



Starbucks Coffee Company

C.A.F.E. Practices

Generic Scorecard

November 2009

Economic Accountability

Criteria	Indicators		C/NC/NA
EA-IS1: Demonstration of Financial Transparency	EA-IS1.3	Entity verified maintains receipts or invoices for the coffee (cherry, parchment, green) it purchases.	
	EA-IS1.4	Documents observed clearly indicate dates, names of entities buying and selling, type of coffee (cherry, parchment, green), unit of measures and quantity.	
	EA-IS1.5	Entity verified maintains receipts or invoices for the coffee (cherry, parchment, green) it sells.	

Social Responsibility

Criteria	Indicators	C/NC/NA	
SR-HP1: Wages and Benefits	SR-HP1.1	<u>ZERO TOLERANCE</u> : All permanent/ full-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages for permanent/full-time workers have not been set, all permanent/ full-time workers are paid the local industry average. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.2	<u>ZERO TOLERANCE</u> : All part-time workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages for part-time workers have not been set, all part-time workers are paid the local industry average. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.3	<u>ZERO TOLERANCE</u> : All temporary/seasonal workers are paid the nationally or regionally established minimum wage. In regions where such minimum wages for temporary workers have not been set, all temporary/ seasonal workers are paid the local industry average. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.4	<u>CRITERIA REQUIREMENT</u> : Management maintains complete written earning records, which at a minimum itemize all wages, overtime worked and deductions.	
	SR-HP1.5	<u>CRITERIA REQUIREMENT</u> : Workers are paid regularly (daily, weekly, bi-weekly or monthly) in cash or cash equivalent (check, direct deposit).	
	SR-HP1.6	<u>CRITERIA REQUIREMENT</u> : If national legally mandated benefits (social security, vacation, disability) are required for permanent/ full-time workers, then these are paid by employer.	
	SR-HP1.7	<u>CRITERIA REQUIREMENT</u> : If national legally mandated benefits (social security, vacation, disability) are required for part-time workers, then these are paid by employer.	
	SR-HP1.8	<u>CRITERIA REQUIREMENT</u> : If national legally mandated benefits (social security, vacation, disability) are required for temporary/seasonal workers, then these are paid by employer.	
	SR-HP1.9	<u>CRITERIA REQUIREMENT</u> : Overtime pay meets national requirements. If workers are paid by production, overtime wages meet the local/regional/national requirements. Where overtime is not specified by law, overtime is calculated at 50% above regular pay. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.10	Overtime pay exceeds national requirements. If workers are paid by production, wages exceed the national requirements. Where overtime is not specified by law, overtime is calculated at 50% above regular pay. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.11	All permanent/ full-time workers are paid more than the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all permanent/full-time workers are paid more than the local industry average. If workers are paid by production, wages meet the above requirements.	
	SR-HP1.12	All part-time workers are paid more than the nationally or regionally established minimum wage. In regions where such minimum wages have not been set, all part-time workers are paid more than the local industry average. If workers are paid by production, wages meet the above requirements.	

SR-HP1: Wages and Benefits	SR-HP1.13	All temporary/seasonal workers are paid more than the nationally or regionally established minimum wage. In regions where minimum wages for temporary workers have not been set, all temporary/seasonal workers are paid more than the local industry average. If workers are paid by production, payments exceed the local industry average.	
	SR-HP1.14	Permanent/ full-time workers are paid wages that are equal to a living wage as defined by a governmental or non-governmental labor/social rights organization. (If such data does not exist, the cost-of-living will be established by measuring the average cost of food, shelter, transportation, health care, clothing, energy and education, in accordance with the formula generated by the 1998 International NGO Living Wage Summit.)	
	SR-HP1.15	Where in-kind payments (e.g., food) are legally permissible, in-kind payments are itemized in writing by product, quantity, average price, and frequency of distribution.	
	SR-HP1.16	Workers have access to their earnings records, which itemize all wages and deductions.	
	SR-HP1.17	Wages are paid directly to all workers (cash, check, direct deposit), not through labor intermediaries.	
	SR-HP1.18	Time spent by workers in any required trainings and meetings is considered working time and workers are compensated at their normal rate.	
	SR-HP1.19	Financial disciplinary penalties are not assessed against workers.	
	SR-HP1.20	A pension plan that exceeds legal requirements is in place for permanent/full-time employees . All pensioners listed under this plan are recorded in the worker registration record.	

