soil health section describes the activities carried out on the farm for each topic listed in the criteria and includes an explanation for any topics that do not apply to the farm.
- 3) For a small-scale farmer group, members may collaboratively develop a single written section on soil health (as part of the land health management plan), to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2.2 The organization has a plan and implements it to monitor overall soil and vegetation health, including the following specific factors:

Contextual

- a. Soil compaction;
- b. Soil erosion;
- c. Soil organic matter;
- d. Vegetation coverage, composition, and health; and
- e. Efficacy of restoration efforts.

INTENT AND CLARIFICATION:

- 1) Although monitoring efforts differ among certified organizations, all are required to focus on at least the basic on-farm monitoring techniques available.
- 2) Monitoring systems are designed to detect changes resulting from grazing and crop management, where applicable, and to provide objective information on progress toward sustainable land management. This includes monitoring the effectiveness of restoration or threat mitigation interventions.
- 3) The organization’s monitoring plan considers the monitoring requirements listed from 3.2.2.a to 3.2.2.e. If any requirements are not applicable, the organization provides a rationale explaining why.

- 4) Monitoring site selection, sample size, and frequency depend largely on the organization's objectives, the impacts of the associated production system, and the condition of the farm. The need for a strategic monitoring plan is further outlined in criterion 3.1.5.
- 5) For a small-scale farmer group, when internal audits are conducted for nomadic or semi-nomadic group members, photos of the land before and after grazing are taken by the group member. The group manager provides training to nomadic or semi-nomadic members to recognize signs of land management issues—such as erosion, compaction, vegetation degradation, and overgrazing—whether caused by herders or other land users, and to understand how to respond effectively (for example, for known erosion sites, actions such as avoiding grazing or moving animals through quickly and lightly).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2.3

The organization applies land management techniques that aim to prevent or minimize:



Major

- a. Soil compaction;
- b. Loss of soil organic matter;
- c. Soil erosion; and
- d. Degradation of vegetation cover.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization applies land management techniques that do not degrade soil and/or vegetation.
- 2) The soil health section, as part of the land health management plan, includes descriptions of soil management actions to prevent the degradation of soil and vegetation.
- 3) Examples of these techniques include:
 - Animal stocking rates and grazing management; and
 - Erosion prevention and control systems.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2.4

Where land or soil degradation is detected, the organization takes action to restore all affected areas under its management.



Contextual

INTENT AND CLARIFICATION:

- 1) This criterion includes farmed areas (for example, pastures, rangeland, and cropping land) as well as non-farmed areas (for example, riparian areas, and buffer strips).
- 2) Where areas of degradation are identified, strategic restoration efforts are implemented (for example, soil erosion control, compaction restoration, and/or rehabilitation of vegetation through changes in production activities) to promote better soil health.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2.5

The land is not degraded as a result of grazing or other land-use practices by the organization.



Contextual

INTENT AND CLARIFICATION:

- 1) The organization considers the impact of grazing pressure and animal presence/stocking density on land degradation. Examples of degradation include increasing bare ground, negative changes in species composition, and increases in unfavorable pioneer species.

2) The soil health section of the land health management plan (see criterion 3.2.1) details the risks and techniques to mitigate these impacts.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.2.6

Where land is reseeded or planted with fodder crops, the organization takes action to protect soil health.

 Recommended practice

INTENT AND CLARIFICATION:

- 1) This criterion is applicable only when the organization grows supplementary crops to support animals included in the scope certificate or when pastures or rangelands are reseeded. Any reseeding of rangeland or other native pastures does not result in the conversion of natural ecosystems.
- 2) To protect soil health during reseeding or planting, principles such as minimizing soil disturbance and maintaining soil cover are key considerations. These are implemented through methods such as conservation tillage or low-till practices.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3. Soil nutrients

3.3.1

If nutrients are used, the organization's land health management plan includes a section on nutrient management. This follows the principles of efficiency and reduced synthetic fertilizer use, calculating likely crop requirements based on the available nutrients in soil, organic manures, composts, and crop residues.

 Contextual

INTENT AND CLARIFICATION:

- 1) Soil nutrient criteria (including all criteria in theme 3.3) are applicable only to organizations that use nutrients.
- 2) The nutrient management section supports the organization in planning its nutrient application—including both synthetic and non-synthetic nutrients (for example, manure or compost)—in terms of nutrient type, timing and method of application, and specific crop requirements.
- 3) This type of plan is referred to as a “nutrient budget” in some regions. The name of the document is not important, as long as the necessary details are included.
- 4) The level of detail in the plan depends on the scale of the farm and the planned application.
- 5) For a small-scale farmer group in which at least one member applies synthetic or non-synthetic nutrients, group members may collaboratively develop a single written nutrient management plan, to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3.2

The organization avoids nutrient excess or waste by efficiently applying nutrient amounts that are tailored to the specific requirements of the crop being treated.

 Contextual

INTENT AND CLARIFICATION:

- 1) Nutrients are used efficiently through the implementation of the organization's nutrient management section, as part of the land health management plan.
- 2) Efficient applications consider the crops to be treated, their nutrient needs, and the methodologies employed to optimize use and mitigate environmental risks.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3.3 Nutrient application equipment is kept in good working order, cleaned after each use, and regularly calibrated.

Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to mitigate risks to human and environmental safety by ensuring well-executed maintenance of nutrient application equipment.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3.4 Fertilizers and manures are applied only to the intended crop area, with a buffer zone between the application area and any existing water bodies, riparian zones, or natural ecosystems.

Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that fertilizers and manures are applied as efficiently and responsibly as possible, in a manner that prevents or mitigates associated environmental risks.
- 2) The standard does not prescribe a specific width or area for buffer zones. The organization determines a zone that aligns with the objective of this criterion, based on the type of nutrient being applied and the method of application (for example, surface spreading compared with manure injection).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3.5 The risk of water pollution from runoff containing sediment, composts, manure, fertilizers, or other potentially polluting materials is assessed and managed.

Contextual

INTENT AND CLARIFICATION:

- 1) Actions to reduce runoff include the use of buffer strips, precision application (for example, targeting specific areas of a field or crop with greater or lesser nutrient needs rather than applying uniformly), avoiding application to frozen or waterlogged soil, and refraining from application during heavy rain or when such conditions are forecast.
- 2) While this criterion falls within the soil nutrients theme, it is important to also consider other water pollutants, such as sediments and contaminants from hazardous material disposal (i.e., polluting materials).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.3.6 For all nutrient applications, the organization maintains records detailing:

Contextual

- a. Date of application;
- b. Type of nutrient applied;
- c. Reason for application;
- d. Volume of nutrient used; and
- e. Area of application.

INTENT AND CLARIFICATION:

- 1) The nutrient monitoring management section, as part of the land health management plan, includes a record-keeping system that documents the types and volumes of fertilizers applied during each cropping cycle, specifying the area of application (in hectares).
- 2) The intent of this criterion is to support management planning, provide evidence of application rates, and to monitor trends in nutrient applications over time.
- 3) The optional *TE-MM-GUI-125 Land Health Management Plan Guide* is available for use.
- 4) For a small-scale farmer group, a single record-keeping system for nutrient applications may be collaboratively maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.3.7 The organization uses compost or other organic fertilizers either produced on-site or derived from waste and by-products available in the region.



Leadership

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to encourage the use of compost and other organic fertilizers produced on the farm or within the surrounding region for nutrient management, in order to reduce reliance on external and synthetic fertilizer applications, thereby helping to lower greenhouse gas emissions.
- 2) For a small-scale farmer group, a single record-keeping system for the nutrient management section of the land health management plan may be collaboratively maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.4. Pest management

3.4.1 If pesticides are used, the organization's land health management plan includes a section on integrated pest management (IPM), which is implemented for each crop and each year.



Major

INTENT AND CLARIFICATION:

- 1) Pest management criteria (including all criteria under theme 3.4) are applicable only to organizations that use pesticides.
- 2) For a small-scale farmer group, members may collaboratively develop a single written section on integrated pest management (as part of the land health management plan), to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.4.2 The IPM section, part of the organization's land health management plan, is based on a systems approach and the principles of prevention, observation, monitoring, and intervention. It includes recommended thresholds or triggers for pesticide use, where such thresholds are available.



Contextual

INTENT AND CLARIFICATION:

- 1) The IPM section, as part of the land health management plan, describes the ecological justification for pesticide use, rather than simply listing applications based on crop growth stages or times of the year.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.4.3 In accordance with the IPM section of the land health management plan, the organization prioritizes biological, physical, and cultural control methods as the initial response, unless it is demonstrated that these methods are ineffective.



Contextual

INTENT AND CLARIFICATION:

- 1) The IPM section, as part of the organization's land health management plan, demonstrates that non-pesticide methods are prioritized, and that biological, physical, or cultural methods (for example, intercropping systems or physical pest removal) have been shown to be ineffective before any pesticides are used for that crop and pest.
- 2) The organization maintains detailed records of non-pesticide methods that have been attempted and discarded due to ineffectiveness.
- 3) For a small-scale farmer group, a single record-keeping system for documenting non-pesticide methods that have been attempted and discarded due to ineffectiveness may be collaboratively maintained with group members at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.4

Chemicals are stored and handled in compliance with applicable legal requirements and in accordance with best practice guidance, including, at least, that:

- a. Site selection takes into account the environmental risks associated with leakage;
- b. User restrictions, including those related to age and pregnancy, are respected;
- c. Only authorized and trained workers have access to the keys to the storage area;
- d. Workers responsible for managing pesticide storage are trained in pesticide handling and understand the implications of incorrect handling;
- e. No feedstuffs are stored in the area that is used for chemical storage;
- f. Large containers are stored either directly on the cement floor, on wooden pallets covered with thick plastic, or on plastic pallets;
- g. Products in solid, powder, or granular form are stored above liquid formulations to reduce potential damage from accidental leakage; and
- h. All products are stored in their original containers with the manufacturers' labels intact.

INTENT AND CLARIFICATION:

- 1) Site selection ensures that the storage area is:

- Located above the fifty (50)-year flood line;
- Contained within a bunded area designed to prevent leakage or overflow;
- Not located near any drains or wells; and
- Constructed to resist fire.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.5

Chemical containers are not reused outside of their original purpose.



Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that no secondary poisoning or contamination results from the reuse of these containers, in alignment with numerous health and safety considerations.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.6

The organization does not apply pesticides as a prophylactic measure; applied pesticides are appropriate and specific to control the identified pest burden.



Contextual

INTENT AND CLARIFICATION:

- 1) Appropriate pesticides are those that target the specific pest, disease, fungus, or weed, and are applied at the correct dosage and frequency, and (where necessary) in mixtures as defined by the label and application guidelines.

2) Prophylactic use of pesticides refers to the application of pesticides without reference to monitoring or threshold levels, but rather at a predetermined crop growth stage. Another example of prophylactic use is when one type of pesticide is justified, and another is mixed into the tank and applied as an insurance against potential future problems. Research has shown that prophylactic use does not increase crop productivity and generally results in larger volumes of pesticides being used.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.7

The organization applies pesticides responsibly, including:

● Major

- a. In accordance with the directions on the manufacturer's label;
- b. In appropriate weather conditions;
- c. Only to specific crops for which the product is licensed for use;
- d. Using appropriate and well-maintained equipment; and
- e. Using personal protective equipment (PPE) in alignment with criterion 2.3.7 and applicable subcriteria.

INTENT AND CLARIFICATION:

- 1) Directions on the label that are followed include: dilution and application rates, acceptable mixes of various products, and the specific crops for which the product is licensed for use.
- 2) The use of PPE is consistent with the risk level and the method of application of the product being used (see criterion 2.3.7).
- 3) Appropriate weather conditions are those that allow for the efficient application of pesticides. Conditions to be avoided include:
 - Windy weather, which increases the risk of spray drift;
 - Wet weather, which—if it occurs soon after application—risks leaching of chemicals into watercourses; and
 - Hot weather, which tends to cause leaf scorching.
- 4) Appropriate and well-maintained equipment ensures even application of the product at the correct rate.
- 5) A chemical handling certificate or similar documentation that demonstrates adherence to chemical management practices serves as evidence of conformance with this criterion.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.8

Pesticides are applied only to the intended crop area, with a buffer zone maintained between the application area and any existing water bodies, riparian zones, or natural ecosystems.

● Major

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that pesticides are applied as efficiently and responsibly as possible, and in a manner that prevents or mitigates associated environmental risks.
- 2) The standard does not prescribe a specific width or area for buffer zones. The organization determines a zone that meets the objective of this criterion, based on the pesticides being applied, the type of application (for example, tractor-mounted sprayers compared with handheld sprayers), aligned with local expert recommendations, and in compliance with applicable laws.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.9 The organization takes measures to avoid damage to beneficial organisms.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization considers the potential impacts on beneficial organisms, such as soil microfauna and pollinators, when selecting a pesticide, choosing those that pose the least risk to these organisms.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.10 The organization takes necessary action to mitigate risks to human and animal health associated with pesticide application.

Major

INTENT AND CLARIFICATION:

- 1) The organization considers the potential impacts on human and animal health when making decisions regarding pesticide application.
- 2) Human health includes that of the person(s) conducting the application, other workers, and nearby communities.
- 3) Animals are also vulnerable to negative impacts from pesticide application. For example, when spray drifts onto grazing land or when animals are allowed to graze on recently sprayed cropping areas.
- 4) As per criterion 3.4.7, application follows label recommendations and is carried out responsibly.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.11 The organization takes action to mitigate the risk of pesticide resistance.

Contextual

INTENT AND CLARIFICATION:

- 1) Pesticide resistance often develops when the same pesticide—or those with similar modes of action—is applied repeatedly or at incorrect application rates (i.e., dosage and/or frequency). This repeated exposure allows insect pests, diseases, fungi, or weeds to develop resistance.
- 2) Following the IPM section of the land health management plan to determine when to spray, and ensuring that application rates are correct, is a good starting point. However, if multiple applications are necessary to control the same problem, it is recommended to consider different products with distinct modes of action.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.12 The organization monitors crops or pastures at a frequency that ensures timely detection of thresholds or triggers for pesticide use (see criterion 3.4.2).

Contextual

INTENT AND CLARIFICATION:

- 1) The organization undertakes monitoring at a frequency that enables timely detection of pesticide threshold levels and helps prevent economic crop damage.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.4.13 For all pesticide applications, the organization maintains records detailing the:

Contextual

- a. Substance (product) administered;
- b. Reason for application;
- c. Location of application;

- d. Volume of product used;
- e. Date of application; and
- f. Person who applied the pesticide.

INTENT AND CLARIFICATION:

- 1) The IPM section of the land health management plan includes a record-keeping system for documenting pesticide applications.
- 2) The intent of this criterion is to support management planning, provide proof of application rates, and monitor trends in pesticide use over time.
- 3) The optional *TE-MM-GUI-125 Land Health Management Plan Guide* is available for use.
- 4) For a small-scale farmer group, a single record-keeping system for the IPM section of the land health management plan may be collaboratively maintained with group members at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.5. Water management

3.5.1 If irrigation is used, the organization's land health management plan includes a section on water management for the protection and conservation of local water resources, including:

- a. Monitoring of irrigation or abstraction by volume (if measurable); and
- b. Adoption of the best available methods, tools, and technologies to improve protection and use efficiency.

INTENT AND CLARIFICATION:

- 1) Water management criteria (including all criteria under theme 3.5) are applicable only to organizations using irrigation.
- 2) Measurement of water abstraction is not possible when systems or tools are unavailable to the producer due to resource constraints or lack of local extension support.
- 3) For a small-scale farmer group, members may collaboratively develop a single written section on water management (as part of the land health management plan), to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.5.2 The organization implements practices to ensure efficient use of water for irrigation.



Contextual

INTENT AND CLARIFICATION:

- 1) Irrigation is used in response to local conditions, taking into account the specific growing season, and plant needs.
- 2) Irrigation is most efficient when limited to essential times of the day—such as at night or in the early morning—when temperatures and wind speeds are generally lower and evaporation from the sun's heat is reduced.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.5.3 The volume of water abstraction does not exceed the limits set in licenses or other agreements and does not contribute to the long-term depletion of the water source.

 Contextual

INTENT AND CLARIFICATION:

- 1) Long-term depletion of water occurs where there is long-term abstraction pressure, regardless of climatic conditions.
- 2) While it is important to ensure licenses and agreements are met, on their own these do not ensure that no long-term depletion of water takes place.
- 3) It is widely recognized that water depletion is more critical at the landscape level. When a national or regional report indicates that a water resource is under pressure, the organization is urged to reduce its extraction rate, regardless of what its water license allows. Even in the absence of such a report, if the organization observes that available water levels are low (for example, reduced aquifer levels or low snowpack from the previous winter, depending on the water source), it adjusts its water use to remain below its licensed allowance in order to protect water stocks for future years.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.5.4 The organization tracks its irrigation water use by water source and distribution area, where measurement is possible.

 Contextual

INTENT AND CLARIFICATION:

- 1) Measuring irrigation water use is not possible when producers lack access to measurement systems or tools, for example due to resource constraints or lack of local extension support.
- 2) For a small-scale farmer group, a single record-keeping system for the water management section of the land health management plan may be collaboratively maintained with group members at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.5.5 The organization does not use flood or sprinkler irrigation when more efficient alternatives are available.

 Recommended practice

INTENT AND CLARIFICATION:

- 1) While flood and sprinkler irrigation systems cover large areas of land, there is a risk that they result in water use that exceeds crop requirements. There are more efficient alternatives, such as drip irrigation.
- 2) “Available” in the criterion refers to options that are fit for purpose and have been successfully implemented by other producers in the local context or a similar one.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6. Biodiversity management

3.6.1 The organization's land health management plan includes a section on biodiversity management that guides the management and monitoring of biodiversity on the farm.

 Major

INTENT AND CLARIFICATION:

- 1) This criterion assesses whether a written biodiversity management section, as part of the land health management plan, addresses the details outlined in criteria 3.6.2 and 3.6.3 below.
- 2) For a small-scale farmer group, members may collaboratively develop a single written section on biodiversity management (as part of the land health management plan), to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.2 The biodiversity management section of the land health management plan addresses the management of land in each of the following sensitive areas, where present on the farm:

 Contextual

- a. Protected areas;
- b. Key Biodiversity Areas;
- c. Biodiversity hotspots;
- d. Rare, endangered, and endemic species;
- e. Riparian areas and aquatic ecosystems; and
- f. Wildlife corridors and migration routes.

