

ABR PROGRAM TECHNICAL COMPLIANCE GUIDE



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Volume I

LABOR RELATIONS AND LABOR RIGHTS

In recent years, the demand for sustainable and socially responsible agricultural practices has grown significantly, driven by more conscious consumers and stricter environmental legislation. In this context, social responsibility emerges as an essential element for the ABR Program, aiming not only for environmental sustainability but also for the well-being of workers and the communities involved in production. Its Social and Community Development pillar covers best business practices for respecting and promoting human rights, ensuring dignified working conditions, and contributing to the social and economic development of local communities..

In the cotton sector, this means implementing measures ranging from the elimination of child and forced labor to the promotion of fair wages, workplace safety, and access to basic social benefits such as education and health. The ABR certification standard establishes rigorous criteria to ensure that cotton production occurs under ethical conditions in alignment with the International Labour Organization (ILO) conventions and the current regulatory norms in the country.





CRITERION 1
**EMPLOYMENT
CONTRACT**



1.1

Does the PU/PBA not deduct recruitment fees when selecting permanent and temporary workers? Were these workers correctly registered in the company within the e-Social platform up to 24 hours before the start of the employee's activities, except for third-party or autonomous service providers?

LEGAL BASIS:

Decree No. 8373/2014: Established the Digital Bookkeeping System for Tax, Social Security, and Labor Obligations (e-Social).

CLT (Consolidation of Labor Laws) Art. 29: The employer shall have a period of 5 (five) business days to record in the CTPS (Work and Social Security Booklet), regarding admitted workers, the date of admission, remuneration, and special conditions, if any; the adoption of a manual, mechanical, or electronic system is permitted, according to instructions to be issued by the Ministry of Economy. (...) § 8: The worker must have access to their CTPS information within 48 (forty-eight) hours of its entry.

MTP Ordinance No. 671/2021 Art. 3: A CTPS issued by electronic means, as referred to in Art. 14 of the Consolidation of Labor Laws, approved by Decree-Law No. 5,452 of May 1, 1943 - CLT, is denominated the Digital Work Booklet.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Request the display of documents reporting the regular submission of labor obligations and employee registration to e-Social (events S-2200, S-1299, S-2220, and S-2240).

Documentary Analysis: Examine the documentary content and its alignment with the deadlines provided by law. Request printouts of e-Social events: S-2200 (admission); S-1299 (payroll closing); S-2220 (admission exam); S-2240 (SST reports - occupational safety and health), admission exams, and others as requested, employee files or books, and payroll. **For new hires in the current harvest, whenever possible, e-Social submissions are transmitted the day before. Any failure to submit on time must be justified (occasional cases).**

Comments:

Through the current system known as e-Social, employers began communicating unified information to the Government regarding workers, such as: registration links and registration updates, labor exams, social security contributions, payroll, notice of termination, tax bookkeeping, and FGTS (Severance Indemnity Fund) information. Companies must communicate admissions to e-Social up to 24 (twenty-four) hours before the start of activities. A company that maintains subordinate workers without registration will be subject to the fine provided for in Art. 47 of the CLT. The issuance of new work booklets by the Labor Secretariat of the Ministry of Economy occurs electronically, using the CPF (Taxpayer Registry) number as the employee's unique identification. Current paper booklets will continue to be printed only on an exceptional basis.

1.2 Has the PU/PBA registered the Electronic Labor Domicile - DET, which functions as the Electronic Labor Inspection Book - eLIT?

LEGAL BASIS:

CLT Art. 628-A: The Labor Electronic Domicile is established, regulated by the Ministry of Labor and Social Security.

MTP Ordinance No. 671/2021, Art. 140: The Secretariat of Labor of the Ministry of Labor and Social Security, through the Undersecretariat of Labor Inspection, shall make available the Labor Inspection Book, as referred to in § 1 of Art. 628 of Decree-Law No. 5,452 of 1943 - CLT, in electronic form, denominated eLIT, free of charge, for all companies, including those legally exempt from possessing it, and for other equivalent employers.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Check if the company registered for the DET to have access to the Electronic Labor Inspection Book (e-LIT).

Documentary Analysis: Request a printout of the DET registration and its mailbox, where notifications may be recorded.

Comments:

The Labor Inspection Book records the history of audits performed by labor tax auditors.

It is a mandatory document for all companies and, per Decree No. 11.905/2024, the LIT became digital (e-LIT), forming part of the functionalities of the DET.

The company still needs to keep the printed book (LIT) according to MTP Ordinance No. 671/2021, Art. 140, § 5: Printed Labor Inspection Books must be kept for a period of five years, starting from the date indicated in § 1 of the caput, and may be required by Labor Inspection for the consultation of past facts; their digitalization is permitted in the form of the law.

1.3

Does the PU/PBA, when hiring foreign workers, require the presentation of the following documents: CRNM– National Migratory Registration Card or residence/refugee application protocol, CTPS and CPF?

LEGAL BASIS:

Migration Law (Law No. 13.445/2017)
Art. 14: A temporary visa may be granted to an immigrant who comes to Brazil with the intent to establish residence for a determined period and who falls under at least one of the following hypotheses: (...)

§ 5: Subject to the hypotheses provided for in regulation, a temporary work visa may be granted to an immigrant coming to exercise labor activity, with or without an employment relationship in Brazil, provided they prove a formal job offer by a legal entity active in the Country; this requirement is waived if the immigrant proves a degree in a higher education course or equivalent.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Verify if the UP/UBA hired foreign workers and, in that case, requested authorization from the General Coordination of Immigration of the Ministry of Labor.

Documentary Analysis: Request the CTPS, CRNM, and CPF of the foreign worker.

Comments:

Brazilian legislation allows the hiring of immigrants (citizens of other countries or stateless persons), border residents (people living in a country neighboring Brazil), and refugees (foreigners under the protection of the Brazilian State). A company intending to hire a foreign worker, permanently or temporarily, must complete the "Work Authorization Request Form" and request work authorization from the General Coordination of Immigration of the Ministry of Labor and Employment. The labor relationship follows the rules provided in the CLT, observing the maximum ceiling of 1/3 of foreign workers.

1.4

Upon hiring or rehiring employees, does the UP/UBA guide and train workers regarding occupational risks that may originate in the workplace and the means to prevent and limit such risks, as well as the measures adopted by the company?

LEGAL BASIS:

NR 1 (Regulatory Norm) 1.4.4: Every worker, upon being admitted or when changing functions that imply a change in risk, must receive information on:

- a) occupational risks that exist or may originate in the workplace;
- b) means to prevent and control such risks; [...]
- d) procedures to be adopted in an emergency.

1.4.4.1: Information may be transmitted

- a) during training;
- b) through safety dialogues, or via physical or electronic documents.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify whether the UP/UBA, upon the hiring or rehiring of employees, guides and trains workers regarding occupational risks that may originate in the workplace and the means to prevent and limit such risks, as well as the measures adopted by the company.

Documentary Analysis: Request attendance lists for meetings, courses, or training, internal rules or regulations, employment contracts, and the OS (Service Order).

Comments:

Guidance and training for hired or rehired workers may be conducted through courses, integration meetings, safety dialogues, or physical/electronic documents. Integration is a major opportunity for the company to show the newly hired or rehired employee that workplace safety is fundamental.

Employee safety training is of paramount importance to clarify the responsibilities of both the company and the workers regarding safety in the work environment.

1.5 Is salary payment made by the 5th business day of the month following the due month?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 459: Wage payment, regardless of the work modality, shall not be stipulated for a period exceeding 1 (one) month, except concerning commissions, percentages, and bonuses.

§ 1: When payment has been stipulated by the month, it must be made, at the latest, by the fifth business day of the month subsequent to the month earned.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify HR documentation that proves the regular payment of wages by the 5th business day of the month subsequent to the month earned.

Documentary Analysis: Request the bank payment receipt and/or the signed and dated salary receipt.

Comments:

In calculating the 5th business day of the month subsequent to the month earned, Saturday must be considered a business day for wage payment purposes, excluding Sundays and holidays, including municipal holidays, pursuant to IN MTP No. 2 of November 8, 2021.

1.6 Are overtime hours worked correctly recorded in mandatory time controls and properly paid to the employee?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 58: The normal duration of work, for employees in any private activity, shall not exceed 8 (eight) hours daily, provided that no other limit is expressly fixed.

Art. 59. The daily duration of work may be increased by overtime, in a number not exceeding two, by individual agreement, collective bargaining agreement, or collective labor agreement.

§ 1: Remuneration for overtime shall be at least 50% (fifty percent) higher than that of normal hours.

§ 2: The salary increase may be waived if, by virtue of a collective labor agreement or convention, excess hours in one day are offset by a corresponding decrease on another day, provided it does not exceed, in a maximum period of one year, the sum of the provided weekly working hours, nor exceeds the maximum limit of ten hours daily.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify HR documentation demonstrating that variable salary components (overtime, indirect effects, premiums, and others) are integrated by average into the value of vacation pay, 13th-month salary, notice of termination, and FGTS and INSS (Social Security) contributions.

Documentary Analysis: Request the CCT (Collective Bargaining Agreement) for the category, work schedule chart, time tracking control or employee averages, payroll or salary receipt, and respective taxes.

Comments:

When the workday is extended beyond the contractual hours without compensation, the company is obliged to remunerate the employee for the excess work, and this remuneration shall be at least 50% (fifty percent) higher than the normal hour or as evidenced in the CCT. Hours worked beyond the normal workday of 8 hours daily, 44 weekly, and 220 monthly are considered overtime.

1.7

Do variable salary components (overtime, reflections, bonuses and others) integrate by average the value of vacation pay, 13th salary, prior notice and FGTS and INSS contributions?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 457: The employee's remuneration includes, for all legal purposes, in addition to the salary due and paid directly by the employer as consideration for the service, any tips received.

§ 1: The salary includes the fixed stipulated amount, legal bonuses, and commissions paid by the employer.

§ 2: Amounts, even if habitual, paid as cost allowances, food assistance (provided payment in cash is prohibited), travel allowances, prizes, and allowances do not constitute part of the employee's remuneration, are not incorporated into the employment contract, and do not form a basis for the incidence of any labor or social security charges.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify HR documentation demonstrating that variable salary components (overtime, indirect effects, premiums, and others) are integrated by average into the value of vacation pay, 13th-month salary, notice of termination, and FGTS and INSS (Social Security) contributions.

Documentary Analysis: Request the work schedule chart, time tracking control or employee averages, payroll and/or vacation receipt, 13th-month salary receipt, termination papers, and respective taxes.

Comments:

Salary is the fixed amount previously adjusted in the employment contract between employer and employee for the provision of services during a normal workday.

Remuneration is a broader concept than salary and is composed of the sum of the contractual salary plus amounts of a salary nature, such as overtime, hazard pay, dangerous activity premiums, night shift premiums, and others.

Remuneration must be used as the basis for calculating the employee's labor rights and their indirect effects, such as the 13th-month salary, paid weekly rest, vacations, contractual termination installments, and FGTS, social security, and tax contributions.

1.8

Does the PU/PBA not practice nor allow its employees' daily work hours to exceed the legal limit of 8 normal hours, plus 2 voluntary and occasional daily overtime hours, or 12 daily hours in case of normal 12 x 36 hour shifts, observing the weekly limit of 44 hours and 220 monthly hours, except in situations of urgent necessity and force majeure provided for in collective agreements or conventions?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 58: The normal duration of work, for employees in any private activity, shall not exceed 8 (eight) hours daily, provided that no other limit is expressly fixed.

Art. 59. The daily duration of work may be increased by overtime, in a number not exceeding two, by individual agreement, collective bargaining agreement, or collective labor agreement.

§ 1: Remuneration for overtime shall be at least 50% (fifty percent) higher than that of normal hours.

Art. 61. Should an imperative necessity arise, the duration of work may exceed the legal or agreed-upon limit, whether to face a reason of force majeure, or to attend to the performance or completion of urgent services whose non-execution may cause manifest prejudice.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the time tracking records if the UP/UBA does not practice nor allow the daily workday of its employees to exceed the legal limit of 8 (eight) normal hours, plus 2 (two) voluntary and occasional daily overtime hours, except for situations of imperative necessity and force majeure provided for in a collective bargaining agreement or convention.

Documentary Analysis: Request the CCT (Collective Bargaining Agreement) for the category, work schedule chart, time tracking control or employee averages, individual authorizations or agreements, payroll or salary receipts, and respective taxes.

Comments:

With the labor reform (Law No. 13,467/17), the 8 (eight)-hour daily workday duration may be increased by overtime, not exceeding 2 (two) daily overtime hours by individual agreement, or according to a collective bargaining convention or collective labor agreement. In the event of imperative necessity, the workday duration may exceed the legal or agreed limit, whether due to force majeure or to attend to the performance or completion of urgent services whose non-execution may result in manifest prejudice, regardless of collective bargaining or communication to the competent authority (Art. 59 and 61, § 1, CLT).

1.9

Does the PU/PBA regularly grant employees the intra-shift interval for rest and meals of at least 1 hour and at most 2 hours; or at least 30 minutes as provided for in collective agreements or conventions?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 71: In any continuous work whose duration exceeds 6 (six) hours, the granting of an interval for rest or food is mandatory, which shall be at least 1 (one) hour and, unless there is a written agreement or collective contract to the contrary, may not exceed 2 (two) hours.

Art. 611-A: Collective bargaining conventions and collective labor agreements prevail over the law when, among others, they provide for: [...]

III - intra-day interval, respecting the minimum limit of thirty minutes for workdays exceeding six hours.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation if the UP/UBA regularly grants employees an intra-day interval for rest and meals of at least 1 hour and at most 2 hours; or at least 30 minutes, as provided for in a collective bargaining agreement or convention.

Documentary Analysis: Request the CCT for the category, work schedule chart, and the time tracking control or employee averages.

Comments:

The labor reform introduced a special option regarding the minimum intra-day interval time by establishing, in item III of Art. 611-A of the CLT, that the minimum interval for workdays over 6 hours may be reduced through an agreement or convention, provided the minimum limit of 30 minutes is respected.

1.10 Does the PU/PBA regularly grant employees the inter-shift interval for rest of at least 11 hours?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 66: Between 2 (two) workdays, there shall be a minimum period of 11 (eleven) consecutive hours for rest.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation if the UP/UBA regularly grants employees an inter-day interval for rest of at least 11 hours.

Documentary Analysis: Request the CCT for the category, work schedule chart, and the time tracking control or employee averages.

Comments:

The inter-day interval comprises a rest of 11 (eleven) consecutive hours pursuant to the provisions of Art. 66 of the CLT, which must be respected even on weekends. If the company does not grant the inter-day interval of at least 11 hours for rest and food to urban and rural employees, it must pay the suppressed period as an indemnity, with a minimum 50% increase over the value of the normal work hour remuneration or as per the CCT (Collective Bargaining Agreement).

1.11 Does the PU/PBA regularly grant employees paid weekly rest of 24 hours?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 67: Every employee is guaranteed a paid weekly rest period of 24 (twenty-four) consecutive hours, which, except for reasons of public convenience or imperative service necessity, shall coincide with Sunday, in whole or in part.

Art. 68. Work on Sundays, whether total or partial, pursuant to Art. 67, shall always be subject to prior permission from the competent labor authority.

MTP Ordinance No. 671/2021, Art. 62: Permanent authorization is granted for work on Sundays and holidays, as referred to in Art. 68 and Art. 70 of Decree-Law No. 5,452 of 1943 - CLT, for the activities listed in Annex IV of this Ordinance.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA regularly grants employees the 24-hour paid weekly rest.

Documentary Analysis: Request the CCT (Collective Bargaining Agreement) for the category, work schedule chart, and the time tracking control or employee averages, and employee files or books.

Comments:

The Paid Weekly Rest (DSR) is a 24-consecutive-hour rest period that must be granted to employees after six days of work. The DSR should preferably be granted on Sundays, but the date may vary according to the activity, the workday, and the type of hiring.

1.12 Is work on paid weekly rest days and holidays, without compensatory time off, paid with a minimum premium of 100%?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 67: Every employee is guaranteed a paid weekly rest period of 24 (twenty-four) consecutive hours, which, except for reasons of public convenience or imperative service necessity, shall coincide with Sunday, in whole or in part.

Art. 68. Work on Sundays, whether total or partial, pursuant to Art. 67, shall always be subject to prior permission from the competent labor authority.

MTP Ordinance No. 671/2021, Art. 62: Permanent authorization is granted for work on Sundays and holidays, as referred to in Art. 68 and Art. 70 of Decree-Law No. 5,452 of 1943 - CLT, for the activities listed in Annex IV of this Ordinance.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether work on Sundays and holidays is paid at double the rate, unless the employer determines another compensatory day off.

Documentary Analysis: Request the CCT for the category, work schedule chart, and the time tracking control or employee averages.

Comments:

The DSR is a rest period of 24 consecutive hours that must be granted to employees after six days of work, preferably on Sundays.

According to changes in legislation, work on Sundays and holidays is permitted through temporary or permanent authorization depending on each activity.

The day will only be worth double when the worker does not have a day off within the same week.

1.13

Does the PU/PBA regularly grant full or partial vacations for each 12-month acquisition period to its employees within the legal granting period?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 134: Vacations shall be granted by act of the employer, in a single period, within the 12 (twelve) months subsequent to the date on which the employee acquired the right.

Provided there is agreement from the employee, vacations may be enjoyed in up to three periods, one of which cannot be less than fourteen consecutive days and the others cannot be less than five consecutive days each. (...)

It is prohibited to start vacations in the two-day period preceding a holiday or a paid weekly rest day.

Art. 143. The employee is entitled to convert 1/3 (one third) of the vacation period to which they are entitled into a cash allowance (abono pecuniário), in the amount of the remuneration that would be due for the corresponding days.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA regularly grants full or split vacations for each 12-month accrual period to its employees within the legal concession period.

Documentary Analysis: Request the payroll, vacation notice and receipt, and salary average and vacation controls.

Comments:

Vacation is the annual rest period that must be granted to the employee after exercising activities for one year (12 months).

Vacations must be granted within the 12 months following the acquisition of the right. If vacations do not occur within this period, they shall be paid at double the rate per CLT Art. 137.

By negotiation between employee and employer, vacations may be divided into up to 3 (three) periods, provided one is not less than 14 days and the others not less than 5 days each, subject to employee agreement.

The employee is entitled to convert one-third of the vacation period to which they are entitled into a cash allowance, in the amount of the remuneration that would be due for the corresponding days.

1.14 Is the 13th salary regularly paid in two installments, the first by November 30th and the second by December 20th of each year?

LEGAL BASIS:

Law No. 4,090 of July 13, 1962,

Art. 1: In the month of December of each year, every employee shall be paid a salary bonus by the employer, regardless of the remuneration to which they are entitled.

Law No. 4,749 of August 12, 1965,

Art. 1: The salary bonus established by Law No. 4,090 of July 13, 1962, shall be paid by the employer by December 20 of each year, offsetting the amount that the employee may have received as an advance pursuant to the following article.

Art. 2: Between the months of February and November of each year, the employer shall pay, as an advance on the aforementioned bonus, half of the salary received by the respective employee in the previous month.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the 13th-month salary is regularly paid in two installments (the first by Nov 30 and the second by Dec 20).

Documentary Analysis: Request the payroll, the two installments of the 13th-month salary, and the respective payment proofs.

Comments:

The employee is entitled to an annual thirteenth salary based on the contractual remuneration paid in December or, in the case of variable remuneration, the average of the months worked in the annual period.

Payment must be made in two installments: the first by November 30 (50% of the value) and the second (remaining 50%) by December 20.

1.15 Does the PU/PBA regularly collect digital FGTS (GFD) on remuneration paid to each employee by the 20th of each subsequent month?

LEGAL BASIS:

Law No. 8.036/1990,

Art. 15. For the purposes provided for in this Law, all employers are required to deposit, by the twentieth day of each month, into a linked account, the amount corresponding to 8% (eight percent) of the remuneration paid or due in the previous month to each worker, including in the remuneration the portions referred to in Arts. 457 and 458 of the Consolidation of Labor Laws (CLT), approved by Decree-Law No. 5,452 of May 1, 1943, and the Christmas Bonus referred to in Law No. 4,090 of July 13, 1962. (Wording provided by Law No. 14,438 of 2022).

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA regularly collects FGTS on the remuneration paid to each employee by the 20th (twentieth) of each subsequent month.

Documentary Analysis: Request the payroll, the corresponding Digital FGTS (GFD) form, the respective proof of payment, and the FGTS Regularity Certificate (CRF).

Comments:

The Severance Indemnity Fund (FGTS) was created to protect workers dismissed without just cause.

All urban and rural workers governed by the CLT are entitled to FGTS.

The deposit is equivalent to 8% (eight percent) of the salary amount paid or due to the worker.

The employer or the service user must make the deposit into the worker's FGTS linked account by the 20th (twentieth) of each month.

1.16

Does the UP/UBA deduct the employee's social security contribution from the paid remuneration and remit it to the INSS (DARF) by the 20th of each subsequent month?

LEGAL BASIS:

RFB (Federal Revenue of Brazil) IN No. 2110/22,

Art. 52. The contributions referred to in items I to VII of the caput of Art. 49 must be collected by the company or equivalent by the 20th day of the month subsequent to the accrual period. Sole Paragraph: When there is no banking service on the date defined for payment, the deadline shall be moved forward to the immediately preceding business day.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Verify in the HR documentation if the UP/UBA (agribusiness) deducts the employee's social security contribution and remits it to the INSS (DARF), based on the paid remuneration, by the 20th of each subsequent month.

Documentary Analysis: Request the payroll, employee salary receipts, the INSS guide (DARF), and the respective proof of payment.

Comments:

Rural social security contributions must be collected by the 20th (twentieth) of the month subsequent to the accrual period. If there is no banking service on that day, the collection must be made on the first immediately preceding business day.

1.17

Does the PU/PBA, upon contract termination, make available to the employee within 10 (ten) days the CTPS properly informed in the e-social event, 03 (three) copies of the TRCT, updated FGTS statement for termination purposes and Dismissal Communication - CD guides and unemployment insurance application?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 477: Upon the termination of the employment contract, the employer must proceed with the annotation in the Work and Social Security Booklet, communicate the dismissal to the competent bodies, and perform the payment of termination benefits within the timeframe and in the manner established in this article. (...)

