

## AtSource Sustainability Principles

PRINCIPLES	
1. Legal compliance	1.1 The farmers in the group comply with all relevant laws and requirements that govern their operations.
2. Ethical business practices	2.1 The farmers in the group do not engage in unethical business practices, including bribery, corruption, fraud, tax evasion or abuse of power at any level.
3. Business management	3.1 The farmer group has a documented set of procedures, processes, and policies to ensure it can achieve a baseline level of sustainability.
	3.2 The farmer group has documented processes and policies to ensure that the sustainability principles of AtSource can be demonstrated.
	3.3 AtSource product is traceable to farmer Group (and wherever possible to the individual farms/farmers).
4. Trainings and Skills development	4.1 The farmers in the group have access to training programs on the practices they need to implement for productivity, sustainability, diversity, equity, inclusion, resilience, and profitability in their business.
5. Agricultural and extension services	5.1 The farmer group has access to services, inputs, and information to enable improved productivity, quality, and finance.
6. Child labor	6.1 The farmers in the group respect the minimum age for work and employment, or the minimum ages defined by the local law, whichever are higher. Subject to any variations in local law.
7. No forced or involuntary labor	7.1 The farmer group shall not use or benefit from the use of any form of forced or coerced labor and nor shall they use the labor of prisoners. Coercive practices are prohibited.
8. Non-discrimination and gender equality	8.1 Not person is treated unequally based on race, color, gender, religion, age, disability, sexual orientation, nationality, ethnic origin, social status, political views, religion, family obligations or membership in associations.
9. Human Rights risk management and remediation	9.1 There is a mechanism to ensure that cases of child labour, forced labour, discrimination and harassment risk are assessed, monitored, remediated, and mitigated.
10. Terms of employment	10.1. The terms of employment are compliant with the applicable laws, respect the rights of the workers, are fully understood, and freely agreed to by the workers and adhered to by the employer.
11. Working hours	11.1 The farmers in the group shall ensure that working hours conditions comply with national laws, collective bargaining and overtime work is remunerated.
12. Wages and benefits	12.1 The farmers in the group shall pay their employees' wages not lower than the minimum wage established by the law or by a competent authority for this type of work in the locality, whichever is higher.
13. Health and safety	13.1 The farmers in the group shall ensure that work is performed in a safe way using appropriate tools, practices, adequate safety training and personal protective equipment provided to all workers.
	13.2 Workers have decent and safe working and living conditions (in accordance with national law and international conventions, e.g., ILO 184)

<b>14. Freedom of association and right to collective bargaining</b>	14.1 Workers and farmer group members have the right of freedom of association and collective bargaining. Agreements reached from collective bargaining shall be enforceable
<b>15. Local communities and land rights</b>	15.1 Local communities and land rights are respected.
<b>16. Grievance mechanisms</b>	16.1 The farmer group has a process to receive, review and investigate complaints from community, employees, and farmer group members, and take corrective actions as appropriate.
<b>17. Forests and ecosystem conservation</b>	17.1 The farmers in the group shall not source or deliver products to ofi resulting from the destruction of important natural habitats.
<b>18. Ecosystems and Biodiversity</b>	18.1 The farmer group shall preserve nationally protected species, and rare, threatened, or endangered species. They will adopt suitable practices to protect these species, their habitats, and important sites on and around farms.
<b>19. Healthy soils</b>	19.1 The farmers in the group shall not use fire in land preparation including planting and replanting, other than in exceptional circumstances
	19.2 The farmer group adopts suitable practices to avoid and combat soil degradation, erosion, and maintain/improve soil fertility.
<b>20. Integrated Pest management</b>	20.1 Pest management practices that minimize pesticide use are implemented
<b>21. Safe and responsible use of chemicals</b>	21.1 Chemical products are safely stored, transported, handled, applied, and disposed of, in line with existing regulations, product labels and existing best practices. Note: Not applicable to production of certified bio and organic products
<b>22. Protection of water sources</b>	Surface and groundwater sources are conserved and used efficiently
<b>23. Waste management</b>	23.1 Waste is collected, stored, and disposed of in designated places and in a way to minimize the risk to humans or the environment. Efforts are made to reduce, compact, reuse and recycle waste.
<b>24. Climate Action</b>	24.1 The farmer group adapts to climate change, contributes to climate change mitigation, and strive to use fuel and electricity efficiently, and to use renewable energy sources.