

2020 Rainforest Alliance Standard vs 2015 UTZ Standard

What is new in the 2020 Rainforest Alliance Standard ?

In Table 1 below we briefly present the main changes for each of the 6 Chapters of the new Standard compared to the 2015 UTZ Standard that concern Supply Chain certificate holders.

In Table 2 we give a more detailed overview of the requirements of the new standard.

Some remarks on applicability of the requirements

- The new standard introduces the concept of ***contextualization***. This means not all requirements may apply for you. The applicability of the requirements depends on the Verification Level of the Certificate Holder (levels B, C, D or E) determined during the Risk Assessment at the Registration process in RACP. For example, all requirements of chapter 5 SOCIAL and chapter 6 ENVIRONMENT are only applicable for high-risk CHs. At the end of the registration process, you will get a detailed list of the requirements applicable to your specific company.

- The requirements for 3.4 (contribution to living wage payment) are ***self-selected***, this means it is optional for the CH to take these up or not. If the CH takes them up, they must be audited, and if conform the CH may claim them and communicate about them.

Table 1: Main changes

Chapter 1 MANAGEMENT		
RA 2020 topic	UTZ 2015	Main changes
1.1 Management	CP 1	Due Diligence (responsible business conduct) requirement is introduced for supply chain certificate holders.
1.2 Administration	CP 3, 4	There are stricter stipulations for service providers (subcontractors) on Due Diligence and regarding record keeping (four years).

1.4 Internal inspection and Self-assessment	CP 2	The 2020 standard has a more detailed requirement regarding the internal inspection of the standard. Additionally to a yearly self-assessment, companies (multi-sites) will also have to do an annual internal inspection of all their sites. Also, an approval and sanction system needs to be in place.
1.5 Grievance mechanism	-	This is new for supply chain certificate holders. A grievance mechanism must be in place where complaints are treated.
1.6 Gender equality	-	This is newly introduced for companies. The 2020 standard code is similar to the UTZ Standard for farms and introduces a gender committee which will perform activities such as raising awareness, involvement in remediation cases, implementing measures, making training more accessible for women,

Chapter 2 TRACEABILITY		
RA 2020 topic	UTZ 2015	Main changes
2.1 Traceability	CP 4-9, 21-22	Stronger focus on recording certified volumes and documentation to substantiate traceability claims, including product flow map for supply chain CHs.
2.2 Traceability in online platform	CP 10-15	Clearer requirements for when and how transactions must be recorded in the online platform, to better connect farm and supply chain and strengthen the supply chain. Certified product registered need to be up until retail level.
2.3 Mass balance	CP 19, 20	Introduction of origin matching requirements in cocoa.

Chapter 3 INCOME AND SHARED RESPONSIBILITY		
RA 2020 topic	UTZ 2015	Main changes
3.2 Sustainability differential	CP 16-17	Full Sustainability Differential (SD) amount is to be passed on to individual group members (in case of group certification) or to be spent to the benefit of workers (in case of individual certification). SD cannot be paid in-kind, it now has to be paid in cash. Transparency down the supply chain is improved due to registration requirements.
3.3 Sustainability Investments	-	Sustainability Investments (SI) is to be made in addition to the SD and is to be reported separately from SD payments. SI needs to be in line with the farm's investment plan that outlines what investments are needed.
3.4 Supply chain Contributions for Living Wage Payment (<i>self-selected</i>)	-	Applicable to any certificate holder deciding to make a Living Wage payment contribution and corresponding claim.

Chapter 5 SOCIAL		
RA 2020 topic	UTZ 2015	Main changes
5.1 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment	-	<p>Applicable to high-risk supply chain operations, this is new for UTZ supply chain certificate holders.</p> <p>The 2020 standard risk assessment not only includes child labor but also risk regarding forced labor, discrimination and workplace violence and harassment. The assess-and-address approach goes further than the prohibitive approach by requiring to set up a system that makes the certificate holder to pro-actively monitor and take actions against human rights violations, to remediate when cases are identified and to address the root causes of why these human rights issues could develop in the first place.</p>
5.2 Freedom of association	-	<p>Applicable to high-risk supply chain operations, this is new for UTZ supply chain certificate holders.</p> <p>2020 standard is similar to the former farm UTZ standard, with the right to form and join a union or workers organization and to take part in collective bargaining, without discrimination or any other form of retaliation. Also, they are informed by written communication of these rights.</p> <p>An additional specification includes provisions for workers with representation functions to have paid time off to carry out their duties.</p>
5.3 Wages and contracts	-	<p>Applicable to high-risk supply chain operations, this is new to UTZ supply chain certificate holders.</p> <p>The 2020 standard has additional requirements compared to the UTZ standard that asks the following:</p> <ul style="list-style-type: none"> ☑ Certificate holders to complete due diligence of labor providers. ☑ To eliminate practices that create precarious employment for the workers. ☑ A cap for the total of in-kind benefits as part of the wages. ☑ To require a workers signature highlighting that they receive their payment. ☑ After 3 years, to provide written contracts for all workers employed for more than one consecutive month.
5.5 Working conditions	-	<p>Applicable to high-risk supply chain operations, this is new to UTZ supply chain certificate holders.</p>

