

#	Indicator Wording - ProTerra V4.1, 2019 (Does indicators that are part of ProTerra Europa are highlighted in green)	Classification	Observations
2.3.1	<p>The certified organisation shall structure, implement and document a personnel management program consistent with and proportional to the needs of the organisation.</p> <p>Guidance: This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5
2.3.2	<p>The certified operation shall assign a staff member to implement and manage the personnel management program.</p> <p>Guidance: This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5
2.5.2	<p>All workers living on site shall have appropriate, fairly priced, and safe food, water and housing.</p> <p>Guidance: "Appropriate" includes at least the following: shelter from the elements; exclusion of pests; ready access to facilities for maintaining hygiene; ready access to water, facilities for food preparation and eating; clean sleeping and sitting quarters (including some type of bed), and open space where workers would be able to move around freely during non-working hours.</p>	CORE	Requirement missing in DTP112 V5
2.7.1	<p>Worker job descriptions, including necessary skills and legal status, and salary range shall be set in written form.</p> <p>Guidance: All employees and/or subcontracted workers shall have the necessary qualifications, experience, meet legal requirements to fulfil their job. Written description of jobs, skills, legal status and salary range will serve as the basis for the operation's demonstration that this indicator is being met. This indicator is not applicable to smallholder.</p>	CORE	Requirement missing in DTP112 V5
2.7.2	<p>An ongoing program of job-related training including regular refresher training shall be provided to all workers to ensure that they are competent to conduct their work efficiently, effectively and safely.</p> <p>Guidance: Certified organisation shall provide all employees with training regarding for example (a) sustainability; (b) GMOs where applicable; and (c) their specific tasks, roles and responsibilities. This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5
2.7.3	<p>Certified organisations shall maintain records for all training for a minimum of 5 years, or longer if specified by local regulations.</p> <p>Guidance: The following information shall be included in these records: date, time, attendees, trainer, and content material used during training. This indicator is not applicable to smallholder. During the initial four years following the granting of the ProTerra Certification, the certified organisation should maintain records covering the period of time for which they have been certified.</p>	Not CORE	Requirement missing in DTP112 V5
2.8.5	<p>A social security plan shall be established for the workers in regions where such a plan is not required by law or regulation.</p>	Not CORE	Requirement missing in DTP112 V5

	<p>Guidance: The plan shall include timelines for implementation, as well as age requirements for receiving benefits and other related conditions/situations where benefits would be available. The impact of such a social security plan on regular worker pay amounts shall be specified in the plan description. This indicator is not applicable to smallholder.</p>		
2.9.6	<p>Wearing of appropriate personal protective equipment (PPE) and clothing is mandatory during handling and application of toxic substances or conduct of other hazardous tasks.</p>	Not CORE	Requirement missing in DTP112 V5
3.3.1	<p>Certified organisations shall demonstrate support for local community development projects.</p> <p>Guidance: This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5/ Also required under ProTerra Europa.
3.3.2	<p>Certified organisations shall contribute to the local economy by preferentially offering local businesses the opportunity to supply goods and services that meet the organisation’s specifications.</p> <p>Guidance: This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5/ Also required under ProTerra Europa
3.3.3	<p>Job opportunities shall be made available first to qualified members of the local community.</p> <p>Guidance: This indicator is not applicable to smallholder.</p>	Not CORE	Requirement missing in DTP112 V5/ Also required under ProTerra Europa
4.2.2	<p>Certified organisations shall gather wild species or products from their natural habitat only when permitted by law and shall do so only in a manner that assures those species will continue to flourish in their natural habitat along with other species that normally depend on the gathered species.</p>	Not CORE	Requirement missing in DTP112 V5
4.2.3	<p>The introduction of invasive species and new pests shall be avoided, and past introductions must be controlled and monitored, and any invasive expansion of these shall be reported to the authorities.</p>	CORE	Requirement missing in DTP112 V5
4.3.1	<p>Certified organisations shall perform a comprehensive Environmental and Social Impact Assessment (ESIA) for any large or high risk greenfield expansion or new infrastructure projects to identify potentially harmful or damaging impacts and to define a Management Plan to address these where necessary. External experts are to be involved.</p> <p>Guidance: This indicator is not applicable to agricultural operations of smallholders. The ESIA must be commensurate to the scale of the operation and infrastructure. It must take into account the sustainability of the environment, wildlife and endangered species, and the social impact on the local population including, where relevant, indigenous peoples and traditional land users. Guidance from government, academic or other recognized experts should be accessed, as applicable, to complete the ESIA. Where existing, national regulations related to such assessment</p>	CORE	Requirement missing in DTP112 V5 and is not a legal requirement in Italy.

