

July 2017

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# CERTIFICATION RULES

For single farms and group administrators



Sustainable Agriculture Network

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## SAN Mission

To be a global network transforming agriculture into a sustainable activity.

## SAN Vision

A world where agriculture contributes to the conservation of biodiversity and sustainable livelihoods.

## Objective

This document defines the rules for a single farm or a group administrator to become or remain certified to the SAN Sustainable Agriculture Standard for Farms' and Producer Groups' Crop and Cattle Production, July 2017<sup>1</sup>, including the description of the rights and obligations of audited and certified organizations, from the application until the moment the organization's certificate is granted, suspended or cancelled.

### Binding Date and Certification Rules for Audits

- The binding start date for audit and certification processes based on the 2017 SAN Standard is July 1, 2017
- This document substitutes the SAN-P-5-1.3 Certification Policy for Farms and Group Administrators (July 2015).

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<sup>1</sup> Hereafter referred to as "2017 SAN Standard".

# 1. General conditions

- a. Audits are based on an evaluation of conformity with the latest version of the 2017 SAN Standard, the 2017 SAN Lists for Pesticide Management (Lists of Prohibited and Risk Mitigation Use Pesticides), and this 2017 SAN Certification Rules document.
- b. For the purpose of these rules, two organization types are recognized: single farms and group administrators.
- c. The same organization may not hold two valid certificates from SAN accredited certification bodies (CBs) simultaneously.
- d. Organizations that cultivate products considered illegal by applicable law in the country where they are grown or by international agreements and conventions shall not be subject to SAN audits or SAN/RA certification.
- e. Organizations that cultivate annual, bi-annual or perennial species that are not restricted by clause 1.d), may be audited and certified. These species include but are not limited to trees of perennial crops such as fruits, nuts, coffee, cocoa, and tea, as well as ornamental plants, vegetables, grains, spices and grasses.
- f. Cattle<sup>2</sup> operations may be certified, provided that the cattle is not completely raised in stables or under nomadic production systems. The certification of cattle production systems with feedlots as part of the farm or group administrator scope is only permitted if animals have the opportunity for movement and exposure to sunlight in outdoor ranging areas, and if feedlots are used only during the final fattening stage of the animals.
- g. Certified organizations holding a valid SAN certificate prior to July 1, 2017 are considered to have complied with critical criterion 2.1 of the 2017 SAN Standard by virtue of having complied with critical criterion 2.2 of the 2010 SAN Sustainable Agriculture Standard.
- h. SAN reserves the right and holds the authority to analyze and define the interpretation of this document and decide on unforeseen cases. Furthermore, SAN reserves the right to modify the content of this document and other SAN standards or policy documents at any time, which will be communicated by CBs and will be available at [www.san.ag](http://www.san.ag)

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<sup>2</sup> Cattle: Domesticated animals of the family Bovidae, including the species *Bos taurus* and *B. taurus indicus* (zebu), or crosses of these two, as well as buffalo breeds (*Bubalus bubalis*), that are raised for meat or dairy production.

## 1.1 Rules for group administrators

- a. The minimum number of member farms of a group administrator is two member farms.
- b. All member farms of a group administrator shall be located within the same country.
- c. A member farm shall not belong to two certified groups simultaneously.
- d. The group administrator is responsible for trading and commercializing the products covered in the scope of the certificate, unless it decides to delegate the responsibility for validating their claims in the Rainforest Alliance traceability systems to third parties.
- e. If a member farm wishes to sell certified product individually, it shall have a written agreement with the group administrator who shall keep register of each individual transaction, indicating the volume of certified product sold individually by members.
- f. The group administrator is responsible for ensuring that all member farms covered by the SAN certificate scope comply with the SAN Standard Performance Criteria and Rules (Section 7.1 of this document) of the performance level corresponding to the organization's year in the SAN performance system.

## 2. Rights

The audited or certified organizations may apply the following rights:

- a. Obtain an answer to any question relating to interpretation of the 2017 SAN standard, 2017 SAN Lists for Pesticide Management (Lists of Prohibited and Risk Mitigation Use Pesticides), and this 2017 SAN Certification Rules document.
- b. Get the updated versions of SAN standards and policy documents from their CB.
- c. Receive an audit report within the timeframe established by SAN.
- d. Submit a complaint related to the service provided by a CB.
- e. Appeal a certification decision made by a CB.
- f. Start being a client of a different CB if they are not satisfied with the service the current CB provides, under the condition that the organization does not have open nonconformities on critical criteria.
- g. Request for rescheduling an unannounced surveillance or investigation audit once. Valid reasons for requesting the rescheduling include force majeure conditions<sup>3</sup> and when the organization's representatives responsible for assuring compliance with the 2017 SAN standard can proof previously acquired commitments with supporting evidence.
- h. Request the cancellation of its certificate at any moment.