		<p>The 2020 standard contains more detailed requirements regarding overtime and includes limited flexibility for peak moments in sectors where this is most needed. Requirements to ensure the rights of pregnant or nursing women are comparable, but provide more details regarding the characteristics of breastfeeding spaces.</p>
5.6 Health and safety	-	<p>Applicable to high-risk supply chain operations, this is new to UTZ supply chain certificate holders.</p> <p>The inclusion of an analysis of the occupational health and safety risks with corresponding health and safety measures are included in the management plan and implemented, this is new to the 2020 standard. Also, it is explicitly mentioned that workers can leave any dangerous situation without seeking the employer's permission.</p> <p>There are greater details in what constitutes safe drinking water according to the standard. The 2020 standard has a shorter timeline and more detailed requirements for compliance of hazardous issues such as agrochemical handling, emergency procedures, OHS training for workers.</p>

Chapter 6 ENVIRONMENT		
RA 2020 topic	UTZ 2015	Main changes
6.6 Wastewater treatment	-	<p>Wastewater management requirements are now also applicable to supply chain actors with high risk:</p> <ul style="list-style-type: none"> ☑ Need for wastewater tests and need for wastewater treatments systems. ☑ Similar requirements on non-use of sewage for production activities.

Table 2: Details on the requirements

Chapter 1 MANAGEMENT		
RA 2020 topic SC requirements with corresponding Annexes and Guidance	UTZ 2015	Main changes and requirements
1.1 Management <ul style="list-style-type: none"> • 1.1.3 • 1.1.4 	CP 1	<p><i>New:</i> Due Diligence requirement is introduced for supply chain certificate holders.</p> <p><i>Full requirements cover:</i></p> <ul style="list-style-type: none"> - There is a documented and implemented management plan in place that ensures product integrity and addresses all RA requirements. - There is a policy in place to ensure responsible business conduct in its whole supply chain, covering direct and indirect adverse impacts on human rights and environment, following p.e. the OECD Due Diligence Guidance for Responsible Business Conduct.
1.2 Administration <ul style="list-style-type: none"> • 1.2.3 • 1.2.5 (<i>only if high-risk</i>) • 1.2.9 • 1.2.16 • 1.2.17 	CP 3, 4	<p><i>New:</i> There are stricter stipulations for service providers (subcontractors) on Due Diligence and regarding record keeping.</p> <p><i>Full requirements cover:</i></p> <ul style="list-style-type: none"> - Availability of clear records of trained staff involved in all RA handling; - Availability of clear records of all subcontractors and sites regarding risk results, scope ect... - Records for certification purposes and compliance are kept for a minimum of four years. - For high-risk CHs: detailed list of permanent and temporary workers including any children/youth workers, with details on housing, work and contract conditions.
1.4 Internal inspection and Self-assessment <ul style="list-style-type: none"> • 1.4.1 • 1.4.2 • 1.4.3 	CP 2	<p><i>New:</i> Companies (multi-sites) will also have to do an annual internal inspection of all their sites. An approval and sanction system needs to be in place.</p> <p><i>Full requirements cover:</i></p> <ul style="list-style-type: none"> - An internal inspection system is in place to cover all sites in the scope, with yearly

		<p>inspections for all sites.</p> <ul style="list-style-type: none"> - There is a yearly self-assessment including compliance of all its actors (and internal inspections); - There is an approval and sanction procedure, including a sanction manager and a mechanism to follow-up on corrective measures.
<p>1.5 Grievance mechanism</p> <ul style="list-style-type: none"> • 1.5.1 • Annex S3 Risk Assessment Tool • Annex S4 Remediation Protocol • Guidance document E: grievance mechanism 	-	<p><i>New and full requirements cover:</i></p> <ul style="list-style-type: none"> - An elaborate and functional grievance mechanism is in place to address complaints coming from workers, members and stakeholders.
<p>1.6 Gender equality</p> <ul style="list-style-type: none"> • 1.6.1 • 1.6.2 • Annex S3 Risk Assessment tool • Annex S4 Remediation protocol • Guidance document F Gender Equality 	-	<p><i>New and full requirements cover:</i></p> <ul style="list-style-type: none"> - Management commits to promote gender equality through implementation of a gender committee/person; - There is a mechanism to monitor and address gender-related issues.