Criteria	Indicators		C/NC/NA
SR-HP2: Freedom of Association/ Collective Bargaining	SR-HP2.1	<u>CRITERIA REQUIREMENT</u> : Workers have either direct communication or a designated representative to communicate with management or employer.	
	SR-HP2.2	<u>CRITERIA REQUIREMENT</u> : Workers can air workplace grievances to management or employer with no fear of reprisal.	
	SR-HP2.3	Workers' right to organize and/or collectively bargain in accordance with national laws and international obligations is acknowledged by management.	
	SR-HP2.4	There is a workers' association formed and governed by the employees independent of management influence.	
	SR-HP2.5	There are regular meetings between management and employees (or worker's association).	
	SR-HP2.6	Regular meetings between management and employees (or worker's association) continually improve working conditions.	
	SR-HP2.7	Where a workers' association exists, there is a workers' association fund to which management and workers contribute matching funds.	
	SR-HP2.8	Where a workers' association fund exists, workers have equal access to association fund to finance projects that improve conditions for workers.	
	SR-HP2.9	A collective bargaining agreement exists between employees and employer in regions or countries where agricultural workers' organizations are established in the coffee sector and the law permits such agreements.	

Criteria	Indicators		C/NC/NA
SR-HP3: Hours of Work	SR-HP3.1	<u>CRITERIA REQUIREMENT</u> : All workers do not work more regular hours (i.e. regular hours not including overtime) per day or week than allowable under local laws. In regions where regular hours are not defined, regular hours are defined as 8 hours per day, 48 hours per week.	
	SR-HP3.2	<u>CRITERIA REQUIREMENT</u> : Permanent/full-time workers must have the equivalent of one continuous 24 hour period off in each 7 day period or whatever is required by law, whichever is greater.	
	SR-HP3.3	<u>CRITERIA REQUIREMENT</u> : All workers must not work more total hours (i.e., total hours including overtime) in one day or week than allowable under applicable laws. In regions where such laws are not established, workers do not work more than 60 hours per week, except where a written agreement exists between workers and management.	
	SR-HP3.4	Hours worked on potentially hazardous activities (e.g., pesticide application, very heavy labor) are restricted in accordance with the law. In regions where such laws are not established such activities are limited to six hours per day.	
	SR-HP3.5	Employer has a paid sick leave program for all permanent/full-time employees .	
	SR-HP3.6	Employer has a paid sick leave program for all workers .	
	SR-HP3.7	If overtime work is required as part of the job, such requirements are clear at the time of hiring.	
	SR-HP3.8	Employer has an annual leave (vacation) program that meets applicable laws. In regions where such laws are not established, annual leave for permanent/full-time employees is a minimum of ten working days per year (prorated in cases of less than one year of employment).	
	SR-HP3.9	If employees do not take annual leave (vacation), employer can either allow vacation time to accrue or can pay wages for the equivalent amount of time accrued under the regular pay scale, where permissible by law.	

Criteria	Indicators		C/NC/NA
SR-HP4: Child Labor/Non-Discrimination/Forced Labor	SR-HP4.1	<u>ZERO TOLERANCE</u> : Employer does not directly contract any persons under the age of 14 . (We prefer that our suppliers hire no one under the age of 15.)	
	SR-HP4.2	<u>ZERO TOLERANCE</u> : Employment of authorized minors older than 14 does not conflict with their access to education (if required by law).	
	SR-HP4.3	<u>ZERO TOLERANCE</u> : Management has an enforced policy prohibiting discrimination on the basis of gender, race, ethnicity, age or religion as per ILO Convention 111.	
	SR-HP4.4	<u>ZERO TOLERANCE</u> : Employer prohibits the use of forced, bonded, indentured or involuntary convict labor.	
	SR-HP4.5	<u>CRITERIA REQUIREMENT</u> : Employer observes all legal requirements for the work of authorized minors, including, but not limited to, those pertaining to hours of work, wages, education, and working conditions.	
	SR-HP4.6	<u>CRITERIA REQUIREMENT</u> : Workers do not surrender their identity papers or other original personal documents or pay deposits as a condition of employment.	
	SR-HP4.7	<u>CRITERIA REQUIREMENT</u> : All workers receive equal pay for equal work, except in the case of recognizing seniority of service through higher pay.	