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<sup>3</sup> Extraordinary event or circumstance that is beyond the organization's control, and that prevents it from complying with these SAN Certification Rules. This includes risks beyond the control of the organization, incurred not as a product or result of negligence or malfeasance.

## 3. Obligations

The audited or certified organization shall:

- a. Submit a complete application, using the SAN Audit Planning template, with truthful, accurate, updated information to a CB that is accredited to operate in the region where the organization is located. The certified organization should contact the CB to program a certification audit, at least 120 days before the anniversary date of the certificate in order to successfully complete the respective audit process on time.
- b. Inform the CB of any significant change in its management system, its production activities, productivity or its infrastructure, and update the information on the SAN Application template accordingly. The certified organization shall notify the CB when it adds new area or member farms to its scope.
- c. Sign a service agreement with the CB.
- d. Not sell more product volume than the harvested product volume while holding a valid certificate. Once the certificate is issued, only the product volume harvested after the starting date of the audit that led to a positive certification decision can be commercialized with Rainforest Alliance Certified claims.
- e. Authorize SAN and the CB to publish audit report public summaries that may include the description of nonconformities.
- f. Authorize SAN and its partners to use data associated with the audit process for analyses and reporting about the SAN/RA certification program, provided that these do not disclose information about applicants or certificate holders.
- g. Pay the required costs associated with any type of audit.
- h. In the case of group administrators submit an electronic list with truthful, accurate, updated information about all member farms within the SAN certificate scope using the SAN Group Member List template.
- i. Ensure that the audit team has access to all relevant documentation and to the whole area within the audit scope, including leased lands and infrastructure, and that it has the right to interview workers and people living on the farm, as well as members of neighboring communities without the presence of field supervisors, the farm management or group administrator or their representatives.
- j. Allow and cooperate with unannounced surveillance audits and investigation audits carried out by the CB, by SAN, Rainforest Alliance or any organization acting on their behalf.
- k. Request and receive authorization from the Rainforest Alliance prior to using any Rainforest Alliance trademarks, including the Rainforest Alliance Certified™ seal.

## 4. Audit Scope

- a. Applicable criteria of the 2017 SAN Standard will be evaluated at individual farms as well as on each of the group administrator's member farms that form part of the audit sample, in the case of group administrators. Principle 5 of the 2017 SAN Standard only applies to organizations requesting the cattle scope in their application.
- b. Level B and/or level A continuous improvement criteria will only be audited during the first certification audit, if specifically requested by the organization. Level A continuous improvement criteria will only be audited during the second certification audit, if specifically requested by the organization.
- c. Leased portions of land inside certified farms shall comply, at least, with SAN zero-tolerance critical criteria.
- d. Organizations leasing land and seeking SAN/RA certification shall be able to implement long-term changes that allow them to comply with the 2017 SAN Standard and the SAN Standard Performance Criteria and Rules (Section 7.1 of this document), when they are located inside a non-certified farm.

### 4.1 Single farms

In this model, one certificate is granted to one single farm.

- a. The whole area and activities within the farm's limits are covered by the audit scope. This includes, but is not limited to:
  - i. Areas destined for agricultural and cattle production, with focus on products intended to be sold with Rainforest Alliance Certified claims.
  - ii. HCV areas, forests and other natural ecosystems, as well as fallow land.
  - iii. Areas involving human activity and other infrastructure within its limits that include but are not restricted to administrative infrastructure, collection points, processing and packing units and storage facilities.
  - iv. Leased areas inside the farm.
  - v. Farm personnel, including all contracted and subcontracted workers, supervisory and administrative staff, and management and owner representatives.
  - vi. People who live temporarily or permanently on the farm.
  - vii. All documentation relating to social, agronomic and environmental management and considered relevant to determining compliance with the Standard.
  - viii. Documentation related to trading of the certified and non-certified product handled by the farm.