§ 6: The delivery to the employee of documents proving the communication of the contract termination to the competent bodies, as well as the payment of the amounts contained in the termination instrument or settlement receipt, must be carried out within ten days starting from the end of the contract. (...)

§ 10: The annotation of the contract termination in the Work and Social Security Booklet is a valid document to apply for the unemployment insurance benefit and the withdrawal from the linked account in the Severance Indemnity Fund (FGTS), in legal cases, provided that the communication stipulated in the caput of this article has been carried out.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Verify in the HR documentation if the UP/UBA, upon contract termination, delivers to the employee within 10 days the CTPS duly updated in e-Social with termination data, 3 (three) copies of the TRCT, updated FGTS statement for termination purposes, and, if applicable, the Dismissal Communication (CD) and Unemployment Insurance application.

Documentary Analysis: Request the payroll, a termination of employment contract (TRCT copies), proof of termination payment, a printout of the e-Social event (S-2299), annotation in the CTPS (optional), and other termination documents such as: termination medical exam (ASO), updated FGTS statement, CD, and unemployment insurance application, if necessary.

Comments:

The deadline for the settlement of termination benefits, for any reason of contract termination, has been unified to 10 (ten) days from the date of the end of the employment relationship. Within this same period, the employer must remit the termination penalty, calculated on the value of the severance fund (FGTS) deposited in the worker's linked account.

Necessary documents for termination:

- Term of Termination of Employment Contract (TRCT), in 4 (four) copies - 3 (three) for the employee and 1 (one) for the employer;
- Work and Social Security Booklet (CTPS), with updated annotations in e-Social;
- Statement for termination purposes of the employee's linked account in the Severance Indemnity Fund (FGTS), duly updated, and the FGTS Termination Collection Guide (GRRF), in case of dismissal without just cause;
- Dismissal Communication (CD) and Unemployment Insurance Application, when due;
- Termination Occupational Health Certificate (ASO), or Periodic, within the validity period;
- Bank proof of settlement of termination benefits, when applicable.

1.18

Does the UP/UBA perform and maintain records of pre-employment, periodic, return-to-work, change of risk, and termination medical examinations for its employees?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 168: A medical examination shall be mandatory, at the employer's expense, under the conditions established in this article and in supplementary instructions to be issued by the Ministry of Labor:

- I - upon admission;
- II - upon termination;
- III - periodically.

NR 31 - 31.3.7: The rural employer or equivalent must guarantee the performance of medical examinations, complying with the following requirements:

- a) pre-employment medical examination...
- b) periodic medical examination...
- c) return-to-work medical examination...
- d) change of function medical examination...
- e) termination medical examination...

Interviews: With the UP/UBA representative and the person responsible for the HR and Occupational Health and Safety (OHS) sector.

Physical Verification: Verify in the HR documentation if the UP/UBA performs and maintains control of pre-employment, periodic, return-to-work, change of function, and termination medical examinations for its employees.

Documentary Analysis: Request the control and/or occupational health examinations (pre-employment, periodic, return-to-work, change of function, or termination) and OHS reports (PCMSO, PGR, LTCAT, others) as applicable to each case, verifying the respective legal deadlines and submission to e-Social (S-2220 or S-2240).

Comments:

The conditions and procedures for mandatory medical examinations vary according to the function and type of work performed by each worker.

They must be carried out in accordance with the provisions contained in NR 7 and be provided for in the company's Occupational Health Medical Control Program (PCMSO).

1.19

Does the farm ensure that workers are informed clearly and transparently about disciplinary rules and procedures, both internal and provided for in the CLT, including fair and proportional warnings and suspensions to conduct?

LEGAL BASIS:

CLT Art. 474: The suspension of an employee for more than 30 (thirty) consecutive days constitutes the unjust termination of the employment contract.

Art. 482. The following constitute just cause for termination of the employment contract by the employer:

- a) act of improbability;
- b) incontinence of conduct or bad behavior;
- c) habitual negotiation on one's own account or for another without the employer's permission, and when it constitutes an act of competition with the company for which the employee works, or is prejudicial to the service;
- d) criminal conviction of the employee, final and unappealable, provided there was no suspension of the execution of the sentence;
- e) negligence in the performance of respective duties;
- f) habitual drunkenness or drunkenness while on duty;
- g) violation of company secrets;
- h) act of indiscipline or insubordination;
- i) abandonment of employment;
- j) act injurious to the honor or good reputation committed during service against any person, or physical offenses under the same conditions, except in self-defense of oneself or another;
- k) act injurious to the honor or good reputation or physical offenses committed against the employer and hierarchical superiors, except in self-defense of oneself or another;
- l) constant practice of gambling;
- m) loss of professional qualification or requirements established by law for the exercise of the profession, as a result of willful conduct by the employee.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation if the employees of the UP/UBA are duly informed about the disciplinary measures provided for in the CLT to which they are subject during the term of the employment contract.

Documentary Analysis: Request the employment contract, internal rules or regulations, notices, declarations, warnings, and OS (Service Order).

Comments:

The employer holds the power of command over the company (Art. 2 of the CLT), having the right to punish the employee in the event of a fault committed, while observing the limits established by legislation.

The company's disciplinary rules can be communicated to the employee at the time of hiring, during the integration meeting, in internal regulations, or on the communication and notice board.

- The penalties provided for in the labor sphere consist of:
- Warning (verbal or written);
- Suspension of up to 30 days;
- Dismissal for serious misconduct or just cause.

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

1.20

Does the PU/PBA apply disciplinary penalties provided for in the CLT, according to the severity of the offense, such as dismissal for just cause, in cases where the employee fails to comply with internal standards and workplace safety standards, especially regarding mandatory use of PPE?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 158: It is the duty of the employees:

I - to observe the safety and occupational medicine standards, (...)

Sole Paragraph: The following constitutes a wrongful act by the employee: unjustified refusal to: (...)

b) use the personal protective equipment provided by the company.

Art. 482. The following constitute just cause for termination of the employment contract by the employer:

h) act of indiscipline or insubordination.

NR 01 - 1.8: It is the duty of the employee:

a) to comply with legal and regulatory provisions on occupational safety and health, including service orders issued by the employer;

b) to use the PPE provided by the employer;

c) to undergo the medical examinations provided for in the Regulatory Norms (NR);

d) to collaborate with the company in the application of the NRs.

1.8.1. The employee's unjustified refusal to

comply with the provisions of the previous

and constitutes a wrongful act. CMP

Interviews: With the UP/UBA representative and the professional responsible for the HR and Workplace Safety sectors.

Physical Verification: Verify in the HR documentation if the UP/UBA, in cases where the employee fails to comply with internal rules and workplace safety regulations—especially regarding the mandatory use of PPE—applies the disciplinary penalties provided for in the CLT, including dismissal for just cause depending on the severity of the fault.

Documentary Analysis: Request the employment contract, internal rules or regulations, notices, PPE delivery declarations, warnings, and OS (Service Order).

Comments:

NR 32 requires the employer not only to provide Personal Protective Equipment (PPE) but also to mandate its use; in case of disobedience or indiscipline, the employer must apply the appropriate penalties, including dismissal for just cause.

An employee's unjustified refusal to use the personal protective equipment provided by the company constitutes a wrongful act.

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

1.21

Does the UP/UBA regularly pay hazard pay to employees who perform activities in unhealthy conditions and locations where such conditions cannot be eliminated?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 189: Unhealthy activities or operations shall be considered those which, by their nature, conditions, or methods of work, expose employees to health-hazardous agents above the tolerance limits fixed based on the nature and intensity of the agent and the time of exposure to its effects.

Art. 192. The exercise of work in unhealthy conditions, above the tolerance limits established by the Ministry of Labor, ensures the receipt of a premium of 40% (forty percent), 20% (twenty percent), and 10% (ten percent) of the regional minimum wage, respectively, classified as maximum, medium, and minimum degrees.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation if the UP/UBA regularly pays the hazard pay of 10%, 20%, or 40% of the minimum wage to employees who perform activities in unhealthy conditions and locations.

Documentary Analysis: Request the payroll or salary receipts, OS (Service Order), CCT for the category, and OHS reports (PCMSO, PGR, LTCAT, others) as applicable to each case, verifying the respective legal deadlines and submission to e-Social (S-2220 or S-2240).

Comments:

Hazard pay (adicional de insalubridade) is due when the worker performs activities or operations in unhealthy conditions and represents a legal instrument of compensation for periods of work exposed to harmful agents with the potential to harm their health in some way. Unhealthy activities are those carried out above the tolerance limits established in NR 15 that expose employees to agents harmful to health, exceeding the fixed limits based on the nature, intensity of the agent, and duration of exposure.

1.22 Does the UP/UBA adopt a written policy of not allowing workers aged 16 to 18 to perform night shifts or work in unhealthy (chemical, physical, biological, and thermal agents in the field or in cotton processing) or hazardous conditions?

LEGAL BASIS:

Federal Constitution (CF) Art. 7: The rights of urban and rural workers include, among others that aim to improve their social condition: (...)

XXXIII - prohibition of night, hazardous, or unhealthy work for those under eighteen, and of any work for those under sixteen, except in the condition of an apprentice from the age of fourteen;

CLT (Consolidation of Labor Laws) Art. 402: For the purposes of this Consolidation, a worker between fourteen and eighteen years old is considered a minor.

Art. 403. Any work by minors under sixteen years of age is prohibited, except in the condition of an apprentice from the age of fourteen.

Interviews: With the UP/UBA representative and the professional responsible for the HR department.

Physical Verification: Verify whether the UP/UBA (Production Unit) does not allow workers aged 16 to 18 (or minor apprentices) to perform night shifts or work in unhealthy or hazardous locations.

Documentary Analysis: These may be observed in documents such as: Employee files or lists and payroll, OS (Service Order), OHS reports (PCMSO, PGR, LTCAT, others) as applicable to each case, internal rules and regulations, notices, or announcements.

Comments:

Any work by minors under sixteen years of age is prohibited, except in the condition of an apprentice from the age of fourteen. For minor apprentices (ages 14 to 18) and minor workers (ages 16 to 18), night, hazardous, or unhealthy work is prohibited.

The work of the minor apprentice and the minor worker may not be performed in locations detrimental to their training, physical, psychological, moral, and social development, or at times and locations that do not allow school attendance. Services may only be of an administrative or technical nature and must be located outside areas of risk to the worker's health and safety. Furthermore, according to NR 31 - 31.7.3, the following are prohibited: b) the handling of any pesticides, additives, adjuvants, and related products by minors under 18 (eighteen) years of age, by persons over 60 (sixty) years of age, and by pregnant or breastfeeding women.

1.23 Does the farm prohibit minors under 18, workers with diseases or comorbidities identified by the occupational physician, people over 60, pregnant women, or breastfeeding women from handling or applying pesticides?

LEGAL BASIS:

NR 31 31.7.3: The following are prohibited: (...)

b) the handling of any pesticides, additives, adjuvants, and related products by minors under 18 (eighteen) years of age, by persons over 60 (sixty) years of age, and by pregnant or breastfeeding women.

Interviews: With employees from the HR departments, the responsible office, SESTR (Specialized Service in Rural Work Safety and Health), or employees in the pesticide sector, to determine if the farm does not utilize or allow the handling or application of pesticides by minors under 18, sick employees or those with comorbidities, persons over 60, pregnant women, or breastfeeding women.

Physical Verification: Verify the list of employees and identify those who handle or work with pesticides.

Documentary Analysis: Verify the list or file of employees, internal rules and procedures, OS (Service Orders), notices, signs, and posters providing guidance on the handling or application of pesticides.

Comments:

The rural employer or equivalent shall remove pregnant and breastfeeding women from activities involving direct or indirect exposure to pesticides, additives, adjuvants, and related products—including storage areas—immediately upon being informed of the pregnancy.

Maintain instructions/signage in a visible location so that employees are aware.

1.24

Does the PU/PBA regularly pay a 30% hazard pay on the contractual salary value to employees exposed to or performing activities in life-threatening conditions in contact with flammable, explosive substances or in the electrical energy sector under high-risk conditions?

LEGAL BASIS:

CLT (Consolidation of Labor Laws) Art. 193: Dangerous activities or operations, as defined by regulations approved by the Ministry of Labor and Employment, are those which, by their nature or work methods, imply heightened risk due to the worker's permanent exposure to:

I - flammables, explosives, or electric energy;

II - robberies or other types of physical violence in professional activities involving personal or property security.

§ 1: Work under dangerous conditions ensures the employee a premium of 30% (thirty percent) over the salary, excluding increases resulting from bonuses, prizes, or profit-sharing.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA regularly pays the 30% dangerous activity premium over the contractual salary to employees exposed to or performing activities in life-threatening conditions involving contact with flammable or explosive substances, or in the electricity sector under conditions of heightened risk.

Documentary Analysis: Request the payroll or salary receipts, CCT (Collective Bargaining Agreement) for the category, and OHS reports (PCMSO, PGR, LTCAT, others) as applicable to each case, verifying the respective legal deadlines and submission to e-Social (S-2220 or S-2240).

Comments:

Activities or operations are considered dangerous—causing risk to life—when their nature or work methods constitute contact with flammable or explosive substances, radioactive substances, ionizing radiation, or electric energy under conditions of heightened risk.

Dangerous conditions are characterized by an appraisal conducted by an Occupational Safety Engineer or Occupational Physician registered with the Ministry of Labor (MTE). According to NR 16 - 16.1, activities and operations listed in the Annexes of this Regulatory Norm are considered dangerous.

1.25

Does the PU/PBA require and supervise third-party service companies and contractors and autonomous workers, in general, to strictly comply, in the execution of contracted work, with labor and safety, health and rural work environment standards, in accordance with current legislation?

LEGAL BASIS:

Law No. 6,019 of January 3, 1974 (Consolidated with Law No. 13,429/2017)
Art. 4-C: Employees of the service provider referred to in Art. 4-A of this Law are guaranteed—when and while services (which may be any of the contracting party's activities) are performed on the user's premises—the same conditions:

I - relating to:

- a) guaranteed meals for the contractor's employees when offered in cafeterias;
- b) the right to use transportation services;
- c) medical or outpatient care existing on the contractor's premises or designated location;
- d) adequate training provided by the contractor when the activity requires it.

II - sanitary conditions, health protection and safety measures, and adequate facilities for the provision of the service.

Art. 5-A. (...)

§ 3: It is the responsibility of the contracting party to guarantee the conditions of safety, hygiene, and salubrity for workers when the work is performed on its premises or at a location previously agreed upon in the contract.

§ 5: The contracting company is subsidiarily responsible for labor obligations regarding the period in which the service provision occurs, and the collection of social security contributions shall observe the provisions of Art. 31 of Law No. 8,212 of July 24, 1991.

Interviews: With the UP/UBA representative and the professional responsible for the HR and Occupational Health and Safety sectors.

Physical Verification: Verify in the HR documentation if the UP/UBA requires and supervises outsourced service companies, contractors, and independent workers in general to strictly comply with labor, safety, health, and rural environmental standards in the execution of the contracted work, in accordance with current legislation.

Documentary Analysis: Request the service provision contract, the list of employees of the outsourced parties or payroll, OS (Service Order), attendance lists for courses and training, PPE delivery declarations, notices or announcements, CCT for the category, OHS reports (PCMSO, PGR, LTCAT, others) as applicable to each case, and internal rules and regulations.

Comments:

Although the contracting company has no direct employment link with outsourced employees, it has subsidiary responsibility regarding labor, workplace safety, and social security rights of the outsourced firm. For this critical economic reason, it must monitor, supervise, and inspect the effective application and compliance with labor and safety standards during the execution of outsourced services. If the contracted company fails to pay wages, labor/tax charges, or indemnities resulting from workplace accidents, this responsibility passes subsidiarily to the contracting company (TST Precedent 331).

1.26

Do workers hired with fixed salary or based on production receive at least a value equivalent to the national minimum wage or the minimum remuneration level for the profession/position they hold, as defined in collective labor agreements or conventions? Do payroll and salary receipts detail all earnings and deductions made from employee remuneration?

LEGAL BASIS:

Federal Constitution (CF) Art. 7: The rights of urban and rural workers include, among others that aim to improve their social condition:

(...) IV - a minimum wage, fixed by law, nationally unified, capable of meeting their basic vital needs and those of their family with housing, food, education, health, leisure, clothing, hygiene, transportation, and social security, with periodic adjustments that preserve its purchasing power, being prohibited its linking for any purpose;

Decree 3048/1999, Art. 225: The company is also required to:

I - prepare a payroll of the remuneration paid, due, or credited to all insured persons in its service, and must keep at each establishment a copy of the respective payroll and payment receipts;

II - record monthly in its accounting books, in a detailed manner, the triggering events of all contributions, the amounts deducted, the company's contributions, and the totals collected;

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA details all paid and deducted portions on the payment receipt. Verify if there is a collective convention or agreement recording a floor salary.

Documentary Analysis: Request the CCT (Collective Bargaining Agreement) for the category, payroll or salary receipt, and respective taxes.

Comments:

The employer is required to pay the federal or regional minimum wage to workers according to the law.

The minimum wage is the minimum consideration that the employer must pay to the worker, without distinction of gender, for a normal workday.

Earnings (proventos) and deductions must be detailed on the payment receipt, making the amounts paid by the employer clear to the employee.

1.27

In the PU/PBA, for the same function, do all employees receive equal remuneration, regardless of sex, ethnicity, nationality or age, observing that the difference in service time for the same employer does not exceed four years and the difference in time in position does not exceed 2 (two) years, that the degree of professional experience is equivalent and considering the meritocracy history and results achieved in internal performance evaluations?

LEGAL BASIS:

CLT Art. 5. Equal salary shall correspond to all work of equal value, without distinction of gender.

Art. 461. Where the function is identical, equal salary shall correspond to all work of equal value, provided to the same employer, in the same business establishment, without distinction of gender, ethnicity, nationality, or age.

§ 1: Work of equal value, for the purposes of this chapter, shall be that which is performed with equal productivity and the same technical perfection, between persons whose difference in length of service for the same employer is not greater than four years and the difference in time in the function is not greater than two years.

§ 2: The provisions of this article shall not prevail when the employer has personnel organized into a career path or adopts, through internal company rules or collective bargaining, a job and salary plan, waiving any form of ratification or registration with a public body.

§ 3: In the case of § 2 of this article, promotions may be made by merit and by seniority, or by only one of these criteria, within each professional category.

Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees.

Physical Verification: Verify in the HR documentation whether the UP/UBA has a job and salary plan, where applicable, or if salary equalization occurs among employees.

Documentary Analysis: Request the CCT (Collective Bargaining Agreement) for the category, payroll or salary receipts, job and salary plan, control of courses and training, and files of selected employees to evaluate identical functions—not limited to salaries and benefits, but also evaluating training sessions mandatory by law.

Comments:

Where the function is identical, equal salary shall correspond to all work of equal value provided to the same employer in the same location, without distinction of gender, nationality, or age, among persons whose difference in length of service is not greater than 2 (two) years (Art. 461 of the CLT). Salary equalization is a way to ensure that employees are rewarded for their work in a fair and egalitarian manner.

1.28	Does the property have a relationship with institutions that promote the training of local labor through training sessions, free courses, etc.?
Interviews: With HR and/or the person responsible for the farm to determine if the unit has a relationship with institutions that offer training for local labor. Documentary Verification: Proof of various training sessions with institutions that perform personnel qualification. Examples: SENAR, state associations, etc.	
ABR  CMP  BCI  CMP 	
1.29	Do workers have access to an impartial, effective and safe direct complaint line or other complaint mechanism?
Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees. Physical Verification: Verify if employees received information regarding the existence of a grievance channel during integration and/or in the conduct manual, or evidence through signs/posters disclosing the contact information. These channels may be internal or external (e.g., labor union or another channel provided by a public institution).	
ABR  CMP  BCI  CMP 	
1.30	Are workers informed of their fundamental principles and rights at work?
Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees. Documentary Verification: Document proving that workers are informed of their rights at the time of hiring.	
ABR  CMP  BCI  CMP 	

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.



CRITERION 2
**PROHIBITION
OF CHILD
LABOR**



2.1

Does the PU/PBA not practice, request or allow the use of child labor (of children or adolescents under 16 years old), under any pretext, even if occasional and without remuneration in its business activities, except for apprentice workers?

LEGAL BASIS:

Law 8,069/1990 - Statute of the Child and Adolescent (ECA)

Art.53. Children and adolescents have the right to education, aiming for the full development of their person, preparation for the exercise of citizenship, and qualification for work, ensuring them:

I - equality of conditions for school access and stay;

II - the right to be respected by their educators;

III - the right to contest evaluation criteria, with the ability to appeal to higher school instances;

IV - the right to organize and participate in student entities;

V - access to a free public school near their residence, with guaranteed placement in the same establishment for siblings attending the same stage or cycle of basic education.

Art. 60. Any work by minors under fourteen years of age is prohibited, except in the condition of an apprentice.

Interviews: With the manager and the person in charge of the HR sector, employees, and families residing in the living areas.

Physical Verification: Verify in HR if the UP/UBA does not practice, request, or allow the use of child labor under any pretext, even if occasional and unpaid, in its business activities.

Documentary Analysis: Request the payroll, list or files of employees, minutes of meetings on the topic, notices, internal rules and regulations, and apprenticeship contracts.

Comments:

Brazilian legislation prohibits work by those under 16 years of age because it is considered harmful to the intellectual, psychological, social, and/or moral formation of the adolescent.

There is a legal exception for minors to work starting at age 14, provided it is through an apprenticeship contract and that the services to be provided are compatible with their physical, moral, and psychological development, being of an administrative or technical nature provided in areas that are not unhealthy or dangerous (CLT Art. 403).

2.2

Does the PU/PBA expressly prohibit through posting notices or in internal rules, the practice of any type of child labor, paid or unpaid, in the workplace, except for apprentice workers?

LEGAL BASIS:

Law 8,069/1990 - Statute of the Child and Adolescent (ECA)

Art.53. Children and adolescents have the right to education, aiming for the full development of their person, preparation for the exercise of citizenship, and qualification for work, ensuring them:

I - equality of conditions for school access and stay;

II - the right to be respected by their educators;

III - the right to contest evaluation criteria, with the ability to appeal to higher school instances;

IV - the right to organize and participate in student entities;

V - access to a free public school near their residence, with guaranteed placement in the same establishment for siblings attending the same stage or cycle of basic education.