INTENT AND CLARIFICATION:

- 1) The biodiversity management section of the land health management plan describes and includes spatial representations of any sensitive areas found on the farm.
- 2) Implementation of this criterion is supported by the farm profile, created through the completion of the *TE-MM-TEM-109 Materials Matter Farm Survey*, and spatial data support through Textile Exchange, which identifies any protected areas, Key Biodiversity Areas, and biodiversity hotspots.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.3 The biodiversity management section of the organization's land health management plan identifies and addresses each of the following threats to biodiversity, as applicable:

 Contextual

- a. Grazing pressure;
- b. Crop management;
- c. Soil degradation;
- d. Alien and invasive species;
- e. Hunting, fishing, or gathering of protected, threatened, or endemic plant or animal species; and
- f. Human-wildlife conflict.

INTENT AND CLARIFICATION:

- 1) The biodiversity management section of the land health management plan describes management interventions to address biodiversity threats associated with farming activities. While overlap with other land management criteria is possible, this criterion ensures a focused approach to biodiversity planning.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.4 No deforestation or conversion of natural ecosystems has occurred since June 1, 2016.

 Critical

INTENT AND CLARIFICATION:

- 1) Deforestation and conversion under the standard align with the definitions set out by the Accountability Framework initiative (AFi)¹ and relate to the legal and illegal deforestation or conversion of natural ecosystems and forests also defined under AFi. The cut-off date is applicable to any fiber historically recognized under the original Responsible Animal Fiber (RAF) standards as the cut-off dates were set in line with the release of the initial Responsible Wool Standard (RWS) in 2016.
- 2) In the absence of local demarcation, the Science Based Targets Network (SBTN) Natural Lands Map² may be used as a baseline for deforestation and conversion from 2020 onwards.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.5 Where hazardous materials are disposed of, disposal occurs in designated areas and in compliance with applicable laws.

 Major

INTENT AND CLARIFICATION:

- 1) Hazardous materials are defined according to the categories stipulated by applicable laws.
- 2) Hazardous materials are those that pose risks to human or animal health, water, or soil quality. These include waste materials from:
 - Animal health products, for example, medicines and sharps;
 - Chemicals, for example, fertilizers, pesticides, cleaning agents, and antifreeze;
 - Certain building materials, for example, asbestos and contaminated concrete;
 - Batteries;
 - Equipment containing refrigerants, for example, freezers and air conditioners;
 - Lubricating oils and filters;
 - Paints or coatings;
 - Machinery tires;
 - Pressurized containers; and
 - Devices containing mercury, for example, thermometers, fluorescent bulbs, thermostats, and electrical switches.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.6 The organization implements non-lethal measures to foster human-wildlife coexistence.

 Major

INTENT AND CLARIFICATION:

- 1) When selecting non-lethal control measures, a decision tree approach is used, with consideration given to the species and the context.
- 2) Examples of non-lethal measures include:
 - Exclusionary fencing;
 - Livestock guardian animals;
 - Lights and sirens (which are often motion-activated); and
 - Fladry lines (i.e., flags or strips of fabric attached to fences).
- 3) The organization is encouraged to refer to the decision tree described in the *TE-MM-GUI-125 Land Health Management Plan Guide*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.7 Lethal control of wildlife is used only when non-lethal measures have been shown to be ineffective (i.e., when wildlife continues to pose a problem despite the use of non-lethal methods).

Major

INTENT AND CLARIFICATION:

- 1) Rats and mice are not considered “wildlife” under this criterion.
- 2) Lethal control is used only if it is legal in the country of operation. It is the organization’s responsibility to verify the applicable laws to ensure that such control measures are legally permitted and that the species involved are not protected by law.
- 3) In situations where invasive species are being controlled under government-mandated programs in which lethal control is the first response, an organization that demonstrates it is following such a program is exempt from this criterion for the invasive species named in that program.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.8 Live traps are used solely to target specific problem animals and in compliance with applicable laws.

Major

INTENT AND CLARIFICATION:

- 1) If used, live traps are managed to target the specific problem animal and are checked at least twice every twenty-four (24) hours—once in the morning and once in the evening.
- 2) Live trapping for the relocation of problem animals is guided by a conservation expert to avoid any illegal or ecologically problematic introductions of species into new environments.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.9 Lethal control targets the specific animal(s) that pose a risk to human-wildlife coexistence.

Major

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to reduce the likelihood of non-selective persecution of non-conflict species and to minimize the negative effects of such actions on biodiversity.
- 2) If a single animal is causing a problem that is not manageable through non-lethal means, it is not acceptable for all members of that species to be targeted for lethal control—unless the species is classified as invasive. The organization implements monitoring to identify the animal(s) that is/are presenting a risk to livestock or crops.
- 3) In situations where invasive species are being controlled under government-mandated programs that target all individuals of a given species, an organization that demonstrates compliance with such a program is exempt from this criterion for the invasive species named in that program.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.10 Lethal control is not used for any protected or threatened endemic species.

Major

INTENT AND CLARIFICATION:

- 1) “Endemic species” includes those listed as Near Threatened, Vulnerable, Endangered, or Critically Endangered on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.³

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.11 The organization ensures that lethal control of any animal posing a risk to human-wildlife coexistence results in instantaneous unconsciousness and death.

Major

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure the humane treatment of animals prior to death and to reduce pain and suffering.
- 2) In situations where invasive species are being controlled under government-mandated programs that use baiting to target specific species, an organization that demonstrates compliance with such a program is exempt from this criterion for the invasive species named in that program (see criterion 3.6.13).
- 3) Acceptable methods include the use of a firearm by a skilled marksman.
- 4) The use of hunting dogs to flush wildlife from cover is permitted. However, the use of hunting dogs to kill the species in question is not permitted, as it does not result in instantaneous unconsciousness or death. It is also not permitted to use hunting dogs to chase animals for extended periods, as this causes prolonged mental and physical stress.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.12 The organization does not use leghold traps or snares.

Major

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to reduce pain and suffering, as well as the mutilation of non-target species that are captured and subsequently released from such traps.
- 2) This trapping method, including soft-catch traps, is prohibited.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.13 A baiting program using poison for any species other than rats and mice is used only if all of the following criteria are met:

Major

- a. The target species is classified as invasive;
- b. If the target species is a predator, it presents an active threat to the animals covered under the certificate scope;
- c. The organization has a written wildlife management plan that details the issue, the proposed control measures, and specifies who is responsible for what, where, and when;
- d. The wildlife management plan has an integrated approach that includes other species that are likely to increase if the target wildlife population is reduced;
- e. The plan includes justification for why other compliant methods (for example, shooting individual problem animals, using CO₂ traps) are ineffective or unsuitable for the intended purpose;
- f. The decision to use poison takes into consideration the national, regional, or landscape-level impacts, and involves expert input from external bodies;
- g. The choice of poison takes into account environmental impact, animal welfare, and applicable legal requirements;
- h. All bait, including any that is unused or uneaten, is handled and disposed of in accordance with product label requirements;
- i. Poison bait is distributed in a manner that avoids harming non-target wildlife, whether through primary or secondary poisoning; and
- j. Monitoring takes place before and after poison bait is used—firstly, to determine where invasive wildlife is active, and secondly, to assess the success of the baiting program.

INTENT AND CLARIFICATION:

- 1) This criterion is applicable only if the baiting program aligns with or is part of a broader conservation or regional program informed by experts, and all associated conditions (those specific to the country and local context) are met.
- 2) Rel. 3.6.13.a. The animal in question is formally recognized as an invasive species, not merely considered a pest by the organization.
- 3) Rel. 3.6.13.a. An invasive species is defined as a species:

- That is non-native (or alien) to the ecosystem under consideration; and
- Whose introduction causes, or is likely to cause, economic or environmental harm, or harm to human health.

4) Rel. 3.6.13.a. Non-native species are plants and animals living in areas where they do not naturally exist. The terms non-native species and invasive species are not interchangeable.

5) Rel. 3.6.13.b. The animal species targeted for control poses an active threat to certified animals and is not being persecuted for historical reasons, but only in response to its current behavior.

6) Rel. 3.6.13.c. The organization's written wildlife management plan aligns with, or is integrated into, the broader conservation or regional management plan, under the guidance of experts leading the invasive wildlife management program.

7) Rel. 3.6.13.d. An integrated approach considers the unintended consequences of the proposed control program. For example, while foxes pose problems for sheep farmers, they sometimes also help manage rabbit populations, thereby reducing crop damage caused by that species.

8) Rel. 3.6.13.e. A baiting program is used only when the organization demonstrates that all other compliant methods under the standard are either ineffective or unsuitable for the intended purpose.

9) Rel. 3.6.13.f. Baiting programs form part of broader landscape-driven management initiatives, relying on expert input and considerations aligned with landscape-level needs. Baiting programs are not to be implemented by individual organizations in isolation.

10) Rel. 3.6.13.g. Programs to control invasive species include the rationale for the poisons selected, taking into consideration environmental impact, animal welfare, and any applicable legal requirements. The goal is to minimize potential negative knock-on effects and to promote the most humane options—for example, avoiding anticoagulant products where possible.

11) Rel. 3.6.13.h. Bait is used only for the purposes of the program and is managed in accordance with product label requirements. Any unused bait is collected and disposed of safely.

12) Rel. 3.6.13.i. Poison bait is distributed in a manner that reduces the risk of poisoning non-target wildlife (primary poisoning). This requires consideration of bait location, accessibility by non-target species, and the potential for scavenging poisoned carcasses, which poses a risk of secondary poisoning. Indiscriminate distribution of bait or poisons—such as aerial or spray applications—is not permitted.

13) Rel. 3.6.13.j. Monitoring is crucial to ensure that program progress is tracked, to inform the adaptation of interventions, and to assess whether continuation of the program is necessary. Evidence-based outcomes are essential to evaluate impact—both positive and negative—and for ensuring that these programs are effective and implemented responsibly.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.14

Contextual

When lethal control has been necessary and implemented, the organization continues to explore non-lethal methods that support human-wildlife coexistence to identify potential improvements and prevent future conflicts.

INTENT AND CLARIFICATION:

- 1) This criterion ensures that lethal control is not adopted as an ongoing method of wildlife management, and that continuous investigation into alternative non-lethal methods is maintained.
- 2) The annual review of the biodiversity management section, as part of the land health management plan, includes an evaluation of lethal compared with non-lethal methods and outlines the strategy for key species planned for the coming year.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.15

Contextual

The organization maintains records each time lethal control methods are used, including the:

- a. Event date;
- b. Target species;
- c. Total number of animals killed; and
- d. Reason for using lethal methods.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that lethal control methods are used only after careful consideration and with clear justification. Tracking these interventions over time reveals trends that help inform future management planning.
- 2) When lethal control methods are used to manage an individual animal (for example, a predator or large herbivore), a record for that species is maintained. When such methods are used to control a population (for example, invasive species targeted through

events or population-level actions like rabbit control), a record of the event is maintained, including the estimated total number of individuals killed.

3) For a small-scale farmer group, a single record-keeping system for the biodiversity management section of the land health management plan may be collaboratively maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.16 The biodiversity management section of the organization's land health management plan outlines actions to improve habitat connectivity across the farm.



Recommended practice

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to recognize the organization's efforts to reduce habitat fragmentation.
- 2) Potential actions include, but are not limited to, the following:
 - Removing areas of land from production to connect existing habitat areas (for example, wildlife corridors);
 - Establishing trees or plants that are maintained as habitat areas; and
 - Allowing existing habitat areas to encroach onto farmland.

These and other actions contribute to improved ecosystem functioning and enhance wildlife movement.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.17 The organization implements cropping practices that promote biodiversity.



Recommended practice

INTENT AND CLARIFICATION:

- 1) Native or locally adapted species often require less nutrient and pesticide inputs to thrive, as they are suited to local conditions.
- 2) The inclusion of native or locally adapted species in their natural environments is often beneficial to local biodiversity.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.18 The organization takes action to reduce the volume of waste produced on the farm by reusing and recycling it, where feasible.



Recommended practice

INTENT AND CLARIFICATION:

- 1) Waste includes materials such as plastic, wood, metal, and other similar materials used on farms.
- 2) In regions where farm plastic recycling programs exist, certified organizations participate in those programs.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

3.6.19 Where unresolved human-wildlife conflicts exist, the organization engages with a wildlife biologist or a similar expert or expert group and follows their recommended mitigation measures.



Recommended practice

INTENT AND CLARIFICATION:

- 1) This criterion recognizes the efforts of organizations that have consulted with experts to holistically investigate unresolved human-wildlife conflicts, including advice on available methods to mitigate these conflicts and guidance on implementing actions that support human-wildlife coexistence.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.6.20 The organization uses renewable energy sources.



Recommended practice

INTENT AND CLARIFICATION:

- 1) This criterion acknowledges organizations that are using renewable energy sources in their production processes.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.6.21 The biodiversity management section of the organization's land health management plan adopts an ecological systems approach.



Leadership

INTENT AND CLARIFICATION:

- 1) An ecological systems approach considers the functioning and needs of ecosystems within the production system, aiming to ensure that actions mimic or support ecological processes that benefit the natural system and its associated biodiversity.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.6.22 The biodiversity management section of the organization's land health management plan includes considerations for rewilding low-productivity or unproductive land to create habitat that enhances biodiversity.



Leadership

INTENT AND CLARIFICATION:

- 1) Rewilding refers to efforts aimed at restoring biodiversity and ecosystem health.
- 2) Areas of the farm with low productivity are likely to deliver greater benefits if rewilded.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

3.6.23 The organization uses greenhouse gas (GHG) accounting tools to determine annual GHG emissions and sequestrations, applying the findings to adapt its management system accordingly.



Leadership

INTENT AND CLARIFICATION:

- 1) This criterion recognizes efforts by the organization to record or track its GHG emissions with the aim of adapting management planning to reduce them through more efficient use of associated inputs.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

¹ Accountability Framework initiative (AFI).

<https://accountability-framework.org/>

² Science Based Targets Network (SBTN). Global Commons Alliance. SBTN Natural Lands, Map 2020 v1.1

<https://wri-datalab.earthengine.app/view/sbtn-natural-lands>

³ International Union for Conservation of Nature (IUCN). The IUCN Red List of Threatened Species™.

<https://www.iucnredlist.org/>

Principle 4: Animal welfare

Animal welfare is a vital component of ethical and sustainable production systems. Principle 4 ensures that the welfare of animals is safeguarded throughout their lives—on farms and, where applicable, during slaughter. This approach goes beyond merely preventing suffering to actively promoting positive experiences, including aspects such as nutrition, physical health, environment, behavior, and mental state. Together, these aspects form the ethical foundation for all animal-related outcomes under this principle. These aspects are addressed through the following themes: Health and welfare plan (theme 4.1), animal nutrition (theme 4.2), living environment (theme 4.3), husbandry procedures (theme 4.4), animal shearing (theme 4.5), herd management (theme 4.6), breeding, birthing, and caring for young animals (theme 4.7), handling and transport (themes 4.8 and 4.9), euthanasia and on-farm slaughter (theme 4.10), and slaughterhouse (theme 4.11).

In pasture-based, extensive systems, well-managed animal care contributes to resilient, nature-positive production landscapes. Principle 4 applies to farms and farm groups of all sizes and production types, including provisions for slaughter where applicable. It emphasizes the importance of training and competence in safeguarding animal welfare across all practices, from nutrition and handling to transport and other key aspects of animal management.

The criteria under Principle 4 are based on the following internationally recognized framework:

- Five Domains Model of Animal Welfare (Mellor et al., 2020).¹

4.1. Health and welfare plan

4.1.1

The organization has a written health and welfare plan that guides the management of animals included in the scope certificate.

Major

INTENT AND CLARIFICATION:

- 1) The organization conducts a review of the plan at least annually, in accordance with criterion 1.2.2.
- 2) For a small-scale farmer group, members may collaboratively develop a single written management plan for herd or flock health and animal welfare, to be maintained at the group level.
- 3) The optional *TE-MM-TEM-115 Health and Welfare Plan Template (Sheep, Goats, Alpacas)*, is available for use, either for documentation purposes or as a guide to develop the health and welfare plan.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.2

The written health and welfare plan includes the following topics, where applicable:

Contextual

- a. How nutritional requirements are met;
- b. How access to clean and safe drinking water is maintained;
- c. Prevention and monitoring of health issues;
- d. Standard operating procedures (SOPs) for animal husbandry operations;
- e. Biosecurity;
- f. Grazing management; and
- g. Loading and transport.

INTENT AND CLARIFICATION:

- 1) Examples of health issues to be considered within the plan include prevalent diseases, vaccination, lameness, injuries, and internal and external parasites.

2) Examples of husbandry operations for which SOPs are needed within the plan include castration and euthanasia.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.3 Grazing areas are managed to reduce the risk of facial eczema, where applicable.

Contextual

INTENT AND CLARIFICATION:

- 1) Facial eczema is a skin disease caused by the ingestion of fungal spores.
- 2) Facial eczema affects all ruminants, with alpacas showing particular susceptibility, even at spore count levels deemed safe for sheep.
- 3) Measures to reduce the risk of facial eczema include:
 - Conducting regular spore counts to identify high-risk pastures and avoiding these areas during peak risk periods (for example, when the weather has been warm and wet);
 - Managing pastures to reduce risk (for example, harrowing the sward to remove accumulated dead litter, which is known to increase fungal spore buildup);
 - Maintaining lower stocking rates for animals grazing short pastures; and
 - Supplementing animals' diets with zinc, which helps reduce liver damage caused by the fungus.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.4 An emergency plan is in place to maintain animal welfare under exceptional circumstances, which includes the following:

Contextual

- a. Measures to ensure feed and water are available;
- b. A strategy for providing shelter;
- c. A strategy for assessing and treating animals during an epidemic disease outbreak; and
- d. A plan for relocating, selling, or humanely euthanizing animals, if necessary, to ensure their welfare is not adversely affected.