Criteria	Indicators		C/NC/NA
SR-WC1: Access to Housing, Potable Water and Sanitary Facilities	SR-WC1.1	CRITERIA REQUIREMENT: Temporary/seasonal, part-time and permanent/full-time workers living onsite have habitable dwellings.	
	SR-WC1.2	CRITERIA REQUIREMENT: All workers have ready access to potable water.	
	SR-WC1.3	Worker housing has buffer zones from productive area and agrochemical storage facilities sufficient to prevent agrochemical exposure.	
	SR-WC1.4	Workers have ready access to sanitary facilities that do not impact the local environment.	
	SR-WC1.5	Garbage from employer-provided housing and facilities is removed either to a municipal waste dump or to a waste site located at least 100 meters from any water body.	

Criteria	Indicators		C/NC/NA
SR-WC2: Access to Education	SR-WC2.1	CRITERIA REQUIREMENT: Where there is insufficient access to public education , schoolchildren (of primary school age) of workers who live on-site have access to primary educational instruction, facilities and materials that meet national requirements.	
	SR-WC2.2	Where there is insufficient access to public education , school children (of secondary school age) of workers who live on-site have access to secondary educational instruction, facilities and materials that meet national requirements.	
	SR-WC2.3	Employer provides direct incentives for education in the form of scholarships, educational materials, books, transportation, food, etc.	
	SR-WC2.4	Where there is convenient access to public education , employer supports those schools either through in-kind donations or financial support.	
	SR-WC2.5	Employer supports training or workshops for permanent/full-time workers on additional skills or trades.	

Criteria	Indicators		C/NC/NA
SR-WC3: Access to Medical Care	SR-WC3.1	CRITERIA REQUIREMENT: Employer has transportation/care plan in place in case of medical emergency.	
	SR-WC3.2	CRITERIA REQUIREMENT: Employer provides sufficient and well equipped onsite first aid kits.	
	SR-WC3.3	Where there is convenient access to public medical care , employer supports these facilities either through in-kind donations or financial support.	
	SR-WC3.4	Employer or manager maintains communication with workers in case of hospitalization or incapacity caused by medical emergencies.	
	SR-WC3.5	Employer offsets the cost of health services for all permanent/full-time workers .	
	SR-WC3.6	Employer offsets the cost of health services for all workers .	

Criteria	Indicators		C/NC/NA
SR-WC4: Worker Safety and Training	SR-WC4.1	CRITERIA REQUIREMENT: Employer provides personal protective equipment (PPE) to all applicable employees at no cost (PPE for farms includes: respirators with filters, goggles, rubber boots, water-proof gloves, impermeable clothing. PPE for dry mills includes: ear plugs and masks).	
	SR-WC4.2	There is a written record documenting instructors, materials and attendance for all health and safety training provided to workers.	
	SR-WC4.3	Health and safety training occurs at regular intervals, at a minimum yearly, free of charge, and during regular working hours.	
	SR-WC4.4	Training covers, at a minimum: use of protective equipment, safe handling of hazardous materials, operation of equipment and personal safety/hygiene.	

SR-WC4: Worker Safety and Training	SR-WC4.5	There are regular safety meetings for all relevant workers (e.g., those applying agrochemicals or operating machinery).	
	SR-WC4.6	There is a written protocol for workers and management to review safety procedures and training materials in the event of accidents, exposures to hazardous materials or spills.	
	SR-WC4.7	Workers utilize appropriate protective equipment when applying agrochemicals and operating machinery. In the case of pesticide application, workers shall use the PPE included in SR-WC4.1. In the case of fertilizer application, workers shall use gloves, protective goggles and rubber boots.	
	SR-WC4.8	All workers who handle/mix/apply agrochemicals have access to eye baths, hand washing and showers post-handling of agrochemicals.	
	SR-WC4.9	Authorized minors and pregnant women are prohibited from handling or applying agrochemicals , operating heavy machinery and/or heavy lifting.	
	SR-WC4.10	Workers do not enter areas where pesticides were applied 48 hours prior without protective gear.	