Art. 60. Any work by minors under fourteen years of age is prohibited, except in the condition of an apprentice.

Interviews: With the UP/UBA representative, the person responsible for the HR sector, and employees.

Physical Verification: Verify if there is an express determination prohibiting child labor in the core activity of the UP/UBA through the posting of notices or in internal rules, forbidding the practice of any type of child labor, paid or otherwise, in the work environment, with the exception of apprentice workers.

Documentary Analysis: Analyze supporting documents such as: payroll, list or employee files, minutes of meetings on the topic, notices, internal rules and regulations, and apprenticeship contracts.

Comments:

Companies committed to the practice of social responsibility principles must adopt, in their management, an express policy prohibiting the practice of child labor in the workplace, whether at the request of the company and its agents or by the initiative of parents or guardians.

The company must prohibit child labor under any pretext in the workplace by including regulations, posting posters, and conducting meetings to sensitize managers and employees regarding the prohibition of child labor in UP/UBA activities.



CRITERION 3

PROHIBITION OF WORK ANALOGOUS TO SLAVERY



3.1

When hiring workers in other States, does the PU/PBA take measures to ensure that hiring and transportation procedures comply with the standards established in MTP Ordinance No. 671/2021 and MTP IN No. 2/2021, without the intermediation of third-party recruiters or agents? Does the PU/PBA not use deceit, false promises, serious threats, violence, coercion, fraud or abuse, illusions, simulation or inducement to error about the real working conditions, farm location, provision of utilities without salary deductions and compensatory values that already include overtime?

LEGAL BASIS:

MTP Ordinance No. 671/2021 Art. 210: Trafficking in persons for the purpose of labor exploitation in conditions analogous to slavery is considered the recruitment, transportation, transfer, harboring, or receipt of persons by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of authority or a situation of vulnerability, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another.

MTP IN No. 2/2021 Art. 121: The Labor Tax Auditor, when identifying migrant workers recruited to work in a location different from their origin, being transported or already active, shall verify, among others, the following conditions:

- I - date of hiring, whether it was formalized with a start date corresponding to the day of departure from the worker's place of origin or an earlier date;
- II - regularity of transportation with the competent bodies;
- III - correspondence between the working conditions offered upon hiring and those provided; and
- IV - the regularity of compliance with labor rights, especially those related to occupational safety and health.

Interviews: With the UP/UBA representative, the professional responsible for the HR sector, and employees.

Physical Verification: In the HR department, if workers are hired from other states, verify if they meet labor recruitment standards.

Documentary Analysis: Request the payroll, employee files, employment contract or agreement, and internal rules or regulations.

Comments:

The UP/UBA must take precautions when hiring workers from other states to avoid the classification of previously adjusted but unfulfilled contractual conditions and irregular means of transportation as work analogous to slavery. Hiring must be done directly by the company, without the intermediation of third parties, enticers, or "gatos" (unlicensed labor brokers), observing the standards established in MTP Ordinance No. 671/2021 and MTP IN No. 2/2021.

3.2

Does the PU/PBA not practice any type of restriction on the right to come and go of employees or third parties, nor keep them at the workplace through actions of moral, physical or psychological coercion or ostensive surveillance, retention of documents or personal objects of the worker or by servitude through illegal loans or debts, with the intention of denying the worker the exercise of their right to voluntarily leave the workplace or accommodation, to resign, change jobs or return to their city of origin?

LEGAL BASIS:

MTP IN No. 2/2021 Art. 23: A worker is considered to be in a condition analogous to slavery when subjected, isolated or jointly, to:

- I - forced labor;
- II - exhaustive workdays;
- III - degrading working conditions;
- IV - restriction, by any means, of movement due to debt contracted with the employer or agent, at the time of hiring or during the employment contract; or
- V - retention at the workplace due to:
 - a) restriction of the use of any means of transportation;
 - b) maintenance of ostensible surveillance; or
 - c) seizure of documents or personal objects.

Interviews: With the UP/UBA representative, the professional responsible for the HR sector, and employees.

Physical Verification: In the HR department, if workers from other states who have not worked in previous harvests are hired, verify if they meet labor recruitment standards.

Documentary Analysis: Request the payroll, employee files, employment contract or agreement, notices, and internal rules or regulations.

Comments:

The UP/UBA must take precautions when hiring workers from other states to avoid the classification of previously adjusted but unfulfilled contractual conditions and irregular means of transportation as work analogous to slavery. Hiring must be done directly by the company, without the intermediation of third parties, enticers, or "gatos" (unlicensed labor brokers), observing the standards established in MTP Ordinance No. 671/2021 and MTP IN No. 2/2021.

3.3

Does the PU/PBA not subject its employees or third parties to forced labor, exhausting workdays, undignified or degrading working conditions, provision of low-quality food, housing in precarious accommodations without hygiene and sanitation conditions, non-provision of drinking water at the workplace or in the living area and work under risk conditions, without PPE training or without qualification for performing their work activities?

LEGAL BASIS:

Federal Constitution (CF) Art. 5: Everyone is equal before the law, without distinction of any nature, guaranteeing to Brazilians and foreigners residing in the Country the inviolability of the right to life, liberty, equality, security, and property, in the following terms: (...)

III – no one shall be subjected to torture or to inhuman or degrading treatment; (...)

XXIII – property shall meet its social function;

MTP IN No. 2/2021 Art. 23: A worker is considered to be in a condition analogous to slavery when subjected, isolated or jointly, to:

I - forced labor;

II - exhaustive workdays;

III - degrading working conditions;

IV - restriction, by any means, of movement due to debt contracted with the employer or agent, at the time of hiring or during the employment contract; or

V - retention at the workplace due to:

- a) restriction of the use of any means of transportation;
- b) maintenance of ostensible surveillance; or
- c) seizure of documents or personal objects.

Interviews: With the UP/UBA representative, the professional responsible for the HR sector, and employees.

Physical Verification: Verify at the workplaces and living areas whether the UP/UBA does not subject its employees to forced labor, exhaustive workdays, undignified or degrading working conditions, provision of low-quality food, housing in precarious accommodations without hygiene and sanitation conditions, failure to provide potable water at the workplace or in the living area, and work in hazardous conditions without training for the use of PPE or without qualification to perform their labor activities, and whether **it performs regular cleaning of the water tank.**

Documentary Analysis: Request employee files, employment contract or agreement, list of courses/training, PPE delivery declarations, notices, and internal rules or regulations.

Comments:

Slave labor, also called work analogous to slavery or forced labor, is classified as a violation of human rights as it restricts personal freedom and attacks dignity. It is a crime expressly stated in the Penal Code (Article 149), with serious criminal sanctions and imprisonment from 2 to 8 years.

In addition to criminal sanctions, anyone practicing slave labor or committing labor infractions classified as such who is administratively convicted may be included in the "Dirty List" (lista suja)—the national registry of employers who have subjected workers to conditions analogous to slavery—and will be barred from obtaining financing from public banks.



CRITERION 4
**FREEDOM OF
UNION
ASSOCIATION**



4.1	Is the right to free union association guaranteed to all PU/PBA employees, without any type of intimidation or pressure?
LEGAL BASIS: Federal Constitution (CF) Art. 8: Professional or union association is free, observing the following: (...) V - no one shall be compelled to join or to remain a member of a union. CLT Art. 543: (...) § 6: Any company that, in any way, seeks to prevent an employee from joining a union, organizing a professional or union association, or exercising the rights inherent to the status of a union member, is subject to the penalty provided for in letter "a" of Art. 553, without prejudice to the reparation to which the employee may be entitled. Art. 582. Employers are required to deduct from the payroll of their employees for the month of March of each year the union contribution of employees who have previously and expressly authorized its collection for the respective unions.	Interviews: With the UP/UBA representative, the person in charge of the HR sector, and the employees. Physical Verification: Visit the workplaces to determine, through interviews, if employees have full freedom to join the Labor Union. Documentary Analysis: Request the payroll, CCT (Collective Bargaining Agreement) for the category, agreement or authorization for union contribution deduction, and internal rules or regulations. Comments: ILO Convention 98, ratified by Brazil and incorporated into labor legislation, ensures all employees the right to free union association without any type of intimidation or pressure: Art. 1: - Workers shall enjoy adequate protection against any acts of anti-union discrimination in respect of their employment. - Such protection shall apply more particularly in respect of acts calculated to: - make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership; - cause the dismissal of or otherwise prejudice a worker by reason of union membership or because of participation in union activities outside working hours or, with the consent of the employer, within working hours.
ABR  CMP 	BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

4.2	Does the PU/PBA maintain a proactive relationship with the Workers' Union of its municipality, support collective labor bargaining and comply with the provisions of collective labor conventions and agreements?							
LEGAL BASIS: Federal Constitution (CF) Art. 8: Professional or union association is free, observing the following: (...) V - no one shall be compelled to join or to remain a member of a union. Art. 10. The participation of workers and employers in the collegiate bodies of public agencies where their professional or social security interests are the subject of discussion and deliberation is ensured. CLT Art.543. (...) § 6: Any company that, in any way, seeks to prevent an employee from joining a union, organizing a professional or union association, or exercising the rights inherent to the status of a union member, is subject to the penalty provided for in letter "a" of Art. 553, without prejudice to the reparation to which the employee may be entitled.		Interviews: With the UP/UBA representative, the person in charge of the HR sector, and the employees. Physical Verification: Request copies of the category's CCT and verify the direct participation of the company and/or representative with the Rural Union in the category's collective negotiations, and whether the company complies with the provisions of collective bargaining conventions and agreements. Documentary Analysis: Request the CCT for the category, notices or announcements from the labor union, minutes of meetings, and internal rules or regulations.						
		Comments: Art. 7, item XXVI of the Federal Constitution guarantees the recognition of collective agreements and conventions and is part of the fundamental guarantees for urban and rural workers. ILO Convention No. 154, incorporated into national legislation, affirms the right of unions to decide and negotiate the agenda of demands freely, without undesirable government interference. Companies must support collective labor bargaining and comply with the provisions of collective conventions and agreements to improve relationships between professional categories.						

4.3	Is it guaranteed to workers, whether unionized or not, to attend meetings and assemblies of the Labor Union or participate in collective negotiations?
LEGAL BASIS: CLT Art. 543: (...) § 6: Any company that, in any way, seeks to prevent an employee from joining a union, organizing a professional or union association, or exercising the rights inherent to the status of a union member, is subject to the penalty provided for in letter "a" of Art. 553, without prejudice to the reparation to which the employee may be entitled. Art. 510-A: In companies with more than two hundred employees, the election of a committee to represent them is ensured, with the purpose of promoting direct understanding with the employers.	Interviews: With the UP/UBA representative, the person in charge of the HR sector, and the employees. Physical Verification: Request the display of communications eventually sent by the Labor Union to the company to release employees to attend union meetings and confirm with the employees if they can attend meetings called by the Labor Union and participate in collective negotiations. Documentary Analysis: Request the CCT for the category, notices, declarations, or announcements from the labor union, and internal rules or regulations.
	Comments: The company must allow members of a workers' union access to its premises to hold meetings with employees, without prejudice to the normal activities of the establishment. Failure to do so violates legislation and characterizes an anti-union practice, as it prevents the exercise of legitimate union activity.

4.4	Does the PU/PBA, when requested by the Labor Union, through prior scheduling and without prejudice to normal work activities, allow meetings with its employees to deal with the interests of the category and provide adequate location, if necessary?
LEGAL BASIS: CLT Art. 543: (...) § 6: Any company that, in any way, seeks to prevent an employee from joining a union, organizing a professional or union association, or exercising the rights inherent to the status of a union member, is subject to the penalty provided for in letter "a" of Art. 553, without prejudice to the reparation to which the employee may be entitled. Art. 510-A: In companies with more than two hundred employees, the election of a committee to represent them is ensured, with the purpose of promoting direct understanding with the employers.	Interviews: With the UP/UBA representative, the person in charge of the HR sector, and the employees. Physical Verification: Request the display of communications eventually sent by the Labor Union to the company to release employees to attend union meetings and confirm with the employees if they can attend meetings called by the Labor Union and participate in collective negotiations. Documentary Analysis: Request the employment contract, CCT for the category, OS (Service Order), notices, declarations, or announcements from the labor union, and internal rules or regulations.
	Comments: The company must allow members of a workers' union access to its premises to hold meetings with employees, without prejudice to the normal activities of the establishment. Failure to do so violates legislation and characterizes an anti-union practice, as it prevents the exercise of legitimate union activity.



CRITERION 5

PROHIBITION OF DISCRIMINATION AND RELATIONSHIP WITH COMMUNITIES



5.2	Does the PU/PBA warn and guide its employees to prevent the practice of any discriminatory or humiliating procedure in the relationship between its agents, managers and supervisors and their subordinates, as well as among them, under penalty of suffering disciplinary sanctions?
LEGAL BASIS: CF Art. 5. Everyone is equal before the law, without distinction of any nature, guaranteeing to Brazilians and foreigners residing in the Country the inviolability of the right to life, liberty, equality, security, and property, in the following terms: I - men and women are equal in rights and obligations, under the terms of this Constitution; (...) XLI - the law shall punish any discrimination violating fundamental rights and freedoms; XLII - the practice of racism constitutes a non-bailable and imprescriptible crime, subject to the penalty of imprisonment, under the terms of the Law. CLT Art. 5. Equal salary shall correspond to all work of equal value, without distinction of gender. Art. 461. Where the function is identical, equal salary shall correspond to all work of equal value, provided to the same employer, in the same business establishment, without distinction of gender, ethnicity, nationality, or age.	Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees. Physical Verification: Verify if the UP/UBA expressly and transparently warns and guides its employees to prohibit any discriminatory or humiliating procedures in the relationship between its agents, managers, and supervisors and their subordinates, as well as among themselves, under penalty of disciplinary sanctions. Documentary Analysis: Analyze supporting documents such as employment contracts, OS (Service Orders), notices, warnings, or internal announcements, courses or training sessions, meeting minutes, and internal rules or regulations. Comments: The company must inform all its employees about the principle of non-discrimination in workplace relationships. This should be done through all valid means, especially by including specific clauses in employment contracts and using internal media, regulations, and notice boards, among other communication channels. The principle of non-discrimination is clearly expressed in Art. 5, caput, of the CF, which provides for equal treatment of all persons before the law, without any distinction. Discriminatory or humiliating procedures include verbal, psychological, or physical actions to which a worker is subjected at the workplace, whether by superiors, colleagues, or subordinates against their superiors.

5.3	Does the PU have open communication channels with local communities?
Interviews: Conduct interviews with HR managers and/or unit leaders to understand communication strategies used for dialogue with employees and the community; include employee interviews to evaluate the perception of access and effectiveness of existing communication channels. Documentary Verification: Analyze supporting documents, such as: evidence of the existence of formal channels, such as information boards, signs, or visual materials containing contact information (telephone, email, suggestion/complaint boxes), which facilitate access for employees and communities to communicate with the company; prove the use of these channels through records of messages received, service reports, or any forms of contact made by this public (interaction logs), if any; and provide evidence of the form of contact with local community representatives.	
Comments: Additional Documents: Present minutes, attendance lists, and meeting protocols demonstrating structured dialogues with internal or external groups.	
ABR  CMP  BCI  CMP  EXCLUSIVE BCI  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

5.4

Does the PU have an open relationship with the community, promoting the hiring of local workforce without distinction of race, gender, ethnicity, religion or other cultural aspects?

Interviews:

With HR/Unit Managers: Obtain detailed information on recruitment processes, dissemination channels, and regional outreach strategies.

With Employees: Identify how they learned about job opportunities and evaluate if the channels used are accessible and inclusive.

Documentary Verification: Present proof of vacancy advertisements in local regions (e.g., SINE ads, company website, employment agencies, radio, social media, or other relevant platforms); present current recruitment and selection policies aligned with equality of opportunity and non-discrimination principles, if any. If the UP has not implemented this policy, a formal indication of the intent to revise, update, or create these policies must be presented, including a preliminary plan for improvements.

5.5	Does the PU take measures to identify and mitigate the social and/or environmental risks that the operation represents for communities and adjacent areas?
Interviews: With the farm manager to describe the existing risk identification and management system. The manager must provide concrete evidence, such as the designation of internal focal points for risk management, training conducted, and updated mapping of adjacent communities with identified local focal points (e.g., community representatives or local leaders). Documentary Verification: Analyze supporting documents such as: 1. Documented risk management action plan, detailing the implemented measures. Examples of documentation to be presented: 1. Monitoring of affected areas and communities; 2. Engagement and dialogue with other local actors, including community representatives, local authorities, and strategic partners; 3. Records of impact assessments performed and the results obtained. 2. Examples of mitigation measures adopted or planned, highlighting how they were developed. Examples of documentation to be presented: 1. Collaborative process with the affected communities (e.g., meetings, public consultations); 2. Participation of public authorities or relevant organizations in the planning and execution of the actions; 3. Results achieved in terms of risk mitigation and improvement in the relationship with local communities.	
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5.6	When there are disputes over land use with local communities (including indigenous populations or traditional land users), are transparent processes implemented to resolve these disputes? Interviews: With the person responsible for the production unit (UP) to describe the dispute resolution process in detail, including: 1. The approach adopted (theoretical and practical); 2. Involvement of external actors or third parties, such as mediators, community groups, or local authorities, if applicable; 3. Examples of resolved disputes (maintaining necessary confidentiality) to illustrate the practical application of the process. Documentary Verification: 1. Present evidence of standard policies and procedures for dispute resolution. Example of documentation to be presented: internal company policies or Standard Operating Procedures (SOPs) detailing the stages for managing conflicts; records of past or current disputes, including documentation of the resolution stages (reports, minutes, protocols). Examples of the involvement of third parties or community representatives in arbitration or mediation processes, reinforcing impartiality. 2. Present evidence demonstrating how the UP ensures transparency in the process. Example of documentation to be presented: public announcements or reports showing the results and actions taken to resolve disputes fairly; records of periodic reviews of the process, ensuring continuous improvements and alignment with best practices. Comment: If the farm reports that there are no disputes or that there are no nearby communities, the requirement shall be considered as compliant.
ABR  CMP  BCI  CMP  EXCLUSIVE BCI 	
5.7	Does the producer have procedures for acquiring new areas considering social risks and land use disputes by traditional communities, in addition to verifying the veracity of land documents? Documentary Verification: Verify land ownership and usage licenses, CAR (Rural Environmental Registry) registration, etc. (linked to other indicators, notably 7.7 and 7.8).
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Volume II:

WORKER HEALTH AND SAFETY

Worker Health and Safety is a fundamental pillar of the ABR Program and an essential requirement for promoting dignified, safe, and responsible working conditions in the cotton sector. This criterion establishes guidelines and practices aimed at preventing accidents, minimizing occupational risks, and ensuring that all workers have access to appropriate labor environments, continuous training, and protective equipment compatible with the activities performed.

The guidelines described here seek to support production units in implementing an effective health and safety management system in compliance with current legislation and the best practices recognized nationally and internationally. The goal is to strengthen a preventive culture, promoting the physical and mental well-being of workers, reducing negative impacts, and contributing to greater productivity and sustainability in the field.





CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK

**Rural Work Safety, Health
and Environment
Management**



6.1	Has the farm developed and implemented the Rural Work Risk Management Program - PGRTR defined in NR 31, including the legal aspects of workplace accident prevention and occupational health control provided for in the risk inventory and prevention measures and in the PCMSO - Occupational Health Medical Program?
LEGAL BASIS: NR 31 item 31.3, as well as NR 7.	Interviews: With employees from the HR departments, responsible office, or SESTR (Specialized Service in Rural Work Safety and Health), requesting the presentation of the programs. The CIPA (Internal Commission for Accident Prevention) may also be interviewed to learn about the program's implementation. Physical Verification: Verify the Rural Work Risk Management Program (PGRTR) and the Occupational Health Medical Control Program (PCMSO). Documentary Analysis: Verify if the programs are updated and implemented and if the data contained in the programs meet the legal requirements. Verify if the execution schedule for the various actions and activities provided for in the programs is being duly implemented. Comments: Rural employers with up to 50 workers may use the Federal Government's risk assessment tool to develop the PGRTR for their property. To access the tool, follow the link below: https://www.gov.br/trabalho-e-emprego/pt-br/assuntos/inspecao-do-trabalho/pgr
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

6.3	Are the actions for preserving workers' occupational health, prevention and control of work-related injuries, provided for in the Rural Work Risk Management Program - PGRTR, planned and implemented based on the identification of risks and control needs for worker health and safety, seeking to improve the work environment and conditions?
LEGAL BASIS: NR 31 item 31.3.7, letters “a” through “e”, and item 31.3.8, letters “a” through “e”, as well as NR 7 item 7.2.4.	Interviews: With employees from HR, the responsible office, or SESTR, requesting the documents (PGRTR and PCMSO) for the actions provided in the management programs. Include interviews with the CIPATR and employees in high-risk areas. Physical Verification: Verify the documents of the actions implemented in the Rural Work Risk Management Program (PGRTR) and the Occupational Health Medical Control Program (PCMSO). Documentary Analysis: Verify if the health preservation and accident prevention actions provided for in the safety and health management program are being duly implemented and if the data meets legal requirements.
ABR  CMP  BCI  CMP 	CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

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6.4	Is the farm, considering the characteristics of the activity developed, equipped with a first aid kit and is this under the responsibility of a person qualified to fulfill this function? In work fronts with 10 or more workers, does it have a first aid kit?
LEGAL BASIS: NR 31 item 31.3.9 and item 31.3.9.1.	Interviews: With employees from HR, the responsible office, or SESTR, requesting the presentation of the first aid kits and the names of the employees responsible for them. Physical Verification: Locate the first aid kits and examine their contents and expiration dates. Verify how many kits are on the farm and where they are located. Ensure that in work fronts with 10 (ten) or more workers, there is a first aid kit under the care of a person trained for this purpose. Documentary Analysis: Verify in the farm's HR sector, responsible office, or SESTR, if there was training for employees to provide first aid, as stated in the Occupational Health Medical Control Program (PCMSO), and the name(s) of the employee(s) responsible for the use of the first aid kits, as well as whether the items within are in accordance with the list indicated in the PCMSO.
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6.5	Has the farm developed and implemented an internal emergency plan for urgent care of injured workers or those with serious illness and made it known to all employees, specifying the names of those responsible for care, the first aid that co-workers should observe in emergencies, the means of transportation to be used, the list with addresses and telephone numbers of hospitals and doctors and their specialties and other pertinent measures?							
LEGAL BASIS: NR 31 item 31.3.10 and item 31.3.10.1.		Interviews: With employees from the HR departments, responsible office, or SESTR, requesting the presentation of the emergency plan. Verify with employees if they are familiar with the emergency plan. Physical Verification: Verify if the emergency plan is posted on bulletin boards or in areas accessible to employees, such as the office, housing, workshop, cafeteria, and other workplaces. Documentary Analysis: Verify in the farm's HR sector, responsible office, or SESTR, if the content of the emergency plan is duly implemented and if it contains instructions for emergency care, such as the names or functions of those responsible, addresses of hospitals and clinics, and other procedures and care to be provided to the injured person during removal. Verify documentation of the orientation provided, stating that employees were informed about the emergency plan (attendance list, DDS).						
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK

**SESTR - Specialized Service in
Rural Work Safety and Health**



6.7	Has the farm with more than 51 employees implemented its own, external or collective Specialized Service in Rural Work Safety and Health - SESTR?							
LEGAL BASIS: NR 31 item 31.4.6 and item 31.4.6.1.		Interviews: With employees from the HR departments, responsible office, or SESTR, if the farm has 51 or more permanent employees, request the presentation of the documents for the implementation of an internal, external, or collective SESTR. Physical Verification: Verify the existence of documents relating to the implementation or contracting of the SESTR (internal, external, or collective). Documentary Analysis: Verify the content of the documents presented and check the execution of their legal obligations.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				



CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK

**CIPATR - Internal
Commission for the
Prevention of Accidents in
Rural Work**



6.8	Has the farm with more than 20 employees hired for an indefinite period established, implemented and maintained in activity the CIPATR - Internal Commission for Rural Work Accident Prevention?							
LEGAL BASIS: NR 31 item 31.5.2.		Interviews: With employees from the HR departments, responsible office, or SESTR, to determine the number of registered employees and, in case there are more than 20 permanent workers, find out if the CIPATR was established and is fully active. Physical Verification: Verify the existence of documents for the constitution and/or regular operation of the CIPATR (minutes and training lists). Documentary Analysis: Verify the documents for the regular operation of the CIPATR, such as bi-monthly meeting minutes and the schedule of workplace accident prevention actions.						
		Comments: There is no need to register the CIPA with the union.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

6.9	Are the election and inauguration minutes and the CIPATR meeting calendar available at the establishment for labor inspection?	
LEGAL BASIS: NR 31 item 31.5.8.		Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, requesting the presentation of the election and inauguration minutes and the CIPATR meeting schedule. Physical Verification: Request the presentation of the minutes and the CIPATR meeting schedule. Documentary Analysis: Verify the election and inauguration minutes and the CIPATR meeting schedule, duly signed, to verify its regular operation.
ABR  CMP  BCI  CMP 		
6.10	Are bimonthly CIPATR meetings held and respective minutes recorded?	
LEGAL BASIS: NR 31 item 31.5.15 and 31.5.16.		Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, to find out if bi-monthly meetings are held. Physical Verification: Request the presentation of the meeting minutes. Documentary Analysis: Verify the regularity of the CIPATR bi-monthly meeting minutes and ensure they are duly signed.
ABR  CMP  BCI  CMP 		
CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.		

6.11	Did the rural employer or equivalent promote face-to-face or semi-face-to-face training in occupational safety and health, in a course with a minimum workload of 20 hours and with content established in NR 31, for CIPATR members before taking office?
LEGAL BASIS: NR 31 item 31.5.22, item 31.5.24, letters “a” through “i”, item 31.5.25, and 31.5.26.	Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, to determine if occupational safety and health training was provided before inauguration, consisting of a course with a minimum duration of 20 hours and content as established by NR 31. Physical Verification: Request the training lists and the certificates of the CIPATR members. Documentary Analysis: Verify the content of the training lists and the certificates.
ABR  CMP  BCI  CMP 	
6.12	In case of accidents with consequences of greater severity or significant damage, are CIPATR meetings held, with the presence of the person responsible for the sector where the accident occurred, up to 5 days after the occurrence?
LEGAL BASIS: NR 31 item 31.5.17.	Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, to find out if, in the case of serious accidents or high-value losses, extraordinary meetings are held for evaluation and the adoption of new accident prevention measures. Physical Verification: Verify if the minutes for these meetings were prepared. Documentary Analysis: Verify the content of the minutes for any meetings held by the CIPATR for this purpose. Verify the CATs (Work Accident Communications) with the HR sector to cross-reference whether the extraordinary meeting took place.
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6.13	Does the farm, in collaboration with CIPATR, annually promote the Internal Week for Rural Work Accident Prevention - SIPATR?
LEGAL BASIS: NR 31 item 31.5.10, letter “f”.	Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, to determine if the Internal Week for the Prevention of Rural Workplace Accidents (SIPATR) is held annually. Physical Verification: Verify evidence proving the realization of the SIPATR (e.g., the CIPATR schedule). Documentary Analysis: Verify the content of the SIPATR schedule and invitation within the CIPATR records. Verify the attendance list of employees at SIPATR lectures and the report including photos of the participation.
	Comments: A specific methodology for compliance should not be demanded. Each unit may conduct it according to its own reality.

6.14		Does the CIPATR Coordinator supervise and disseminate CIPATR decisions to workers and forward CIPATR decisions to the rural employer or equivalent and to SESTR, when applicable?	
LEGAL BASIS: NR 31 item 31.5.13, letters “a”, “b”, “c”.		Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, requesting the presentation of the minutes for election, inauguration, and bi-monthly meetings, as well as the CIPATR meeting schedule. Physical Verification: Request the presentation of the minutes and the CIPATR meeting schedule. Documentary Analysis: Verify the election, inauguration, and bi-monthly minutes and the CIPATR meeting schedule—all duly signed—to verify the participation of the CIPATR coordinator.	
ABR  CMP 		BCI  CMP 	
6.15		Does the CIPATR of the contracted company participate together with the contracting party's CIPATR defining mechanisms for integration and participation of worker representatives?	
LEGAL BASIS: NR 31 item 31.5.19.		Interviews: With employees from the HR departments, responsible office, SESTR, or members of the CIPATR, requesting the presentation of the bi-monthly minutes and the CIPATR meeting schedule. Physical Verification: Request the presentation of the minutes and the CIPATR meeting schedule. Documentary Analysis: Verify the bi-monthly minutes and the CIPATR meeting schedule, duly signed, to verify the participation of the contracted company's CIPATR.	
ABR  CMP 		BCI  CMP 	

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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Female Representation



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6.16	Does the farm have a female representative who participates in any action related to the ABR program? <i>*Item applicable to farms with more than 10 female employees.</i>
Interviews: With the UP/UBA representative, the professional responsible for the HR department, and employees. Evaluate if the audited unit has a female representative and if she is aware of the challenges and opportunities regarding this theme. Also, evaluate if and how these actions are being implemented. Documentary Verification: Analyze supporting documents such as: 1. Official document (meeting minutes, internal memo, or appointment letter) proving the designation of the female representative. 2. Attendance list and meeting minutes demonstrating that the female representative participated and is aware of the action plans. 3. Records of participation in training sessions, workshops, and events organized by the state association, among others.	
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

**Pesticides, Adjuvants
and Related Products**



6.17	Does the farm not allow and prohibit the handling of any pesticides, adjuvants and related products in work environments in disagreement with the prescription and label and package insert indications, provided for in current legislation?	
LEGAL BASIS: NR 31 item 31.7.3, letter “c”. Law 14,785/23 - Art. 39, paragraph 02 and Art. 44.		Interviews: With employees from the HR departments, responsible office, SESTR, or employees from the pesticide sector, to determine if the farm disallows and prohibits the handling of any pesticides, adjuvants, and related products in the workplace in disagreement with the prescription and the indications on the label and package leaflet. If pesticide mixtures are used, they must be carried out only under the following conditions: (i) the mixture itself is registered; or (ii) it is permitted to mix individual registered pesticides according to local regulations.
ABR  CMP  BCI  CMP 		
6.18	Does the farm signal and prohibit work in recently treated areas, before the end of the reentry interval established on product labels, except with the use of recommended protective equipment?	
LEGAL BASIS: NR 31 item 31.7.3, letters “d”, “e”, “f” and item 31.7.8.		Interviews: With employees from the HR departments, responsible office, SESTR, or employees from the pesticide sector, to find out if the farm signposts and prohibits work in recently treated areas before the end of the established re-entry interval, unless recommended protective equipment is used. Physical Verification: If it is the pesticide application season, verify the existence of signs expressly prohibiting re-entry into recently treated areas. Documentary Analysis: Confirm the content of the agronomic prescription to verify the re-entry periods.
ABR  CMP  BCI  CMP 		
CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.		

6.19	Does the farm provide workers with direct exposure to pesticides with blended or in-person training courses, conducted by professionals with technical capacity, with a minimum workload of 20 hours, including theoretical and practical classes, according to the minimum content provided in the Norm?							
LEGAL BASIS: NR 31 item 31.7.5 and item 31.7.5.1.		Interviews: With employees from HR, the responsible office, or SESTR, to determine if the farm provides workers who handle pesticides or are in direct exposure to them with training courses conducted by technically capable professionals, with a minimum workload of 20 hours (distributed over a maximum of 8 hours daily) during normal working hours, and whether the required minimum content is being met according to items 31.7.5.1 and 31.7.5.3. Physical Verification: Verify documentation regarding the courses through certificates and training lists. Interview at least one employee who applies agrochemicals and verify if the training courses achieved their objective. Documentary Analysis: Verify the certificates to evaluate if the course content, technical capacity of the instructors, and minimum workload of 20 hours meet the legal requirements.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

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6.20	Does the farm provide free of charge to workers in direct contact with or who handle pesticides, all Personal Protective Equipment (PPE) and clothing appropriate to the risks, provided for in the PGRTR, and supervise their use, under penalty of applying disciplinary sanctions?
LEGAL BASIS: NR 31 item 31.7.6, letters “a” and “b”.	Interviews: With employees from HR, the office, SESTR, and the pesticide sector, to find out if the farm provides all PPE and pesticide-handling clothing free of charge as provided for in the PGRTR, and if it supervises their use under penalty of disciplinary sanctions. Physical Verification: Verify the storage, preparation, and application sectors to ensure the use of PPE and pesticide-handling clothing by employees. Documentary Analysis: Verify the PPE control and delivery records for pesticide-handling clothing. Verify the PPE audit to certify that the farm supervises the use of PPE and specialized clothing.
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

6.21	Does the farm provide Personal Protective Equipment and work clothing in perfect conditions of use and properly sanitized, taking responsibility for their decontamination at the end of each work day, replacing them whenever necessary, and prohibiting the use of personal clothes when applying pesticides?							
LEGAL BASIS: NR 31 item 31.7.6, letters “a”, “b”, “c”, “g”.		Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to find out if the farm provides Personal Protective Equipment and pesticide-handling clothing in perfect condition and properly sanitized, further taking responsibility for their decontamination at the end of each workday, replacing them whenever necessary and prohibiting the use of personal clothing when applying pesticides. Physical Verification: Verify the sanitization control logs for pesticide-handling clothing and the specific laundry facility for contaminated pesticide-handling garments. Verify the storage, preparation, and application sectors to ensure the use of PPE and pesticide-handling clothing by employees, rather than personal clothing. Documentary Analysis: Verify the PPE control and delivery records for pesticide-handling clothing. Also verify signs, posters, or Service Orders (OS) regarding the prohibition of personal clothing during the application of pesticides. Verify the washing control logs for pesticide-handling clothing.						
ABR  CMP 		BCI  CMP 			CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.			

6.23	For all workers involved in work with pesticides, is bathing mandatory after finishing all activities involving the preparation and/or application of pesticides, additives, adjuvants and related products, according to the procedure established in the PGRTR?	
LEGAL BASIS: NR 31 item 31.7.6, letters “d”, “e”.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the farm provides guidance on bathing after completing all activities involving the preparation and/or application of pesticides, additives, adjuvants, and related products, as per the procedure established in the PGRTR. Physical Verification: Verify the location used for bathing. Documentary Analysis: Verify the guidance provided to employees who handle pesticides regarding the importance of bathing after completing activities. Also verify PPE records regarding the delivery of soap, towels, and individual lockers. Verify the bath registration log.	
ABR  CMP  BCI  CMP 		
6.24	Does the farm make available to all workers information about the use of pesticides, additives, adjuvants and related products in the establishment, addressing the following aspects: treated area, commercial name of the product used, toxicological classification, date and time of application, reentry interval, safety interval/withdrawal period, protection measures necessary for workers in direct and indirect exposure and measures to be adopted in case of poisoning?	
LEGAL BASIS: NR 31 item 31.7.7, letters “a” to “h”.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the farm makes available to all workers: the commercial name of the product used, toxicological classification, date and time of application, re-entry interval, safety interval/withdrawal period, necessary protective measures for workers in direct and indirect exposure, and measures to be adopted in case of poisoning. Physical Verification: Verify signage in the common areas of the farm containing information about the sprayings. Documentary Analysis: Examine evidence regarding application orders, Service Orders (OS) documented by the farm, and/or other forms of communication.	
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.		

6.25	Does the farm signal treated areas and inform the reentry period; the safety interval/withdrawal period, protection measures necessary for workers in direct and indirect exposure and the measures to be adopted in case of poisoning?	
LEGAL BASIS: NR 31 item 31.7.8.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to find out if the farm signposts treated areas and informs the re-entry period, protective measures for direct/indirect exposure, and poisoning procedures. Physical Verification: Verify the existence of signs or notices indicating the re-entry periods. Documentary Analysis: Examine the evidence regarding application orders documented by the farm.	
ABR  CMP  BCI  CMP 		
6.26	Does the farm immediately remove the worker who presents symptoms of poisoning and urgently arrange transport to the nearest medical care, also sending to the doctor the information contained in the labels and package inserts of pesticides, additives, adjuvants and related products to which the worker has been exposed?	
LEGAL BASIS: NR 31 item 31.7.9.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the farm immediately removes workers with poisoning symptoms and provides urgent medical transport, including product labels/leaflets for the physician's reference. Physical Verification: Verify supporting documentation such as CAT (Work Accident Communication), medical certificates, instructions, and the emergency plan. Verify guidance signage. Documentary Analysis: Confirm the content of the documents and seek evidence of compliance with legal requirements. Verify the Service Orders or instructions that guide pesticide handlers to seek the office, immediate superior, or SESTR in case of poisoning.	
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6.27

LEGAL BASIS:

NR 31.7.6.

Interviews: With the employee responsible for washing PPE in the pesticide sector, to determine if the washing, preservation, maintenance, and cleaning of specialized pesticide-handling clothing used by workers are performed by trained and qualified persons in a location specifically designated for this purpose.

Documentary Verification: Provide evidence of washing records and inspection of decontaminated PPE (water repellency test, tears, and seams). In the case of activities performed by a third-party company, supporting documentation of the company's technical capacity for this purpose must be presented.

ABR  **CMP** 

BCI  **CMP** 

6.28

LEGAL BASIS:

NR 31 item 31.7.12.

Interviews: With employees from the HR departments, responsible office, SESTR, and laundry sector employees, to find out if the decontamination of contaminated pesticide-handling clothing is carried out without contaminating wells, rivers, streams, or any other water bodies.

Physical Verification: "Verify the physical location of the specific laundry and the contaminated pesticide-handling clothing to ensure that washings are performed in a manner that does not contaminate wells, rivers, streams, or any other water bodies. Verify whether the water from the washing area is directed to a containment tank."

Documentary Verification:

1. Work Procedures and/or Instructions: Documents detailing the decontamination process, including measures to prevent the contamination of water bodies.

ABR  **CMP** 

BCI  **CMP** 

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 Aplicável à certificação ABR ou licenciamento BCI. Não aplicável à certificação ABR ou licenciamento BCI.

6.29	Are pesticides, additives, adjuvants, and related products kept in their original packaging, with their labels and leaflets?							
LEGAL BASIS: NR 31 item 31.7.13.		Interviews: With employees from the HR departments, responsible office, SESTR, and pesticide sector employees, to determine if products are kept in their original packaging, with labels and leaflets. Physical Verification: Verify the pesticide storage area and visually confirm if the products, adjuvants, and related items are kept in their original packaging with their labels and leaflets.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

6.30	Does the farm prohibit the reuse of empty containers; execute the triple washing or pressure washing process; store containers in adequate storage and subsequently send them to accredited units for disposal or recycling?							
LEGAL BASIS: NR 31 item 31.7.3, letter “h”.		Interviews: With employees from the HR departments, responsible office, SESTR, and pesticide sector employees, to determine if the farm prohibits the reuse of empty containers, performs the triple-rinsing or pressure-washing process, stores the containers in an appropriate warehouse, and subsequently sends them to licensed units for disposal or recycling. Physical Verification: Verify the storage location for empty containers and see if it meets the requirements of NR 31 (properly locked, signposted, and preventing the entry of animals). Also, verify proof of the forwarding of empty containers to licensed units. Ensure that empty containers are properly punctured and triple-washed. Documentary Analysis: Verify the proof of delivery of empty containers to licensed disposal or recycling units. The delivery must be accompanied by a "simple remittance" invoice (nota fiscal de simples remessa), detailing the material and weight, upon which the receiver will place their stamp with date and signature. This signed invoice or other document issued by the receiving unit must be kept with the purchase documentation and the agronomic prescription. Verify in the Service Orders (OS) or instructions the prohibition of reusing empty containers, as well as the guidance to perform triple-washing (or pressure-washing) and subsequent puncturing.						
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NR 31 item 31.7.3, letter “i”.

Interviews: With employees from the HR departments, responsible office, SESTR, and pesticide sector employees, to find out if there are storage areas for pesticides or empty containers in the open air.

Physical Verification: Verify pesticide warehouses, empty container deposits, and other facilities to ensure storage regularity in accordance with NR 31.

Documentary Analysis: Verify documentation regarding the pesticides and the locations where they are stored.

BCI CMP

NR 31 item 31.7.14, letters “b”, “c”, “d”.

Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the buildings intended for the storage of pesticides, adjuvants, additives, and related products have signs or posters with danger symbols, restricted access to authorized and trained personnel equipped with PPE, a ventilation system directed to the exterior, and protection that prevents the access of birds or animals.

Physical Verification: Verify the pesticide storage location to see if it meets NR 31 standards: duly locked, signposted, preventing the entry of animals, with a ventilation system directed to the exterior, and protection against the entry of birds or animals.

Documentary Analysis: Verify the training lists and PPE records of those responsible for the pesticide warehouse.

BCI CMP

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6.33	Do buildings intended for storage of pesticides, adjuvants, additives and related products have resistant walls and coverings, floors that enable cleaning, decontamination and drainage? Are they located more than 15 meters from housing and places where food, medicines and water sources are conserved or consumed?
LEGAL BASIS: NR 31 item 31.7.14, letters “a”, “e”, “f” and item 31.7.14.1.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the storage buildings have resistant walls and roofs, floors that facilitate cleaning and decontamination, and are located more than 15 meters away from housing, food/medicine storage, or water sources. Physical Verification: Verify the pesticide storage location to ensure NR 31 requirements are met: resistant walls/roofs, cleanable floors, and a minimum distance of 15 meters from dwellings, food, medicine, and water sources.
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

6.34

LEGAL BASIS:

NR 31 item 31.7.15, letters “a”, “b”.

Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to determine if the storage and stacking of pesticides comply with legislation and manufacturer standards; ensuring containers are on pallets, stacks are stable and at least 50 centimeters away from walls, and floors are impermeable.

Physical Verification: Verify the pesticide storage location to ensure compliance with NR 31: stacking on pallets, stable piles, a minimum gap of 50 cm from walls, and impermeable flooring. Verify if the warehouse structure is made of impermeable material that does not absorb pesticides. Verify if pesticides are grouped by compatibility class.

Documentary Analysis: Verify the documentation and manufacturer instructions regarding the technical indications on the labels.

6.35	When transporting pesticide products, adjuvants, additives and related products on public roads, does the farm do so in properly labeled containers and in resistant and hermetically sealed containers and are these placed in a separate compartment, so that they cannot contaminate products such as food, feed, forage, personal and household utensils?
LEGAL BASIS: NR 31 item 31.7.3, letter “j”. Federal Decree No. 96,044 of May 18, 1988; ANTT Resolution No. 5232 of 2016.	Interviews: With employees from the HR departments, responsible office, SESTR, and employees from the pesticide sector, to find out if the farm, when transporting pesticides, adjuvants, and related products on public roads, does so in duly labeled containers and in resistant, hermetically sealed vessels, placed in a separate compartment so they cannot contaminate products such as food, feed, forage, or personal and domestic utensils. Physical Verification: Verify the decontamination status of vehicles specifically used for transporting pesticides. Ensure that food, feed, forage, and personal/domestic utensils are not being transported alongside pesticides. Documentary Analysis: Verify if the pesticide transport documentation complies with the rules applicable to the transport of hazardous products contained in Federal Decree No. 96,044 of May 18, 1988, and ANTT Resolution No. 5232 of 2016. Verify the existence of copies of the Decree and Resolution No. 5232/2016, where all products are listed in numerical and alphabetical order, accompanied by all special requirements, recommendations, and exempt quantities.
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

6.36	Is the transport of agrochemicals from the farm carried out safely, using all precautionary procedures applicable to human health and the environment?	
LEGAL BASIS: NR 31 item 31.7.3, letters “k”, “l”.	Interviews: With the farm representative or employees to learn how internal transport of agrochemicals is conducted and if the farm prohibits or utilizes the simultaneous transport of workers and pesticides in vehicles that do not have airtight compartments designed for such purpose. Physical Verification: Verify the use of PPE by persons handling agrochemicals for transport; ensure products are packed in their original closed packaging and are not transported in the same compartments as workers or any other person. Verify if vehicles transporting agrochemicals are duly signposted with safety panels and risk labels. Verify if the vehicles carry a mitigation kit in case of leaks. Documentary Analysis: Verify, if available, internal documentation such as internal rules and procedures or Service Orders (OS) regarding the prohibition of transporting people alongside pesticides.	
ABR  CMP  BCI  CMP 		
6.37	Are equipment used in the application of pesticides, adjuvants and related products maintained in perfect condition of conservation and operation? Are equipment inspected before each application, used for the indicated purpose and operated within limits, specifications and technical guidelines?	
Interviews: With the farm representative, the responsible professional, or SESTR, and employees in general, to determine if equipment is inspected before each application, used for the intended purpose, and operated within technical limits and specifications. Physical Verification: Verify the functioning and operational state of the pesticide application equipment. Documentary Verification: Verify the checklist for the pesticide application equipment.		
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6.38

Does the farm keep flammable liquids (pesticides) in a ventilated place, protected against sparks and other ignition sources?