INTENT AND CLARIFICATION:

- 1) The organization conducts a review of the plan at least annually, in accordance with criterion 1.2.2.
- 2) The written emergency plan addresses the points listed in the criterion that are applicable to the organization (i.e., circumstances with a higher risk of occurrence are described in greater detail).
- 3) Circumstances that warrant inclusion in an emergency plan include fire, power, or water service interruptions, floods, snowstorms, feeding system breakdowns, transport vehicle breakdowns, epidemic disease outbreaks, and similar events.
- 4) For a small-scale farmer group, members may collaboratively develop a single written emergency plan, to be maintained at the group level.
- 5) The optional *TE-MM-TEM-117 Emergency Plan Template (Sheep, Goats, Alpacas)* is available for use, either for documentation purposes or as a guide to develop the health and welfare plan.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.5 When there is a risk of parasite infestation that cannot be resolved through management practices, animals are treated preventively.

 Major

INTENT AND CLARIFICATION:

- 1) Preventive treatment is not an alternative to management practices, but rather a consequence when these fail.
- 2) Mulesing and other breech modifications are not considered “treatments” under this criterion.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.6 The organization conducts routine welfare inspections and monitors for signs of disease, lameness, injury, or any other signs of ill health. The frequency of inspections is increased during extreme weather events, birthing times, flystrike, and similar situations.

 Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that animals are inspected frequently enough to avoid unnecessary suffering.
- 2) The frequency of inspections depends on the scale and type of farming system:
 - When animals are housed or penned off pasture, stock keepers conduct daily inspections of their livestock and equipment. Records are kept for any incidents requiring treatment.
 - When animals are in extensive pasture settings, the frequency of inspection of individual animals and groups tends to be lower. Organizations maintain a daily routine for checking animals, but this does not require visiting every occupied pasture or range area on the certified site, nor seeing every group or individual each day.
- 3) The frequency of inspection is increased during extreme weather events, birthing times, flystrike risk periods, and similar situations.
- 4) If high levels of injury, morbidity, or mortality occur on the farm, this suggests insufficient inspection frequency.
- 5) Further guidance is available in the *TE-MM-GUI-116 Animal Welfare Guidance (Sheep, Goats)* and in the *TE-MM-GUI-117 Animal Welfare Guidance (Alpacas)*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.7 Workers are knowledgeable and demonstrate competency in handling animals; possess and practice the skills necessary to maintain the animals’ health and welfare; and perform husbandry procedures, euthanasia, and on-farm slaughter in accordance with the standard criteria.

 Critical

INTENT AND CLARIFICATION:

- 1) Workers are knowledgeable in current best practices for animal welfare specific to the species they work with and recognize when it is necessary to consult veterinarians or other experts.
- 2) Workers responsible for conducting handling, husbandry procedures, euthanasia, and on-farm slaughter are capable of applying techniques that conform to the standard criteria.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.8 Contractors carrying out any work involving animals included in the scope certificate receive an orientation meeting before beginning work. The meeting covers the criteria in the standard that apply to the tasks the contractor’s workers are engaged to perform.

 Major

INTENT AND CLARIFICATION:

- 1) The orientation meeting is conducted by the farmer or a designated representative who is familiar with the applicable criteria.

- 2) SOPs or pictorial guidance may be used to support the orientation; however, these do not replace the requirement for a meeting.
- 3) A record of the meeting, including the names of those present, is maintained.
- 4) Contract workers are not required to sign the orientation record.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.9 The animals' body condition is routinely monitored as part of the organization's health and welfare plan.

Major

INTENT AND CLARIFICATION:

- 1) Routine monitoring requires that at least a sample of animals is assessed at least twice each year.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.10 The organization employs workers who are capable of measuring the animals' body condition score (BCS).

Major

INTENT AND CLARIFICATION:

- 1) Workers are familiar with the body condition scoring system and know the correct points of the body and the associated muscle and fat coverage on which to base their assessment.
- 2) Further guidance is available in the *TE-MM-GUI-116 Animal Welfare Guidance (Sheep, Goats)* and in the *TE-MM-GUI-117 Animal Welfare Guidance (Alpacas)*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.11 If a BCS measurement indicates inadequate nutrition, the organization takes action to restore the animal(s) to good health, and these actions are documented.

Major

INTENT AND CLARIFICATION:

- 1) When using a BCS system that scores from one (1.0) to five (5.0), a score of two (2.0) or lower is considered evidence of inadequate nutrition.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.12 Animals that are found suffering from welfare or health problems are treated promptly.

Critical

INTENT AND CLARIFICATION:

- 1) Treatment is considered prompt when it is delivered as soon as possible after the health problem is discovered. For housed animals, this typically means within minutes—and certainly within an hour. For animals on pasture that need to be caught before treatment, a worst-case scenario potentially involves returning to the farm for equipment and assistance from other workers, extending the time from discovery to treatment beyond an hour.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.13 Treatment is not withheld to preserve the market eligibility of individual animals, herds, or flocks.
Major

INTENT AND CLARIFICATION:

- 1) The applicability of this criterion includes, but is not limited to, cases where the organization holds certifications prohibiting the use of certain medications. For instance, some retail meat programs prohibit any use of antibiotics.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.14 Sick or injured animals that need to be removed from the herd or flock are provided with a safe space for their treatment and recovery.
Contextual

INTENT AND CLARIFICATION:

- 1) Not all sick or injured animals need to be removed from the herd or flock for care or treatment; in some cases, treating animals within the group leads to quicker recovery.
- 2) Animals that are unable to keep up with the rest of the herd or flock, or that have difficulty accessing feed and water, are candidates for placement in hospital pens or a similar area.
- 3) The organization does not need to maintain a designated hospital pen or similar area at all times. However, if it treats individual sick or injured animals in a manner that requires separation from the group and does not have a designated area, it is able to establish one when needed.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.15 When advice is needed on prevention, treatment, or strategies to avoid the development of resistant parasites, such advice is sought from a veterinarian or other qualified specialist.
Contextual

INTENT AND CLARIFICATION:

- 1) This criterion addresses the challenges posed by parasites that are, or have the potential to become, resistant to treatment.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.16 When dipping is conducted, stress to the animals is minimized and the health and safety of workers are safeguarded by following best practice guidelines, including:
Major

- a. Taking care to ensure that animals do not drown when fully submerged in the solution;
- b. Separating females and unweaned offspring to prevent young animals from being trapped by larger ones in the dip;
- c. Avoiding the dipping of animals with open cuts or wounds, to minimize the risk of infection;
- d. Not dipping animals when they are wet, tired, or thirsty;
- e. Maintaining the dip solution at the required concentration and preventing excessive contamination with soil or feces, which is one of the causes of post-dipping lameness; and
- f. Ensuring worker safety by requiring the use of appropriate personal protective equipment (PPE), conducting dipping in well-ventilated areas, and using splash boards and screens to reduce splashing from animals entering the dip.

INTENT AND CLARIFICATION:

- 1) Appropriate PPE is defined by the manufacturers of chemicals used for dipping and includes at least waterproof clothing and gloves.
- 2) Dipping animals in the morning allows them to dry completely during the day, which helps prevent conditions such as pneumonia.
- 3) Fully submersible cages are not used for dipping animals, as passive immersion carries the potential to induce or increase anxiety, panic, suffocation, or inhalation of the solution into the lungs.
- 4) Dip residues often remain on animals for several weeks after dipping. Protective equipment is recommended when handling animals during that period.
- 5) Scourers have the right to request a declaration of products used in dips in relation to criterion 5.2.16.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.1.17 Treatments for animal health are administered according to the label or veterinary advice.

Major

INTENT AND CLARIFICATION:

- 1) The organization provides workers with guidance on the use of common health treatments.
- 2) Workers responsible for administering treatments are able to assess dosages and apply products correctly.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.18 For all treatments, the organization maintains records detailing the:

Contextual

- a. Substance (product) administered and the reason for treatment;
- b. Animal or group identification;
- c. Number of animals treated;
- d. Date of treatment; and
- e. Withdrawal period.

INTENT AND CLARIFICATION:

- 1) Where a small-scale farmer group manages or oversees the use of veterinary medicines on behalf of its members, treatment records may be collaboratively maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.19 Animals needing treatment but unable to move on their own due to illness or injury are moved humanely.

Contextual

INTENT AND CLARIFICATION:

- 1) If an animal that has a chance of recovery after treatment cannot rise and walk easily but needs to be moved in order to receive treatment, the movement is done carefully to avoid any further pain or distress (for example, by using a truck, sled, or cart, depending on the type and size of the animal).
- 2) Animals that do not have a chance of recovery after treatment are not moved and are euthanized where they are. See criteria 4.10.1 to 4.10.4 for details on assessing when euthanasia is necessary and how it is to be carried out.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.20 The organization maintains mortality records for animals that die or are euthanized.

Contextual

INTENT AND CLARIFICATION:

- 1) Records distinguish between animals that die (or are found dead) and those that are euthanized, and include the reason for death when known.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.21 Unexpected deaths and disease outbreaks are investigated, and preventive and remedial actions are taken.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization is aware of prevalent diseases and other risks that have the potential to lead to disease or death.
- 2) If deaths or disease outbreaks occur outside normal expectations, these are investigated—using external expert advice if necessary—and remedial actions are taken to avoid recurrence.
- 3) The organization maintains records of any remedial actions taken and their outcomes.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.22 If mortality rates exceed expected levels, actions are taken to resolve the problem.

Contextual

INTENT AND CLARIFICATION:

- 1) There is no set expected level of mortality determined by the standard.
- 2) The organization documents its expectations for overall mortality or mortality for different types or age groups of animals. If rates exceed these limits, the organization demonstrates that it investigates the cause and takes action to bring mortality back to expected levels.
- 3) The organization maintains records of actions taken to reduce mortality.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.23 Species of animals kept on the farm that are not included in the scope certificate are also treated humanely. These animals are not kept in continuous close confinement and receive nutrition, care, handling, and veterinary attention as necessary for their health, safety, and comfort.

Major

INTENT AND CLARIFICATION:

- 1) Other species include working animals, guardian animals, or other types of livestock present on the certified site.
- 2) Close confinement is defined as a situation in which an animal does not have the freedom to stand up, lie down, move around, or distance itself from other animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.1.24 The organization's health and welfare plan is reviewed by a veterinarian at least annually, and any recommended amendments are implemented by the organization.

 Recommended practice

INTENT AND CLARIFICATION:

- 1) Given potential challenges in accessing veterinarians, the organization's health and welfare plan may be reviewed remotely.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2. Animal nutrition

4.2.1 When planning for feeding and nutrition, the organization takes into consideration animal numbers, seasonal forage production, supplemental feed, and changing climate patterns.

 Contextual

INTENT AND CLARIFICATION:

- 1) Climate change has disrupted historical growing patterns in some regions. For instance, areas where drought was once considered an emergency are now experiencing it as a regular occurrence. Feed and nutrition planning takes into account evolving climate patterns and their impact on available animal feed.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.2 Animals have access to forage-based nutrition that meets their age-specific needs, helping maintain health and prevent prolonged hunger or malnutrition.

 Critical

INTENT AND CLARIFICATION:

- 1) Overall nutrition is based on forage that is either grazed or provided in harvested forms (for example, hay, baleage). This does not preclude the use of grains or protein feeds to support animal health and welfare.
- 2) All feeds are palatable and together meet the animal's physiological requirements for fiber, protein, energy, minerals, and other essential nutrients.
- 3) The daily diet contains a forage proportion that helps mitigate risks such as acidosis.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.3 Changes to the diet are introduced gradually.

 Contextual

INTENT AND CLARIFICATION:

- 1) When animals are transferred from pasture to crop grazing (or vice versa), or introduced to supplementary feeding, this is done at a rate that allows them to adapt to the new feed.
- 2) The time needed for adaptation varies with the severity of the change in diet.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.4 Growth promoters are not used in animals. Major

INTENT AND CLARIFICATION:

- 1) Growth promoters are not routinely used in fiber animal production and are prohibited in many countries. However, this criterion is included in the standard, as some farming systems still use growth promoters for flock- or herd-based treatments.
- 2) Some antibiotics are known to have growth-promoting effects; therefore, their use for growth promotion or routine disease prevention is not considered acceptable. Any herd- or flock-wide use is justified only when there is a clear medical indication of disease presence.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.5 Animals have daily access to clean, safe drinking water in quantities that meet their needs. Critical

INTENT AND CLARIFICATION:

- 1) Animals' water supply—whether from troughs, drinkers, or natural sources—is clean, of good quality, and easily accessible at all times.
- 2) Where sheep, goats, and alpacas cannot have continuous access to water (for example, in nomadic herding systems), they are able to drink their fill at least twice per day—once in the morning and once in the evening.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.6 Sheep and/or goats are only deprived of feed and water when it is reasonable for management practices, and not for more than twenty-four (24) hours. Major

INTENT AND CLARIFICATION:

- 1) Examples of activities where feed and water deprivation are sometimes necessary include shearing, transport, and slaughter.
- 2) The duration that sheep or goats are deprived of feed and water does not exceed the minimum necessary for the task at hand.
- 3) When successive groups of animals are deprived of feed and water over a period of time (for example, for shearing), the organization implements a system to track when each group was taken off feed and water, to ensure all animals are returned to feed and water within the maximum time permitted by the standard.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.2.7 Ewes and/or does in late pregnancy or lactation are not deprived of water for more than twenty (20) hours. Major

INTENT AND CLARIFICATION:

- 1) Ewes and does in late pregnancy are defined as those within the final third of gestation.
- 2) The organization tracks the time at which each group of late pregnancy or lactating ewes or does is removed from water, ensuring that all animals are returned to water within the maximum time permitted by the standard.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.2.9 Animals withheld from feed and water for animal husbandry practices are monitored for signs of distress, and remedial actions are promptly taken when distress is observed. Major

INTENT AND CLARIFICATION:

- 1) The organization closely monitors animals during any deprivation periods, with special attention given to those in late pregnancy or lactation. Monitoring also includes post-shearing impacts.
- 2) The organization takes immediate remedial action if signs of discomfort or distress are observed.
- 3) An increase in metabolic diseases, such as pregnancy toxemia or abortions, is potentially linked to stress caused by deprivation periods.
- 4) Signs of discomfort and distress include excessive panting or unsteadiness on their feet in hot conditions and shivering or huddling in cold conditions.
- 5) Remedial actions—depending on the conditions and severity of the reaction—include providing additional shelter, adjusting stocking density, relocating animals to areas with greater or less ventilation, providing feed or water, or implementing management changes to reduce the duration of future deprivation periods.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.10 Animals in poor health or in poor condition are not deprived of feed or water. Major

INTENT AND CLARIFICATION:

- 1) Animals in poor health or in poor condition (i.e., with a BCS of 2.0 or lower) are identified and removed from any group undergoing feed or water deprivation (for example, prior to shearing).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.11 Feed is properly stored to ensure that its quality is maintained and that contamination is avoided. Contextual

INTENT AND CLARIFICATION:

- 1) This criterion is applicable to stored forages (for example, hay) as well as concentrate or grain-based feeds.
- 2) Proper storage ensures that feed remains dry, prevents easy access by rodents or wild birds, and avoids contamination with mold or foreign bodies.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.2.12 The organization performs regular checks and monitoring to ensure feed and water quality and quantity are maintained and promptly rectifies any identified supply or storage issues. Contextual

INTENT AND CLARIFICATION:

- 1) The frequency of checks depends on the source and availability of feed and water (for example, natural pasture and water sources where animals always have free access require less oversight than situations where animals are housed).
- 2) Feed and water are checked whenever animals are inspected.
- 3) Any problems identified are addressed promptly.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3. Living environment

4.3.1 Housing and handling systems are designed, constructed, and maintained so as to minimize stress and the likelihood of injury to the animals.



Contextual

INTENT AND CLARIFICATION:

- 1) Maintenance of housing and handling systems means ensuring that there are no sharp edges, projections, or other features that pose a risk of injury to animals, and that animals do not have access to any electrical points.
- 2) Handling systems are designed to accommodate the animals to be handled (for example, animals tend to move more easily around curves than at right-angled corners).
- 3) This criterion is also applicable to shearing sheds.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.2 All buildings in use on the farm are structurally sound.



Contextual

INTENT AND CLARIFICATION:

- 1) This criterion covers all buildings used or intended for housing animals that are included in the scope certificate, even if they are temporarily vacant. This includes, but is not limited to, barns, shelters, shearing sheds, and storage rooms.
- 2) A building or outdoor pen is considered structurally sound if it confines animals safely and without risk of injury (for example, from the collapse of all or part of the structure).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.3 Infrastructure is inspected regularly and kept in good condition through maintenance or repair, as needed.



Contextual

INTENT AND CLARIFICATION:

- 1) Infrastructure includes all physical structures and facilities that potentially require maintenance or are subject to damage (for example, pathways, fences, barns, partitions, treatment stands, and troughs).
- 2) The frequency of inspection and maintenance depends on the frequency of use (for example, inspection of shearing sheds and any necessary maintenance is required before shearing; however, if the sheds are not used at other times of the year, monthly inspections are not required).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.4 Animals in housing or outdoor pens are protected to prevent heat or cold stress.



Major

INTENT AND CLARIFICATION:

- 1) Signs of heat stress include:
 - Panting;
 - Rapid breathing; and
 - Weakness or difficulty standing.
- 2) Remedial actions for heat stress include moving the animals to a cool, shaded area with good air circulation and offering water.
- 3) Signs of cold stress include:
 - Shallow breathing;
 - Shivering; and
 - Huddling together with other animals.

- 4) Remedial actions for cold stress include moving animals to a sheltered area and providing feed. For individual animals, the use of coats or capes offers protection against cold stress.
- 5) All fiber animals are at risk of cold stress post-shearing, so extra attention is needed during this time.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.5 Housing for animals is well ventilated.

Contextual

INTENT AND CLARIFICATION:

- 1) This criterion is applicable when animals are housed in roofed buildings.
- 2) Buildings are effectively ventilated to avoid high humidity, condensation, or the buildup of harmful concentrations of gases such as ammonia and carbon dioxide.
- 3) Levels of dust and ammonia in housing are not noticeably unpleasant to humans. Ammonia and dust are checked at animal height, not at human height.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.6 Where automatic or mechanical housing ventilation systems are required to maintain air quality, an alarm system is in place that alerts workers to any failures in these systems.