Chapter 2 TRACEABILITY		
RA 2020 topic SC requirements with corresponding Annexes and Guidance documents	UTZ 2015	Main changes and full requirements
<p>2.1 Traceability</p> <ul style="list-style-type: none"> • 2.1.3, 2.1.4, 2.1.6, 2.1.7, 2.1.9, 2.1.10, 2.1.11, 2.1.12, 2.1.13 • Annex S6 Traceability 	CP 4-9, 21-22	<p><i>New:</i></p> <p>Stronger focus on recording certified volumes and documentation to substantiate traceability claims, including product flow map for supply chain CHs.</p> <p><i>Full requirements cover:</i></p> <ul style="list-style-type: none"> - Clear segregation of certified products from non-certified products (through labeling, documentation, physical segregation); - Existence of a clear product flow map; - Volume-balance process is described;

		<ul style="list-style-type: none"> - No double-selling; - Correct conversion factors are used (see annex S6); - Relevant equipment is calibrated annually; - Volume summary information for last 12 months is available; - Traceability type and percentage indicated on sales documents; - Any RA claims are correct.
2.2 Traceability in online platform <ul style="list-style-type: none"> • 2.2.1 • 2.2.2 • 2.2.3 • 2.2.4 • 2.2.5 • 2.2.6 • 2.2.7 • Annex S6 Traceability 	CP 10-15	<p><i>New:</i> Clearer requirements for when and how transactions must be recorded in the online platform, to better connect farm and supply chain and strengthen the supply chain. Certified product registered up until retail level.</p> <p><i>Full requirements include:</i></p> <ul style="list-style-type: none"> - There is a procedure to manage to reflect sales in RACP on a regular basis, at the latest 2 weeks after the end of each quarter; - Buyers have a procedure to verify transactions matching invoices for purchased products; - Lost volumes are removed from RACP; - Trademark approvals are in place; - Combined shipments are still traceable to individual shipments; - In case of mandate granting access to RACP for farm CH, written confirmation is available and all relevant requirements are met.
2.3 Mass balance <ul style="list-style-type: none"> • 2.3.1 • 2.3.2 • 2.3.4 • 2.3.5 	CP 19, 20	<p><i>New:</i> Introduction of origin matching requirements in cocoa.</p> <p><i>Full requirements include:</i></p> <ul style="list-style-type: none"> - Conversion are only made in ‘forward’ direction; - 100% of claimed volumes have been purchased as certified; - Origin information is available as specified per crop.

Chapter 3 INCOME AND SHARED RESPONSIBILITY		
RA 2020 topic SC requirements with corresponding Annexes and Guidance	UTZ 2015	Main changes and full requirements

<p>3.2 Sustainability differential</p> <ul style="list-style-type: none"> • 3.2.3 • 3.2.4 • 3.2.5 • 3.2.6 • 3.2.7 • Annex S14 Shared Responsibility 	<p>CP 16-17</p>	<p><i>New:</i> Full Sustainability Differential (SD) amount to be passed on to individual group members (in case of group certification) or to be spent to the benefit of workers (in case of individual certification). SD cannot be paid in-kind, it now has to be paid in cash. Improved transparency down the supply chain due to registration requirements.</p> <p><i>Full requirements include:</i> - The full SD is paid as monetary payment and is distinguishable from other payments; The SC CH responsible for this payment depends on the crop (first buyer for most crops); - There is a contract governing the amount of SD respecting the minimum imposed by RA; - There is a system ensuring timely payment of SD at least annually; - Payment is registered in the RACP.</p>
<p>3.3 Sustainability Investments</p> <ul style="list-style-type: none"> • 3.3.4 • 3.3.5 • Annex S14 Shared Responsibility 	<p>-</p>	<p><i>New:</i> Sustainability Investments (SI) to be made in addition to the SD and reporting of those, separately from SD payments. SI is in line with the farm’s investment plan that outlines what investments are needed.</p> <p><i>Full requirements include:</i> - SI are made at least annually according to agreement between buyer and farm CH; - Payment is registered in RACP.</p>
<p>3.4 Supply chain Contributions for Living Wage Payment (self-selected)</p> <ul style="list-style-type: none"> • 3.4.1 • 3.4.2 • 3.4.3 • 3.4.4 	<p>-</p>	<p><i>Applicable to any certificate holder deciding to make a Living Wage payment contribution and corresponding claim:</i> - The supply chain certificate holder has a copy of the farm certificate holder's plan for wage improvement and has identified how and when support could be provided to achieve it. - There is written evidence that the responsible supply chain certificate holder has engaged and come to agreement with the farm certificate holder on modalities, targets and timelines for contributing to the implementation of the farm's wage improvement plan. - There is evidence that contributions to the farm's wage improvement plan are being made and align with modalities, targets and timelines as agreed upon with the farm certificate holder. - The direct financial or other type of investment in context of living wage payment contribution by the supply chain certificate holder to the farm is recorded.</p>