LEGAL BASIS:
NR 31 item 31.7.15 “b”.



CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Fire Prevention Measures



6.39	Does the farm have a team of employees trained for fire prevention and fighting, especially to use extinguishers in emergency situations?							
LEGAL BASIS: NR 23 item 23.3.2.		Interviews: With the farm representative and employees, to determine if the farm has a team of employees trained in fire prevention and firefighting, especially in the use of extinguishers in emergency situations. Physical Verification: Verify the locations where fire extinguishers and other equipment for emergency response to fire or short circuits are located and evaluate the condition of this equipment (expiration date, unobstructed, and identified). Documentary Analysis: Verify the content of the courses or specific firefighting training documentation.						
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Ergonomics



6.40	Does the farm guide and train its employees on work methods they should use in heavy activities of lifting and regular manual transport of loads, aiming to safeguard their health, prevent accidents and their early withdrawal from work?							
LEGAL BASIS: NR 17 item 17.1.2. NR 31, item 31.8.1, item 31.8.3.1, and item 31.14.11.		Interviews: With employees from the HR departments, responsible office, SESTR, and with the workers to determine if the farm guides and trains its employees regarding the work methods to be used in heavy lifting and regular manual transport of loads, aiming to safeguard their health and prevent accidents. Documentary Analysis: Verify the attendance lists for meetings or training courses and guidance on the work methods to be used in heavy lifting activities and regular manual transport of loads. Verify in the Service Orders (OS) and integration training if there is guidance on the methods to be used for the execution of the activity.						
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Manual Tools





CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

**Machines, Equipment
and Implements**



6.43	Are farm machines and equipment used for purposes established by the manufacturer and are their operators properly trained and qualified for their safe handling and operation?		
LEGAL BASIS: NR 12 item 12.39, letter “b”. NR 31 item 31.12.2.		Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if the machines and equipment are used solely for the purposes established by the manufacturer and if operators are duly trained and qualified. Physical Verification: Verify, by sampling, the machines and equipment to check their use according to the manual and if their operators are trained and qualified. Documentary Analysis: Verify machine manuals. Verify certificates proving the training of employees who operate the machines and agricultural implements.	
ABR  CMP  BCI  CMP 			
6.44	Are manuals for machines, equipment and implements kept in an appropriate place, so that their content is maintained at the establishment, in original format or copy, and the employer must make it available to operators?		
LEGAL BASIS: NR 31 item 31.12.72 and item 31.12.73, letters “a” to “f”.		Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if the manuals are kept in an appropriate place so that their content can be permanently available to the operators. Physical Verification: Check the machines, equipment, and implements and confirm if the manuals are kept in an appropriate place for permanent access by the operators. Documentary Analysis: Verify the manuals corresponding to each machine and implement.	
ABR  CMP  BCI  CMP 			

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NR 31 item 31.12.38 and item 31.12.38.1.

Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if motorized mobile machines and equipment have seat belts and an operator protection structure (ROPS) to prevent injuries or fatalities in case of overturning.

Physical Verification: Confirm if the motorized mobile machines and equipment of the farm have seat belts and a protective structure for the operator.

6.49	Does the farm not allow and prohibit work and operation of machines and equipment powered by internal combustion engines in closed places or without sufficient ventilation, except when gas elimination from the environment is ensured?							
LEGAL BASIS: NR 31 item 31.12.44.		Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if the farm prohibits the use of internal combustion engines in enclosed or poorly ventilated areas without proper gas extraction. Physical Verification: Check the machine sheds, equipment, and implements to determine if the farm effectively prohibits the operation of machines and equipment powered by internal combustion engines in closed locations or those without sufficient ventilation, unless the elimination of gases from the environment is ensured. Guidance signs stating that the farm disallows and prohibits the work and operation of machines and equipment powered by internal combustion engines in closed locations or those without sufficient ventilation, unless the elimination of gases from the environment is ensured. Documentary Analysis: Verify in Service Orders (OS) and instructions whether the farm disallows and prohibits the work and operation of machines and equipment powered by internal combustion engines in closed locations or those without sufficient ventilation, unless the elimination of gases from the environment is ensured.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

6.54		Are farm drivers who drive motor vehicles, wheel tractors, crawler tractors, mixed tractors or automotive equipment intended for load movement or agricultural work on public roads properly licensed by Detran (art. 144 CBT)?																	
LEGAL BASIS: Art. 144 CTB.				Interviews: With employees from the HR departments, responsible office, or SESTR, to determine if the farm drivers who operate motor vehicles, wheel tractors, crawler tractors, mixed tractors, or automotive equipment intended for moving loads or agricultural work on public roads are duly licensed by DETRAN. Also interview the drivers who operate the farm's vehicles on public roads. Physical Verification: Verify the Driver's Licenses of the drivers and operators who drive motor vehicles, wheel tractors, crawler tractors, mixed tractors, or automotive equipment intended for moving loads or agricultural work on public roads. Documentary Analysis: Verify the expiration date and category of the Driver's licenses.															
ABR  CMP  BCI  CMP 																			
6.55		Did the farm provide specific training to chainsaw operators, with records of training control and content that meets the manufacturer's manual in accordance with item 31.12.46 of NR 31?																	
LEGAL BASIS: NR 31 item 31.12.46, letters "a", "b", "c".				Interviews: With employees from the HR departments, responsible office, SESTR, and chainsaw operators, to determine if the farm provided them with specific training, including training control records and content that meets the manufacturer's manual. Physical Verification: Verify the documents proving the specific training of the chainsaw operators. Documentary Analysis: Verify the certificates proving that the training was conducted.															
ABR  CMP  BCI  CMP 																			
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6.56		Are there procedures in place by the rural employer or equivalent for the safe movement of machines, equipment, and implements outside the physical installations of the rural establishment for repairs, adjustments, technological modernization, decommissioning, dismantling, and disposal?	
LEGAL BASIS: NR 31 item 31.12.4. DNIT Resolution 01 of 2021. Resolution 789, which regulates courses for indivisible loads.		Interviews: With employees from the HR departments, responsible office, or SESTR, to determine if there is movement of machines, equipment, and implements outside the physical installations of the rural establishment for repairs, adjustments, technological modernization, decommissioning, dismantling, and disposal. Ask how the transport of these machines/implements is carried out and if there is any written procedure. Physical Verification: If the farm possesses a trailer (lowboy/flatbed), verify and confirm if they have reflective strip signaling, as well as length and width signaling for the trailer. Verify if it has straps with locks. Verify if it has chains with locks.	
ABR  CMP 		BCI  CMP 	
6.57		Are the occupational safety procedures strictly followed regarding the starting, activating, and stopping devices of stationary machines and equipment? Do the functional components of the process and work areas of self-propelled machines and implements that need to remain exposed meet current technical standards and the exceptions contained in Table 2 of Annex II?	
LEGAL BASIS: NR 31 item 31.12.6, item 31.12.9, letters "a" through "e", item 31.12.10, item 31.12.11, item 31.12.12, and item 31.12.16. Table 2 - exclusions to protection in moving parts (items 31.12.16 and 31.12.24).		Interviews: With employees from the HR departments, responsible office, or SESTR, and with operators, to determine if the farm possesses or makes use of stationary machines or equipment (whether during harvest or not). If so, were procedures established to activate and operate this equipment? Physical Verification: Confirm that the functional components of the process and work areas of the self-propelled machines and implements that need to remain exposed meet current technical standards and the exceptions contained in Table 2 of Annex II of NR 31. Documentary Analysis: Verify the occupational safety procedure regarding starting, activating, and stopping devices.	
ABR  CMP 		BCI  CMP 	

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6.58	Does the rural employer or equivalent provide permanently fixed and safe access means at all operation points, supply points, raw material insertion and removal of worked products, preparation, maintenance and constant intervention points? And are access means provided to machines, equipment and implements that comply with current official or international technical standards?
LEGAL BASIS: NR 31 Annex I - Means of access to machines, equipment, and implements.	Interviews: With employees from the HR departments, responsible office, or SESTR, and with operators, to determine if the farm provides permanently fixed and safe means of access at all its points of operation, refueling, insertion of raw materials, and removal of products, preparation, maintenance, and constant intervention. Physical Verification: Confirm if the machines, equipment, and implements possess permanently fixed and safe means of access at all their points of operation, refueling, insertion of raw materials, removal of products, preparation, maintenance, and constant intervention.
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

**Access Roads
and Circulation**



6.59	Do farm internal access roads and circulation routes have adequate and safe conditions for vehicles and workers who travel on them?	
LEGAL BASIS: NR 31 item 31.3.5, letter “d”.		Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if the internal access routes and circulation paths have adequate and safe conditions for the vehicles and workers traveling on them. Physical Verification: Verify the safety conditions of the internal circulation routes.
ABR  CMP  BCI  CMP 		
6.60	Are farm internal access roads and circulation routes signaled so that they are visible during day and night, guiding vehicle flow direction, priority at intersections and establishing speed limits?	
LEGAL BASIS: NR 31 item 31.3.5, letter “d”.		Interviews: With employees from the HR departments, responsible office, SESTR, and operators, to determine if the internal access and circulation routes are signposted, visible day and night, and provide guidance on flow, preference, and speed limits. Physical Verification: Verify the internal circulation routes and their traffic signage.
ABR  CMP  BCI  CMP 		

CMP = Critério Mínimo de Produção (item obrigatório).

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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Transport of Workers





CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Cargo Transport



6.65		Does the farm conduct periodic inspection of vehicles intended for cargo transport?	
LEGAL BASIS: NR 31 item 31.14.14, letters “a”, “b”.		Interviews: With the farm representative, the professional responsible for the transport sector, SESTR, and with the drivers, to determine if the farm performs periodic inspections of vehicles intended for the transport of cargo. Physical Verification: Check the cargo transport vehicles and the periodic inspection records. Documentary Analysis: Verify the documents proving the periodic inspection of vehicles intended for cargo transport.	
ABR  CMP 		BCI  CMP 	
6.66		Do farm cargo vehicle drivers have the minimum license and training required by law - categories C, D - and according to load, truck type, special product transport vehicle driver training course (MOPE) and/or dangerous goods (MOPP)?	
LEGAL BASIS: NR 31 item 31.12.66, letters “a”, “b”, “c”. Contran Resolutions 168 and 789.		Interviews: With the farm representative, the professional responsible for the transport sector, SESTR, and with the drivers (if any), to determine if the cargo vehicle drivers possess the minimum license and training required by law—categories C, D, or E—according to the load, truck type, and specialized training courses for drivers of special products (MOPE) and/or dangerous goods (MOPP), requesting the supporting documentation. Physical Verification: Verify the Driver's Licenses and the driver's training certificates. Documentary Analysis: Analyze the Driver's license documentation and the MOPE or MOPP certificate, or the specialized course for drivers of vehicles transporting dangerous goods.	
ABR  CMP 		BCI  CMP 	
CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.			

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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

**Climatic and
Topographic Factors**



6.67	Does the farm interrupt external agricultural activities when climatic conditions occur that compromise worker safety and health?							
LEGAL BASIS: NR 31 item 31.3.5, letter “b”.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the farm interrupts outdoor agricultural activities during climatic conditions that compromise health and safety (such as heavy rain, lightning, or extreme heat). Physical Verification: Verify the preparation documents, procedures, or Service Orders (OS) containing the minimum safety rules for these situations. Documentary Analysis: Verify the proof of compliance with the requirements. This can be done through the following evidence: the existence and dissemination of the content of the instructions; procedures and/or Service Orders (OS), in meetings and training sessions held before the start of the activity and repeated periodically; training control records containing dates, workload, content covered, and the names and signatures of participants and instructors. Verify the PGRTR.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

6.68	Is field work organized so that activities requiring greater physical effort, when possible, are developed in the morning or late afternoon?							
LEGAL BASIS: NR 31 item 31.3.5, letter “c”.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if field work is organized so that high-effort activities are performed during the morning or late afternoon when possible. Physical Verification: Verify during the itinerary of visits to various sectors if the farm, when distributing tasks, does so in a logical and rational manner, ensuring workers execute tasks demanding greater physical effort in the morning or late afternoon. Documentary Analysis: Verify the preparation documents, procedures, or Service Orders (OS) containing the minimum safety rules for these situations. Proof of compliance can be established through evidence of the existence and dissemination of the content of the instructions, procedures, and/or Service Orders (OS) in meetings and training sessions held before activities begin. Verify the PGRI.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				



CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Personal Protection Measures



6.71 Does the farm supervise mandatory PPE use and apply disciplinary penalties to employees who refuse or do not use the PPE provided to them, even occasionally, including dismissal for just cause?

LEGAL BASIS:

NR 1 item 1.4.2, letter “d” and item 1.4.2.1.

NR 6 item 6.6.1, letter “b”.

NR 31 item 31.6.4.

CLT Art. 482, letter “h”.

Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the farm supervises the mandatory use of PPE and applies disciplinary penalties to employees who refuse to use or do not use the provided PPE, even if occasionally, including dismissal for just cause.

Physical Verification: Verify the use of PPE by employees during the farm itinerary.

Documentary Analysis: Verify the Service Orders (OS), instructions, or employee conduct manual regarding the mandatory use of PPE and the disciplinary penalties for employees who refuse or fail to use the provided PPE, including any sanctions eventually applied to non-compliant employees—verbal and written warnings, suspension, and dismissal. Verify the PPE audit records.

ABR  CMP 

BCI  CMP 

6.72 Does the PU/PBA require and supervise the use of mandatory safety equipment by employees of third-party service companies or autonomous workers in performing their functions?

LEGAL BASIS:

Law No. 6,019/1974 and Law No. 13,429/2017, NR 6 and NR 32.

Interviews: With the UP/UBA representative and the professional responsible for the HR and occupational health and safety departments.

Physical Verification: Verify within the HR and occupational safety departments whether the UP/UBA requires and supervises the use of mandatory safety equipment by employees of outsourced service providers or self-employed workers in the performance of their duties.

ABR  CMP 

BCI  CMP 

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6.73	Does the employer, if indicated in the PGRTR or if exposure to solar radiation is configured without adoption of collective or individual protection measures, provide sunscreen to employees?
LEGAL BASIS: NR 31 item 31.6.2.1 and item 31.6.2.1.1.	Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the farm provides the necessary sunscreen for worker protection free of charge, according to the needs of each activity involving exposure to solar radiation without the adoption of collective or individual protection measures, as determined in the PGRTR – Rural Work Risk Management Program, and whether the farm guides and trains employees regarding its use. Physical Verification: Verify during the farm itinerary whether the farm provides the necessary sunscreen for worker protection free of charge, according to the needs of each activity involving exposure to solar radiation without collective or individual protection measures, as determined by the PGRTR – Rural Work Risk Management Program, and whether the farm guides and trains employees regarding its use. Documentary Analysis: Verify the regularity of the sunscreen use training lists. Verify the purchase invoices. Verify if the PPE control and delivery records are duly filled out and contain the employees' signatures. Verify if the sunscreens are included in the PPE control and delivery records and are in accordance with the sunscreen recommended in the PGRTR.



CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

Rural Buildings



6.76	Were farm stairs, ramps, corridors and other areas intended for worker circulation and material movement built with non-slip materials and have protection against fall risk?							
LEGAL BASIS: NR 31 item 31.16.4 and item 31.16.5.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the stairs, ramps, corridors, and other areas for circulation and material handling were built with non-slip materials and have fall protection. Physical Verification: Verify during the farm itinerary if the stairs, ramps, and corridors of the buildings, and other areas for worker circulation and material handling, were built with non-slip materials and have fall protection. Verify if the stairs, walkways, and platforms possess guardrails.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				



CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK ENVIRONMENT

**Electrical
Installations**



6.77		Are farm electrical installations maintained to prevent, by safe means, the dangers of electric shock and other types of accidents?	
LEGAL BASIS: NR 31 item 31.10.1.		Interviews: With employees from the HR departments, responsible office, SESTR, and the person responsible for the electrical sector, to determine if the farm's electrical installations are maintained to prevent electric shock hazards and other accidents. Physical Verification: Verify during the farm itinerary whether the electrical installations are maintained in a way that prevents, by safe means, the hazards of electric shock and other types of accidents.	
ABR  CMP 		BCI  CMP 	
6.78		Are electrical installation components protected by insulating material?	
LEGAL BASIS: NR 31 item 31.10.2 letters “a”, “b”, “c”; item 31.10.2.1 letters “a” through “i”; item 31.10.2.2, item 31.10.2.3, and item 31.10.3.		Interviews: With employees from the HR departments, responsible office, SESTR, and electrical sector employees, to determine if the components of the electrical installations are protected by insulating material. Physical Verification: Verify during the farm itinerary whether the components of the electrical installations are protected by insulating material, cable trays, conduits, and PP cable extensions.	
ABR  CMP 		BCI  CMP 	

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6.79	Are tools used in work on energized networks equipped with electrical insulation?		
LEGAL BASIS: NR 31 item 31.10.4.		Interviews: With employees from the HR departments, responsible office, SESTR, and electrical sector employees, to determine if the tools used for work on energized networks are equipped with electrical insulation. Physical Verification: Verify during the farm itinerary whether the tools used for work on energized networks are equipped with electrical insulation.	
ABR  CMP  BCI  CMP 			
6.80	Do farm buildings have Lightning Protection Systems - LPS against atmospheric electrical discharges?		
LEGAL BASIS: NR 31 item 31.10.6 and item 31.10.6.1.		Interviews: With employees from the HR departments, responsible office, SESTR, and electrical sector employees, to determine if the farm buildings are protected by lightning rods against atmospheric electrical discharges. Physical Verification: Verify during the farm itinerary whether the buildings are protected by lightning rods against atmospheric electrical discharges. Documentary Analysis: Verify the SPDA project. Verify the report of the ohmic measurements of the lightning rods.	
ABR  CMP  BCI  CMP 			
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CRITERION 6

SAFETY, OCCUPATIONAL HEALTH AND WORK

**Living Areas - Sanitary Facilities -
Dining Areas -
Housing - Laundry -
Leisure Areas**



LEGAL BASIS:

NR 31 item 31.17.1 letters "a", "b", "c", "d",
"e".

Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the farm's living areas possess sanitary facilities, dining areas, housing, and, when applicable, food preparation areas and laundries.

Physical Verification: Verify during the farm itinerary whether the buildings in the living areas possess sanitary facilities, dining areas, housing, and appropriate places for food preparation and laundries.

ABR  **CMP** 

BCI  CMP 

LEGAL BASIS:

NR 31 item 31.17.3.1, item 31.17.3.2, item 31.17.3.3, and item 31.17.3.4.

Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to verify the number of employees hired and determine if the sanitary facilities possess washbasins and toilets in a proportion of one unit for every group of 20 workers or fraction thereof, and showers in a proportion of one unit for every group of 10 workers or fraction thereof.

Physical Verification: Verify in the farm housing whether the sanitary facilities possess washbasins and toilets in a proportion of one unit for every group of 20 workers or fraction thereof, and showers in a proportion of one unit for every group of 10 workers or fraction thereof.

ABR  **CMP** 

BCI  CMP 

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6.83	Are sanitary facilities located in places of easy and safe access, with separation by sex, and have access doors that prevent exposure, built to maintain appropriate privacy? In administrative sectors with up to 10 (ten) workers, can only one individual sanitary facility for common use between sexes be made available, provided hygiene and privacy conditions are guaranteed?
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LEGAL BASIS: NR 24 item 24.2.2.2. NR 31 item 31.17.3.3 letters "a", "b", "c", and item 31.17.3.3.1.	Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the sanitary facilities are located in easy and safe access areas, with separation by sex, and possess access doors that prevent peering, built so as to maintain appropriate privacy. Physical Verification: Verify the sanitary facilities during the farm itinerary to confirm if they are in easy and safe access locations, separated by sex, and have access doors that prevent peering, ensuring convenient privacy.
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ABR  CMP  BCI  CMP 

6.84	Do the sanitary facilities provide clean water, soap, and paper towels? Do they provide toilet paper and possess containers for waste collection and a connection to the sewage system, septic tank, or equivalent system?
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LEGAL BASIS: NR 24 item 24.2.3 letters "d", "f", "g"; item 24.3.1 letters "a" through "e". NR 31 item 31.17.3.3 letters "d", "e", "f".	Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the sanitary facilities provide clean water, soap, and paper towels, as well as toilet paper, waste containers, and proper sewage or septic connections. Physical Verification: Verify during the farm itinerary if the sanitary facilities provide clean water, soap, paper towels (or other hand-drying materials/equipment), toilet paper, waste containers, and connections to the sewage system or septic tank.
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ABR  CMP  BCI  CMP 	CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.
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6.85		Do meal areas have good hygiene and comfort conditions, clean water for hygienization and covered garbage deposits?	
LEGAL BASIS: NR 24 item 24.5.3, letters "b", "c", "h", "i", "k". NR 31 item 31.17.4.1 letters "a", "c", "e", "f", "g".		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the dining areas have good hygiene, comfort, clean water, and lidded waste bins. Physical Verification: Verify during the farm itinerary if the dining areas have good conditions of hygiene and comfort, clean water for sanitization, waste bins with lids and pedals, and ensure that collective cups are not being used.	
ABR  CMP 		BCI  CMP 	
6.86		Do meal areas have tables with smooth and washable tops and seats in sufficient numbers to serve all workers in preset time schedules?	
LEGAL BASIS: NR 24 item 24.5.3, letter "g". NR 31 item 31.17.4.1 letters "b", "d".		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if the locations where meals are served have smooth, washable tables and enough seating for all workers according to the scheduled shifts. Physical Verification: Verify during the farm itinerary if the meal areas possess smooth, washable tables and sufficient seating for all workers on the pre-fixed schedule.	
ABR  CMP 		BCI  CMP 	

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6.87	Does the farm transport meals to work fronts in containers or thermal boxes that guarantee good hygienic and healthy food conservation conditions?		
LEGAL BASIS: NR 31 item 31.17.4.1 letter “g”.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if meals are transported to work fronts in thermal containers that ensure hygienic and healthy preservation. Physical Verification: Verify during the farm itinerary the containers or thermal boxes used to transport meals to the work fronts, ensuring they guarantee healthy food preservation until mealtime.	
ABR  CMP  BCI  CMP 			
6.88	Are fixed or mobile sanitary facilities provided at the work fronts, consisting of toilets and washbasins, in a proportion of one set for every group of 40 (forty) workers or fraction thereof, with the use of dry pits permitted?		
LEGAL BASIS: NR 31 item 31.17.5.1, item 31.17.5.2, item 31.17.5.3 letters “a” through “d”, and item 31.17.3.3 letters “a” through “d”, “f”.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine if there are active work fronts on the audit date and, if so, whether fixed or mobile sanitary facilities (toilets and washbasins) are provided in the proportion of one set per 40 workers or fraction thereof. Physical Verification: Verify during the farm itinerary, if there are active work fronts, whether the farm provides fixed or mobile sanitary facilities, consisting of toilets and washbasins, in a proportion of one set for every group of 40 workers or fraction thereof, with the use of dry pits being permitted. Verify if the toilets possess access doors that prevent peering, built so as to maintain privacy, are separated by sex, and provide clean water, liquid soap, paper towels, toilet paper, and a waste collection container.	
ABR  CMP  BCI  CMP 			
CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.			