Contextual

INTENT AND CLARIFICATION:

- 1) This criterion is applicable only where automatic or mechanical ventilation systems are in place.
- 2) Alarm systems function by generating alerts—either audible, visual, or automated messages—to notify individuals able to respond to system failures.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.7 Housing and pens are kept in a sanitary and safe condition.

Contextual

INTENT AND CLARIFICATION:

- 1) This criterion is applicable to outdoor pens as well as buildings.
- 2) For fiber animals, manure is removed from housing or shelters on a regular basis, depending on how often the housing is used and the length of time the animals are housed.
- 3) All applicable equipment and services—including water bowls and troughs, ventilating fans, heating and lighting units, fire extinguishers, and alarm systems—are inspected and cleaned regularly.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.8 Animals have no more than 20% of their bodies covered with plaques of dirt, or no more than 30% covered with liquid dirt.

Contextual

INTENT AND CLARIFICATION:

- 1) The animal's head, neck, and legs below the knee or hock are excluded from the calculation of the percentage of its body.
- 2) Plaques of dirt are built-up, three-dimensional areas of mud or dirt that indicate prolonged exposure to dirty or muddy conditions.
- 3) Groups of animals are assessed visually, ideally within a few meters from each individual. Although it is difficult to get this close to animals in extensive pasture, in any case the risk of dirtiness is highest for animals held in pens or housing.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.9 Housing and shelters ensure that animals have dry, safe, and comfortable footing.

Contextual

INTENT AND CLARIFICATION:

- 1) A dry, safe, and comfortable footing ensures that animals do not slip or fall when being moved in pens or housing.
- 2) If the floor in holding pens is made of smooth concrete, grooving or applying bedding or rubber matting is advised to enhance grip.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.10 Animals have access to natural light during daylight hours.

Contextual

INTENT AND CLARIFICATION:

- 1) Where natural light in animal housing does not meet the needs—for example, for the inspection of animals—artificial lighting is used to achieve the required illumination levels.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.11 Animals are not in close confinement or tethered for long periods of time (i.e., long-term confinement). Close confinement or tethering is used only for the minimum time necessary to address a specific need, such as providing medical care.

Major

INTENT AND CLARIFICATION:

- 1) Close confinement refers to situations where the animal does not have freedom of movement—for example, animals held in a race, turn crate, or crush, or the use of fostering/grafting crates where the ewe or doe is held in a neck yoke and cannot turn around.
- 2) Tethering similarly restricts the animal's freedom of movement.
- 3) Close confinement and tethering are acceptable only when there is no other option for managing the animals.
- 4) If animals are held in close confinement or tethered for longer than the time needed to complete the task, this is considered long-term confinement.
- 5) The amount of time needed varies depending on the task. For example, an individual animal placed in a hoof-trimming crate is typically released within minutes, while a large group brought in for drenching remains in pens and races for several hours. A ewe or doe restrained to allow lambs to be fostered onto her is restrained for a couple of days in cases where this is needed to ensure the survival of the lambs. These examples are acceptable.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.12 Housed animals are provided with pens that offer freedom of movement and floor space for all individuals to lie down in a normal resting posture.

Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that housed animals are able to perform their normal behaviors, taking into account both the pen layout and the total space available.
- 2) The exact space per animal is specified in criteria 4.3.13 and 4.3.14 below, and is assessed separately. For example, it is possible that the organization meets this criterion but not the applicable criterion below.

3) If goats have raised platforms in accordance with criterion 4.3.15, the lying surface on these is considered part of the available floor space.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.13 When housed for more than twenty-four (24) consecutive hours, each sheep or goat has at least the following minimum area per animal:

Contextual

- a. Ewe or doe: 1.4 m²;
- b. Ewe or doe with a single lamb or kid: 2.0 m²;
- c. Each additional lamb or kid up to three (3) months of age: 0.6 m²;
- d. Lamb or kid from three (3) to twelve (12) months of age: 0.9 m²; and
- e. Ram or buck: 2.0 m².

INTENT AND CLARIFICATION:

- 1) This criterion is not applicable if animals are never housed for more than twenty-four (24) consecutive hours.
- 2) To determine the space available per animal, divide the total area of the pen or housing by the number and type of animals present, or by the maximum number the organization places in that area.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.3.15 Goats housed for periods longer than forty-eight (48) consecutive hours have access to raised platforms.

Contextual

INTENT AND CLARIFICATION:

- 1) Raised platforms are constructed using a variety of materials, such as hay or straw bales, wooden platforms, or similar items. Research has shown that such provisions reduce aggression in groups of housed goats.
- 2) This criterion is not applicable to does and kids housed for bonding shortly after birth, nor to situations where housing is provided in an emergency—even if, in either case, housing extends beyond forty-eight (48) hours.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: mohair, hide/raw hide

4.3.16 When housed for more than twenty-four (24) consecutive hours, animals have access to dry, mold-free bedding that keeps them comfortable.

Contextual

INTENT AND CLARIFICATION:

- 1) The bedding area is large enough to allow all animals to lie down if they choose. As a guideline, if the required minimum housing area is provided, at least half of that area is bedded.
- 2) The bedding is deep enough to provide comfort for the animals.
- 3) Abrasion, lesions, or other types of skin damage on the animals indicate that the bedding does not meet their needs, resulting in discomfort.
- 4) Pens with slatted flooring are not exempt from the requirement to have bedding. Slatted flooring areas may be covered or partially covered to create the equivalent of a solid surface capable of holding bedding.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.17 Wood-based bedding products are not made from chemically treated wood.

Contextual

INTENT AND CLARIFICATION:

- 1) If used, wood-based bedding is free of chemically treated wood to prevent exposing animals to harmful substances. Chemical treatments—commonly applied to preserve or protect wood—often leave residues that persist even after the wood is processed into bedding. These residues pose potential health risks to animals through direct contact or ingestion.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.18 Animals have access to pasture at all times, unless emergencies or severe weather conditions negatively impact their welfare.

Critical

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that fiber animals are kept in a herd or flock on pasture, allowing them to perform their normal behaviors.
- 2) Keeping animals off pasture is not permitted, unless removal is necessary for animal welfare reasons, such as during extreme weather events like ice storms.
- 3) Animals that are about to give birth, as well as those that have just given birth, may need to be removed from pasture to protect the welfare of their newborns.
- 4) Examples of prohibited practices include keeping animals in dry lots or feedlots for the purpose of feeding them to prepare for slaughter or breeding.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.19 Animals on pasture have access to effective natural or artificial shade, shelter, or windbreaks as needed to prevent heat or cold stress.

Major

INTENT AND CLARIFICATION:

- 1) Changing climate patterns are considered when evaluating whether the available shade and shelter protect animals on pasture. Climate change has altered seasonal weather in some regions; for example, high summer temperatures and drought are becoming the norm in certain geographies.
- 2) Planning for shade, shelter, or windbreaks takes into account these evolving climate patterns and their impact on animal welfare.
- 3) The risk of heat or cold stress is influenced by factors beyond air temperature, including wind speed and humidity, which have the potential to either intensify or reduce the impact. It is not required for every outdoor area to provide protection against all conceivable weather conditions that contribute to heat or cold stress. Nevertheless, the organization ensures that animals are relocated to areas offering protective features—such as shade, shelter, or windbreaks—during periods when such risks are present.
- 4) In hot conditions, shade is available to all animals, and overcrowding does not occur.
- 5) In cold conditions, animals are well protected from the elements, so they are not observed crowding for warmth, hunching down, or shivering.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.20 Fencing is designed for the species and age or type of animal, and it is regularly inspected and maintained.

Contextual

INTENT AND CLARIFICATION:

- 1) When any type of mesh fencing is used—particularly for horned animals and around pastures used for birthing—it is inspected frequently to ensure animals are not trapped in it.

- 2) Fences are high enough to discourage animals from attempting to jump over them.
- 3) Fences around handling areas are built to endure the lateral forces applied by animals held within them.
- 4) If used, electric fences are designed, installed, used, and maintained so that contact with them causes no more than momentary discomfort to the animal.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.21 Alpacas have access to areas that allow for dust bathing.

Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to encourage natural behaviors that contribute to alpaca welfare. Dust bathing is an instinctive activity that helps alpacas maintain healthy fleece and skin, supports thermoregulation, and contributes to parasite control.
- 2) Providing access to functional areas for dust bathing ensures that alpacas are able to fulfill this behavioral need.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: alpaca, hide/raw hide

4.3.22 Stocking rates are appropriate based on the following factors:

Major

- a. Land type;
- b. Pasture quality;
- c. Seasonal conditions, including water availability;
- d. Class of stock;
- e. Available feed; and
- f. Total grazing pressure.

INTENT AND CLARIFICATION:

- 1) Calculation of stocking rates considers all factors in the criterion. Total grazing pressure includes the total number of animals on the site, the grazing techniques used (for example, high-density rotational grazing compared with low-density set stocking), and an assessment of the needs of both local wild herbivores and livestock.
- 2) Stocking rates are appropriate if they ensure animals receive the desired nutritional intake.
- 3) The organization maintains and provides a copy of its seasonal stocking rate records. If the organization has a plan for stocking different areas of its land each year, it also indicates where actual stocking rates differed from those planned. Stocking rate records are maintained either at the level of individual pastures or at the level of groups of pastures managed together.
- 4) Seasonal stocking rates cover, at least, the growing and non-growing seasons, but may be more detailed depending on the farm system.
- 5) For the impact of stocking rates on soil health and land degradation, see the criteria under the land use principle.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.3.23 Farm animals are protected from the threat of predators.

Major

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization is aware of local predator threats and takes measures to protect its livestock. This criterion does not imply that attacks or injuries by predators never occur.
- 2) Acceptable options for protecting farm animals from predators include, but are not limited to, fencing, night kraals, herders who accompany animals, and livestock guardian animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4. Husbandry procedures

4.4.1 Good hygiene practices are observed in relation to facilities, workers, handling procedures, and equipment.



Contextual

INTENT AND CLARIFICATION:

- 1) This criterion pertains to animal husbandry practices such as castration and tagging for identification.
- 2) Good hygiene refers to mitigating the risk of disease during husbandry procedures that break the skin or otherwise create an entry point for bacteria.
- 3) Hygienic equipment includes both the organization's own tools and those borrowed or brought onto the certified site by contractors or other parties.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.2 Equipment used for animal husbandry procedures is well-maintained and designed specifically for the intended use.



Contextual

INTENT AND CLARIFICATION:

- 1) Equipment is clean, in good condition, and designed for the procedure. For example, tools used to insert ear tags are correctly sized for the tag's type and design, and capable of inserting the tag with a single closure of the tagging pliers.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.3 Husbandry procedures are not implemented on lambs or kids until the maternal bond has been firmly established.



Major

INTENT AND CLARIFICATION:

- 1) Female animals are given time to establish a maternal bond with their offspring in the hours following birth, in order to prevent rejection or abandonment.
- 2) The bond is primarily dependent on recognition of smell. Handling offspring or performing husbandry procedures that alter their scent before the bond is established has the potential to interfere with bonding and result in maternal rejection.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.4 Where injurious husbandry procedures—such as tail docking (sheep only) and/or castration—are implemented, they are supported by a written and well-justified welfare risk–benefit analysis, in accordance with the health and welfare plan.



Major

INTENT AND CLARIFICATION:

- 1) The welfare risk–benefit analysis clearly demonstrates that, on balance, the procedures undertaken result in a net welfare benefit.
- 2) The welfare risk–benefit analysis may be included in the organization's health and welfare plan.
- 3) The analysis is reviewed at least annually, as per criterion 1.2.2.
- 4) For a small-scale farmer group, the written welfare risk–benefit analysis may be fulfilled at the group level.
- 5) The *TE-MM-TEM-115 Health and Welfare Plan Template (Sheep, Goats, Alpacas)* is available for use.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.5 The welfare risk–benefit analysis is reviewed annually and addresses each of the following:

Major

- a. The welfare challenge that the injurious husbandry procedure seeks to address;
- b. In the case of castration, whether the animal will be kept beyond the point at which it reaches sexual maturity;
- c. Alternative practices that protect the animal’s welfare and their effectiveness;
- d. Methods best suited to the procedure and the age of the animal; and
- e. Actions to be taken to minimize pain and distress, as advised by a veterinarian.

INTENT AND CLARIFICATION:

- 1) When assessing whether animals will be kept beyond sexual maturity, this determination is made at the group level rather than for individual animals. For example, if some animals in a group are slaughtered before reaching sexual maturity while others are retained beyond that stage, the organization treats the entire group as potentially being kept beyond sexual maturity.
- 2) For this criterion, the veterinarian may provide advice remotely.
- 3) For a small-scale farmer group, members may collaboratively develop a single written risk–benefit analysis, with advice from a veterinarian, to be maintained at the group level.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.6 For all injurious husbandry procedures, regardless of method, pain relief is applied when suitable pain relief is available.

Major

INTENT AND CLARIFICATION:

- 1) A suitable product is defined as one that provides a pain-relieving effect for the specific method of castration or tail docking used. Some pain-relieving products act quickly to address acute pain; others take longer to take effect but provide longer-lasting relief. Methods of castration and tail docking also vary: some cause acute pain at the time of the procedure (for example, scalpel castration), while there is a risk of chronic postoperative pain with others (for example, rubber ring tail docking). Additionally, some pain-relieving products are designed to be applied to a wound, and not all methods of castration or tail docking result in a wound.
- 2) An available product is one that is licensed for use by the farmer in the country where the farm operates, for the intended species and for the purpose of pain relief. This definition does not require the farm’s veterinarian to make a judgment regarding off-label medication use, and it also ensures that the farmer has access to pain-relieving products. This includes medications that require a veterinary prescription, provided the license allows the farmer to use the product without the veterinarian being present.
- 3) When the first suitable pain relief product is newly licensed in a country, an implementation period is permitted.
- 4) The organization retains invoices or other evidence demonstrating the use of pain relief. This evidence demonstrates that the quantity of pain-relieving medication purchased aligns with the number of animals treated each year.
- 5) For a small-scale farmer group, this criterion is a recommended practice.
- 6) Further guidance is available in the *TE-MM-GUI-116 Animal Welfare Guidance (Sheep, Goats)* and in the *TE-MM-GUI-117 Animal Welfare Guidance (Alpacas)*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.7 After any injurious husbandry procedures, animals are monitored for signs of postoperative complications, and corrective actions are taken as necessary.

Major

INTENT AND CLARIFICATION:

- 1) Postoperative complications vary depending on the operation and tools used, for example herniation, hemorrhage, infection, sepsis, or an incorrect banding technique causing injury or disease.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.8 When castration is performed on sheep and/or goats, one of the following methods is used:

Major

- a. Clamp or bloodless emasculator;
- b. Application of a rubber ring, including shortening of the scrotum; or
- c. Surgical methods (for example, scalpel), with mandatory pain relief.

INTENT AND CLARIFICATION:

- 1) The organization specifies in its animal health and welfare plan (see criterion 4.1.1) which of the listed methods is used, describes the procedure for its use, and makes this information available in a way that is easy for its workers to understand.
- 2) If the scalpel is the chosen method, pain relief is mandatory. If pain relief is unavailable to the organization or its veterinarian, castration is not permitted.
- 3) Further guidance is available in the *TE-MM-GUI-116 Animal Welfare Guidance (Sheep, Goats)*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.11 Castration of goats using rubber rings or surgery is performed before eight (8) weeks of age.

Major

INTENT AND CLARIFICATION:

- 1) The maximum age of eight (8) weeks is calculated as a herd average, not on an individual kid basis.
- 2) The average castration age of the herd is determined by reviewing the spread of kidding dates and the date of castration.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: mohair, hide/raw hide

4.4.12 Castration of goats using a bloodless emasculator is performed before fourteen (14) weeks of age.

Major

INTENT AND CLARIFICATION:

- 1) The maximum age of fourteen (14) weeks is calculated as a herd average, not on an individual kid basis.
- 2) The average castration age of the herd is determined by reviewing the spread of kidding dates and the date of castration.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: mohair, hide/raw hide

4.4.13 Castration of sheep and goats above the ages specified above is performed only if the following conditions are met:

Major

- a. The organization raises rams or bucks for sale or retention as breeding stock;
- b. The organization has established criteria to assess rams or bucks for suitability as breeding stock;
- c. An initial assessment of young rams or bucks against these criteria is made by the time all lambs and kids to be castrated with rubber rings are eight (8) weeks of age, or by fourteen (14) weeks of age for kids to be castrated with a bloodless emasculator. Any young rams or bucks not meeting the criteria are castrated at this time; and
- d. Young rams or bucks that pass the initial assessment but later develop undesirable traits for breeding purposes may be castrated for retention in the herd or flock, provided that the procedure is performed using a bloodless emasculator with mandatory pain relief.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to specify the circumstances under which castration is allowed to occur at a later date than specified in the previous criteria.
- 2) It is not permitted to declare all male animals as breeding animals solely to allow for castration at a later date.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.20 Horned animals are inspected regularly to ensure the tip (or another part of the horn) is not in contact with the face.



Contextual

INTENT AND CLARIFICATION:

- 1) These checks are part of routine animal inspections, and necessary actions are taken to prevent welfare issues.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.21 Dehorning, disbudding, and substantial horn trimming are not conducted unless needed to address animal welfare.



Major

INTENT AND CLARIFICATION:

- 1) Disbudding is prohibited. Dehorning and substantial horn trimming are carried out only when necessary to protect the animal's welfare—for example, when a horn has partially broken off or is digging into the animal's skin, and more than minor tipping is needed to resolve the issue.
- 2) Minor horn trimming (i.e., removal of the tip of the horn) in adults is acceptable if done above the “quick,” where the tissue is devoid of nerves and blood vessels. If blood vessels are involved, the procedure is considered substantial horn trimming.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.22 Where more substantial horn trimming is necessary (i.e., where parts of the horn containing blood vessels and nerves are cut), it is performed by a veterinarian using effective pain relief.



Major

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.4.23 All animal marking for identification purposes is carried out in compliance with applicable laws and recognized best practices.