Environmental Leadership - Coffee Growing

Criteria	Indicators	C/NC/NA	
CG-WR1: Water Body Protection	CG-WR1.1	CRITERIA REQUIREMENT: Buffer zones are maintained adjacent to at least 25% of permanent water bodies (e.g., perennial streams, springs, lakes, wetlands); buffers are at least 2 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.2	Buffer zones are maintained adjacent to at least 50% of permanent water bodies (e.g., perennial streams, springs, lakes, wetlands); buffers are at least 2 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.3	Buffer zones are maintained adjacent to all permanent water bodies (e.g., perennial streams, springs, lakes, wetlands); buffers are at least 2 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.4	Buffer zones are maintained adjacent to at least 50% of seasonal/intermittent water bodies ; buffers are at least 2 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.5	Buffer zones are maintained adjacent to all seasonal/ intermittent water bodies ; buffers are at least 2 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.6	Buffer zones are maintained adjacent to at least 50% of both permanent and seasonal/ intermittent water bodies ; buffers are at least 5 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.7	Buffer zones are maintained adjacent to all of both permanent and seasonal/intermittent water bodies ; buffers are at least 5 meters in width (measured horizontally from the high water mark to the base of any coffee tree), exclude all cultivation and are composed of vegetation.	
	CG-WR1.8	The boundaries of at least 50% of permanent water bodies are clearly defined by markers or plantings of highly visible vegetation 10 meters from the high water mark.	
	CG-WR1.9	The boundaries of all permanent water bodies are clearly defined by markers or plantings of highly visible vegetation 10 meters from the high water mark.	
	CG-WR1.10	The boundaries of at least 50% of seasonal/intermittent water bodies are clearly defined by markers or plantings of highly visible vegetation 10 meters from the high water mark.	
	CG-WR1.11	The boundaries of all seasonal /intermittent water bodies are clearly defined by markers or plantings of highly visible vegetation 10 meters from the high water mark.	
	CG-WR1.12	There is a plan to restore native vegetation within the buffers.	
	CG-WR1.13	There is a nursery or contracted source for native vegetation for buffer zones.	
	CG-WR1.14	At least 50% of permanent water body buffer zones are composed of native woody vegetation.	
	CG-WR1.15	All permanent water body buffer zones are composed of native woody vegetation.	

CG-WR1: Water Body Protection	CG-WR1.16	At least 50% of water crossings are protected through use of bridges, culverts or other means (rolling dips, etc.).	
	CG-WR1.17	All water crossings are protected through use of bridges, culverts or other means (rolling dips, etc.).	

Criteria	Indicators		C/NC/NA
CG-WR2: Water Quality Protection	CG-WR2.1	CRITERIA REQUIREMENT: There is no application of agrochemicals within 10 meters of any permanent water body.	
	CG-WR2.2	There is no application of nematicides within 20 meters of any permanent water body.	
	CG-WR2.3	Fertilizer use is minimized in accordance with documented soil requirements.	
	CG-WR2.4	Synthetic fertilizers are not used or the farm is certified organic.	
	CG-WR2.5	Farm waste/dump sites are located at least 100 meters from any water body.	

Criteria	Indicators		C/NC/NA
CG-WR3: Water Resources and Irrigation	CG-WR3.1	Irrigation water use is tracked and recorded in writing per lb. of green coffee, per hectare and for each plot.	
	CG-WR3.2	There is a hydrological balance assessment, including climatic, community and competing agricultural issues.	
	CG-WR3.3	Irrigation water use doesn't exceed the operation's net neutral hydrological balance.	

