

# Well Earth Criteria for Evaluation

*Candidates will be evaluated according to the following criteria:*

## **Standard 1 - Worker safety and employee relations**

### 1.1 Working Conditions

- Workers have essential services such as potable water, toilets and appropriate protection from the elements.
- Working conditions comply with necessary requirements for safety, health, order and cleanliness.
- Workers receive adequate training and proper equipment for safe handling of chemicals, machinery and farm equipment.
- Workers are not be subject to excessive work hours, be allowed shift breaks and adequate rest periods between shifts.

### 1.2 Wages

- Workers wages are paid equal to or greater than the average wage for similar work in the same area.
- Financial disciplinary penalties are not imposed on workers.
- Workers are compensated for overtime work in accordance with the national laws.
- Workers receive equal pay for equal work.

### 1.3 Child and Forced Labor

- Employer complies with all child labor laws.
- There is no forced labor of any type.
- All legal requirements, such as schooling, work hours and working conditions, are met for children under 18 years of age.
- Children are not allowed to engage in any unsafe work or conditions or handling of hazardous equipment or chemicals.
- There are no restrictions on a worker's right to leave at the end of their shift or to quit their job are allowed.

### 1.4 Human Rights

- Workers are not discriminated against on the basis of religion political position, race, sex, nationality or affiliation with unions or other legal groups.
- Workers and their families have access to education, medical services and transportation to work or community events.
- Workers (including migrant or temporary workers) residing at the farm or facility are provided with adequate housing and conditions for basic health.
- There are no restrictions or repercussions for workers affiliated with unions or labor organizations.
- There is no corporal punishment or other form of coercion of workers.
- Workers are not forced to pay a fee or to surrender any documents in exchange for hire.
- Workers have a good understanding of their rights and labor codes.

### 1.5 Innovation

- There are programs for the financial gain of workers, such as paying above area norms for similar kind of work such as paying higher wages or benefits, paying above market price for crops, profit-sharing or other financial rewards for performance.
- There are worker benefits provided, such as special educational or training opportunities, worker housing, land for workers to grow their own crops, healthcare services, or schooling for worker's children.
- Workers are included in relevant management structures and representatives from workers are included in monitoring labor conditions or collective bargaining.

## **Standard 2 – Sustainable Growing Practices**

### 2.0 Certified Organic

- Farm and facilities are certified organic by USDA accredited organization.

### 2.1 Soil Care and Conservation

- There is a program for building long-term soil health and fertility through the addition of organic matter and natural soil amendments.
- There is a program for appropriate soil tillage that maintains good soil structure without causing erosion or compaction.
- There is a program that protects soil from wind or water erosion.
- There is a crop rotation program that supports healthy soil while avoiding build-up of pests and disease.
- There is no application of raw untreated human sewage sludge.
- There is no use of untreated sewage water for irrigation.

### 2.2 Pest/Disease Control

- There is IPM (integrated pest management) or another system of limiting use of chemicals to spot applications in emergency situations.
- No chemicals are used that are banned by the United States EPA or that are not licensed for use on the particular crop.
- There is cover to support beneficial insects.
- There is a crop rotation program that supports healthy soil while avoiding build-up of pests and disease.
- Disease or pest resistant varieties are planted.
- Biological and mechanical methods (rather than chemical controls) are used for pests or disease whenever feasible.
- The natural, least toxic and least environmentally persistent options are used when chemical controls are necessary.

### 2.3 Weed Control

- There is a non-chemical weed management program that relies on prevention and mechanical methods to control weeds.
- No chemicals are used that are banned by the United States EPA or that are not licensed for the particular crop in the country of use (where such official registration exists).

- Chemical control of weeds is limited to emergency situations and then the least toxic, least environmentally persistent options are used.

#### 2.4 Sustainable Management

- There is a water-management program that reduces use of water through building water retention capabilities of the soil, reducing run-off, and use of efficient irrigation systems.
- Farming practices encourage biodiversity.
- No genetically engineered crops are planted anywhere on the farm.
- Organic wastes are composted, returned to the field, or otherwise recycled.
- A program is in place for recycling as much non-organic wastes such as glass, paper, plastic, metal and wood as possible.
- Growing methods and practices are efficient.
- Inputs (compost, mulch or raw materials used in production, etc.) come from on-site or from the local area whenever feasible.