Contextual

INTENT AND CLARIFICATION:

- 1) Best practice ensures that markings for identification are applied in a manner that allows the animal to be easily identified, mitigates the risk of the identification device falling out or being torn out, and reduces the risk of infection from any method that breaks the skin. For example, ear tags are placed in the middle of the ear, away from veins.
- 2) Some countries have legal requirements for animal identification, which specify the type of identification and its placement.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.24 Branding is not conducted on animals.

Major

INTENT AND CLARIFICATION:

- 1) In this context, branding refers to the use of heated or cooled instruments to permanently mark the skin or horn of an animal.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.25 Eartmarking (i.e., notching) animals is conducted only if all of the following conditions are met:

Major

- a. There is a risk of loss of tags from the natural environment or theft of the animal;
- b. Ear notching does not remove more than 10% of each ear; and
- c. Ear notching tools or surgically sharp scalpels are used.

INTENT AND CLARIFICATION:

- 1) An example of ear tags being lost in the natural environment is when an animal becomes entangled in bushes, causing the ear tag to be torn off.
- 2) It is possible for individual animals to lose more than 10% of their ear tissue without human intervention, for example, as a result of ear tag loss or tearing.
- 3) Ear notching tools that cut a measured shape out of the ear are preferred over a scalpel, to ensure the size of the cut is controlled.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.4.26 Alpacas' teeth are checked regularly, and overgrown teeth are rasped or trimmed.

Contextual

INTENT AND CLARIFICATION:

- 1) Teeth checks are conducted at least annually and may be performed at the time of shearing.
- 2) The organization ensures that rasping never exposes the sensitive pulp at the center of the tooth.
- 3) Manual metal rasps and files, or handheld power tools with a suitably sized attachment, are acceptable for use.
- 4) If it is necessary to shorten the canines of male alpacas in individual cases, this is acceptable provided it is done using the professional methods described above.
- 5) Complete tooth extraction is acceptable only when medically indicated. In accordance with best practices, side cutters or pliers are not used due to the risk of tooth fracture.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: alpaca, hide/raw hide

4.4.27 A combination of local anesthetic and analgesia is used when both types of suitable pain-relieving products are available.

Recommended practice

INTENT AND CLARIFICATION:

- 1) This criterion covers all painful procedures listed in the standard, as well as others not explicitly mentioned. These include, for example, surgeries, cesarean sections, fetotomies, medically necessary amputations, castrations, treatment of hernias or fractures, and the removal of tissue or teeth.
- 2) Multimodal pain relief offers the best option for animal welfare, addressing both acute and longer-term pain.
- 3) The organization retains invoices or other evidence demonstrating the use of pain relief. This evidence demonstrates that the quantity of both types of pain-relieving medication purchased aligns with the number of animals treated each year.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5. Animal shearing

4.5.1 Pre-shearing planning takes into consideration the climatic conditions and ensures that effective mitigation measures are in place to address changing conditions.

Major

INTENT AND CLARIFICATION:

- 1) Cold stress is a risk post-shearing, as animals adapt to the removal of fiber. This is particularly the case when shearing is scheduled on a cycle to optimize staple length, and takes place during winter. Signs of cold stress include:
 - Shallow breathing;
 - Shivering; and
 - Huddling together with other animals.
- 2) Remedial actions for cold stress include moving animals to a sheltered area and providing feed.
- 3) Conversely, before shearing, animals face an elevated risk of heat stress. Signs of heat stress include:
 - Panting;
 - Rapid breathing; and
 - Weakness or difficulty standing.
- 4) Remedial actions for heat stress include moving the animals to a cool, shaded area with good air circulation and offering water.
- 5) Spraying wool with water restricts airflow through the fleece, potentially resulting in counterproductive effects. Watering regions of the animal's body not covered by wool promotes more effective cooling.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.2 The entire shearing process is carried out under the direct supervision of the organization or its appointed representative.

Major

INTENT AND CLARIFICATION:

- 1) For this criterion, direct supervision means that the organization, or a person appointed by it, is on-site while shearing takes place.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.3 Shearing is carried out by, or under the direct supervision of, a competent shearer.

Critical

INTENT AND CLARIFICATION:

- 1) For this criterion, direct supervision means that a competent shearer is present in the shearing area throughout the fiber removal process.
- 2) A competent shearer is someone with the knowledge and skills to carry out shearing in conformance with the standard. This includes animal handling, responding to injuries, and maintaining and using equipment.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.4 Animals are handled calmly and confidently to minimize stress at shearing.


Major

INTENT AND CLARIFICATION:

- 1) Handling animals calmly and confidently helps them remain settled and reduces fear responses, especially when animals are restrained or taken off their feet.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.5 Shearing is carried out using techniques and equipment designed to minimize stress and injury.


Major

INTENT AND CLARIFICATION:

- 1) Shearing is one of the procedures described in the animal health and welfare plan, which needs to be communicated clearly to workers. The techniques described in the plan are put into practice when shearing takes place.
- 2) Equipment used is designed for the task and well maintained. Hand shears and clipper blades are kept sharp, and electrically powered machines are maintained in good condition according to the manufacturer's instructions.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.6 Particular care is taken not to cut or injure the animal, especially the teats and udders of females, and the penis, sheath, and scrotum of males.


Major

INTENT AND CLARIFICATION:

- 1) The organization ensures that effective handling and restraint techniques are used.
- 2) Shearers are trained to recognize and avoid sensitive areas to prevent injury.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.8 Animals are restrained only for the minimum time necessary during shearing.


Contextual

INTENT AND CLARIFICATION:

- 1) While completing the job carefully and without causing injury to the animal takes precedence over speed, no animal is restrained for more than ten (10) minutes.
- 2) For reference: experienced shearers are able to shear an alpaca within four (4) to five (5) minutes, a sheep or goat by hand in a similar time, and a sheep or goat with electric clippers within two (2) to three (3) minutes.

APPLICABILITY:

Size: small farm, medium farm, large farm
Material: wool, mohair, alpaca, hide/raw hide

4.5.14 If a serious cut or injury occurs, the shearer stops shearing to allow treatment of the injury.

Major

INTENT AND CLARIFICATION:

- 1) Whether a cut or injury is considered serious depends on its location, length, and depth. Examples of serious injuries include: an open wound greater than six (6) centimeters, a wound of any length that reaches the muscle layer, removal of teats, damage to the prepuce, and removal of the tip of the vulva.
- 2) Examples of treatment for a serious injury include suturing, applying a wound repair spray, and administering an antibiotic injection.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.5.15 Pain relief is administered for serious shearing injuries when suitable options are available.

Major

INTENT AND CLARIFICATION:

- 1) Cuts and injuries are considered serious when they involve any of the following: an open wound greater than six (6) centimeters in length, a wound of any length that reaches the muscle layer, removal of teats, damage to the prepuce, or removal of the tip of the vulva.
- 2) It is noted that, even when pain relief is licensed for use on fiber animals during husbandry procedures, such products are not always suitable or available for treating shearing injuries.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.5.16 The organization maintains records of all serious shearing injuries.

Contextual

INTENT AND CLARIFICATION:

- 1) Cuts and injuries are considered serious when they involve any of the following: an open wound greater than six (6) centimeters, a wound of any length that reaches the muscle layer, removal of teats, damage to the prepuce, or removal of the tip of the vulva.
- 2) The optional *TE-MM-TEM-116 Shearing Injury Records Template (Sheep, Goats, Alpacas)* is available for documenting injuries.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.5.17 If there are recurring problems related to shearing injuries or animal mishandling, appropriate corrective and preventive actions are implemented to address them.

Major

INTENT AND CLARIFICATION:

- 1) Appropriate corrective actions include retraining workers, revising procedures, enhancing supervision, or temporarily removing workers from handling duties until competency is restored.
- 2) Regular incident reviews help identify and address the root cause of issues.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.6. Herd management

4.6.1 Animals are maintained in stable groups; mixing animals within the certified herd or flock is avoided.



Contextual

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to allow the established social order to be maintained by minimizing mixing. This is not a prohibition on all mixing of animals.
- 2) Mixing refers specifically to the mixing of animals within the certified herd or flock. This criterion is not applicable to mixed-species grazing.
- 3) Whenever it is necessary to mix groups of animals, it is recommended that additional monitoring is conducted to ensure that non-dominant animals are not injured while a stable hierarchy is being formed.
- 4) To reduce stress when mothers are removed from their young at weaning, one option is to maintain the young animals in the same social group for at least two (2) weeks after separation.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.6.2 The isolation of individual animals is kept to a minimum.



Major

INTENT AND CLARIFICATION:

- 1) Isolation occurs only when necessary for animal health and welfare (for example, when treatment of a sick or injured animal potentially requires isolation).
- 2) Reasons for isolation often relate to promoting the health and welfare of individual animals as well as the broader herd or flock, such as quarantine to prevent the spread of disease.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.6.3 If individual isolation is unavoidable, the confined animal is either given a companion or allowed to maintain visual contact with other animals of the same species. Exceptions may be made for quarantine purposes.



Contextual

INTENT AND CLARIFICATION:

- 1) For herd and flock animals, complete removal from the sight, smell, and sound of other animals of the same species is often stressful.
- 2) When it is not possible to provide a companion in the same pen as an isolated animal, others of the same species remain within sight.
- 3) Exceptions may be made for quarantine, where there is a potential risk of disease transmission to companion animals in close proximity to the isolated animal.
- 4) If an animal needs to be isolated for health reasons, placing a healthy companion in the same pen is not always advisable (for example, there is a risk of the sick or injured animal being knocked over by the healthy companion).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.6.4 Livestock guardian animals are well-adapted to the farm environment and the expected predator threat.

Contextual

INTENT AND CLARIFICATION:

- 1) Any guardian animal that poses a potential threat to livestock (for example, a guardian dog with sheep and goats) is well trained before being left unsupervised.
- 2) Several animal species have been successfully used as livestock guardians. The most common are livestock guardian dogs, but donkeys and llamas have also been used.
- 3) The success of guardian animals depends on the type and number of predators, the size of the herd or flock, and the number of guardians bonded to that herd or flock. For example, llamas have been shown to chase away small predators such as foxes, but if the main threat is jackals or coyotes, guardian dogs are better suited. For large flocks or frequent predator attacks, multiple guardian animals are needed.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.6.5 Quarantine procedures are followed when new animals are added to the herd or flock included in the scope certificate.

Contextual

INTENT AND CLARIFICATION:

- 1) In this context, the intent of quarantine is to prevent the transmission of any disease between incoming animals and the existing herd or flock.
- 2) Quarantine is considered part of the biosecurity planning in the organization's health and welfare plan.
- 3) The organization assesses the risk of disease transmission when introducing new stock and takes informed actions. For example, it may choose not to quarantine animals purchased from long-established sources with a known disease status.
- 4) Quarantine consists of isolating incoming stock from the existing herd or flock for a few weeks to observe for disease development. When disease risks are higher, quarantine measures cover a range of actions, including vaccination, deworming treatments, and blood tests.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7. Breeding, birthing, and caring for young animals

4.7.1 The organization's breeding strategy takes into consideration welfare traits and the suitability of animals for the environment in which they are raised. It includes:

Contextual

- a. Foot and leg health;
- b. Overall conformation;
- c. Mothering ability;
- d. Temperament;
- e. Ease of birthing; and
- f. Skin wrinkle score (for sheep only).

INTENT AND CLARIFICATION:

- 1) Breeding stock selection involves choosing young animals to be retained for the breeding herd or flock, as well as annually selecting older animals to be rebred.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.2 Birthing is supervised, and timely action is taken when necessary, while keeping disturbances to a minimum.

Contextual

INTENT AND CLARIFICATION:

- 1) Supervised birthing means that the organization monitors animals during birth in a way that ensures oversight—particularly under high-risk conditions such as cold weather—while minimizing disturbance to the animals.
- 2) The degree of supervision (i.e., how frequently and how closely animals are monitored) varies depending on the production system and breed.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.3 In extensive systems, where animals are not accustomed to daily supervision, breeds or strains that are suited to easy birthing and strong maternal care are used.

Contextual

INTENT AND CLARIFICATION:

- 1) Where close daily supervision is not feasible, the breed or strain selected—including the breeding male—is chosen to minimize the likelihood that females require assistance during birthing or that they abandon or mismother offspring without ongoing human intervention.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.4 The birthing period is planned to promote good welfare and survival, and to coincide with favorable local climatic conditions.

Major

INTENT AND CLARIFICATION:

- 1) The birthing period is planned to avoid times of the year when extreme weather conditions, such as snow, ice storms, and flooding, are common and have the potential to adversely affect the survival of young animals.
- 2) Planning the birthing period takes into consideration the timing of breeding for different animals. Breeding young females too early increases the risk of mortality for both them and their offspring. This elevated risk stems from several factors, including lower birth weights in offspring from young females; birthing complications due to young females not being physically mature enough to give birth without assistance; and reduced maternal instincts in young females.
- 3) If health and welfare problems occur during birthing, the organization reviews its planning for the next cycle.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.5 The organization ensures that cervical artificial insemination is performed only by competent operators.

Major

INTENT AND CLARIFICATION:

- 1) Competent operators include veterinarians and persons who have received specific training. These are either the organization's workers or external service providers.
- 2) If performed by external service providers other than veterinarians, records of their training, qualifications, or experience pertaining to the tasks performed are maintained.
- 3) If performed by the organization's workers, they are trained and competent, and training records are maintained, as described in criteria 1.2.5, 1.2.6, and 4.1.7.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.6 Laparoscopic artificial insemination is performed only by veterinarians or by trained and competent operators under veterinary supervision, and with effective pain relief.

 Major

INTENT AND CLARIFICATION:

- 1) Laparoscopic artificial insemination is an invasive surgical procedure that involves higher risks of pain, inflammation, and complications.
- 2) Effective pain management and strict adherence to surgical protocols are essential to minimize animal distress and reduce the likelihood of complications.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.7 Electroejaculation is permitted for fertility testing if the following requirements are met:

 Contextual

- a. The procedure is performed only by a veterinarian;
- b. Records are kept for each male examined; and
- c. If there is any evidence of undue stress or pain resulting from handling or stimulation, the procedure is either abandoned or an analgesic or a general anesthetic is administered.

INTENT AND CLARIFICATION:

- 1) Electroejaculation is a procedure rarely performed on commercial farms. However, it is possible that stud farms use this technique to test the fertility of males for breeding purposes.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.8 The organization ensures that pregnancy diagnosis is performed only by operators who are trained and competent in the pertinent techniques. If persons other than veterinarians perform the procedure, records of their training, qualifications, or experience are maintained.

 Contextual

INTENT AND CLARIFICATION:

- 1) Pregnancy diagnosis may be carried out by the organization's workers, provided they have received specific training in these procedures, or by external personnel.
- 2) If performed by the organization's workers, they are trained and competent, and training records are maintained, as described in criteria 1.2.5, 1.2.6, and 4.1.7.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.9 Fetotomy is performed only by a veterinarian or another competent person, and only on unborn animals confirmed to be dead.

 Major

INTENT AND CLARIFICATION:

- 1) Fetotomy (also known as embryotomy) is performed only after the death of the unborn animal has been confirmed.
- 2) Pain relief is administered when available (see criterion 4.4.27).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.10 When a cesarean section is necessary and feasible, it is performed only by a veterinarian using appropriate pain relief. Major

INTENT AND CLARIFICATION:

- 1) If an animal is unable to give birth naturally, a cesarean section is a procedure performed to help preserve the life of the mother and her unborn offspring.
- 2) If cesarean sections are performed or foreseen as necessary, the organization maintains records identifying the responsible veterinarian and the pain relief protocols used.
- 3) Appropriate pain relief includes both a local anesthetic and an analgesic (see criterion 4.4.27).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.11 Practices and procedures for feeding young animals and provisions for fostering are planned prior to the start of the birthing period.

Contextual

INTENT AND CLARIFICATION:

- 1) There is always a risk that some young animals are not able to be raised by their mothers. This risk, along with the projected number of young animals requiring feeding or fostering, varies depending on the production system. Preparation prior to the birthing period depends on the organization's circumstances and the species involved.
- 2) Practices and procedures range from simply knowing where to obtain milk or milk replacer and feeding equipment—especially if such needs have been rare in previous years—to having feeding equipment for multiple young animals, along with milk or milk replacer already on site before the expected start of the birthing period.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.12 Artificial rearing is conducted only when the animal cannot be naturally fed, and fostering to an alternative female is not possible.

Contextual

INTENT AND CLARIFICATION:

- 1) Examples of situations in which natural feeding of a young animal is not possible include rejection by the mother, or when the mother is ill, dies, or produces insufficient milk.
- 2) It is possible that, in large commercial herds and flocks, multiple young animals require artificial rearing each birthing season.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.13 Artificially reared young animals are supplied with the required colostrum after birth to safeguard their welfare.

Contextual

INTENT AND CLARIFICATION:

- 1) Within the first twenty-four (24) hours of life, young animals receive approximately 10% of their body weight in colostrum, administered over several feedings.
- 2) Colostrum intake is important for providing the newborn animal with antibodies to prevent disease. Colostrum is produced by the mother for approximately twenty-four (24) hours after birth.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.7.14 Where lambs and kids are reared artificially, they have access to milk in their diet until they are at least six (6) weeks old, as well as a balanced intake of other feeds to meet their nutritional needs.

 Contextual

INTENT AND CLARIFICATION:

- 1) Milk is not withdrawn before lambs and kids are consuming other feeds, whether these are forages alone or a combination of forages and concentrates.
- 2) As a guideline, lambs and kids weigh at least three (3) times their birth weight at the time of weaning.
- 3) If automatic milk feeding equipment is used, lambs and kids are trained to access the milk and are monitored to ensure they receive the amount they need, with growth rates serving as an indicator.
- 4) Milk may include whole milk or a milk replacer that meets the nutritional needs of the species being raised artificially.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.7.16 Lambs and kids are not weaned from their mothers until they are at least eight (8) weeks old.