Criteria	Indicators		C/NC/NA
CG-SR1: Controlling Surface Erosion	CG-SR1.1	Farm managers demonstrate knowledge of farm areas at risk to erosion.	
	CG-SR1.2	There is an explicit soil management plan that includes measures to minimize surface erosion.	
	CG-SR1.3	Areas at high risk of erosion are identified on a map (considering factors such as slope, soil, and concavity).	
	CG-SR1.4	At least 25% of productive area with slopes between 10% and 20% is covered by shade trees and/or cover crops/vegetation.	
	CG-SR1.5	At least 50% of productive area with slopes between 10% and 20% is covered by shade trees and/or cover crops/vegetation.	
	CG-SR1.6	All productive area with slopes between 10% and 20% is covered by shade trees and/or cover crops/vegetation.	
	CG-SR1.7	In addition to having shade trees and/or cover crops/vegetation, contour lines and bench terraces are established at intervals appropriate for the site conditions on at least 25% of productive area with slopes between 20% and 30% .	
	CG-SR1.8	In addition to having shade trees and/or cover crops/vegetation, contour lines and bench terraces are established at intervals appropriate for the site conditions on at least 50% of productive area with slopes between 20% and 30% .	
	CG-SR1.9	In addition to having shade trees and/or cover crops/vegetation, contour lines and bench terraces are established at intervals appropriate for the site conditions on all productive area with slopes between 20% and 30% .	
	CG-SR1.10	In addition to the soil erosion prevention measures included in CG-SR1.4-1.9, physical barriers (e.g., pruned branches, rocks) and/or living barriers (e.g., grasses, shrubs) are established on at least 25% of productive area with slopes over 30% .	
	CG-SR1.11	In addition to the soil erosion prevention measures included in CG-SR1.4-1.9, physical barriers (e.g., pruned branches, rocks) and/or living barriers (e.g., grasses, shrubs) are established on at least 50% of productive area with slopes over 30% .	

CG-SR1: Controlling Surface Erosion	CG-SR1.12	In addition to the soil erosion prevention measures included in CG-SR1.4-1.9, physical barriers (e.g., pruned branches, rocks) and/or living barriers (e.g., grasses, shrubs) are established on all productive area with slopes over 30% .	
	CG-SR1.13	Herbicides are not used to control ground vegetation/cover crops and are only used in spot applications for aggressive weeds.	
	CG-SR1.14	At least 50% of roads or heavily-used trails are protected from erosion through proper drainage ditches and/or other control activities (including vegetation, etc.).	
	CG-SR1.15	All roads or heavily-used trails are protected from erosion through proper drainage ditches and/or other control activities (including cover vegetation, etc.).	
	CG-SR1.16	Areas in which the risk of landslides is extreme (considering factors, such as slope, soil, and concavity and including slopes greater than 60%) are not cultivated, are left or taken out of production and restored with native vegetation where practicable.	

Criteria	Indicators		C/NC/NA
CG-SR2: Maintaining Soil Productivity	CG-SR2.1	At least 25% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops.	
	CG-SR2.2	At least 50% of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops.	
	CG-SR2.3	All of the productive area is covered by an organic matter layer (composed of dead and decaying biomass) and/or nitrogen-fixing cover crops.	
	CG-SR2.4	Shade tree and live barrier pruned branches are mulched and/or left as a soil amendment.	
	CG-SR2.5	At least 25% of the productive area is planted with nitrogen-fixing, leguminous trees.	
	CG-SR2.6	At least 50% of the productive area is planted with nitrogen-fixing, leguminous trees.	
	CG-SR2.7	All of the productive area is planted with nitrogen-fixing, leguminous trees.	
	CG-SR2.8	Soil analysis is conducted annually to identify nutrient deficiencies (macro and micro nutrients) and organic matter content.	
	CG-SR2.9	Foliar analysis is conducted annually to identify nutrient deficiencies (macro and micro nutrients).	
	CG-SR2.10	The formula of applied nutrients and non-synthetic soil amendments is customized in response to results of soil and foliar analyses.	
	CG-SR2.11	Shade tree, live barrier, and coffee plant pruned branches are mulched and/or left as a soil amendment.	
	CG-SR2.12	Farm is certified organic.	

Criteria	Indicators		C/NC/NA
CG-CB1: Maintaining a Coffee Shade Canopy	CG-CB1.1	<u>CRITERIA REQUIREMENT</u> : Native trees are removed only when they constitute a human hazard or when they significantly compete with coffee plants.	
	CG-CB1.2	The farm has a shade management plan including: identifying areas with gaps in shade, plans for replanting invasive exotic/non-native trees with native species, identified resources for appropriate shade tree lists, identified resources from which to source shade trees and timeline for actions.	
	CG-CB1.3	The farm is implementing the shade management plan and meeting the timeline for actions.	
	CG-CB1.4	On average, at least 10% of the farm (including productive and non-productive area) has canopy cover.	
	CG-CB1.5	Canopy cover is comprised of a diversity of tree species.	