6.91	Do the farm's housing facilities provide beds with mattresses certified by INMETRO, maintaining a ratio of at least 3.00 m ² per single bed or 4.50 m ² per bunk bed—in both cases including the circulation area and the locker—or, alternatively, beds separated by at least 1 m? Do they possess upper bunk beds with lateral protection and a ladder attached to the structure?
LEGAL BASIS: NR 24 item 24.7.3, letters "a" through "h", item 24.7.3.1 and item 24.7.3.2. NR 31 item 31.17.6.1 letters "a", "b", "c", "d".	Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, to determine if employees are provided with beds equipped with INMETRO-certified mattresses that respect the ratio of at least 3.00 m² (three square meters) per single bed or 4.50 m² (four square meters and fifty centimeters) per bunk bed—in both cases including the circulation area and the locker—or, alternatively, beds separated by at least 1 m (one meter); if the number of beds corresponds to the number of workers housed in the room; and to ensure that the use of 3 (three) or more beds in the same vertical line is prohibited, maintaining vertical and horizontal spacing that allows the worker to move safely. Physical Verification: Verify during the farm itinerary whether the housing beds are equipped with INMETRO-certified mattresses, respecting the ratio of at least 3.00 m² per single bed or 4.50 m² per bunk bed (including circulation and locker) or, alternatively, beds separated by at least 1 m; confirm that the number of beds matches the number of workers in the room; and ensure that the use of 3 (three) or more beds in the same vertical line is prohibited, with sufficient spacing to allow safe movement.
ABR  CMP  BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.	

6.92 Is the employer allowed to use houses for accommodation even outside the establishment, provided they meet the necessary items for accommodation in NR31?

LEGAL BASIS:

NR 31 item 31.17.6.1, letters “a”, “b”, “c”, “d”, “e”, “f”, “g”, “h”, “i”.

Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, to determine if the farm provides housing in houses even if located outside the farm; if it provides each employee with an individual locker for storing personal objects; and if the housing possesses doors and windows capable of offering good sealing and security, adequate lighting and ventilation, waste collection containers, and separation by gender. With employees from the HR departments, responsible office, SESTR, and workers, to determine if the farm provides beds with INMETRO-certified mattresses; respects the ratio of at least 3.00 m² per single bed or 4.50 m² per bunk bed (including circulation area and locker) or, alternatively, beds separated by at least 1 m; if the number of beds corresponds to the number of workers in the room; and to ensure that the use of 3 (three) or more beds in the same vertical line is prohibited, maintaining vertical and horizontal spacing that allows the worker to move safely.

Physical Verification: Verify if the farm provides each employee with an individual locker for storing personal objects, and if the housing possesses doors and windows capable of offering good sealing and security, adequate lighting and ventilation, waste collection containers, and if the housing units are separated by gender. Verify in the house used for housing whether the beds are equipped with INMETRO-certified mattresses, respecting the ratio of at least 3.00 m² per single bed or 4.50 m² per bunk bed (including circulation and locker) or, alternatively, beds separated by at least 1 m; confirm that the number of beds matches the number of workers in the room; and ensure that the use of 3 (three) or more beds in the same vertical line is prohibited, with sufficient vertical and horizontal spacing to allow safe movement.

6.93		Does the farm not allow and prohibit the use of stoves, burners or similar inside accommodations?	
LEGAL BASIS: NR 24 item 24.7.5.2 and item 24.7.9 letter "b". NR 31 item 31.17.6.3.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, to determine if the farm disallows and prohibits the use of stoves, hot plates, or similar appliances inside the housing units. Physical Verification: Verify during the farm itinerary whether there are any stoves, hot plates, or similar appliances inside the housing units.	
ABR  CMP  BCI  CMP 			
6.94		Does the farm provide bedding suitable for local climate conditions?	
LEGAL BASIS: NR 31 item 31.17.6.2.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, to determine if the farm provides bedding suitable for the local climatic conditions. Physical Verification: Verify during the farm itinerary whether the farm provides bedding to employees and confirm if it meets the regional climatic requirements. Documentary Analysis: Verify registration records containing the provision of bedding.	
ABR  CMP  BCI  CMP 			
CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.			

6.95	Should people with infectious diseases inside the accommodation be subjected to medical evaluation, which will decide on removal or permanence in the accommodation?
LEGAL BASIS: NR 24 item 24.7.10. NR 31 item 31.17.6.4.	Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, to determine if there are people with infectious diseases inside the housing. Physical Verification: Verify each housing unit during the farm itinerary to confirm that no persons with infectious diseases are present inside. Check for guidance signs instructing employees to contact the office, SESTR, or an immediate supervisor upon detecting any disease symptoms. Documentary Analysis: Verify and analyze Service Orders (OS) and instructions directing employees to contact the office, SESTR, or an immediate supervisor upon detecting any disease symptoms.
ABR  CMP  BCI  CMP 	
6.96	Does the meal preparation area have no direct connection to employee accommodation and is equipped with washbasins, garbage collection system and exclusive sanitary facilities for personnel handling food?
LEGAL BASIS: NR 24 item 24.6.1 letters "a", "b", "c", "d", "f". NR 31 item 31.17.6.7 letters "a", "b", "c", "d", item 31.17.6.7.1, and item 31.17.3.3 letters "a", "b", "d", "e", "f".	Interviews: With employees from the HR departments, responsible office, SESTR, and kitchen staff, to determine if the area has no direct connection to housing and is equipped with washbasins, waste collection, and exclusive sanitary facilities for food handlers. Physical Verification: Verify the food preparation area to confirm it has no direct connection to employee housing and is equipped with washbasins and lidded waste bins. Verify the exclusive sanitary facilities for food handlers, ensuring toilets have access doors that prevent peering, are separated by sex, and provide clean water, liquid soap, paper towels, toilet paper, and a lidded bin.
ABR  CMP  BCI  CMP 	

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LEGAL BASIS:

NR 24 item 24.7.6.

NR 31 item 31.17.6.9, letters “a”, “b”.

Interviews: With employees from the HR departments, responsible office, SESTR, and workers using the housing, regarding the conditions of the laundry facilities provided for washing personal clothing.

Physical Verification: Verify the area designated for personal laundry to confirm if it is covered and ventilated, and equipped with individual or collective sinks and clean water.

ABR  **CMP** 

BCI  CMP 

LEGAL BASIS:

Law No. 6,019/1974 and Law No. 13.429/2017.

NR 24 Annex II, items 1 to 5.

NR 31 item 31.17.1 and 31.2.3.

Interviews: With the UP/UBA representative and the HR manager to check if outsourced workers are guaranteed the same hygiene, comfort, and dining conditions as the contractor's employees.

Physical Verification: Verify the living areas where outsourced service workers are located to confirm they are provided with the same hygiene, comfort, and dining conditions as the contractor's employees.

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6.99	Does the farm provide water fountains with inclined jets or individual or disposable cups to all employees and prohibit the use of collective cups?							
LEGAL BASIS: NR 31 item 31.17.8.2. NR 24 item 24.9.1 and item 24.9.1.1.		Interviews: With employees from the HR departments, responsible office, SESTR, and workers in general, to determine how potable water is supplied and if disposable or personal-use cups are provided. Physical Verification: Verify during the farm itinerary the existence of drinking fountains with slanted jets or potable water taps with the provision of individual cups, ensuring the use of collective cups is prohibited.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

6,100	Are housing provided by the farm single-family and built in masonry or wood, have adequate sanitary conditions, sufficient ventilation and lighting, weather protection covering, well or water tank protected against contamination, and septic tanks away from house and water well in flood-free place and downstream from the well? Are housing at least 30 m (thirty meters) away from hay and manure deposits, corrals, stables, pigsties and any breeding facilities, except those for family use?							
LEGAL BASIS: NR 31 item 31.17.7.1 letters “a” through “h”, item 31.17.7.2, item 31.17.7.3 and item 31.17.7.4.		Interviews: With employees from the HR departments, responsible office, SESTR, and, if applicable, employees residing in single-family housing. Physical Verification: Verify during the farm itinerary the existence of single-family housing and whether they are constructed of masonry or wood, possess adequate sanitary conditions, sufficient ventilation and lighting, and roofing for protection against inclement weather. Verify the presence of a well or water tank protected against contamination, and septic tanks located away from the house and the water well, in flood-free areas and downstream from the well. Confirm that the housing is located at least 30 m (thirty meters) away from hay and manure storage, corrals, stables, pigsties, and any livestock pens, except those for the family's own use. Each dwelling must be inhabited exclusively by a single family. The auditor must also assess the safety level of the housing location regarding the type of fumigation applied on the property. For example, if aerial fumigation exists, the risk of exposure to agrochemicals is higher; in this case, the dwelling must be located where there is no exposure to such substances, maintaining a distance of 50 m for ground application and 500 m for aerial application.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

Volume III:

AGRICULTURAL GOOD PRACTICES, ENVIRONMENT, AND UNIT MANAGEMENT | Criteria 7 and 8

Agriculture can generate both positive and negative impacts on the environment depending on the practices adopted. To maximize benefits and reduce damage, it is fundamental to implement actions that protect forests, biodiversity, water resources, and the climate. One of the main pillars of the ABR Program is environmental management, aiming to ensure that farms do not contribute to illegal deforestation or ecosystem degradation. On the contrary, it seeks to promote preservation and recovery.

To achieve this, techniques are implemented to: Reduce water and soil contamination. Minimize waste generation. Optimize energy use. Protect ecosystems.

Special attention is given to practices that reduce greenhouse gas emissions, helping to mitigate climate change and strengthen the resilience of agricultural communities. By adopting sustainable agricultural practices, farms use essential resources like water and soil more efficiently, promoting a more responsible agriculture aligned with global environmental challenges.

Criterion 7 – Environmental Performance
Criterion 8 – Agricultural Good Practices



Volume III:

AGRICULTURAL GOOD PRACTICES, ENVIRONMENT, AND UNIT MANAGEMENT | Criteria 7 and 8

In the context of sustainable crop management, Criteria 7 and 8 highlight the importance of agricultural practices that balance productivity, profitability, and the preservation of natural resources. By adopting diversified and sustainable practices, farms increase their resilience, preparing themselves better to face environmental challenges. The program encourages producers to declare the good practices already in place in cotton cultivation, seeking to demonstrate a balance between production and environmental conservation.

Requirements focus on the efficient use of inputs, the optimization of natural cycles, proper water management, and the reduction of pesticide use. One of the main tools promoted is Integrated Pest Management (IPM), which involves a combination of biological, cultural, and mechanical tactics to control pests, reducing dependence on pesticides. IPM not only decreases the excessive use of chemicals but also helps mitigate insect resistance and the emergence of secondary pests, in addition to reducing production costs.



Volume III:

AGRICULTURAL GOOD PRACTICES, ENVIRONMENT, AND UNIT MANAGEMENT | Criteria 7 and 8

IPM follows three basic steps:

1. Evaluation of the agroecosystem, including crop monitoring;
2. Decision-making based on the information collected;
3. Selection of appropriate control methods, such as biological, cultural, behavioral (traps), mechanical, genetic, varietal (resistant plants), and chemical control, when necessary.

This approach contributes to more sustainable management, promoting economic and environmental advantages. The ABR Program, thus, reinforces the importance of agricultural practices that not only increase productivity but also minimize negative impacts on the environment, promoting a balance between agricultural efficiency and the conservation of natural resources.

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Volume III:

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CLIMATE CHANGE

Climate change refers to any change in climate over time, whether due to natural variability or as a result of human activity. It has a growing impact on cotton production, affecting various stages, from crop quality to water availability and soil management. High temperatures, irregular precipitation patterns, and extreme weather events, such as droughts and floods, can significantly reduce productivity, in addition to increasing production costs. These challenges not only threaten the cotton production chain but also jeopardize the livelihoods of communities.

In order to face these impacts, the adoption of more resilient and sustainable agricultural practices becomes increasingly essential. These initiatives must promote resilience, adaptation, and sustainability, aiming to mitigate the negative impacts of climate change.

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NATIONAL POLICIES FOR CLIMATE CHANGE

In Brazil, the National Policy for Adaptation to Climate Change (PNAC) serves as an important pillar in this process. This plan aims to implement actions that reduce climate risks in the country, seeking to minimize the adverse effects of climate change on society, the economy, and the environment. In the agricultural sector, the PNAC aims to provide tools and information so that rural producers and public managers can make more informed and secure decisions, despite climate uncertainties. The strategy involves access to technologies, technical data, and production processes that favor the implementation of more sustainable and resilient agricultural systems.

In addition to the PNAC, a new "Climate Plan" will be presented in 2025, with the intention of being the main guide for Brazilian actions toward climate neutrality. This new plan will bring national mitigation targets that will be detailed in eight sectoral plans, all based on technical-scientific data and prepared with the active participation of society.

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Within this federal government policy, there are some tools already used by the Ministry of Agriculture and Livestock (MAPA) as an integrated strategy, aiming to mitigate the impacts of climate change and ensure the continuity of Brazilian agricultural production in an increasingly challenging climate scenario. These tools are the ABC+ Plan and the Agricultural Climate Risk Zoning (ZARC).

The ABC+ Program is another Brazilian public policy aimed at promoting sustainable agricultural practices and adapting agriculture to climate change. The main objective is to reduce greenhouse gas (GHG) emissions and increase the resilience of agricultural systems between the years 2025 and 2030.

The main strategies used by the program, seeking reduction, are:

- Carbon accumulation in the soil through the adoption of low-carbon agricultural management practices, such as the No-Till System (SPD);
- Recovery of degraded pastures;
- Integrated production systems (which combine crops, livestock, and/or forests in the same area - ILPF);

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- Biological nitrogen fixation;
- Animal waste treatment;
- Forest planting;
- Genetic improvement.

Agricultural Climate Risk Zoning (ZARC) is used to guide crop planting according to climate conditions and the agricultural suitability of different regions, reducing the risks associated with production losses.

Other strategies and actions that can be developed to ensure the sector's resilience are:

- Development of resilient cultivars;
- Conservation of natural resources;
- Promotion of the use of efficient irrigation systems;
- Rural insurance policy;

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- Promotion of digital technologies and real-time climate monitoring, such as moisture sensors and climate forecasting platforms;
- Encouraging agricultural research in institutions such as EMBRAPA (Brazilian Agricultural Research Corporation), to develop innovative solutions that increase the sector's adaptation capacity;
- Stimulating the adoption of systems that integrate trees, crops, and livestock, offering ecological and productive benefits.

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ADAPTATION

Adaptation to climate change consists of adjustments in natural or human systems in response to actual or expected climatic stimuli or their effects, which moderate harm or exploit beneficial opportunities. Adaptation in agricultural systems has become a central element in policies and research because these systems represent the widest scope of land use occupation on the planet.

Adaptation to climate change in cotton cultivation is crucial, as the crop is highly sensitive to temperature variations, water availability, and soil quality, all of which are affected by these changes.

To face these challenges, it is important to find ways to monitor and minimize the risks and impacts of climate change on cotton fields. Certain techniques and strategies can be implemented to increase the resilience of agricultural systems, allowing them to adapt to transforming climatic conditions, such as unpredictable precipitation patterns, more intense droughts, and rising temperatures. These practices contribute to the protection of ecosystems and ensure the long-term viability of production.

As primary practices, we can cite several adaptation approaches:

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- Selection of Resilient Varieties
- Efficient Water Management
- Soil Conservation Practices
- Sustainable Use of Fertilizers and Pesticides
- Climate Forecasting and Monitoring

Within this theme, the ABR Program guides and encourages participating producers to adopt new practices through audit requirements, which are focused on actions that promote adaptation to climate change.

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MITIGATION

Climate change mitigation refers to actions and strategies implemented to reduce or limit greenhouse gas (GHG) emissions into the atmosphere, in order to decrease the speed and magnitude of global warming.

Mitigation in cotton cultivation is a central issue, as agriculture—combined with forestry and other land uses—contributes substantially to greenhouse gas (GHG) emissions. In cotton farming, there are several strategies that can be adopted to reduce these emissions, increase sustainability, and contribute to mitigating climate impacts. These strategies are designed to minimize environmental effects while ensuring productivity and competitiveness, utilizing market-available technologies with lower costs and environmental impacts.

Climate-Smart Agriculture (CSA) stands out as an essential tool for climate change mitigation. It integrates strategies to increase agricultural productivity, promote adaptation to climate effects, and reduce or eliminate greenhouse gas emissions associated with agriculture. CSA aims to make agriculture more sustainable, efficient, and resilient, serving as a multifunctional approach to face the challenges imposed by changes in the climate.

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As primary mitigation practices within climate-smart approaches, we have:

- Sustainable Soil Management and No-Till Farming;
- Crop Rotation;
- Efficient Use of Water Resources;
- Management of Fertilizers and Inputs;
- Integrated Pest Management (IPM);
- Precision Agriculture;
- Adoption of Climate-Resilient Plant Varieties;
- Carbon Sequestration and Storage.

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The ABR program establishes specific requirements related to sustainability and climate, with indicators that are evaluated and listed in its guidelines.

REFERENCES

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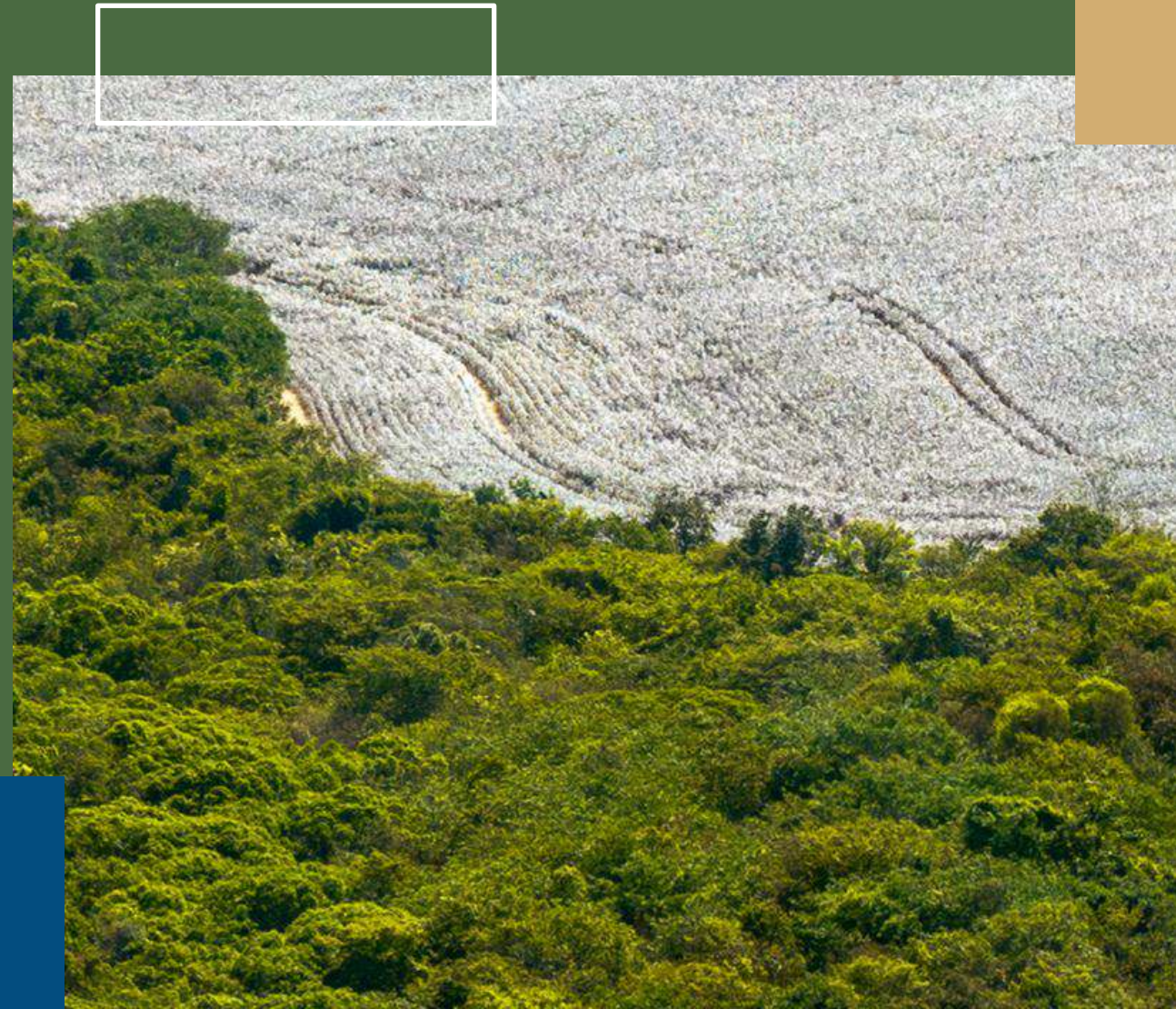
https://www.planalto.gov.br/ccivil_03/_Ato2023-2026/2024/Lei/L14904.htm



CRITERION 7

ENVIRONMENTAL PERFORMANCE

Conservation of
Forests, Other Natural
Ecosystems, and
Protected Areas



7.2

Does the farm have a legal reserve and respect the minimum legal preserved area according to its biome and prohibit hunting and fishing?