 Contextual

INTENT AND CLARIFICATION:

- 1) The minimum age of eight (8) weeks is calculated as a flock or herd average, rather than based on individual lambs or kids.
- 2) The standard describes pasture-based systems for sheep and goats, in which a minimum average weaning age of eight (8) weeks supports the health and welfare of lambs and kids. Although earlier weaning is feasible in more intensive systems (and artificial rearing)—such as when concentrate feeding is introduced early—these systems fall outside the scope of the standard.
- 3) The average weaning age for the flock is determined by assessing the range of lambing or kidding dates in relation to the weaning date.
- 4) Refer to criteria 3.2.1.a, 3.2.1.b, 4.1.2.a, 4.1.2.f, 4.2.1, and 4.2.2 related to planning land and animal management, including supporting lactating ewes and does to ensure that the eight (8) weeks minimum average weaning age is met.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.8. Handling and transport

4.8.1 Animals are handled humanely; mistreatment of animals does not occur.

 Critical

INTENT AND CLARIFICATION:

- 1) This criterion is applicable to all handling and movement of animals, including loading and unloading for transport.
- 2) The organization implements handling methods that ensure all workers treat animals carefully and calmly at all times.
- 3) Workers are trained to recognize signs of animal stress (for example, increased vocalization) and to take necessary actions to reduce stress promptly.
- 4) Mistreatment includes, but is not limited to, rough physical contact such as kicking, striking, slamming gates on animals, tripping, throwing or dropping animals, dragging, or pulling animals by the fleece, tail, ears, head, horns, or neck; dragging by the back legs; or lifting by the legs.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.2 Positive human–animal relationships are developed through skilled handling and careful interactions between workers and animals. Major

INTENT AND CLARIFICATION:

- 1) This criterion goes beyond the avoidance of poor handling, as addressed in criterion 4.8.1, and emphasizes the promotion of positive outcomes.
- 2) Workers implement positive handling practices and understand that confident, low-stress handling of animals from an early age fosters good human–animal relationships. These practices include avoiding shouting, whistling, or using dogs when handling young animals. Training in low-stress livestock handling further reinforces these practices.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.3 Extra care is taken when handling animals with special needs. Females in late pregnancy are handled only when absolutely necessary. Major

INTENT AND CLARIFICATION:

- 1) Examples of animals with special needs include young animals, females in late pregnancy, lame or injured animals, and breeding males.
- 2) The organization identifies animals with special needs and provides accommodations to support their welfare.
- 3) When handling females in late pregnancy (i.e., in the last third of gestation), the organization ensures that a clear, welfare-based rationale is established.
- 4) Extra care includes allowing animals with special needs more time if they are being moved or providing vehicular transport when other animals are moved on foot.
- 5) Extra care also involves thoughtful consideration of whether handling or moving animals with special needs is justified, given their condition. If handling or movement is necessary, the time these animals spend waiting in handling systems is minimized.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.4 Animals are driven on foot calmly, at a relaxed pace natural to the type of animal, and never faster than the slowest animal. Major

INTENT AND CLARIFICATION:

- 1) The organization ensures that animals are moved in a way that minimizes stress, injury, and fatigue by respecting their natural movement and group dynamics, particularly by protecting slower or more vulnerable individuals.
- 2) The pace of movement matches the natural walking speed of the animals and never exceeds that of the slowest individual in the group.
- 3) Handlers avoid shouting, making rapid movements, and applying unnecessary pressure, as these actions are likely to cause panic or separation.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.5 When animals are being moved on foot, contingency plans are in place to transport any animals that become lame or weak. Contextual

INTENT AND CLARIFICATION:

- 1) The contingency plan provides for situations in which handlers need to respond to animals that become lame or weak during movement. It typically includes steps such as stopping movement, allowing animals to rest, seeking veterinary assessment, or arranging alternative transport to safeguard animal welfare.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.6 When handling animals, audible or visual aids are preferred over physical contact.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization utilizes effective audible or visual tools for handling animals—such as calm voices, body positioning, and visual aids like flags or paddles—by relying on the animals' behavior.
- 2) Audible aids do not include sudden or loud noises that are likely to cause fear or stress (for example, shouting or whistling).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.7 Electric prodders are not used on animals.

Major

INTENT AND CLARIFICATION:

- 1) Electric prodders are also known by other names, such as electric prods and hotshots.
- 2) No device that administers an electric shock to an animal for any reason is permitted. The only exception is the use of electric stunning devices for slaughter.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.8 If halters are used on animals, they are comfortable and fitted to prevent chafing or breathing obstruction.

Contextual

INTENT AND CLARIFICATION:

- 1) Halters are used only as a temporary aid for handling animals.
- 2) If animals wear halters for extended periods, at least twice-daily checks are needed to ensure haltered animals are safe and not at risk of getting the halter caught on items in their environment.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.9 When farm animals are moved by dogs:

Contextual

- a. The dogs are trained or in the process of being trained to move livestock;
- b. Dogs that are likely to nip or bite are fitted with suitable muzzles;
- c. The responsible workers have good control of the dogs; and
- d. Dogs are not allowed to force farm animals to move too quickly or to continue forcing them when they have nowhere to go.

INTENT AND CLARIFICATION:

- 1) Suitable muzzles are those that fit comfortably and allow the dog to breathe and pant easily.
- 2) Good care of dogs is covered under criterion 4.1.23.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.10 Before being transported, animals are appropriately prepared so as to avoid pain, injury, or distress to themselves or other animals.

 Major

INTENT AND CLARIFICATION:

- 1) The preparation needed depends on the proposed length and condition of the journey, and the species, age, and condition of the animals to be transported.
- 2) Examples of appropriate preparation include:
 - Putting animals into their transport groups with enough time before transport to establish a stable hierarchy;
 - Moving animals close to handling and loading areas, and giving them a chance to settle there before the date of transport;
 - Ensuring animals have access to feed and water for as long as possible prior to loading (this does not preclude feed or water withdrawal if necessary for animals being transported to slaughter); and
 - When animals are to be transported in warm conditions, ensuring that they have access to cool water before being loaded.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.11 For transportation where the animals are fed and watered during the journey, they are familiarized with the feed to be offered and the methods used to provide feed and water.

 Contextual

INTENT AND CLARIFICATION:

- 1) Familiarization means that the animals are exposed to the specific feed and watering methods prior to transport, so they are able to recognize and use them during the journey.
- 2) For example, animals that have only ever drunk from natural water sources are unlikely to recognize a nipple or bite drinker as a source of water without prior exposure to these systems.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.12 Before being transported, all animals are assessed to determine if they are fit for travel. Animals showing any of the following conditions are not transported (including to auction or slaughter), unless the transport is for the purpose of veterinary treatment:

 Critical

- a. Those that are sick, injured, weak, or disabled;
- b. Those unable to stand unaided and bear weight on each leg;
- c. Those blind in both eyes; and
- d. Those whose body condition is likely to result in poor welfare under the expected climatic conditions.

INTENT AND CLARIFICATION:

- 1) Animals that meet these conditions and are suffering with little likelihood of recovery are euthanized on the farm and not transported to slaughter.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.13 Animals with the following conditions are transported only if the journey is under fifty (50) kilometers, is intended to improve their condition, does not cause unnecessary pain or suffering, and is not repeated more than once within any seven (7)-day period:

 Major

- a. Heavily pregnant females beyond 90% gestation;
- b. Newborns whose navels have not completely healed; and
- c. Females that have given birth within the previous seven (7) days.

INTENT AND CLARIFICATION:

- 1) The distinction between this criterion and 4.8.12 is that the list in criterion 4.8.12 refers to animals that are moved only for the purpose of veterinary treatment. In contrast, this list includes vulnerable animals that require special care during transport and are sometimes moved short distances for reasons other than veterinary care. For example, heavily pregnant animals are occasionally relocated to pastures with exclusionary fencing to protect them from predators, or females that have recently given birth are transferred to pastures offering better nutrition.
- 2) The organization either refrains from moving animals with the conditions on this list or moves them in accordance with the standard criterion, provided that such movement is justified for the overall welfare of the animal.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.14 It is not permitted to tie or restrain the legs of any animal.

Contextual

INTENT AND CLARIFICATION:

- 1) The only exception to this criterion is when alpacas are being sheared, in which case the applicable animal shearing criteria outlined in theme 4.5 are met.
- 2) Alpacas are not restrained with ropes during transport (for example, for the purpose of keeping them seated).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.15 Where loading and unloading facilities exist at the farm, they are designed, constructed, and maintained to prevent injury and suffering, and to ensure animal safety.

Contextual

INTENT AND CLARIFICATION:

- 1) This criterion includes both fixed and mobile loading and unloading facilities.
- 2) The maintenance of loading facilities ensures that there are no sharp edges, projections, or other features with a risk of causing injury to animals.
- 3) Raised loading bays that offer a gradual incline make loading and unloading easier.
- 4) Ramps in loading facilities are designed to prevent animals from falling off the sides.
- 5) Loading facilities are designed with solid sides, so that the only obvious way forward for the animals is onto the truck.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.16 Animals are loaded and unloaded in a way that minimizes the risk of pain, injury, or distress.

Contextual

INTENT AND CLARIFICATION:

- 1) Use of calm, well-planned, and species-specific handling practices during loading and unloading helps to safeguard animal welfare, preventing pain, injury, and distress.
- 2) Handlers avoid shouting, rushing, or using excessive force, and most importantly, allow animals time to move at their own pace.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.17 The organization maintains records of injury and death rates associated with the transport of its animals and implements measures to reduce any high rates.



Contextual

INTENT AND CLARIFICATION:

- 1) The organization sets, and actively works toward, the goal that no animals are injured or die during transport.
- 2) In any instance where the rate of injury or death exceeds 0.5% of transported animals, or where injury or death rates below this threshold begin to increase, the organization investigates and takes action to reduce the rate in future transport.
- 3) The optional *TE-MM-TEM-118 Transport-Associated Injuries and Deaths Records Template (Sheep, Goats, Alpacas)* is available for documentation.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.8.18 The organization does not knowingly sell its animals to traders or brokers who intend to export its livestock for slaughter internationally.



Critical

INTENT AND CLARIFICATION:

- 1) To knowingly sell means the organization sells directly to a trader or broker who exclusively deals in live export, or to a buyer who has advertised or otherwise communicated an intent to export the animals live.
- 2) If an organization sells animals through an auction barn or market with multiple buyers, and has no control over who purchases the stock, this is not considered knowingly selling for live export.
- 3) This criterion is not applicable when live exports occur across a single border to a neighboring country, the animals are transported solely by land, and all transport conditions meet the handling and transport criteria outlined in theme 4.8.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9. Handling and transport managed by the organization

4.9.1 At every stage of transport, animals are cared for by workers who collectively possess the necessary ability, knowledge, and competence to maintain the health and welfare of the animals.



Critical

INTENT AND CLARIFICATION:

- 1) This theme is applicable only in situations where the organization is responsible for transportation.
- 2) The organization ensures that all individuals involved in transport—from loading and departure from the certified site to the final destination, including unloading—are competent to maintain conformance with the standard criteria throughout the transport process.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.2 When responsibility for oversight of animals changes, the person(s) or organization(s) accepting the animals for transport demonstrates awareness of, and ability to conform with, applicable standard criteria to the person(s) or organization(s) presenting the animals for transport.



Contextual

INTENT AND CLARIFICATION:

- 1) It is possible that the person responsible for the animals changes as they move from the farm to their final destination. Responsibility for implementing the transport-related criteria in the standard lies with both the person(s) selecting and presenting the animals for transport, and the person(s) or organization(s) accepting them.
- 2) When responsibility changes, roles and responsibilities are clearly defined, for example:

- Producer/consignor (prior to loading): Responsible for mustering and assembling animals, and handling prior to and during loading.
- Transporter/driver (loading, unloading, and journey management): Responsible for loading density, post-loading inspections, and unloading at the destination.
- Receiver (for example, processor, agent, saleyard manager/superintendent): Responsible for receiving animals and overseeing unloading at the destination.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.3

Contextual

All required documentation is completed before travel begins and remains accessible to workers managing logistics during travel, helping prevent delays in animals reaching or being unloaded at their destination.

INTENT AND CLARIFICATION:

- 1) The organization is aware of the required documentation (for example, animal health status certificates and lists of animal identification) and ensures that it is available when animals are transported.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.4

Contextual

In the event of delays that arise during the journey, the organization has contingency plans to ensure the animals' needs are met.

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure that the organization is prepared to maintain animal welfare despite unforeseen disruptions.
- 2) Contingency plans account for situations in which delays occur during transport.
- 3) Contingency plans include identifying alternative vehicles in the event of a breakdown, pre-planning alternative routes in case of road closures, and securing options for rest stops if delays cause the journey to exceed its original timeline.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.5

Contextual

Except where animals have been raised in compatible groups, are accustomed to each other and experience distress when separated, or where animals are accompanied by dependent young, animals are handled and transported separately by species. Additionally, they are separated based on the following criteria:

- a. Animals of significantly different sizes or ages;
- b. Sexually mature males from females;
- c. Animals with horns from animals without horns;
- d. Animals that are hostile to each other; and
- e. Tied animals from untied animals.

INTENT AND CLARIFICATION:

- 1) The organization implements a protocol for the separation of different types of animals and ensures that workers are trained to respond effectively if hostility arises between animals scheduled to travel together.
- 2) Animals are tied in transport with a halter and lead rope only when they are accustomed to being haltered.
- 3) While not every hostile reaction during transport is predictable, signs of hostility are sometimes evident in the holding pens prior to loading. To prevent conflict, animals exhibiting such behavior are kept in separate compartments on the transport vehicle.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.6 The vehicle used for transport is designed, constructed, and maintained to avoid injury and suffering, and to ensure the safety of the animals.



Contextual

INTENT AND CLARIFICATION:

- 1) Vehicles are designed or adapted for the transport of livestock.
- 2) Maintenance of transport vehicles means ensuring that there are no sharp edges, projections, or other features that have the potential to cause injury to animals.
- 3) Vehicles are constructed to ensure that animals do not get body parts stuck in vents or other openings and do not fall from the vehicle.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.7 Ramps are set at an incline that allows animals to walk easily up or down.



Contextual

INTENT AND CLARIFICATION:

- 1) Adjustable loading ramps are recommended as they allow the ramp angle to be adjusted for different vehicles.
- 2) Side rails help to ensure animals do not fall off loading ramps.
- 3) Ramp angles that do not exceed 20° provide the best opportunity for easy loading and unloading of animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.8 Animals have ventilation or oxygenation during transport, even when stationary, which prevents the buildup of harmful concentrations of gases or impurities, water vapor, and extreme temperatures.



Contextual

INTENT AND CLARIFICATION:

- 1) Vehicles used for transport ensure airflow that adapts to the number of animals in the vehicle and the external conditions.
- 2) Animals in transport generate heat and moisture, which need to be removed through ventilation to prevent overheating.
- 3) Poor ventilation often results in a buildup of gases such as ammonia—from manure and urine—and carbon dioxide (CO₂).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.9 When animals exhibit signs of heat stress, cold stress, or distress due to exposure to harmful concentrations of gases or impurities, immediate corrective actions are taken.



Major

INTENT AND CLARIFICATION:

- 1) The organization has a protocol to take immediate action if animals show any sign of distress during transport; for example, adjusting vents, moving the vehicle to increase airflow or creating crosswinds to clear out a buildup of harmful concentrations of gases or impurities, or unloading some or all animals if necessary.
- 2) Ammonia levels in vehicles do not reach concentrations that are noticeably unpleasant to humans.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.10 Animals are protected from adverse weather conditions that pose a risk to their health and welfare during transportation. Major

INTENT AND CLARIFICATION:

- 1) The organization ensures that vehicles protect animals from weather conditions that have the potential to impact their health and welfare.
- 2) Transport is rescheduled if extreme weather conditions arise and the available vehicles do not provide protection against those conditions.
- 3) Adverse weather conditions that affect animal health and welfare vary by season and region. The need for roofed vehicles, the number and type of vents (natural or fan-assisted), and the provision of bedding during transport all depend on the specific circumstances.
- 4) In very cold weather, a vehicle with a solid front is used to reduce the wind chill factor.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.11 Animals are not transported when climatic conditions are likely to cause significant discomfort or harm. Contextual

INTENT AND CLARIFICATION:

- 1) In hot regions, it is advisable to transport animals during the early morning or the evening when temperatures are lower, and to minimize prolonged stops. If stopping in hot weather is unavoidable, the vehicle is parked in the shade and oriented at a right angle to the wind direction to enhance airflow among the animals.
- 2) The length of fleece on fiber animals affects their risk of heat or cold stress. For example, animals that have recently been shorn are at risk of cold stress if transported in cold weather, while animals with a full fleece are susceptible to heat stress at 28 °C (82 °F). In contrast, for shorn sheep, the upper critical temperature is 32 °C (90 °F).
- 3) An exception to this criterion is when animals are being moved away from regions experiencing extreme weather to areas with better conditions. For example, when animals are moved out of drought-stricken regions, where transport conditions are typically very hot at any time of day.
- 4) External temperature alone is not a reliable measure of the risk of heat stress. Including humidity as part of a temperature-humidity index provides better insight into whether fiber animals are at risk of heat stress.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.12 The stocking density within the vehicle allows animals to maintain natural postures during the journey. Contextual

INTENT AND CLARIFICATION:

- 1) The intent is to give animals the possibility to make limited choices that enhance comfort and safety, despite the unavoidable constraints of transport.
- 2) Maintaining natural postures requires that animals are able to stand comfortably and shift between postures. This includes moving within the compartment (for example, to access ventilation points) and lying down to rest without risk of injury or obstruction.
- 3) This criterion provides a basis for evaluating the height of the vehicle or compartment to ensure that all animals are able to stand easily during transport. The height is at least twenty (20) centimeters above the backbone of the largest sheep or goat being transported, and no less than fifty (50) centimeters above the backbone of the largest alpaca. In vehicles with multiple decks, these minimum clearances are to be provided across all levels.
- 4) The exact space per animal is specified in criteria 4.9.13 and 4.9.14 and is assessed separately (for example, the organization may meet this criterion but fail to meet 4.9.13 or 4.9.14).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.14 Each alpaca has at least the following minimum area during transport:

Contextual

Mean live weight (kg)	Minimum floor area (m ² /head)
20	0.40
30	0.50
40	0.60
50	0.70
60	0.80
80	1.00

INTENT AND CLARIFICATION:

- 1) To determine whether the area allocated per animal meets the standard, divide the overall area (for example, the size of the transport vehicle or the size of each pen or compartment within it) by the number of animals present.
- 2) These space allowances, together with the layout of the compartments used for transporting alpacas, ensure that each alpaca is able to lie down (cush) during transport, which is their preferred position.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: alpaca, hide/raw hide

4.9.15 Journeys are direct, without any prolonged stops.

Major

INTENT AND CLARIFICATION:

- 1) The organization transports animals to slaughter or market at a nearby site rather than a more distant destination, unless there is sound justification for doing so.
- 2) Stops that occur as part of the journey, where animals remain on the transport vehicle, are planned to avoid delays. For example, if the transport vehicle needs to pick up a second group of animals from a different site, coordination ensures that the second group has been mustered and is ready to load when the transport vehicle arrives.
- 3) Rest stops are not considered stops for the purposes of this criterion.
- 4) Transport durations are met for the animals that are loaded first.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.16 Animals are transported in the shortest time possible.