Chapter 5 SOCIAL		
RA 2020 topic SC requirements with corresponding Annexes and Guidance	UTZ 2015	Main changes and full requirements
5.1 Assess-and-Address Child Labor, Forced Labor, Discrimination, Workplace Violence and Harassment <ul style="list-style-type: none"> • 5.1.1 • 5.1.2 • 5.1.3 • 5.1.4 • Annex S3 Risk Assessment Tool • Annex S4 Remediation (5.1.4) • Guidance document L Assess-and-address 	-	<i>All new requirements include:</i> <ul style="list-style-type: none"> - A well-functioning system is in place to identify and manage any issues regarding child labor, forced labor, discrimination, and workplace violence and harassment. - Appropriate mitigation measures are identified in the risk assessment and are implemented. - Ongoing effective monitoring takes place on risks, cases and remediation. - The process to remediate cases is included in the management plan (remediation protocol).
5.2 Freedom of association and collective bargaining <ul style="list-style-type: none"> • 5.2.1 • 5.2.2 • 5.2.3 	-	<i>All new requirements include:</i> <ul style="list-style-type: none"> - Empower workers on certified farms and ensure their human rights and labor rights are protected including their right to form a union and/or workers' representation of choice and take part in collective bargaining, without interference or any form of hindrance by the management. - Workers human rights and labor rights are protected and they are not subject to discrimination or retaliation due to past or present activities or affiliation with a workers' organization, union membership, or any other form of workers representation. - Management respects workers' rights and facilitates workers representatives to fulfill their functions and establishes a genuine dialogue with workers' organizations.
5.3 Wages and contracts <ul style="list-style-type: none"> • 5.3.1 • 5.3.2 • 5.3.3 	-	<i>All new requirements include:</i> <ul style="list-style-type: none"> - Employment relationship, terms, and conditions are agreed upon and recorded so workers are aware of their rights and obligation; - Ensure that workers receive all the rights and the benefits that they are entitled to for

<ul style="list-style-type: none"> • 5.3.5 • 5.3.6 • 5.3.8 • 5.3.9 		<p>tasks that are equivalent to permanent employment;</p> <ul style="list-style-type: none"> - Workers receive minimum wage or CBA, whichever is higher to respect their labor rights and support adequate income levels; - Ensure that workers receive the payment they are entitled to and deductions are made legally, transparently and only under certain conditions; - Workers are paid in full and in at regular intervals; - Workers rights are respected and they are remunerated equally for equal work without discrimination; - Certificate holders ensure that the rights of workers hired through labor providers are respected.
<p>5.5 Working conditions</p> <ul style="list-style-type: none"> • 5.5.1 • 5.5.2 • 5.5.3 	-	<p><i>All new requirements include:</i></p> <ul style="list-style-type: none"> - Workers rights are respected by ensuring they work reasonable working hours; - Overtime is voluntary and only permitted under certain circumstances to protect workers from working excessive hours. - Maternity rights are respected, to protect the health and wellbeing of the mother, unborn child and infant.
<p>5.6 Health and safety</p> <ul style="list-style-type: none"> • 5.6.1 • 5.6.2 • 5.6.4 • 5.6.7 • 5.6.8 • 5.6.9 • 5.6.10 • 5.6.11 • 5.6.12 • 5.6.13 • 5.6.14 • 5.6.15 • 5.6.16 	-	<p><i>All new requirements include:</i></p> <ul style="list-style-type: none"> - Occupational health and safety risks are identified, and measures to address those risks are implemented; - First aid is available to protect workers' health and wellbeing in the workplace; - Access to safe drinking water is provided; - Clean and functioning sanitation for workers is provided; - Access to primary healthcare is provided; - PPE (personal protective equipment) is provided; - Tools are kept in good condition so workers have a safe environment to work; - The health and safety of pregnant women is protected; - Workers are able to move out of any situation that poses danger to their health or safety; - Accident and emergency procedures are in place; - Workers have a safe place to eat; - Workers know what to do in any situation that poses a risk to their occupational health and safety, and hygiene; - Regular medical checks are provided to workers who are at increased health risk due to their exposure to hazardous agrochemicals.

Chapter 6 ENVIRONMENT		
RA 2020 topic SC requirements with corresponding Annexes and Guidance	UTZ 2015	Main changes and full requirements
6.6 Wastewater treatment <ul style="list-style-type: none"> • 6.6.1 • 6.6.2 • 6.6.3 	-	<i>All new requirements include:</i> <ul style="list-style-type: none"> - wastewater from processing is tested and treated appropriately to ensure local water sources are not polluted; - human sewage, sludge and sewage water is not used for processing nor discharged in to aquatic ecosystems; - wastewater has been treated before irrigation to avoid risk of contamination and danger to human health.