LEGAL BASIS:

Law No. 9,605 of February 12, 1998,
Law No. 12,651, of May 25, 2012.
Decree No. 9,640, of December 27, 2018.
Decree No. 8,225, of May 05, 2014.

Interviews: With the farm representative and employees to determine if the farm prohibits hunting and fishing, has a Legal Reserve, and displays "No Hunting and Fishing" signs.

Physical Verification: Check through visits to the reserve areas if they are isolated and have Legal Reserve signs, "No Hunting and Fishing" signs, or internal information flyers in locations easily accessible to people. **On farms where there is no native vegetation, nor rivers, streams, or lakes, this item should be considered Not Applicable.**

Documentary Analysis: Analyze, where available: Legal Reserve Ratification Terms, or Reserve Registration on the Property Deed, or an active/validated CAR (Rural Environmental Registry), or CEFIR (State Forestry Registry of Rural Property), or Environmental License. If the production unit does not meet the minimum required percentage, present the Legal Reserve Compensation Term or the orientation/instruction provided to employees regarding the prohibition of hunting and fishing.

Comments:

If the audit team identifies any discrepancy between the informed Legal Reserve (RL) areas and those evidenced documentarily, regularization must be carried out in accordance with the guidelines of the competent state environmental agency. It is recommended to consult the responsible agency to adopt necessary measures and appropriate adjustments.

For the verification of compliance regarding the prohibition of hunting and fishing, an in loco visit is not strictly necessary. The existence of signs informing the prohibition, installed at strategic points of the unit, is sufficient to validate fulfillment of the requirement.

7.3

Have identification, mapping and preservation of riparian areas, springs, water bodies and watercourses been developed, with characterization of existing vegetation on the farm?

LEGAL BASIS:

Law No. 12,651, of May 25, 2012.

CONAMA Resolution No. 302, of March 20, 2002.

Interviews: With the farm representative, to determine if the farm possesses identification maps showing the mapping of springs, water bodies, and watercourses, along with the characterization of the existing vegetation on the farm.

Physical Verification: Verify through sketches and maps.

Documentary Analysis: Analyze the maps, identification, and mapping of springs, water bodies, and watercourses, including the characterization of the existing vegetation on the farm. Analyze the CAR.

7.4

Is there an activity and monitoring plan in place to ensure the conservation of native vegetation and wildlife?

Interviews: With the person responsible for the farm to verify if the unit has developed an activity plan for environmental conservation. Identify the main actions implemented to maintain native vegetation and wildlife. Confirm if there is any type of continuous monitoring of these areas, even if based on periodic observations.

Documentary Verification: Evaluate pertinent documentation, which must demonstrate proactive actions to ensure native vegetation is conserved. The plan may be developed based on guidelines provided by state associations.

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7.5

Does the farm carry out actions that maintain native vegetation and wildlife conserved?

Interviews: With the person responsible for the farm to cite the actions or planning in place to conserve native vegetation. Identify which daily actions are performed to protect natural areas and fauna. Verify if the farm conducts any type of follow-up.

Physical/Visual Verification: Visit farm areas to confirm the existence of preserved vegetation (APP, Legal Reserve, woodlands, protected springs, etc.). Observe if there are signs of protection, such as fences, signs, or firebreaks, and if there is a presence of wild animals, indicating a conserved environment.

Documentary Verification: Check documents showing actions taken to conserve vegetation, such as the CAR, maps, photos, training records, or a conservation plan.

7.6 Does the farm have any degraded areas? If so, does it have a Degraded Area Recovery Plan (PRADA)?

LEGAL BASIS:

Normative Instruction 11, of December 11, 2014.

Law No. 6,938, of August 31, 1981.

Interviews: With the person responsible for the farm. Inquire about the recovery actions being carried out in the degraded area.

Documentary Analysis: If the farm possesses such areas, request the Conduct Adjustment Agreement (TAC) or verify if the PRADA is being complied with, where applicable. To establish compliance for this item, the auditor must analyze the indication and delimitation of the degraded area in the CAR.

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7.7 Have managers, area heads and employees been guided and instructed on the importance of adopting good environmental protection practices as a way to guarantee sustainability for the agribusiness chain, as well as quality of life for current and future generations?

LEGAL BASIS:

Law No. 12,651, of May 25, 2012.

Constitution of the Federative Republic of Brazil of 1988.

Interviews: With the farm representative and employees, to determine if the farm guides managers, area heads, and employees on the importance of adopting environmental protection best practices to ensure sustainability for the agribusiness chain and quality of life for current and future generations.

Physical Verification: Verify the existence of booklets and guidance signs for farm employees.

Documentary Analysis: Verify the content of courses or specific training documentation for managers, area heads, and employees regarding the importance of adopting environmental protection best practices to ensure sustainability for the agribusiness chain and quality of life for current and future generations.

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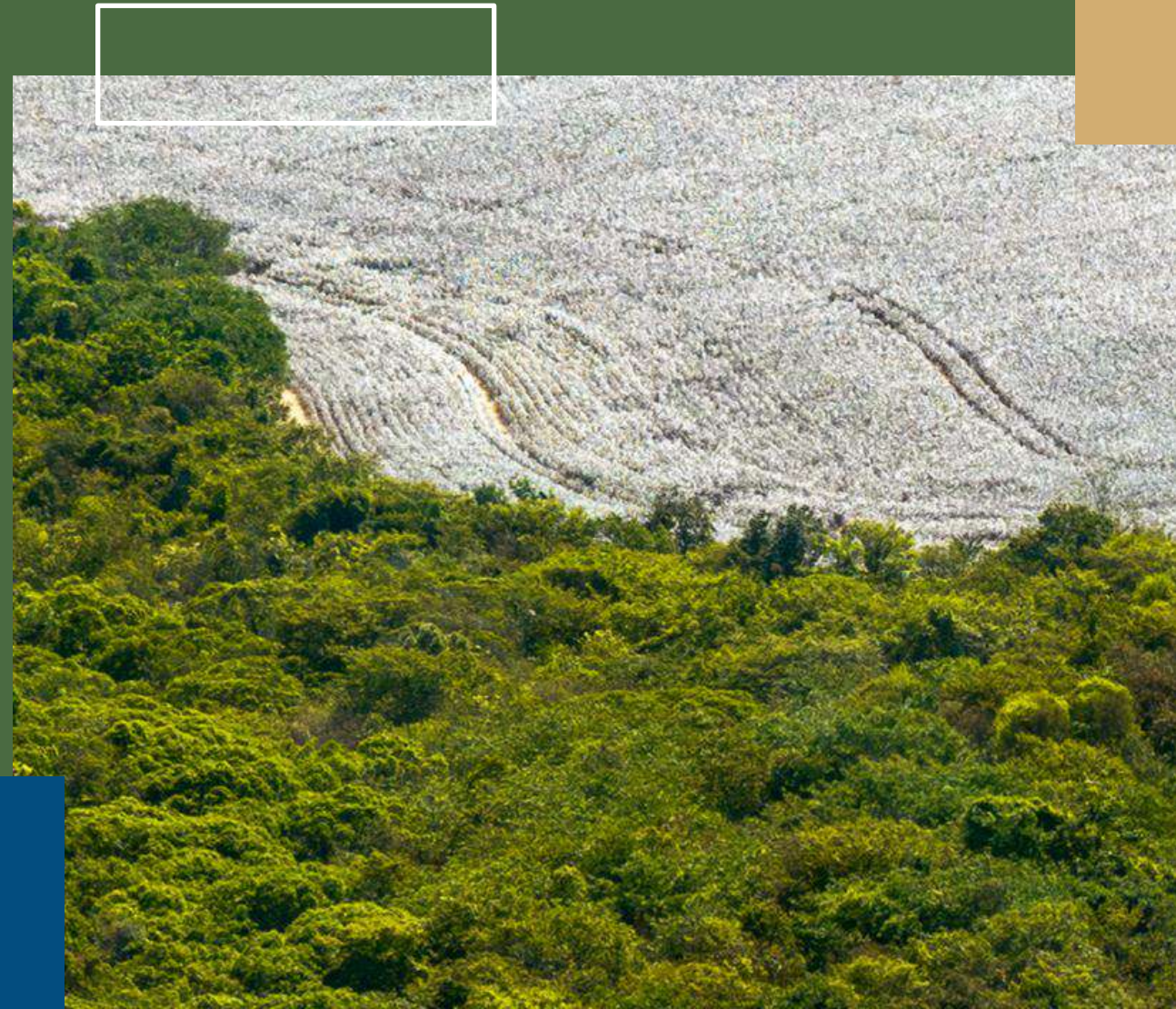
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CRITERION 7
**ENVIRONMENTAL
PERFORMANCE**

Land Use



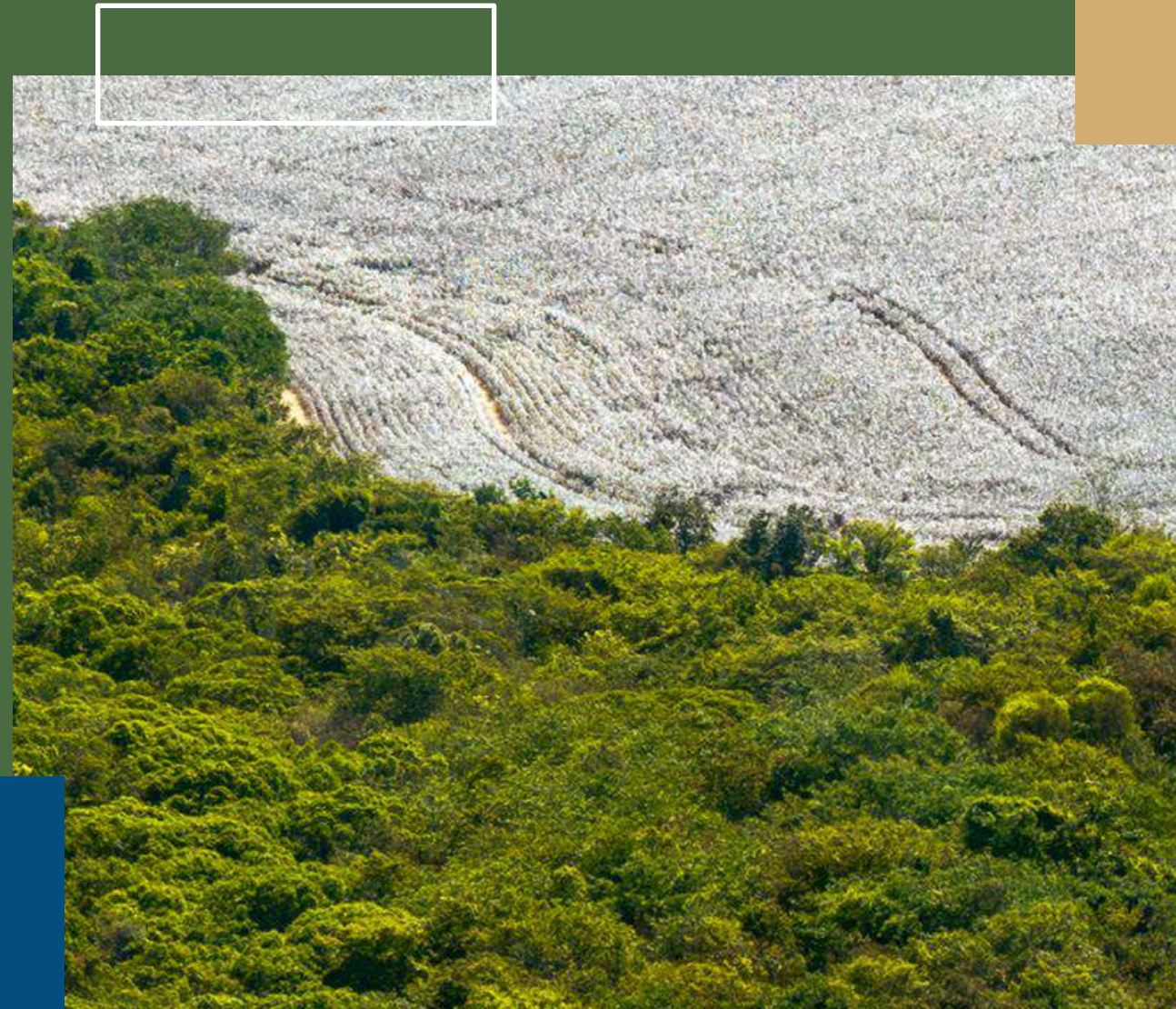
7.10	Do conversion areas not overlap with protected areas (conservation units, environmental preservation parks and APPs (riparian forest)) and key biodiversity areas?
Visual Assessment: During the visit to the property areas, evaluate the existence of suppression areas. Documentary Evidence: Present the CAR to evaluate the existence or absence of overlaps.	
ABR  CMP  BCI  CMP  EXCLUSIVE BCI 	
7.11	Was the BCI-licensed cotton in the current harvest implemented only in areas where there was no conversion of natural ecosystems after 12/31/2020?
The auditor must follow the procedures established in the document “Guidance for Auditors – Natural Ecosystem Area Conversion Item,” ensuring that the verification is conducted according to the defined criteria.	
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CRITERION 7

ENVIRONMENTAL PERFORMANCE

Water Resource
Management and
Conservation



7.12	Is it possible to prove that the farm uses management practices that optimize water use in soil and minimize water evaporation from soil?							
LEGAL BASIS: Resolution No. 1,938, of October 30, 2017. Law No. 9,443, of January 08, 1997.		Interviews: With the farm representative or employees to determine if the farm practices no-till farming, contour plowing, terracing, minimum tillage, green cover, or mulching, and maintains the property's internal roads. Physical Verification: Evidence the areas to verify if the farm practices no-till farming, contour plowing, terracing, minimum tillage, green cover, or mulching, and manages the conservation of internal roads. Documentary Analysis: Through the harvest plan, verify if the farm practices no-till farming, contour plowing, terracing, minimum tillage, green cover, or mulching, and manages the conservation of internal roads.						
ABR  CMP 		BCI  CMP 		CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.				

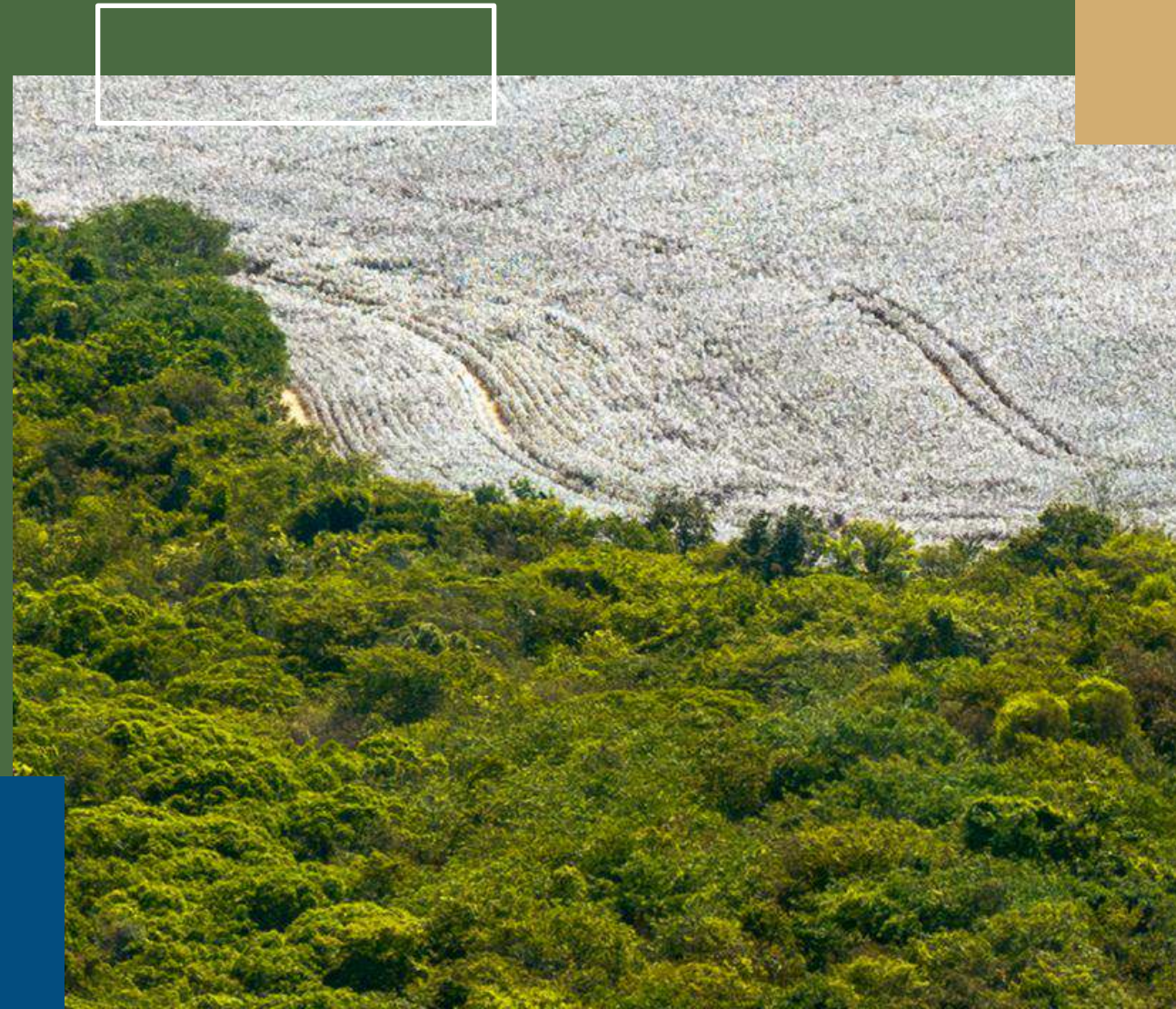
7.13	If the farm uses any irrigation process, is the procedure documented according to professional technical recommendations for irrigation efficiency? Is daily volume measured and recorded? And is irrigation time planned to maximize productivity, and not conducted on a rigid predetermined calendar/schedule? Interviews: With the farm representative or employees to determine if the farm uses irrigation. Physical Verification: Verify if the property has a map with the location of irrigated areas and evidence those areas. Check for the presence of water meters or measuring devices/systems. Documentary Analysis: Check for the existence of technical recommendations made by a qualified professional; present a description of how measurements are taken via water meters or measuring devices. It must be verified if irrigation water use in cotton crops is supplementary to rainfall. If supplementary, request the log of days or hours the crop was irrigated, cross-referencing it with the technically recommended irrigation management, and verify water consumption measurements against the permitted volume.
	ABR  CMP  BCI  CMP 
7.14	Does the farm have a control planning for water management practices to ensure that its extraction does not have adverse effects on groundwater or watercourses? Interviews: With the farm representative or employees to determine if the farm holds a water permit or a permit waiver, and identify the locations of water abstraction. Physical Verification: Evidence the locations where water is abstracted and the water meters or measuring devices/systems that record the volume captured. If the unit does not use irrigation systems, a water use permit waiver may be presented. Documentary Analysis: If the farm holds a water permit, provide evidence by requesting the ordinance number or authorization informing the property's permit, or the protocol for the permit renewal request or equivalent document.
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CRITERION 7

ENVIRONMENTAL PERFORMANCE

Waste
Management



7.15	Does the farm regularly send empty pesticide containers and packaging to authorized receiving units and keep return receipts on file?
LEGAL BASIS: NR 31 item 31.7.3 letter "h".	Interviews: With employees from the HR departments, responsible office, SESTR, and the pesticide sector to determine if the farm regularly sends empty pesticide containers and packaging to authorized receiving units and maintains the return receipts on file. Physical Verification: Verify the storage location for empty containers and see if it meets the requirements of NR 31 (properly locked, signposted, and preventing the entry of animals). Also, verify proof of the forwarding of empty containers to licensed units. Ensure that empty containers are properly punctured and triple-washed. Documentary Analysis: Verify the proof of delivery of empty containers to licensed disposal or recycling units. The delivery must be accompanied by a "simple remittance" invoice (nota fiscal de simples remessa), detailing the material and weight, upon which the receiver will place their stamp with date and signature. This signed invoice or other document issued by the receiving unit must be kept with the purchase documentation and the agronomic prescription. Verify in the Service Orders (OS) or instructions the prohibition of reusing empty containers, as well as the guidance to perform triple-washing (or pressure-washing) and subsequent puncturing.
ABR  CMP  BCI  CMP 	
7.16	Does the farm have adequate storage for batteries?
LEGAL BASIS: Law No. 12,305, of August 02, 2010. CONAMA Resolution No. 401, of November 4, 2008.	Interviews: With the farm representative to determine if the farm has a storage area for batteries. Physical Verification: Verify where they are stored. They must be organized (not scattered around the farm), protected from the weather, and kept on an impermeable floor.
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7.17 Does the farm have adequate storage for tires?

LEGAL BASIS:

Law No. 12,305, of August 02, 2010.
CONAMA Resolution No. 416, of September 30, 2009.

Interviews: With the farm representative to determine if the farm has a storage area for tires.

Physical Verification: Verify the storage location. Tires must be organized, not scattered, and protected from the weather (to prevent water accumulation).

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7.18 Are vehicles and equipment that the farm uses for transporting pesticides, adjuvants, additives and related products, including those subsequently used for other purposes, completely sanitized and decontaminated, so as not to contaminate wells, springs, rivers and water collections?

LEGAL BASIS:

NR 31 item 31.7.3 letters “k”, “l”, and item 31.7.12.