#### 2.5 Innovation

- There is research and development of new seed strains or innovative farming practices.
- Bio-dynamic or other systems with additional sustainability benefits are practiced.

### **Standard 3 – Environmental Impact**

#### 3.1 Pollutants and Waste Disposal

- The use of any chemical (natural or synthetic) is controlled to prevent drift, run-off to any body of water or dispersal in any manner to surrounding areas.
- A waste management plan is in place that minimizes the amount of disposable waste. All wastes generated are disposed of in accordance with local regulations and in a manner that reduces risk of environmental contamination and harm to human or animal health.

#### 3.2 Water Protection and Conservation

- There are buffer zones along waterways.
- There is no dumping of any waste in any waterway.
- If water is drawn from a community waterway, it is done in compliance with any local regulations and cannot be in such quantities as to jeopardize wildlife or community use.

#### 3.3 Protection of Natural Ecosystems

- Existing remnants of natural ecosystems (lakes, streams, wetland, forest or others) are protected.
- Fire is not used to clear land or as a control measure for weeds or pests.

#### 3.4 Wildlife and Wildlife Habitat

- Farming or production practices do not negatively impact any threatened or endangered species or their habitats.
- No deforestation is occurring.

### 3.5 Innovation

- There are innovative programs such as sponsorship of community environmental education programs, reconstructing or resurrecting natural ecosystems (forest, prairie, wetland etc.), and developing protection programs for community watersheds or forests.

## **Standard 4 – Social and Community Impact**

### 1.1 Good Neighbor

- Issues that affect quality of life in the community are considered when planning for expansion or new production areas.
- There is open communication with the community and participation in community events.

### 1.2 Community Support

- The employer contributes to the development of surrounding community and is a positive force for economic and social development.
- The employer gives community members first priority when hiring.

### 1.3 Community Resources

- The employer shows respect for areas with social, cultural, environmental or religious importance.
- The employer does not infringe on access of community members to clean water, clean air or access to other community natural resources.

### 1.4 Land Use and Possession

- The employer rights and responsibilities regarding land use and possession are legally established and documented.

### 1.5 Innovation

- The employer sponsors social programs, building projects, education or other projects that improve the quality of life for community members.
- The employer implements community-wide sustainability initiatives (recycling programs, water conservation, clean energy etc.).

## **Standard 5 – Food Safety and Quality**

### 1.1 Farm Production

- No chemicals are used that are banned by the United States EPA or that are not licensed for the particular crop in the country of use (where such official registration exists).
- Where chemicals are used on a crop, pre-harvest intervals are observed and documented.
- Botanicals are of the genus and species (and in some cases subspecies or variety) specified by Frontier and can be documented as such.

- Botanicals are dried at appropriate temperatures for the crop and in a manner that does not contaminate the product with fuel or fumes from fuel used.
- Any post-harvest treatment such as blanching, soaking, bleaching etc. is disclosed.
- All water used for product washing is potable.
- No genetically engineered material is allowed.
- Growers keep up-to-date records of all production activities.

#### 1.2 Processing/Treatment

- Contact surfaces of processing equipment used on food grade products are made from non-reactive components and can be cleaned and sanitized.
- Processing facilities follow all applicable GMP's and have a GMP plan that includes sections on handling procedures, sanitation, and pest control.
- There is no treatment with ethylene oxide or irradiation.
- No product or raw material is treated with any form of sulfur or SO<sub>2</sub>.
- All re-cleaning or reconditioning of the product is disclosed.
- All processing aids or additives (whether required on the label or not) are disclosed.

#### 1.3 Management and Facilities

- There is a lot control system which allows tracking of any product all the way to the farm.
- Management systems are in place to insure compliance with quality, safety and sanitary requirements.
- Processes and facilities are able to consistently produce a safe, sanitary product that meets Frontier quality standards.

#### 1.4 Quality

- Botanicals are free of any hazardous materials or organisms.
- Contaminants such as weeds, wrong plant parts or soil do not exceed levels specified in Frontier specifications.
- All food grade products are packaged in food grade containers or packaging appropriate to protect the product from degradation or contamination and each container is labeled with the product's name, weight, organic status, supplier and lot code.
- A quality assurance program is in place.

#### 1.5 Innovation

- There is research and development into unique processes or systems that improve food quality or safety.