- b. Infrastructure owned or leased outside the farm limits but which is directly related to activities included in the audit scope. This may include, but is not limited to administrative infrastructure, collection points, processing and packing units and storage facilities.
- c. Residents of surrounding communities who are or may be directly affected by the farm's activities.

## 4.2 Group administrator

In this model, one certificate is granted to an organization, called the 'Group Administrator', who acts on behalf of a group of farms and is responsible for their compliance with the 2017 SAN Standard. The Group Administrator is responsible for implementing an Internal Management System (IMS), including but not limited to coordinating the commercialization of product, training and technical assistance for staff and group members, as well as internal inspections and the corresponding follow-up actions.

Group administrators fit three basic models: i) multi-site, where a single legal entity owns or holds more than one discrete farm or site with separate production management system, but under one IMS of the group administrator; ii) groups that have a democratic structure, such as cooperatives, associations and federations; and iii) private entities, such as plantations with associated product suppliers, exporters or a consultant's office. The audit scope of a group administrator includes the following:

- a. Infrastructure owned or administered by the group administrator, related to the production activity in the scope. This includes but is not limited to roads, housing, administration, collection, storage, processing and packing infrastructure, as well as their surroundings.
- b. Member farms are subject to the farm audit scope as described in section 4.1.
- c. All personnel hired or subcontracted by the group administrator.
- d. All documentation relating to the IMS.
- e. Documentation related to trading of the certified and non-certified product handled by the group administrator.

## 5. The SAN Standard Performance System

There are two types of criteria in the SAN Standard – critical and continuous improvement criteria. Each criterion is evaluated as follows:

Conformity Status	Conditions
<b>Conformity</b>	The audited organization meets all the criterion’s provisions.
<b>Nonconformity (NC)</b>	The audited organization does not meet <i>or only partially meets</i> the provisions of the criterion.
<b>Not Applicable (N/A)</b>	The subject of evaluation is not present within the audit scope.

### 5.1 Critical criteria

Critical criteria cover the highest-priority and highest-risk environmental, social and labor issues. Farms and group administrators are required to comply with all applicable critical criteria at all time as a condition to grant or maintain the certificate.

#### 5.1.1 Zero-tolerance critical criteria

The SAN recognizes five ‘zero-tolerance’ critical criteria. Auditing compliance with open nonconformities on these critical criteria cannot be conducted through a verification audit. Failing to comply with any of the following zero-tolerance criteria results in the denial or the immediate cancellation of the certificate:

- i. Criterion 2.1 – No destruction of High Conservation Value areas after November 2005
- ii. Criterion 4.1 – No forced labor
- iii. Criterion 4.2 – No mistreatment of workers; no sexual harassment
- iv. Criterion 4.3 – No discrimination
- v. Criterion 4.6 – No worst forms of child labor

### 5.2 Continuous improvement criteria

- a. The 2017 SAN Standard contains a continuous improvement system that requires farms to gradually increase their compliance over three performance levels: C, B and A. This system is based on a six-year period, and for this purpose, the first certification audit based on the 2017 SAN Standard will be considered as ‘Year 0’.
- b. The specific binding level requirements corresponding to the organization’s year for the SAN Standard Performance Criteria and Rules (Section 7.1 of this document), will not change under any condition, including suspension or cancellation of a certificate, modification of scope or the change of a CB.

## 6.Audits

- a. Before the final audit report is issued and only in the case of nonconformities that can be closed through documents, an audited organization may demonstrate compliance with open nonconformities up to 30 days after the closing meeting of any audit. The CB may charge for additional costs of this process.

### 6.1 Certification Audit

- a. A certification audit is carried out when the organization applies for SAN/RA certification for the first time, and then every three years, to establish the level of conformity of the organization with all applicable SAN Standard's criteria.
- b. It shall always take place on site, during a period of activity when workers, crop plants and/or cattle are present.
- c. On the application, the organization may voluntarily request to be audited against the criteria of a higher performance level. Organizations complying with the SAN Standard Performance Criteria and Rules of the year three (or higher) by the time of their first certification audit, or complying with the SAN Standard Performance Criteria and Rules (Section 7.1 of this document) of the year six by the time of their second certification audit, will be considered 'high performers'.