Contextual

INTENT AND CLARIFICATION:

- 1) Journeys that take animals directly from origin to destination are preferred. However, when several pickups are necessary, the route is planned to avoid both major detours and doubling back.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.17 Water, feed, and opportunities to rest are provided to animals to meet their specific health needs.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization ensures that animals are provided with clean water, feed, and opportunities to rest, based on their species, age, condition, and the duration of transport.
- 2) Details of the minimum requirements for feed, water, and rest stops are outlined in the following criteria of this theme.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.18 During every specified rest period, animals of all ages:

Contextual

- a. Are unloaded;
- b. Have access to feed and clean water; and
- c. Have space for exercise and rest.

INTENT AND CLARIFICATION:

- 1) The purpose of a rest period is to provide animals with an opportunity to rest, stretch, rehydrate, and eat before continuing a long journey; therefore, all listed elements are essential.
- 2) Any required rest period meets all the requirements of this criterion; otherwise, it does not qualify as a rest period.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.19 Following each twenty-four (24)-hour period of transport, adult animals are given a rest period of at least twelve (12) hours.

Major

INTENT AND CLARIFICATION:

- 1) Transport duration is calculated from the time loading of the first animal begins, not from when the vehicle departs the certified site. It ends when the last animal is unloaded, not when the vehicle arrives at the final destination.
- 2) Adult animals are those over twelve (12) months of age. See criteria 4.9.20, 4.9.21, and 4.9.22 for requirements applicable to younger animals.
- 3) If adult animals reach their final destination within twenty-four (24) hours from the start of loading, rest periods are not required. If the journey duration exceeds twenty-four (24) hours, rest periods of at least twelve (12) hours are provided, starting from the time the last animal is unloaded until reloading begins.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.20 Sheep and goats between weaning and twelve (12) months of age are given a rest period of at least twelve (12) hours after every eighteen (18) hours of transport.

Major

INTENT AND CLARIFICATION:

- 1) Transport duration is calculated from the time loading of the first animal begins, not from when the vehicle leaves the certified site. It ends when the last animal is unloaded, not when the vehicle arrives at the final destination.
- 2) If sheep or goats between weaning and twelve (12) months of age reach their final destination within eighteen (18) hours from the start of loading, rest periods are not required. If the journey exceeds this duration, rest periods of at least twelve (12) hours are provided, starting from the time the last animal is unloaded until reloading begins.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.9.23 Animals are inspected for injuries or signs of pain or distress at regular intervals throughout the journey, including during driver breaks, refueling stops, and animal rest periods.

Major

INTENT AND CLARIFICATION:

- 1) The driver of the vehicle inspects the animals at intervals that allow for the identification of any problems. These intervals vary depending on the type and age of the animals, climatic conditions, and the overall duration of transport.

2) The driver has access to all compartments of the vehicle as necessary to attend to any sick or injured animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.24 Animals found to be distressed or injured are assisted, treated, or, if necessary, euthanized as soon as practicable.

 Major

INTENT AND CLARIFICATION:

- 1) The organization ensures that the driver of the vehicle knows who to contact if treatment of animals beyond the driver's competence is needed during the journey.
- 2) The organization ensures that euthanasia equipment is present in the transport vehicle and that the driver is either trained and competent to use it or has contact details for someone qualified and available to perform euthanasia if required.
- 3) Distress caused by ventilation that is either excessive or deficient during transport is addressed in criterion 4.9.9.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.9.25 The words "LIVE ANIMALS" are clearly displayed in the local language on the exterior of the vehicle transporting the animals.

 Recommended practice

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to alert other road users and encourage them to drive cautiously, while also signaling that careful, considerate driving is expected from the driver transporting the animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10. Euthanasia and on-farm slaughter

4.10.1 The organization has a clear set of criteria for recognizing when an animal needs to be euthanized, which all workers are aware of and competent to follow.

 Major

INTENT AND CLARIFICATION:

- 1) The organization develops guidance on when euthanasia is appropriate and ensures that workers are aware of this guidance. This guidance is included in the euthanasia protocol within the animal health and welfare plan (see criterion 4.1.1).
- 2) Examples of when euthanasia is considered appropriate include:
 - When the animal is suffering a high level of pain;
 - When treatment is unlikely to be effective or cannot alleviate the animal's pain and suffering;
 - When, even if treatment is successful, the animal is unable to return to normal function; and
 - When a seriously sick or injured animal shows no sign of improvement twenty-four (24) hours after treatment.
- 3) Once an animal has been identified as sick, injured, or otherwise in need of care, it is never acceptable to leave it to die.
- 4) Further guidance is available in the *TE-MM-GUI-116 Animal Welfare Guidance (Sheep, Goats)* and in the *TE-MM-GUI-117 Animal Welfare Guidance (Alpacas)*.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.2 Animals experiencing severe pain or illness, with no reasonable expectation of recovery, are euthanized without delay.

 Critical

INTENT AND CLARIFICATION:

- 1) The intent of this criterion is to ensure humane and timely intervention to prevent unnecessary suffering.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.3 Euthanasia and on-farm slaughter are performed using a method that is quick, minimizes stress and pain, and results in rapid loss of consciousness followed by death without the animal regaining consciousness.

 Critical

INTENT AND CLARIFICATION:

- 1) The organization maintains a euthanasia protocol, included within the health and welfare plan (see criterion 4.1.1), that demonstrates awareness of this overarching principle.
- 2) The criteria throughout the remainder of this theme provide details on how this is to be achieved.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.4 Except in emergency situations, animals are stunned prior to being euthanized.

 Major

INTENT AND CLARIFICATION:

- 1) An emergency situation in which it is acceptable not to stun an animal prior to euthanasia occurs when the animal is in severe pain and accessing tools for stunning results in prolonged suffering.
- 2) Where firearms or captive bolt guns are available to certified organizations, it is not always feasible to carry these tools during every animal inspection. If an animal requiring euthanasia is found far from the main farm buildings, it is possible that the most humane option is to euthanize it without pre-stunning. In these cases, the most common method is using a knife. However, this allowance is not intended to serve as a general justification for euthanizing all animals with a knife.
- 3) In some regions, there is no legal access to tools designed to render animals unconscious before euthanasia. In such cases, using a knife for euthanasia is the most common option. Circumstances in which this practice is permitted include:
 - Licensing restrictions that limit access to equipment required for stunning;
 - Unavailability of adequate equipment for purchase; or
 - Equipment is potentially available within the country or region but not yet present on the farm, and there is evidence that the farm is actively working to obtain the necessary equipment and train its workers to use it.

When a knife is used for euthanasia under these circumstances, the procedure described in criterion 4.10.5 below is followed.

- 4) Where only one person within the certified organization has access to a firearm or captive bolt gun, that person is responsible for performing euthanasia, except in emergency situations. The presence of only one person with access to the necessary tools is not a valid reason to allow other workers to routinely euthanize animals using a knife.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.5 If emergency euthanasia, as defined under criterion 4.10.4, is conducted by cutting the animal's throat, best practice guidance is followed.

 Major

INTENT AND CLARIFICATION:

- 1) Knife euthanasia is used only as a method of last resort and is permitted solely as defined under criterion 4.10.4 above.
- 2) For effective knife euthanasia, the following steps are followed:
 - The knife used is very sharp and at least fifteen (15) centimeters long;
 - The animal to be euthanized is restrained, with its chin held to extend its neck;

- A swift cut is made across the upper part of the neck, severing the carotid arteries and jugular veins to allow rapid blood loss; and
- The animal continues to be restrained until it loses consciousness and is monitored until death is confirmed.

3) If knife euthanasia is used, the procedure is included in the euthanasia section of the organization's health and welfare plan (see criterion 4.1.1).

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.6 Planned on-farm slaughter is conducted by trained, competent workers or a veterinarian.**INTENT AND CLARIFICATION:**

- 1) The organization has trained and competent workers, or access to a veterinarian, to perform on-farm slaughter.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.7 Animals are stunned prior to planned on-farm slaughter.**INTENT AND CLARIFICATION:**

- 1) For a small-scale farmer group, this criterion is a recommended practice.
- 2) For any certified organization other than small-scale farmer groups, if tools for stunning animals are not available, animals are not slaughtered on the farm.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.8 When planned on-farm slaughter or non-emergency euthanasia takes place, only the following acceptable methods for stunning and slaughter are used:

- a. Firearm;
- b. Penetrating or non-penetrating captive bolt gun, followed by a secondary method to ensure death; or
- c. For sheep and goats, head-only electric stunning, followed by a secondary method to ensure death.

INTENT AND CLARIFICATION:

- 1) Only the methods listed are used for stunning and slaughter. If captive bolt guns are used, the secondary method of either pithing or bleeding is applied as soon as possible and within a maximum of sixty (60) seconds post-stun to ensure that death occurs.
- 2) If head-only electric stunning is used, the secondary method of bleeding is applied within fifteen (15) seconds of the stun to ensure that death occurs before the animal regains consciousness.
- 3) Electric stunning using equipment designed for this purpose and operated within the manufacturer's guidelines is an acceptable method as listed here, but it is recognized that this equipment is rarely found on farms.
- 4) Firearms are used as described in criteria 4.10.9 and 4.10.11, such that a single gunshot causes immediate unconsciousness followed by death.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.9 When euthanasia or planned on-farm slaughter takes place, the stunning or killing device is positioned correctly, according to the species and the method being used. Major

INTENT AND CLARIFICATION:

- 1) The correct position for the captive bolt or firearm slaughter of alpacas is with the device placed at the crown position (i.e., the highest point on the head), aimed downward toward the base of the jaw.
- 2) The correct position for penetrating captive bolt use in polled sheep or goats is at the intersection of two lines drawn from the outside corner of each eye to the middle of the base of the opposite ear.
- 3) In horned sheep and goats, an alternative position and orientation for penetrating captive bolt or gunshot is along a line from the poll, aimed downward toward the back of the throat.
- 4) Another acceptable position for placement of the penetrating captive bolt or firearm in horned animals is the front of the skull, with the bolt or bullet directed toward the spinal cord.
- 5) The correct position for head-only electric stunning electrodes is such that they span the brain as directly as possible. When scissor-type tongs are used for sheep and goats, the tong position is on either side of the head, between the eye and ear.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.10 If electrical stunning is used for planned on-farm slaughter or non-emergency euthanasia, a minimum current of one ampere (1.00 A) is achieved. Major

INTENT AND CLARIFICATION:

- 1) If electrical stunning is used, there is a means to ensure that the minimum current is achieved. This involves either a visible meter that allows workers to verify the correct current before applying the device, or devices designed to operate only when the minimum current is reached.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, hide/raw hide

4.10.11 If captive bolts or firearms are used for euthanasia or planned on-farm slaughter, the cartridge or propellant is effective for the species and size of the animal. Major

INTENT AND CLARIFICATION:

- 1) The organization justifies its choice of cartridge or propellant for the type of animal that is euthanized or slaughtered.
- 2) The effective propellant is determined by the type of device used, the manufacturer's recommendations, and the species and type of animals to be euthanized or slaughtered.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.12 The spinal cord is not severed or broken in any animal until after confirmation of death. Major

INTENT AND CLARIFICATION:

- 1) It is possible that when severing the spinal cord prior to death, the animal remains conscious or otherwise aware of sensations, resulting in pain, panic, and paralysis.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.13 Death of animals is confirmed prior to disposal or further processing through the following observations:
Major

- a. Fixed, dilated pupils;
- b. Lack of corneal response;
- c. Absence of jaw or tongue tone; and
- d. No respiration for at least five (5) minutes.

INTENT AND CLARIFICATION:

- 1) If there is any doubt that the animal is dead, the stunning or killing method is repeated, and the animal is monitored again to confirm the signs of death.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

4.10.14 On-farm slaughter or euthanasia takes place out of sight of other animals, except in unavoidable circumstances.
Major

INTENT AND CLARIFICATION:

- 1) Unavoidable circumstances include:
 - When moving a sick or injured animal away from others for euthanasia causes additional pain and distress; and
 - When emergency euthanasia is necessary and the person performing it is unable to move other animals away.
- 2) Planned on-farm slaughter always takes place out of sight of other animals.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

¹ Mellor, David J., et al. (2020). The 2020 Five Domains Model: Including Human–Animal Interactions in Assessments of Animal Welfare, *Animals (Basel)*. 10(10):1870.

<https://pubmed.ncbi.nlm.nih.gov/33066335/>

Principle 6: Chain of custody

Principle 6 requires organizations to demonstrate a verifiable chain of custody for tracking and handling certified materials. This is achieved by identifying and segregating these materials and maintaining all necessary records, including those used to establish initial volumes of certified materials originating from production systems (i.e., raw material production).

These requirements are addressed through the following themes: material handling (theme 6.1), volume reconciliation (theme 6.2), sale of certified materials (theme 6.3), and, when applicable, the optional logo use and claims (theme 6.4).

6.1. Material handling

6.1.1 Certified material is properly identified and kept physically separated from any non-certified material.



INTENT AND CLARIFICATION:

- 1) This criterion is especially applicable when the organization is being certified for the first time (or is being recertified after a lapse in certification) and potentially has non-certified material on site. If all material on site is certified under the standard, no further action is required.
- 2) “Properly identified” refers to using designated areas or bins, color coding, marking material lots (i.e., batches of material), or other methods—provided the system is clearly understood by all applicable workers to prevent confusion among staff or contractors regarding material status.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.1.2 If the organization has storage facilities, it has procedures in place to prevent commingling or substitution of the certified material with other materials.



INTENT AND CLARIFICATION:

- 1) This criterion emphasizes the necessity of having a clear and effective system for identifying certified materials within a storage facility.
- 2) The intent of this criterion is not to mandate physical segregation of certified and non-certified areas within the warehouse. Rather, the focus is on implementing a robust identification mechanism to distinguish certified materials throughout the storage space, taking into account distinct units and material characteristics (for example, bales of wool).
- 3) In some cases, it is necessary to label certified materials directly, while in others, clear signage on storage containers or designated areas suffices. In certain situations—such as when a facility exclusively handles certified material under the standard—no additional identification is required.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.1.3 If the organization outsources storage services to a subcontractor, the organization is considered a contracting organization, and the following requirements are met:



- a. The organization maintains a valid agreement with each subcontractor;
- b. The organization retains full responsibility for the subcontractor’s conformity with the standard;
- c. The organization obtains approval from its certification body and an updated scope certificate prior to outsourcing to a new subcontractor;
- d. The organization classifies each subcontractor as either:
 - i. An associated subcontractor who is not independently certified to the standard and is audited as needed under the organization’s scope certificate; or

- ii. An independently certified subcontractor who holds its own scope certificate to the standard;
- e. The organization maintains a list of all subcontractors used for storing certified materials, including the subcontractor's name, address, contact details, and a description of the outsourced storage activities; and
- f. For independently certified subcontractors, the organization's records include the subcontractor's certification body, TE-ID, and scope certificate expiration date.

INTENT AND CLARIFICATION:

- 1) This criterion emphasizes the organization's obligation to retain responsibility for material handling when certified material is stored by a subcontractor.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.1.4

Contextual

If the subcontractor providing storage services is an associated subcontractor (i.e., not independently certified to the standard), the agreement identifies the work to be outsourced and requires that the subcontractor:

- a. Does not share common ownership with the contracting organization;
- b. Meets applicable certification criteria of the standard;
- c. Maintains physical separation of the certified material from all other materials present at the subcontractor's site;
- d. Agrees to allow the organization's certification body to conduct audits of the subcontractor in accordance with the standard;
- e. Does not make any claims related to the standard, including claims of being certified or using the standard's logo; and
- f. Does not further outsource any storage of the certified material.

INTENT AND CLARIFICATION:

- 1) An associated subcontractor is a subcontractor who is not independently certified to the standard and is instead audited as part of the contracting organization's audit.
- 2) Associated subcontractors are not permitted to further outsource the storage of certified material.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.1.5

Contextual

If the subcontractor providing storage services to the organization is independently certified to the standard, the agreement identifies the work to be outsourced and requires that the subcontractor:

- a. Meets applicable certification criteria of the standard under its own certified system;
- b. Notifies the organization within seven (7) calendar days of any changes in its certification status, including suspension, withdrawal, expiry, or recertification; and
- c. Provides the organization with an updated scope certificate upon recertification.

INTENT AND CLARIFICATION:

- 1) A subcontractor has the option to hold an individual scope certificate (i.e., be independently certified to the standard), but this is not required.
- 2) Independently certified subcontractors are permitted to further outsource the storage of certified material, subject to the criteria of the standard.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.2. Volume reconciliation

6.2.1 The organization calculates the capacity of each individual farm in terms of the quantity of material (i.e., yield) that is estimated to be produced each year and maintains a record of it.



Contextual

INTENT AND CLARIFICATION:

- 1) The farm's operational capacity aligns with the projected annual production volume. The organization undertakes robust calculations and provides justifications to support a credible assessment of the farm capacity.
- 2) This assessment is necessary to evaluate the organization's production potential and serves as a prerequisite for conducting volume reconciliation. Describing an organization's capacity includes factors such as land area and its use, number of animals, and yield per animal, among other factors.
- 3) Determining animal fiber capacity involves assessing the number of animals, the yield per animal, and the frequency of shearing.
- 4) Farm capacity is calculated independently for each farm.
- 5) For a small-scale farmer group, the group manager is responsible for collecting and managing this information.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca, hide/raw hide

6.2.2 The organization maintains records of the following:



Contextual

- a. Volume of material produced or collected;
- b. Volume of material sold as certified under each applicable scope certificate;
- c. Volume of material sold as non-certified under each applicable scope certificate; and
- d. Volume of material (certified and non-certified) in stock.