CG-CB1: Maintaining a Coffee Shade Canopy	CG-CB1.6	Canopy cover is retained at biologically significant levels (i.e., the level of canopy cover alters farm micro-climate, produces a noticeable leaf litter layer, provides demonstrated habitat for a range of species, etc.).	
	CG-CB1.7	Invasive exotic species are not used for canopy cover.	
	CG-CB1.8	On average, at least 40% of the productive area of the farm has canopy cover.	
	CG-CB1.9	At least 75% of the canopy cover is comprised of locally native species and/or the canopy consists of at least 10 species that are locally native or can be shown to contribute to the conservation of native biodiversity.	
	CG-CB1.10	Where local ecological conditions allow, shade canopy is comprised of at least 2 distinguishable canopy layers.	
	CG-CB1.11	Where conditions permit, locally native epiphytes, lianas and woody vines are retained in the canopy cover.	
	CG-CB1.12	Biological legacies, such as cavity trees and standing and/or fallen dead trees are retained.	

Criteria	Indicators		C/NC/NA
CG-CB2: Protecting Wildlife	CG-CB2.1	CRITERIA REQUIREMENT: There are specific implemented measures (e.g., 'no hunting' signs, gates, fences, guards, etc.) to restrict unauthorized hunting and commercial collection of flora and fauna.	
	CG-CB2.2	Hunting threatened or rare wildlife species is not allowed on the property.	
	CG-CB2.3	Farm management has created a list of wildlife species native to the region and identified which of those species are classified as vulnerable, endangered or critically endangered according to the IUCN red list (http://www.redlist.org).	
	CG-CB2.4	Farm management has consulted with relevant government agencies or universities to determine which wildlife species are native to the farm's region and classified as vulnerable, endangered, or critically endangered.	
	CG-CB2.5	A wildlife management plan is developed on the basis of the results gathered from the consultations with relevant government agencies or universities.	
	CG-CB2.6	The wildlife management plan is properly implemented on the farm (e.g., management and workers are trained, action steps are outlined, timeline to completion, etc.).	

Criteria	Indicators		C/NC/NA
CG-CB3: Conservation Areas	CG-CB3.1	CRITERIA REQUIREMENT: After March 2004, there is no conversion of natural forest to agricultural production.	
	CG-CB3.2	If areas of natural forest are converted to agricultural production (after March 2004), these are not areas of high ecological value and there are areas of equivalent size set aside for conservation purposes.	
	CG-CB3.3	There is an assessment of the farm for areas of high ecological value (e.g., areas with significant intact forest, primary forest canopy cover, rare flora and fauna communities, important habitat elements, critical watershed values, importance to local communities' traditional cultural identity).	
	CG-CB3.4	There is an assessment of the farm for areas of high ecological value completed by ecologists and/or biologists.	
	CG-CB3.5	Areas of high ecological value are clearly defined, protected and managed with a conservation emphasis that maintains the high ecological values.	
	CG-CB3.6	If areas of high ecological value are completely lacking on the farm, there is a plan to restore natural habitat, forest and other natural vegetative areas on a portion of the farm (ecological restoration) with native vegetation.	

CG-CB3: Conservation Areas	CG-CB3.7	If areas of high ecological value are completely lacking on the farm, managers have implemented the plan to restore natural habitat or conditions on a portion of the farm (ecological restoration).	
	CG-CB3.8	When present, areas of high ecological value are protected from future development through the declaration of private reserves, conservation emphasis areas or legal conservation easements.	
	CG-CB3.9	At least 3% of the total farm area is set aside as a conservation emphasis area.	
	CG-CB3.10	At least 5% of the total farm area is set aside as a conservation emphasis area.	
	CG-CB3.11	Where multiple areas of high ecological value are present, biological corridors are established to connect these conservation emphasis areas.	
	CG-CB3.12	Multiple plant species that contribute to biodiversity are established where space allows within the farm (e.g., borders, roads, trails, paths, etc.).	
	CG-CB3.13	There is a nursery or identified resources for the propagation of native tree and plant species for ecological restoration activities.	