### 6.2 Verification audit

- a. If the organization does not comply with the SAN Standard Performance Criteria and Rules (Section 7.1 of this document) for the respective year in the SAN/RA certification system for the 2017 SAN standard, it may demonstrate compliance through a verification audit within 120 days after the previous certification decision. The certificate is suspended until Section 7.1 of this document are complied with.
- b. The objectives of a verification audit are:
  - i. To control whether open nonconformities that prevented a positive certification decision were addressed, can be closed, and the certificate may be issued or maintained; and
  - ii. To determine whether the organization has reached the minimum performance level of the SAN Standard Performance Criteria and Rules (Section 7.1 of this document) corresponding to its year in the SAN performance system, and the certificate may be issued or maintained.
- c. If during a verification audit, an audited organization does not comply with the Sections 7 and 8 of this document, the certificate is not issued or is cancelled. This audited organization may not be subject to additional verification audits hereafter.
- d. Organizations with nonconformities on any of the zero-tolerance criteria are not eligible for a verification audit.

- e. A verification audit may take place remotely, when it is possible to evaluate the improvement actions through documents or remote interviews with farm management or group administrator representatives.

## 6.3 Surveillance audit

- a. The objectives of the surveillance audits are:
  - i. To ensure the certified organization complies with all applicable critical criteria;
  - ii. To determine whether the organization has implemented the improvement actions for continuous improvement criteria according to the Section 7.1 of this document.
- b. In the case of farms or group administrators cultivating seasonal crops, at least one surveillance audit shall take place during the harvest season.
- c. Farms and group administrators are subject to unannounced or short-noticed surveillance audits at any time. The CB may inform the certified organization about unannounced or short-noticed surveillance audits with no more than two working days in advance, with the exception of group administrators of smallholder members, for which up to five working days in advance apply.
- d. During surveillance audits to group administrators, at least 30% of the sample of member farms will be selected during the opening meeting.
- e. Organizations considered as 'high performers' will be allowed to undertake maximum one desk surveillance audit, instead of one on-site surveillance audit.

## 6.4 Investigation audit

- a. Investigation audits are carried out in response to a complaint, reported incident, or substantial information regarding the performance of a certified organization relating to one or more critical criteria of the 2017 SAN Standard.
- b. An investigation audit may be carried out at any time, when the CB or SAN determines there is sufficient evidence of a potential nonconformity.
- c. Investigation audits are unannounced. However, the certified organization may be given advanced warning (no more than two working days), when doing so can avoid significant logistical obstacles and the issue at hand cannot be influenced by an advanced warning.
- d. The certified organization may be subject to a desk investigation audit only if it is possible to demonstrate conformity through documents.

- e. The CB bears the cost of investigation audits. However, should the complaint, reported incident, or substantial information be confirmed, the cost of these audits may be charged to the certified organization.

## 6.5 Scope expansion audit

- a. The objective of a scope expansion audit is to assess compliance with SAN Certification Rules for new areas, activities or member farms that a certified organization wishes to add to its scope before a certification or surveillance audit.
- b. All applicable criteria of the 2017 SAN Standard are evaluated for the new areas or for a sample of new member farms (in the case of group administrators), as well as for new crops or cattle species.

## 7. Obtaining the certificate

- a. Organizations wishing to achieve certification or certified organizations that are due a certification audit shall submit an application to an accredited CB.
- b. At 'Year 0', and every three years from then, the organization shall be subject to a certification audit.
- c. The CB will issue a certificate to the audited organization once the Section 7.1 of this document has been complied with.

### 7.1 SAN Standard Performance Criteria and Rules

- a. In order to pass a certification audit, the organization, including all member farms, shall fully comply with all applicable critical criteria, and with the SAN Compliance Rules for Continuous Improvement Criteria corresponding to its year in the SAN performance system, according to the following table.

Certification Audit year	Minimum Compliance Percentage per Level and Year		
	Level C	Level B	Level A
Year 0	50%	-	-
Year 3	90%	50%	-
Year 6	90%	90%	50%

- b. Nonconformities on continuous improvement criteria that were opened during certification audits shall be closed within the following timeframes:
  - i. One third of these nonconformities shall be closed no more than 12 months after the preceding certification audit.
  - ii. Two thirds of the original nonconformities shall be closed no more than 24 months after the preceding certification audit.
  - iii. All remaining nonconformities shall be closed by the next certification audit the latest.

Possible new non conformities against new criteria detected during surveillance audits or verification audits will be added to the original balance of nonconformities detected during the preceding certification audit.