INTENT AND CLARIFICATION:

- 1) For a farm group, this refers to the aggregated volume produced and sold by the group.

APPLICABILITY:

Size: all

Material: all

6.2.3 The organization conducts an annual volume reconciliation and maintains corresponding records (see criterion 6.2.2) to demonstrate that the volume of material sold as certified is credible, based on the balance of materials produced, sold (with or without certification claims), and any existing inventory.



Contextual

INTENT AND CLARIFICATION:

- 1) The objective of volume reconciliation is to ensure that the certified output volume is credible based on the farm's capacity.
- 2) For a farm group (including small-scale farmer groups), volume reconciliation may be conducted by the group manager rather than by each individual group member.

APPLICABILITY:

Size: all

Material: all

6.3. Sale of certified materials

6.3.1 The organization's scope certificate is valid at the time the material is shipped or sold bearing Materials Matter certification claims.

 Major

INTENT AND CLARIFICATION:

- 1) The seller organization is always required to hold a valid scope certificate in order to sell materials as certified.
- 2) Any material that is processed, shipped, or sold by an applicant organization before a scope certificate is issued, or by a certified organization after its scope certificate expires, is not considered certified. Such material is not eligible for a transaction certificate.

APPLICABILITY:

Size: all

Material: all

6.3.2 Material shorn prior to the certification date is sold as certified only if all of the following conditions are met:

 Contextual

- a. The organization's certification date is no later than one (1) year after the date the animals were shorn;
- b. No critical nonconformities were found at the initial audit;
- c. The shorn material is traceable to the certified farm(s); and
- d. For wool only: the farm has never mulesed or has achieved "ceased mulesing status" at least one (1) year prior to the certification audit and has separated wool from mulesed and non-mulesed sheep, with only that from non-mulesed sheep eligible for certified status.

INTENT AND CLARIFICATION:

- 1) The seller organization is always required to hold a valid scope certificate in order to sell materials as certified.
- 2) Any material that is processed, shipped, or sold by an applicant organization before a scope certificate is issued, or by a certified organization after its scope certificate expires, is not considered certified. Such material is not eligible for a transaction certificate.
- 3) Any wool shorn before the certification audit is to be stored by the farm or group manager until the farm becomes certified, if the intention is to sell it as certified.
- 4) Material from a group member's farm that joins a certified group—after having already shipped wool to stores or warehouses owned or subcontracted by the group manager—may be sold as certified, provided all the conditions in this criterion are met.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca

6.3.3 A group member who moves from one farm group to another is considered continually certified only if all of the following conditions are met:

 Contextual

- a. The audit date for entry into the new farm group is no later than one (1) year after the official date the member left the previous farm group;
- b. No critical nonconformities were found at the group member's farm level during either the last audit of the previous farm group or the first audit of the new farm group;
- c. The shorn material is traceable to the group member's certified farm; and
- d. For wool only: The group member's farm has either never practiced mulesing or maintained "ceased mulesing status" between the last audit of the previous farm group and the first audit of the new farm group. It has also maintained the separation of wool from mulesed and non-mulesed sheep, with only wool from non-mulesed sheep eligible for certified status.

INTENT AND CLARIFICATION:

- 1) The seller organization is always required to hold a valid scope certificate in order to sell materials as certified.
- 2) Any material that is processed, shipped, or sold by an applicant organization before a scope certificate is issued, or by a certified organization after its scope certificate expires, is not considered certified. Such material is not eligible for a transaction certificate.

APPLICABILITY:

Size: small farm, medium farm, large farm

Material: wool, mohair, alpaca

6.3.4 When the organization sells material with a certification claim to another Materials Matter certified buyer, it applies for a transaction certificate or an eTransaction from its certification body, in accordance with the current version of the *TE-TXL-POL-203 Policy for Scope and Transaction Certificates*.

INTENT AND CLARIFICATION:

- 1) If the organization sells materials from a certified source but does not intend to make certification claims to its buyer, there is no requirement to request a transaction certificate for that shipment. However, in such cases, the buyer is not authorized to make certification claims on those materials, even if the buyer holds a scope certificate.
- 2) For a farm group (including small-scale farmer groups), the group manager requests transaction certificates from its certification body for each sale of certified material on behalf of its group members.
- 3) A farm group member may also request transaction certificates directly from the certification body, provided that prior notice has been given to the group manager and permission has been granted.
- 4) For material recycling, this includes material collectors and material concentrators if they choose to be certified under the standard.

APPLICABILITY:

Size: all

Material: all

6.3.5 The transaction certificate application or eTransaction submission includes documented proof of the sale of certified material. The organization provides the information requested by the certification body, including, but not limited to:

- a. Invoices, purchase orders, financial records, third-party material quality test reports, and transport documents that show the outgoing material has been sold to the named buyer; and
- b. Details of the identity, quality, and quantities of the certified material.

INTENT AND CLARIFICATION:

- 1) It is important to apply for a transaction certificate or submit an eTransaction as soon as possible after the order is dispatched. For exact transaction certificate or eTransaction timelines, please refer to the current version of the *TE-TXL-POL-203 Policy for Scope and Transaction Certificates*.

APPLICABILITY:

Size: all

Material: all

6.4. Logo use and claims

6.4.1 Materials Matter trademarks and claims are used in compliance with the *TE-MM-POL-301 Materials Matter Claims and Labeling Policy*.

Major

INTENT AND CLARIFICATION:

- 1) The Materials Matter trademarks include the Materials Matter name, the Materials Matter logo, and the Materials Matter Certified label.

APPLICABILITY:

Size: all

Material: all

6.4.2 The organization obtains approval prior to using any of the Materials Matter trademarks and claims, in compliance with the *TE-MM-POL-301 Materials Matter Claims and Labeling Policy*.

Major

INTENT AND CLARIFICATION:

- 1) The Materials Matter trademarks include the Materials Matter name, the Materials Matter logo, and the Materials Matter Certified label.

APPLICABILITY:

Size: all

Material: all

Principle 7: Group certification

Principle 7 applies to organizations that implement a group certification model, in which a designated group manager is responsible for establishing and implementing a group management system. This system guides the work of group members (i.e., individual farms) toward the efficient use of technical and financial resources. Group membership is open to farms of any size, including small-scale farmers.

Group certification is especially valuable in contexts where farmers operate on a small scale or in remote areas, and where collective action improves access to markets and fosters continuous improvement. Principle 7 enables farmers to access certification through a shared system that provides access to shared resources, technical support, and centralized oversight.

The group management system requires internal monitoring, training, documentation, and support mechanisms tailored to the group's structure and context.

These requirements are addressed through the following themes: group configuration (theme 7.1), group management system (theme 7.2), group member requirements (theme 7.3), inspection of group members (theme 7.4), and adding and removing group members (theme 7.5).

7.1. Group configuration

7.1.1

The farm group is managed by a legal entity that represents all group members and is acting as the applicant or certified organization on behalf of its members.

Major

INTENT AND CLARIFICATION:

- 1) “Legal entity”, in this context, refers to a legally established organization (for example, a commercial enterprise, association, cooperative, or non-governmental organization) or a person with the necessary legal authorization to operate in the country where the material is produced.
- 2) The legal entity acting as the applicant or certified organization has the option to either serve as the group manager or designate another party to fulfill that role on its behalf.
- 3) A legal entity may manage more than one certified group, provided that it has the capacity and resources to oversee multiple scope certificates, and that each certified group is managed by a distinct group manager.
- 4) Group members are either farm owners or small-scale farmers (as defined in criterion 7.1.3).
- 5) The group manager ensures that group members understand that the legal entity is the applicant or certified organization, and that the group manager is acting on their behalf regarding certification.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.1.2

The organization, the group manager, and all group members are located either within a single country or within Europe.

Major

INTENT AND CLARIFICATION:

- 1) For the purposes of this criterion, “Europe” refers to the member countries of the European Union, as well as the United Kingdom, Norway, and Switzerland.
- 2) For a small-scale farmer group, the farmers’ main activities take place within a straight-line distance of five hundred (500) kilometers from the group manager’s headquarters.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.1.3 Contextual

If the farm group is composed of small-scale farmers, the group manager maintains evidence that each member meets the following qualifying criteria:

- a. The farmer faces significant economic constraints, such as a lack of capital assets and low access to finance (i.e., lack of economies of scale);
- b. The farmer faces significant information constraints, including a lack of technical knowledge and low access to market information;
- c. The farmer has fewer than five hundred (500) sheep or goats, and fewer than one hundred (100) alpacas; and
- d. The farmer also meets at least two (2) of the following criteria:
 - i. The farmer has little or no land security;
 - ii. The farmer is independent and not affiliated with a company for which he/she produces fibers;
 - iii. The farm relies on the farmer's family labor;
 - iv. Animal materials are the farmer's primary source of income; and
 - v. The farm rarely uses external agricultural inputs and has comparatively low yields relative to the range of yields for the given commodity and context.

INTENT AND CLARIFICATION:

- 1) This criterion is applicable only to small-scale farmer group certificates.
- 2) A farmer does not need to share land with other farmers to qualify for small-scale farmer group certification.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2. Group management system

7.2.1

The organization has a group management system in place.

 Major

INTENT AND CLARIFICATION:

- 1) The group manager is responsible for developing the group management system, ensuring that all group members have the opportunity to provide input and that their feedback is considered.
- 2) The group management system consists of documented procedures, templates, and verbal instructions that help the group effectively organize and achieve its objectives (i.e., ensuring all responsibilities are clearly assigned).
- 3) The group management system provides the necessary framework and processes for managing the group, supporting and monitoring group members, and allocating resources to implement the activities required to ensure conformance with the applicable criteria of the standard.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2.2

The organization appoints a group manager who serves as the management representative (see criterion 1.1.1) and is responsible for leading the development and implementation of the group management system, ensuring that all group members conform to the applicable certification requirements.

INTENT AND CLARIFICATION:

- 1) The group manager is typically part of the same organization that represents the group members (i.e., the legal entity). Alternatively, the organization may delegate this role to a different entity—for example, a contracted person or a consulting firm hired specifically for that purpose.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2.3 The group manager assigns responsibilities across the various roles within the group, based on who is best equipped to deliver results that demonstrate the group's conformity with the applicable criteria of the standard.

Contextual

INTENT AND CLARIFICATION:

- 1) The group manager has the discretion to assign responsibilities to various roles within the group (for example, to internal inspectors, administrators, members, or contractors), provided that all applicable requirements are addressed by knowledgeable and capable persons, and that each group member demonstrates conformance.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2.4 The group management system incorporates written standard operating procedures (SOPs) detailing how the group certificate is managed, including, at least, procedures for the following activities:

Contextual

- a. Approving and sanctioning group members;
- b. Maintaining records;
- c. Training group members and internal inspectors;
- d. Addressing members' complaints;
- e. Conducting internal inspections of group members to assess their conformance with the standard;
- f. Following up on corrective actions issued to group members; and
- g. Monitoring logo use and claims by the group and its members for conformance.

INTENT AND CLARIFICATION:

- 1) The group manager maintains written SOPs that cover all required elements with the necessary level of detail and is able to demonstrate that these procedures are being followed.
- 2) When accepting and adding new small-scale farmer group members, the group manager documents an assessment of their eligibility (see criterion 7.1.3).
- 3) Group members' complaints include appeals of sanctions imposed by the group manager, as well as concerns related to membership rights, payments, volume reconciliation, and other matters.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2.5 The group manager maintains the following records:

Contextual

- a. A documented management structure of the system (i.e., an organizational chart);
- b. A complete and updated list of group members;
- c. For a farm group, a signed membership agreement for each group member, specifying that the member is part of a scope certificate and outlining the rights and obligations of group members. These include receiving periodic inspections by the group manager and being audited by the certification body;
- d. For a small-scale farmer group, documentation to demonstrate that members understand they are part of a scope certificate and are aware of their rights and obligations as group members, which include receiving periodic inspections by the group manager and audits by the certification body;
- e. A completed version for each farm of the *TE-MM-TEM-109 Materials Matter Farm Survey*;
- f. Polygon data (i.e., geographic information system (GIS) shapefiles) for each farm, showing the location and extent of each farm's land. For a small-scale farmer group, this may represent the total area used by all group members each year;

- g. Records of internal inspections for all group members, indicating each farm's conformity or nonconformity with applicable criteria;
- h. Records of any group members who are also part of another farm group under the standard, including the name of that farm group; and
- i. For a small-scale farmer group, copies of group-level records and plans.

INTENT AND CLARIFICATION:

- 1) Rel. 7.2.5.d. Examples of documentation include records of information sharing, votes taken at community meetings, or other similar records.
- 2) Completion of the electronic *TE-MM-TEM-109 Materials Matter Farm Survey* fulfills the requirements 7.2.5.e and 7.2.5.f.
- 3) 7.2.5.h is not applicable to group members who belong to only one farm group or to members of small-scale farmer groups.
- 4) 7.2.5.i is applicable only to small-scale farmer groups. In other farm groups, each group member maintains its own specific records and plans, unless otherwise indicated.
- 5) For a farm group based on communal or shared land use, it is understood that some individual farmers sometimes make temporary use of land outside the main area associated with the group. If this land is used by fewer than 5% of the group for a period of less than three (3) months in any calendar year, it does not need to be included in the land management plan or the polygon data.
- 6) For nomadic group members, or the nomadic portion of semi-nomadic members, the group provides maps of the planned movement routes and clearly identifies any site where animals are likely to remain for more than forty-eight (48) hours.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.2.6 The group manager provides support to group members to ensure conformance with applicable criteria of the standard.



Contextual

INTENT AND CLARIFICATION:

- 1) Applicable criteria are those that pertain to the group member's scope and the specific circumstances related to the material produced.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.3. Group member requirements

7.3.1 Group members have access to the standard, understand the group policies and procedures, and are aware of the consequences of nonconformity with applicable certification requirements.



Major

INTENT AND CLARIFICATION:

- 1) The group manager is responsible for ensuring that all group members understand what is required to conform to the criteria of the standard and are aware of the actions to take in the event of nonconformity. This includes clarifying the different types of applicable criteria.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.3.2 Group members and workers supporting the group manager (including internal inspectors) receive training on the standard that corresponds to their roles and responsibilities, ensuring they have the necessary understanding to meet the applicable criteria.

Contextual

INTENT AND CLARIFICATION:

- 1) The organization maintains records that demonstrate group members and group management employees have received training (see criterion 1.2.5).

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.4. Inspection of group members

7.4.1 The group manager documents and implements an inspection procedure to ensure that all group members meet the applicable standard criteria, including:

- a. Addressing nonconformities by any group member and maintaining records of nonconformities issued and closed, with explanations of the corrective actions taken;
- b. Designating inspectors to carry out internal inspections, if needed;
- c. Conducting on-site annual inspections for each group member or—if the group manager chooses not to conduct internal inspections—providing timely notification to the certification body to support effective audit planning;
- d. Ensuring that a written inspection report is prepared after each inspection, identifying findings and all nonconformities; and
- e. Ensuring that group members are aware of the possibility of being selected for annual sample audits based on the risk assessment conducted by the certification body and are prepared for possible additional visits by the certification body without prior notice.

INTENT AND CLARIFICATION:

- 1) Examples of actions in the process for addressing nonconformities are identification, grading, and follow-up until closure or suspension.
- 2) The group manager maintains a copy of the inspection procedure, which includes all points listed in the criterion.
- 3) Internal inspectors do not conduct inspections of their own operations or those of immediate family members.
- 4) Internal inspectors are responsible for collecting and retaining means of verification (for example, photographs or other records) of key findings, especially when issuing nonconformities.
- 5) The group manager is able to provide copies of written internal inspection reports for its members upon request by the certification body or by Textile Exchange.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.5. Adding and removing group members

7.5.1 The group manager ensures that each new group member is added to the group only after all of the following conditions are met:

- a. The group manager has received a signed membership agreement;
- b. The group manager has received a version of the *TE-MM-TEM-109 Materials Matter Farm Survey*, which was completed by the new group member;

- c. The group manager has received polygon data (i.e., GIS shapefiles) for each farm, showing the farm's location and amount of farmland;
- d. An internal inspector has completed an inspection of the farm; or the certification body has conducted an audit of the farm in cases where the group manager has declined to conduct internal inspections;
- e. All critical and major nonconformities for the group member have been closed; and
- f. The group manager has received approval from its certification body for the addition of the new group member.

INTENT AND CLARIFICATION:

- 1) The group manager demonstrates that new members are added to the group only once all elements of the criterion have been met.
- 2) Unless a farmer is a member of a small-scale farmer group, they are eligible for inclusion in another group certificate. This other scope certificate covers either the same or different materials.
- 3) When a new member joins a small-scale farmer group, the group manager reviews the group-level plans with the new member and makes any necessary amendments to ensure the plans continue to reflect the group's situation.
- 4) Completion of the electronic *TE-MM-TEM-109 Materials Matter Farm Survey* fulfills the requirements of 7.5.1.b and 7.5.1.c.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.5.2

When necessary, the group manager is responsible for removing group members who do not meet expectations for participation, to ensure that the group as a whole remains in conformity with the standard.



Contextual

INTENT AND CLARIFICATION:

- 1) Possible reasons for the removal of a group member include, but are not limited to, the following:
 - Voluntary withdrawal by the member;
 - Non-payment of agreed fees to the group manager;
 - Inability to close an open nonconformity;
 - Repetitive nonconformities; and
 - Other reasons as defined by the group manager.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca

7.5.3

When a group member is removed, the group manager notifies both the affected member and the certification body in writing—within two (2) weeks of the formal decision—stating the removal and the reason for it.



Critical

INTENT AND CLARIFICATION:

- 1) Possible reasons for the removal of a group member include, but are not limited to, the following:
 - Voluntary withdrawal by the member;
 - Non-payment of agreed fees to the group manager;
 - Inability to close an open nonconformity;
 - Repetitive nonconformities; and
 - Other reasons as defined by the group manager.

APPLICABILITY:

Size: group

Material: wool, mohair, alpaca