Interviews: With employees from the HR departments, responsible office, SESTR, and the pesticide sector, to determine if the vehicles and equipment used by the farm to transport pesticides, adjuvants, and related products—including those later used for other purposes—are fully sanitized and decontaminated to avoid contaminating wells, springs, rivers, and water bodies.

Physical Verification: Verify the decontamination status of vehicles and equipment used for the **land transport** of pesticides, adjuvants, and related products. **Verify the machinery and equipment used for transport and spraying.** Verify the site where vehicles, machinery, and equipment are washed to check if they have an impermeable pad with drainage channels directed to containment tanks.

Documentary Verification: Procedures and/or Work Instructions detailing the decontamination process, including measures to prevent the contamination of water bodies.

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LEGAL BASIS:

ANP Resolution No. 12 of 03/21/2007.
Resolution No. 273 of November 29,
2000.
NR 20 item 20.5.1 and item 20.14.4.

Interviews: With the farm representative and the professional responsible for the fueling sector to determine if the farm has containment, drainage, and leak/residue recovery systems at the machinery and vehicle fueling stations.

Physical Verification: Verify fueling sites for vehicles and machinery and confirm if containment systems are adequate by checking: if the tank is inside a containment dike; if this dike's drain valve is closed; if there is a fueling pad that is impermeable and equipped with collection channels; and if it has oil-water separator (SAO) tanks that are correctly performing the separation function.

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LEGAL BASIS:

Resolution No. 273 of November 29, 2000.

Physical Verification: Verify the washing areas for vehicles and machinery to confirm if the farm has containment, drainage, and leak/residue recovery systems by checking: if there is a washer pad that is impermeable and equipped with collection channels; if it has a sand trap that is functioning; and if it has oil-water separator (SAO) tanks that are correctly performing the separation function. **This requirement does not apply to transport, machinery, and equipment used for pesticide application.**

ABR  **CMP** 

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CMP = Critério Mínimo de Produção (item obrigatório).

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7.21 Does the farm have containment, drainage and leak or waste recovery systems at machine and vehicle lubrication locations?

LEGAL BASIS:

Resolution No. 273 of November 29, 2000.

Interviews: With the farm representative and the professional responsible for the lubrication sector to determine if the farm has containment, drainage, and leak/residue recovery systems at the machinery and vehicle lubrication sites.

Physical Verification: Verify the lubrication sites for vehicles and machinery to confirm if the farm has containment, drainage, and leak/residue recovery systems by checking: if the farm has a lubrication pad that is impermeable and equipped with collection channels; and if it has oil-water separator (SAO) tanks that are correctly performing the separation function.

ABR  CMP 

BCI  CMP 

7.22 Does the farm not practice burning of waste or crop residues, except for authorized burning or intended for energy production?

LEGAL BASIS:

Decree No. 2,661, of July 08, 1998.

Interviews: With the farm representative or employees to determine if the farm practices the burning of Class I and hazardous waste—such as pesticide packaging, used tires, waste oil, etc.—as well as crop residues and area clearing.

Physical Verification:

1. Evidence the areas to verify if the farm practices the improper burning of Class I waste (mineral oils, lubricants, greases, etc.), crop residues, or hazardous waste, such as pesticide packaging, used tires, waste oil, etc.
2. Verify if fire is used for area clearing after the crop harvest, with the exception of authorized burning or that intended for energy production.

Documentary Verification: Verify proof of the correct disposal of Class I waste.

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7.23 Has the farm implemented any process or measure to minimize impacts on water quality caused by chemical waste?	LEGAL BASIS: MAPA Normative Instruction 02/2008. Interviews: With the farm representative and employees to determine if the farm has an adequate structure for aircraft decontamination. Physical Verification: Verify if at the site for mixture preparation and/or decontamination for aerial application there are mechanisms such as: impermeable flooring, adequate slope for drainage, containment or channels, a reservoir for contaminated water, an ozonizer, and a containment/evaporation reservoir (if applicable), or any other measure presented that prevents the contamination of natural resources by the use of chemical products. Documentary Analysis: If applicable, a water quality report prepared by a competent company or professional upstream and downstream, when there is a discharge of sewage or residues from machinery washing or mixture preparation into any water body, or if cesspools are located near them.
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CRITERION 8
**GOOD
AGRICULTURAL
PRACTICES**

**Soil Health
Promotion**



8.1 On the farm, are nutrients applied according to soil needs and crop type (based on regular soil sampling), also considering application timing and dosage and maintaining application records?

Interviews: With the farm representative and employees to determine if the farm performs soil analysis, what the frequency is, and if it covers the entire cotton field or only specific plots each year.

Documentary Analysis: Prove, through the latest soil analyses and the list of fertilizers/correctives applied, if the quantities used are aligned with technical recommendations. These recommendations must follow the harvest management plan prepared by an agronomist duly registered with the CREA.

ABR  CMP  BCI  CMP 

8.2 Are alternative methods promoted to reduce the use of synthetic fertilizers?

Interviews: Understand from the person responsible for the sector which alternative methods are used by the farm to increase chemical fertilizer efficiency and if there are projects or collaborations with institutions to test new practices. Verify if soil sampling is performed to quantify and avoid waste.

Documentary Analysis: Documentation and/or records showing implemented practices, such as organic fertilization, use of biofertilizers, or composting, among others.

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8.3

Does the farm have a plan and implement good soil management practices to maintain and improve soil structure, fertility, and nutrient cycles?

Interviews: With the farm representative or employees to determine if the farm uses correctives/fertilizers and adopts conservation practices, such as no-till farming, contour plowing, terracing, minimum tillage, green cover or mulching, the construction of retention basins, and the maintenance of the property's internal roads.

Physical Verification: Evidence the areas to verify if the farm practices no-till, contour plowing, terracing, minimum tillage, green cover or mulching, construction of retention basins, and conservation of internal roads.

Documentary Analysis: Verify the annual or harvest-specific plan for soil preparation and/or fertilization in accordance with the respective soil analysis and the recommendation of an agronomist or field professional.

ABR  CMP 

BCI  CMP 

8.4

Does the farm adopt management practices that minimize soil erosion in order to protect drinking water sources and other watercourses against surface runoff?

Interviews: With the farm representative or employees regarding practices like no-till, contour plowing, terracing, minimum tillage, green cover or mulching, construction of retention basins, and road maintenance.

Physical Verification: Evidence the areas to verify if the farm practices no-till, contour plowing, terracing, minimum tillage, green cover or mulching, construction of retention basins, and conservation of internal roads. Evaluate whether the farm actively adopts erosion management practices.

Documentary Analysis: Through the harvest plan, check for the implementation of no-till, contour plowing, terracing, minimum tillage, green cover or mulching, and the construction of retention basins.

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8.5 Does the farm adopt management practices that minimize soil erosion in order to protect drinking water sources and other watercourses against surface runoff?

Interviews: With the farm representative responsible for the sector regarding rainfall monitoring and efficient water use practices. Confirm if there is erosion control and rainwater harvesting/reuse.

Documentary Analysis: Proof of rainfall monitoring and/or control, aiming to manage the variable quantity, intensity, and frequency of precipitation.

ABR  CMP  BCI  CMP 

8.6 Does the farm implement conservation techniques to preserve the physical, chemical and biological quality of soil?

Interviews: With the farm representative or employees to determine if the farm uses techniques for erosion control, conservation practices, no-till, contour plowing, terracing, minimum tillage, green cover or mulching, construction of retention basins, road maintenance, intercropping (consórcio de culturas), and fire prevention.

Physical Verification: Evidence the areas to verify the practice of no-till, contour plowing, terracing, minimum tillage, green cover or mulching, construction of retention basins, conservation of internal roads, intercropping, and fire prevention measures.

Documentary Analysis: Check the compatibility between adopted practices and soil analysis reports, along with their respective technical recommendations.

ABR  CMP  BCI  CMP 

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.



CRITERION 8

GOOD AGRICULTURAL PRACTICES

Integrated Pest
Management



8.7 Does the farm perform ratoon destruction to prevent pest and disease proliferation between crops?

Interviews: With the farm representative or responsible employees to determine if the farm performs stalk destruction and which procedures are utilized by the unit.

ABR  CMP  BCI  CMP 

8.8 Does the farm know the sanitary waiting period and follow state defense agency standards during this period?

Interviews: With the farm representative or responsible employees to determine if the farm is aware of the host-free period. Inquire about the specific period in their state and which entity inspects compliance with this requirement.

ABR  CMP  BCI  CMP 

8.9 When choosing seeds, does the producer consider pest and disease control? For pests and diseases that do not have genetic control, is there a plan for IPM implementation?

Interviews: With the farm representative or responsible employees to determine if the farm considers pest and disease control when choosing seeds.

ABR  CMP  BCI  CMP 

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

8.10 Does the farm prioritize the use of biological control for the most frequent pests and diseases on its farm, if it has the option of effective products?

Interviews: With the farm representative or responsible employees to determine if the farm prioritizes biological control for the most common pests and diseases when effective options exist.

ABR  CMP  BCI  CMP 

8.11 Does the farm monitor pests and diseases, especially boll weevils, and chemical applications consider monitoring results? Does the farm participate and contribute to state monitoring actions to reduce the cotton boll weevil index?

Interviews: With the farm representative or employees responsible for the sector to determine if the farm monitors pests, especially the boll weevil, and if the applications for this pest are defined based on the data collected. Inquire if the farm participates in technical discussions regarding boll weevil management and implements them.

8.12 Does the farm adopt an integrated pest management (IPM) program to keep crop cultivation healthy, preserving beneficial insects and managing resistance of transgenic varieties?

Interviews: With the farm representative or employees to determine if the farm adopts an IPM program.

Physical Verification: Verify if there is crop monitoring, technical follow-up, and control of pests and crop health. To evidence these practices, questions can be directed to pest monitors, or one may request agronomic prescriptions, field notes, or check information regarding the presence of beneficial insects and the use of refuge areas for transgenic varieties.

Documentary Analysis: Monitoring of pests, diseases, weeds, and natural enemies by a qualified technician through random sampling points throughout the plot. These findings must be recorded in spreadsheets and passed to the lead technician or agronomist for decision-making. Documentation should include agronomic recommendations defining the need and type of control, and Service Orders (OS) for pesticide application signed by the responsible professional, specifying the recommended product, quantity, plot, and flow rate.

ABR  CMP 

BCI  CMP 

8.13 Does the farm have a strategy to prioritize integrated pest and disease management practices to reduce dependence on chemical intervention? Is there a strategy/plan to reduce the use of highly hazardous pesticides?

Interviews: With the farm representative or responsible employees to determine if the farm has any Integrated Pest Management (IPM) strategy (monitoring/control index, cultural, biological, behavioral, genetic, varietal, and chemical control) for pests and diseases that can assist in reducing the use of chemical products. Seek information from those responsible for the sector regarding whether the unit has a strategy for reducing the use of Highly Hazardous Pesticides (HHPs).

ABR  CMP 

BCI  CMP 

CMP = Critério Mínimo de Produção (item obrigatório).

 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

8.14	Does the farm have documentation evidencing that purchased seeds are produced and marketed by producers registered in the National Seed and Seedling Registry – Renasem of the Ministry of Agriculture, Livestock and Supply – MAPA?
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Documentary Analysis: Verify the purchase invoices for seeds and their respective RENASEM registration from MAPA.

ABR  CMP  BCI  CMP 

8.15	Is it possible to prove that the farm adopts management practices that maximize fiber quality in crop management?
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Interviews: With the farm representative or employees to determine if the farm adopts an IPM program.

Physical Verification: Verify if the soil nutrient balance is checked to ensure it does not interfere with fiber quality. Verify if the described IPM plan of the farm is sufficient. Other ways to evidence compliance include: verifying if there is crop monitoring, technical follow-up, and control of pests and crop health. To evidence these practices, questions can be directed to pest monitors, or one may request agronomic prescriptions, field notes, or check information regarding the presence of beneficial insects and the use of refuge areas for transgenic varieties.

Documentary Analysis: Monitoring of pests, diseases, weeds, and natural enemies by a qualified technician through random sampling points throughout the plot. These findings must be recorded in spreadsheets and passed to the lead technician or agronomist for decision-making. Documentation should include agronomic recommendations defining the need and type of control, and Service Orders (OS) for pesticide application signed by the responsible professional, specifying the recommended product, quantity, plot, flow rate, date, etc.

8.16

Is it possible to prove that cotton is harvested, handled and stored to minimize impurities, damage and contamination during harvest and post-harvest?

Interviews: With the farm representative or employees to understand the process adopted on the farm to minimize impurities, damage, and contamination during and after the harvest.

Physical Verification: In mechanical harvesting, inspect the harvesters, the cotton transport trucks and their protections for transporting large bales and rolls, the bales themselves, and the tarps used to cover them. Verify the storage location of the bales and rolls to ensure they are free from runoff/flooding.



CRITERION 8
**GOOD
AGRICULTURAL
PRACTICES**

**Pesticide Use
Management**



8.17	Does the farm only purchase and use phytosanitary products, agrochemicals, additives, adjuvants and related products prescribed by competent professionals, according to label and package insert indications and registered for cotton cultivation?
LEGAL BASIS: NR 31 item 31.7.3, letter “c”.	Interviews: With the farm representative or employees to determine if the farm only acquires and uses phytosanitary products, agrochemicals, additives, adjuvants, and related products that are registered and authorized by the competent government agencies, prescribed by a qualified professional, and used in accordance with the label and leaflet indications. Physical Verification: Verify if there is inventory control for the pesticides indicated for the cotton crop; if not, inspect the products stored in the pesticide warehouse to cross-reference them with the updated list of commercial names from the labels of pesticides currently in use or to be used. Documentary Analysis: Verification of agronomic prescriptions and corresponding purchase invoices, according to the updated list of commercial names of pesticides in use or to be used, ensuring they are registered for the crop—with the exception of products intended for cotton stalk destruction to comply with the host-free period.
ABR  CMP 	BCI  CMP  CMP = Critério Mínimo de Produção (item obrigatório).  Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

8.18 Does the farm have records of agrochemical products used, quantity, date and areas where spraying was performed?

Interviews: With the farm representative or employees to determine if the farm maintains an updated list of commercial names for pesticides in use or to be used and the current product stocks.

Physical Verification: Inspect the products stored in the pesticide warehouse to cross-reference them with the updated list of commercial names of pesticides in use or to be used. Verify the application planning.

Documentary Analysis: Verification of the updated list of commercial names of pesticides in use or to be used and existing product stocks. Verify the pesticide application orders signed by the responsible professional.

ABR  CMP 

BCI  CMP 

8.19 Are sprayings performed based on prior authorization from the responsible technician and field observation and analysis?

Interviews: With the farm representative or employees to determine if sprayings are performed based on prior authorization from the responsible technician and field observation/analysis.

Physical Verification: Verify the farm's described Integrated Pest Management (IPM) plan. Other ways to evidence compliance include: verifying if there is crop monitoring, technical follow-up, and control of pests and crop health.

Documentary Analysis: Verify the pesticide application Service Orders (OS) signed by the responsible professional, which must include the recommended product, quantity, plot, flow rate, date, etc.

ABR  CMP 

BCI  CMP 

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 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

8.22 Is it possible to prove that the farm does not use agricultural pesticides listed: (1) in annexes A and B of the Stockholm Convention; (2) in annexes of the Montreal Protocol; and (3) Annex 3 of the Rotterdam Convention?

Access links to the aforementioned lists:

STOCKHOLM CONVENTION - ANNEXES A and B

<https://www.pops.int/TheConvention/ThePOPs/AllPOPs/tabid/2509/Default.aspx>

MONTREAL PROTOCOL

<https://ozone.unep.org/treaties/montreal-protocol/montreal-protocol-substances-deplete-ozone-layer>

ROTTERDAM CONVENTION – ANNEX III

<https://www.pic.int/TheConvention/Chemicals/AnnexIIIChecklist/tabid/1132/language/en-US/Default.aspx>

Focus on active ingredients that fall under these conventions, which may be registered in Brazil and were reported by Brazilian farms in years prior to this commitment. Examples: Carbofuran, Methamidophos, Parathion, Sulfluramid, Terbufos, Thiram.

ABR  CMP 

BCI  CMP 

EXCLUSIVE BCI 

8.23 Is it possible to prove that the farm does not use agricultural pesticides whose composition contains: (1) Fenpropathrin, (2) Azocyclotin, (3) Beta Cyfluthrin?

Interviews: Speak with the technical managers and farm administrators to understand the procedures adopted in the selection and use of agricultural pesticides.

Documentary Verification: Request pesticide purchase records, such as invoices and product entry logs, to verify which products were acquired by the farm and if they contain prohibited substances. Ascertain if the farm has internal procedures that ensure the non-use of pesticides with these compositions as a purchasing criterion.

ABR  CMP 

BCI  CMP 

EXCLUSIVE BCI 

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 Aplicável à certificação ABR ou licenciamento BCI.  Não aplicável à certificação ABR ou licenciamento BCI.

8.24

Does the farm have a strategy to discontinue the use of pesticides listed as carcinogenic I (category 1A or 1B), mutagenic I (category 1B) or toxic to reproduction I (category 1B) by the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) by 2027, in addition to identifying other control alternatives to replace these?

Interviews: With the technical manager for the sector to ascertain if there is a specific plan to reduce the use of the pesticides described in the requirement. Are there alternative products already in use to replace these pesticides? Active ingredients related to the item?

Discontinued by 2027): Methomyl, Abamectin, Fentin Hydroxide, Lambda-cyhalothrin, Bifenthrin, Chlorothalonil, Carbendazim, Cyproconazole, Chlorpyrifos, Epoxiconazole, Ammonium Glufosinate, Mancozeb, MSMA, Propiconazole, Thiacloprid, Carbosulfan.

Volume III:

AGRICULTURAL GOOD PRACTICES, ENVIRONMENT, AND UNIT MANAGEMENT | Criterion 9

This criterion addresses the way the Production Unit organizes, plans, and monitors its activities, ensuring that farm management is structured, efficient, and oriented toward continuous improvement. Good management is essential to support decision-making, promote the sustainability of the production system, and ensure compliance with commitments made under the ABR.

In this context, the farm is expected to adopt practices for planning, monitoring, and recording relevant information, strengthening transparency, traceability, and process consistency throughout the production cycle. Proper unit management contributes to the continuous evolution of the property's performance and the consolidation of responsible practices in cotton production.





CRITERION 9

UNIT MANAGEMENT

Sustainability Goals



9.1 Is the farm aware of national sustainability goals and implements them following an action and monitoring plan?

Interviews: With those responsible for the sectors to which the national goals refer, to evaluate if the auditees are aware of the themes and if such actions are being implemented in the units.

Comments:

Initially, three material themes were established for the ABR program:

1. Worker Health and Well-being.
2. Soil Health and Management.
3. Expansion of the use of biological products in replacement of chemicals. Therefore, the requested evidence must be directed toward these themes.

ABR  CMP 

BCI  CMP 

EXCLUSIVE BCI 

9.2 Is the PU aware of necessary measures to mitigate climate change effects and implements them according to an action and monitoring plan?

Interviews: With those responsible for the sectors to which the national goals refer, to evaluate if the auditees have knowledge of the themes and if such actions are being implemented in the units.

Comments: Encourage the interviewee to point out the good practices implemented on the farm aimed at mitigating the effects of climate change. Examples include: Rainfall control aiming to monitor the variable quantity, intensity, and frequency of precipitation; use of technologies that reduce greenhouse gas emissions.

ABR  CMP 

BCI  CMP 

EXCLUSIVE BCI 

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CRITERION 9

UNIT MANAGEMENT

Continuous
Improvement and
Records



9.3

Do 1st and 2nd-year farms follow continuous improvement guidelines through Corrective Action Plans (PCNC) proposed by the sustainability sectors of state associations? Do farms from the 3rd year onwards have an organizational system to implement monitoring activities for continuous improvement in sustainability areas?

Documentary Verification:

For 1st and 2nd-year farms:

1. Diagnostic Report from the State Association (VDP): Document showing that the association performed verification prior to the third-party audit; include the list of recommendations made by the association.
2. Corrective Action Plans: Documents containing actions proposed by the state associations' sustainability sectors; include progress indicators, established deadlines, and evidence of implementation (photos, field records, training sessions).

For 3rd-year farms onwards:

1. Organizational System Structure: Document or organizational chart showing who is responsible for sustainability monitoring.
2. Monitoring Records: Internal reports or spreadsheets demonstrating the follow-up of continuous improvements.

Comments:

For farms from the 4th harvest onwards, the auditor's assessment will be based on other sustainability indicators that the participating unit identifies as most relevant.

9.4

To meet BCI licensing requirements for Result Indicator Reports and Better Cotton sales receipts, does the Producer operate a data collection system and record management for the following information: production inputs (irrigation, nutrients, pesticides/chemicals), production outputs (e.g., harvested area, lint production) and Better Cotton sales receipts (with buyer name, date, volume)?

** Better Cotton sales receipts must be kept for at least one year.*

Interviews: With the farm representative or employees to determine if the farm operates a data collection and record management system for the following information: production inputs (irrigation, nutrients, pesticides/chemicals), production outputs (e.g., harvested area, lint production), and Better Cotton sales receipts (including buyer name, date, and volume).

Documentary Analysis: Verify the BCI Indicator Report from the previous harvest. Verify Better Cotton sales receipts, which must be maintained for at least one year.

9.5 Does the farm have a system to ensure that ABR/BCI cotton identification is maintained during and before the ginning process?

The production unit must adopt mechanisms that guarantee the correct identification of ABR/BCI cotton. This identification system must ensure:

- I. Physical segregation of ABR/BCI cotton from non-ABR/BCI cotton or cotton from other farms at all stages: intake, storage, ginning, and dispatch.
- II. Local volume recording, maintaining controls of quantities received (seed cotton) and dispatched (lint) in each unit.
- III. Bale traceability, ensuring the link between the incoming seed cotton and the lint bales produced.
- IV. When ginning is outsourced, the system must include:

A list of subcontractors with:

- i. Name, address, and contact of the outsourced gin;
- ii. Type of activity performed;
- iii. Frequency of service provision.

b. A contract with the ginnery ensuring that the subcontractor:

- i. Performs bale identification during services;
- ii. Maintains physical segregation of ABR/BCI cotton by farm;
- iii. Records volumes of intake (seed cotton), processing, and dispatch (lint).