- c. In the case of group administrators with smallholder<sup>4</sup> members, a maximum of 20% of the audited sample of smallholders may fail on the improvement action rules as determined in clauses 7.b).i and 7.b).ii, under the condition that these remaining nonconformities are corrected no more than 12 months after the preceding audit.
- d. The audited organization shall develop an improvement action plan within 90 calendar days after having received the final audit report, and this plan shall be available to the CB or to SAN on demand.
- e. A nonconformity for the same criterion shall not be repeated in consecutive audits. Any nonconformity repeated for the same criterion shall be closed within four months through a verification audit, and cannot be repeated in the following audit, with the only exception of force majeure conditions.

## 7.2 Validity of the certificate

- a. The certificate has a 36-month validity, starting with the date of issue.
- b. The expiry date of the certificate is fixed, but the validity of the certificate may be extended in the following cases, without modification to the original certificate issue date:
  - i. Up to a maximum of six months in the event of a force majeure condition.
  - ii. Up to a maximum of three months, when the organization is going through an appeal process, when the certification decision was to cancel the certificate.

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<sup>4</sup> A producer who primarily relies on family or household labor, or reciprocal workforce exchange with other members of the community

## 8. Maintaining the certificate

- a. In order to maintain its certified status, the certified organization shall pass two surveillance audits after a certification audit.
  - i. The first surveillance audit shall take place between 12 to 15 months after the date the certificate was issued;
  - ii. The second surveillance audit shall take place before 30 months, from the date the certificate was issued.
- b. In order to pass a surveillance audit, a certified organization shall comply with Section 7.1 of this document.
- c. A certified organization may be subject to investigation audits at any time.

## 9. Modifying the scope of the certificate

- a. The certified organization may request to change the certificate scope at any time in order to increase or reduce the productive area, or increase or reduce the number or composition of member farms.
- b. Certified organizations requesting to include new crop activities or new cattle species within the scope of a certificate shall be subject to a scope expansion audit.
- c. A certified organization may increase its production area or its number of member farms by up to 10%, or add up to 10% of new member farms, without being subject to a scope expansion audit, certification audit or surveillance audit. If the increase in area or number of member farms exceeds 10%, or if the group has more than 10% of new member farms, then the certified organization shall be subject to a scope expansion audit.
- d. The certified organization may decide to increase its scope through a certification audit or surveillance audit. If this is the case, clause 3.b) of this document shall be complied with, but a scope expansion audit is not necessary.
- e. The information of the previous certification audit shall be used as reference in establishing the percentage increases described in clause 9.c).
- f. Modifications to the scope of the certificate will not change the expiration date of the certificate or the organization's year with respect to the SAN Standard Performance Criteria and Rules (Section 7.1 of this document).
- g. The group administrator is responsible for ensuring that all new member farms comply with the same compliance level of the SAN Standard Performance Criteria and Rules (Section 7.1 of this document) that are already complied by the rest of the group.

## 10. Sanctions

### 10.1 Suspension

#### 10.1.1 Conditions

The CB will suspend the certificate of an organization when the certified organization:

- a. Fails to comply with Section 7 and 8 of this document.
- b. Does not fulfill one or more of its obligations, as described in Section 3 of this document.
- c. When the certification audit of a certified organization was not carried out while the certificate was valid or when the surveillance audits were not carried out within the timeframes established in these certification rules.

#### 10.1.2 Consequences

- a. The suspension will last up to a maximum of four months.
- b. If the suspension is not lifted within four months, the CB will cancel the certificate.
- c. From the moment the CB notifies the organization about the suspension, the organization shall not sell products with Rainforest Alliance Certified claims. Should the certificate be reinstated, the organization is allowed to sell as certified all the product in stock that was harvested during the suspension period.

### 10.2 Cancellation

#### 10.2.1 Conditions

The CB will deny or cancel the certificate of an organization in the following cases:

- a. When the organization does not comply with one or more zero-tolerance critical criteria.
- b. When the organization did not comply with Section 6.2 of this document.
- c. When the organization rejects an unannounced audit for the second time.
- d. When the certified organization fails to conform to the conditions determined in the Certification Agreement signed with the CB.
- e. When the certified organization voluntarily requests the cancellation of its certificate.