	must be complied with. A definition of ESIA is provided under section III.		
4.3.2	Certified organisations that fall within the requirements of 4.3.1 shall carry out the Management Plan specified in that indicator and will review prior to the ProTerra audit, assessing progress, revising and setting new objectives, as appropriate. This plan shall also include actions to maintain and foster biodiversity within and surrounding the operation, which will be monitored regularly and updated as necessary.	Not CORE	Requirement missing in DTP112 V5
6.2.2	Certified organisations shall manage biological wastes such as manure, straw, crop residues, food scraps, processing by-products, among others, appropriately in order to avoid pollution and/or to prevent these from becoming a source of pathogenic contamination or pest harbourage. Management of these wastes shall at least comply with national laws relevant to the location of the certified operation, as stated in Principle 1 of this standard.	CORE	Requirement missing in DTP112 V5
6.2.3	In cases where residues are returned to the agricultural fields as either mulch or compost to build soil organic matter, or as fertilizer, these materials must be treated, where applicable, to assure the absence of chemical or biological contaminants.  Guidance: When using raw manure as fertilizer, composting is recommended before application to fields.	Not CORE	Requirement missing in DTP112 V5
7.1.2	Certified organisations shall not undertake new initiatives that reduce the availability of water for neighbouring communities and farms for drinking and irrigation, or for “traditional” uses.  <b>Guidance:</b> “Traditional” uses of water by certified organisations must likewise be shown to still be viable and sustainable. Practices that once were considered sustainable may no longer be due to increased population pressure or other recent ecosystem or climatic changes.	CORE	Requirement missing in DTP112 V5
7.1.3	In cases where activities carried out prior to the certification application have damaged water resources, certified organisations shall undertake mitigation actions based on a plan agreed with the local environmental authority. This indicator is not applicable to smallholders.	Not CORE	Requirement missing in DTP112 V5
7.2.1	Certified organisations shall implement best practices for water conservation and avoidance of contamination of surface and groundwater. If irrigating, salinization and desertification shall be prevented.	CORE	Requirement missing in DTP112 V5

8.2.1	<p>Over time, certified organisations shall adopt practices to minimize the use of energy from non-renewable sources and to derive an increasing proportion of their energy from renewable sources such as solar and wind, or from local, recycled materials.</p> <p>Guidance: Examples of applicable materials are reforestation wood, bio-fuels, wood chips, and crop residues or food processing waste, such as sugarcane fibre. Plans should identify timelines, methods, and proposed budgeting of time and company resources needed. Progress shall be documented or otherwise demonstrable. In the case of smallholders, the responsibility lays with farmer groups, cooperatives or first processors.</p>	CORE	Requirement missing in DTP112 V5
9.2.2	Should burning vegetation be practiced by an organization in accordance with aspects of indicators 9.2.1, certified organisations shall develop alternative methods for future use.	Not CORE	Requirement missing in DTP112 V5
9.3.2	Certified organisations shall evaluate suitability of the soil for production of specific crops and to define a soil management regime.	CORE	Requirement missing in DTP112 V5
9.3.3	Best practices are followed in fertiliser use, based on expert opinion or at least the manufacture's recommendations. Whenever possible producers should reduce the use of chemical fertilizer.	Not CORE	Requirement missing in DTP112 V5
9.5.1	<p>Seeds, seedlings, and propagation materials shall be selected for quality and performance for the locale.</p> <p>Guidance: Evidence for this indicator may consist of seed germination and vigour test reports. Such evidence may come from suppliers or technical assistance organisations and extension services. The certification body may waive this indicator in cases where producers save their own seed or propagate from their own existing stocks, especially in the case of smallholders. Smallholders may report verbally on their own propagation materials.</p>	Not CORE	Requirement missing in DTP112 V5
9.5.2	<p>When seeds are saved and/or obtained by breeding locally, the certified organisation must conduct practices to assure seed quality and performance.</p> <p>Guidance: Evidence of this indicator may be yield records from the past crop from those seeds and/or germination/vigour test records.</p>	Not CORE	Requirement missing in DTP112 V5
9.5.3	<p>Certified organisations shall retain archive seed samples for a minimum of 1 year.</p> <p>Guidance: The certified organisation must begin archiving seed during the first year of certification. In cases, where seeds deteriorate due to conservation conditions, this indicator shall be non-applicable.</p>	Not CORE	Requirement missing in DTP112 V5
10.3.7	Customer service, inventory management, and order fulfilment procedures must be in operation, verifying that the correct ProTerra certified product consignments have been shipped to customers ordering ProTerra certified products.	Not CORE	<p>Requirement missing in DTP112 V5/ Also required under ProTerra Europa</p> <p>Note: NOT APPLICABLE AT FARM LEVEL AS LONG AS FARMER IS NOT HOLDER OF THE CERTIFICATE.</p>