Criteria	Indicators		C/NC/NA
CG-EM1: Ecological Pest and Disease Control	CG-EM1.1	<u>CRITERIA REQUIREMENT</u> : Farm does not use pesticides that are listed by the World Health Organization as Type 1A or 1B, except as specified by the nematode amendment.*	
	CG-EM1.2	<u>CRITERIA REQUIREMENT</u> : Farm maintains purchase records of pesticides , specifying date, product, formulation, quantity, supplier and price of purchase for each pesticide .	
	CG-EM1.3	<u>CRITERIA REQUIREMENT</u> : Agrochemicals are stored in a locked place with controlled access.	
	CG-EM1.4	Farm has a plan for monitoring for insect and disease problems and symptoms of nematode infestation.	
	CG-EM1.5	Farm implements plan with regular monitoring for insect and disease problems and symptoms of nematode infestation.	
	CG-EM1.6	Farm takes physical action to control sources of infestation (e.g., removal of infested cherries or ethanol/methanol based traps set during appropriate phase of pest life cycle).	
	CG-EM1.7	Farm maintains written records of total toxic load calculation for productive area on farm.	
	CG-EM1.8	Total toxic load is decreased over time through reduction in pesticide use or selecting less toxic alternatives.	
	CG-EM1.9	Farm maintains pesticide application register specifying the date, product, formulation and quantity for each pesticide application on the farm.	
	CG-EM1.10	Agrochemical storage site has sufficient ventilation.	
	CG-EM1.11	Agrochemicals that are stored have original manufacturer's labels and are clearly separated according to toxicity and use.	
	CG-EM1.12	There are contingency plans for handling pesticide spills and overexposure.	
	CG-EM1.13	Agrochemical storage site has safeguards to control spills (e.g., physical barriers to prevent external contamination).	
	CG-EM1.14	Agrochemicals are only mixed and spraying equipment loaded in agrochemical storage areas.	
	CG-EM1.15	Spraying equipment is maintained in good working order and cleaned in the agrochemical storage areas after use.	
	CG-EM1.16	There are showers and facilities for washing clothes post-agrochemical application.	
	CG-EM1.17	Pesticides are applied using spot spraying based on incidence and infestation pattern (based on information from monitoring).	

*See nematode ammendment Generic Evaluation Guidelines 2.0

CG-EM1: Ecological Pest and Disease Control	CG-EM1.18	Pesticides are only applied as a last resort (after cultural and physical controls have failed).	
	CG-EM1.19	There is a written Integrated Pest Management plan that is properly implemented in the field.	

Criteria	Indicators		C/NC/NA
CG-EM2: Farm Management and Monitoring	CG-EM2.1	<u>CRITERIA REQUIREMENT</u> : Farm managers implement a monitoring program which tracks farm activities and improvements in C.A.F.E. Practices.	
	CG-EM2.2	Farm managers hold at least one annual planning meeting to develop a written annual work plan which details which C.A.F.E. Practices activities are to be taken in the coming year.	
	CG-EM2.3	Farm managers develop a written management plan and supporting documents.	
	CG-EM2.4	Farm managers implement the written management plan.	
	CG-EM2.5	The written management plan is updated on an annual basis.	

Environmental Leadership - Coffee Processing (Wet)

Criteria	Indicators		C/NC/NA
CP-WC1: Minimizing Water Consumption	CP-WC1.1	CRITERIA REQUIREMENT: The total volume of water used for pulping, washing, and sorting for coffee processing operations is tracked and recorded, documenting the annual total and per weight of coffee cherry processed.	
	CP-WC1.2	If water is used for separating coffee cherry before pulping, then a siphon of less than 3 cubic meters is used.	
	CP-WC1.3	Processing facility recycles water for transporting coffee prior to pulping and for pulping.	
	CP-WC1.4	The amount of water used on a per unit basis (liters of water per lbs green coffee) shows a decrease over time (until the scope of CP-WC1.5 is met).	
	CP-WC1.5	The ratio between coffee cherry and water (used for pulping and washing) is no more than 1:1 (1000 liters of cherry: 1 cubic meter of water).	