## 10.2.2 Consequences

- a. The cancellation of a certificate lasts one year and is valid starting with the date of the CB's communication to the organization.
- b. From the moment the CB notifies the certified organization about a certificate cancellation, it is not authorized to sell product with certified claims. The only exceptions are organizations whose certificate was voluntarily cancelled, who will be allowed a sell-off period of six months of stored product, or as soon as all of the certified product is sold off, whichever happens sooner.
- c. Organizations whose certificate was cancelled and who wish to renew the certificate may only be audited one year after the date the certificate was cancelled. The only exception are those organizations that voluntarily requested the cancellation of their certificate.
- d. Organizations whose certificate was cancelled and who wish to renew the certificate shall not comply for a certification audit before three years have passed under the following conditions:
  - i. If, in the sole opinion of SAN or the CB, the organization exerted coercion or made any form of implicit or explicit threats to the moral or physical integrity or the life of any members of the CB auditing team or staff, through the employees of the organization, or people under its influence or orders;
  - ii. If, in the sole opinion of SAN or the CB, the organization participated in illegal, fraudulent or unethical activities that could discredit the certification program.

## 11. Compensation for announced minor destruction of natural ecosystems

- a. If destruction of natural ecosystems - but never for HCV areas - up to 1% of the total certified land area is planned by a certified farm manager or group administrator, it will not be a cause for certificate cancellation provided that the responsible CB was informed beforehand and authorized this minor destruction under the following conditions:
  - i. Destruction of natural ecosystems will take place only for the reason of installing new farm infrastructure or repairing previously existing farm infrastructure (roads, irrigation infrastructure, including pumping facilities, channels, ponds, reservoirs, dams, and impoundments), permanently installed machinery, and facilities for washing, processing, or packing) or for smallholder farms for the purpose of planting food crops;
  - ii. Applicable law is complied with.

## 12. Reinstatement of the certificate

- a. In order to reinstate a certificate that was cancelled, the organization shall submit an application for a certification or surveillance audit and shall comply with the Sections 7 and 8 of this document.
- b. In addition to the requirements described in Sections 7 and 8 of this document, organizations whose certificate was cancelled due to nonconformities relating to minor destruction of natural ecosystems (Critical Criterion 2.2) shall comply with the following Section 12.1 or child labor (Critical Criterion 4.6) with the following Section 12.2.

### 12.1 Compensation for unannounced minor destruction of natural ecosystems

- a. Minor destruction of natural ecosystems - but never for HCV areas - that have inadvertently been conducted by a certified farm manager or member farm of a certified group administrator or certified group administrator is permitted only under the following conditions:
  - i. The destruction event is the first one during the organization's SAN/RA certification history;
  - ii. The converted area is located outside of HCV areas, protected areas, or land that is illegal to convert;
  - iii. A plan with objectives, quantitative targets and parameters, time-bound management actions, resources and responsible personnel for the required restoration is prepared by an ecological restoration specialist and submitted for approval to the SAN Secretariat within three months of the date of destruction, including the following requirements:
    - A. The destruction is mitigated through restoration in the or close to the converted area or by setting-aside for conservation at least a 1:1 ratio of ecologically comparable areas;
    - B. The converted natural ecosystem area is taken out of agricultural production and designated with the aim to restore the area to its former natural condition;
    - C. On larger farms, destruction of natural ecosystems of up to 2% of the farm area or 50 hectares (whichever is less) is only permitted if such destruction is compensated by at least a 1:1 ratio of ecologically comparable areas, as specified in a time-bound plan prepared by a qualified professional and approved by the SAN Secretariat or its representative;
    - D. Destruction of up to 10% of the farm area or 1 hectare (whichever is less) is permitted without the need for compensation. In the case of smallholder groups, these thresholds apply at the level of each member farm.

## 12.2 Child labor remediation

- a. The farm management or group administrator that removed a child laborer<sup>5</sup> from his or her job after having received a non-conformity for critical criterion 4.6 of the 2017 SAN Standard shall prove to the CB that it conducted the following remedial actions for the child and his or her family:
  - i. Timely access to medical services;
  - ii. Timely access to psychological and rehabilitative services, as indicated by the child's condition;
  - iii. Facilitation of the child's entrance and integration into local school until the legally permitted school-leaving age; and
  - iv. Hiring of the child's immediate or extended family member, if available. If no such family member is available for hiring, the farm management or group administrator pays the child's family a wage support no less than the removed child's wages until the child reaches the legal school-leaving age or age 15, whichever is higher.

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<sup>5</sup> Child engaged in hazardous child labor, or working with an age of less than 15 years on commercial farms or group administrators. Non-hazardous activities of young workers on smallholder farms are excluded.