Criteria	Indicators		C/NC/NA
CP-WC2: Reducing Wastewater Impacts	CP-WC2.1	CRITERIA REQUIREMENT: Wastewater from pulping and washing is managed in a way that does not impact the local or surrounding environment.	
	CP-WC2.2	If wastewater from pulping and washing is released into a leach field or lagoon or sprayed onto fields, the boundary of the fields or lagoon is a minimum of 40 meters from all permanent water bodies (e.g., perennial streams, springs, lakes, wetlands).	
	CP-WC2.3	If wastewater is discharged to a water body or a sewer, the following wastewater tests are conducted at all exit points (and meet established environmental regulatory norms) on a monthly basis during operations. In the absence of environmental regulatory norms, the following parameter must be met: 1. Biological oxygen demand (1000 mg/L or ppm) 2. Chemical oxygen demand (1500 mg/L or ppm) 3. pH (5.0-9.0)	
	CP-WC2.4	There is no evidence of contamination from processing operations of neighboring or local permanent water bodies .	

Criteria	Indicators		C/NC/NA
CP-WM1: Waste Management	CP-WM1.1	CRITERIA REQUIREMENT: Processing wastes are managed in such a way as to not contaminate the local environment.	
	CP-WM1.2	Skin, pulp, mucilage and unacceptable cherries are composted or processed by worms.	
	CP-WM1.3	Organic processing byproducts are used as soil amendments by the farm or, in the case of a standalone processor, distributed to local farmers.	
	CP-WM1.4	Solids are recovered from sedimentation ponds, composted and used by coffee farms.	

Criteria	Indicators		C/NC/NA
CP-EC1: Energy Conservation	CP-EC1.1	CRITERIA REQUIREMENT: The quantity of energy used on-site for coffee processing operations is reported, documenting the annual total and per pound of green coffee processed.	
	CP-EC1.2	Parchment coffee is patio dried or dried in other energy efficient ways (e.g., greenhouses, raised beds, radiant solar drying systems).	
	CP-EC1.3	The quantity of wood/other fuel (except parchment skin) used for drying coffee is recorded, documenting the annual total and per pound of green coffee processed.	

CP-EC1: Energy Conservation	CP-EC1.4	Wood used for drying coffee comes from pruning of shade trees, responsibly managed forests or other minimal impact harvests (e.g., salvage).	
	CP-EC1.5	The total amount of energy used per pound of green coffee shows a decrease over time.	
	CP-EC1.6	Operation shows commitment to the production of renewable energy (e.g., solar, wind, water, geothermal, biomass) through the production or purchase of energy produced using renewable and high-efficiency (cogeneration) technologies.	
	CP-EC1.7	All on-site energy production operations are demonstrably operated in accordance with local permitting requirements or they meet the maximum practicable emissions standards.	

Environmental Leadership - Coffee Processing (Dry)

Criteria	Indicators		C/NC/NA
CP-EC2: Energy Conservation	CP-EC2.1	CRITERIA REQUIREMENT: The quantity of energy (e.g., electricity and diesel) used on-site of diesel and electricity for coffee processing operations is reported, documenting the annual total and per pound of green coffee processed.	
	CP-EC2.2	Coffee is patio dried or dried in other energy efficient ways (e.g., greenhouses, raised beds, radiant solar drying systems).	
	CP-EC2.3	The quantity of wood/other fuel (except parchment skin) used for drying coffee is recorded, documenting the annual total and per pound of green coffee processed.	
	CP-EC2.4	Wood used for drying coffee comes from pruning of shade trees, responsibly managed forests or other minimal impact harvests (e.g., salvage).	
	CP-EC2.5	The total amount of energy used per pound of green coffee show a decrease over time.	
	CP-EC2.6	Operation shows commitment to the production of renewable energy (e.g., solar, wind, water, geothermal, biomass) through the production or purchase of energy produced using renewable and high-efficiency (cogeneration) technologies.	
	CP-EC2.7	All on-site energy production operations are demonstrably operated in accordance with local permitting requirements or they meet the maximum practicable emissions standards.	

Criteria	Indicators		C/NC/NA
CP-WM2: Waste Management	CP-WM2.1	Parchment hulls from dry milling are recovered for use in mechanical coffee dryers, generating energy or other beneficial uses.	