



## **IPF/SEOS Part II Sustainable Standards Questionnaire**

### **Growers**

**(3 years to be in Compliance)**

**This questionnaire is designed to:**

- 1. Determine the level of sustainable growing practices that are in compliance with SEOS Part II Sustainability Standards**
- 2. Bring greater awareness of each of the SEOS Part II Sustainability Standards and their vital role within the entire SEOS Community**

#### **I. Social Sustainability**

Enriching and preserving communities through social engagement, community investment, equal access to social resources, equal opportunity, and community-based education while respecting social diversity, respecting community members, and implementing practices that will benefit future generations.

**Question #1 Do you have a program for providing a safe and ethical work environment for employees and staff?** (Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #2 Do you have a program for sharing important value-based information about crops and methods?** (Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #3 Do you have a website, newsletter and/or other communications for community outreach?** (Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #4 Do you hire local and or/Indigenous people whenever possible?** (Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #5 Do you have a policy for providing gender equality in the workplace?**

(Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

## **II. Environmental Sustainability**

Accurate and truthful information disclosed to all Community members, and transparency, as well as integrity in distribution practices and policies.

**Question #1 Do you have a current land management plan?** (Answer only one)

1. I have fully implemented this (provide)
2. I have initiated but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #2 Do you have a current water management plan?** (Answer only one)

1. I have fully implemented this. (provide)
2. I have initiated but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #3 Do you have an Indigenous plant and animal protection plan?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #4 Do you have a plan for incorporating bees into grower operations?**

(Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**Question #5 Do you have a waste management plan?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but have not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe).
4. I have no plans for implementation.

**III. Cultural Sustainability**

Practices based in respect for, and preservation of others' traditions, values, customs, belief systems, living environments, and lifestyles.

**Question #1 Do you have a policy for the protection of and respect for cultural beliefs of employees, staff and regional communities?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #2 Do you have a policy for learning or retaining and then passing on the culture and heritage of plants and flowers grown?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #3 Do you have a policy for protection and respect for religious beliefs of employees, staff and regional communities?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe). \_\_\_\_\_
4. I have no plans for implementation.

**Question #4 Do you have a policy for protection of and respect for cultural lifestyle choices of employees, staff and regional communities?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #5 Do you have a policy for inclusion of Indigenous growing methods whenever possible?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

#### **IV. Distribution and Labeling Sustainability**

Accurate and truthful information disclosed to all Community members, and transparency, as well as integrity in distribution practices and policies.

**Question #1 Do you have a policy on accuracy in material identification?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #2 Do you have a policy for avoidance of co-mingling materials from other non-compliant growers?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #3 Do you keep accurate records of harvest numbers and dates?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe). \_\_\_\_\_
4. I have no plans for implementation.

**Question #4 Do you have a policy for applying truth in advertising and promotion?**

(Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #5 Do you have a policy for the use of natural materials for bin and other containers whenever possible?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

## **V. Economic Sustainability**

Practices that support long-term economic growth and fair and adequate compensation, without compromising social, environmental, and cultural sustainability within the value-added supply chain Community.

**Question #1 Do you have a plan for appropriate employee compensation/benefits?**

(Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #2 Do you have a policy for the purchasing of seeds and cuttings from ethical sources based on value rather than price?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #3 Do you have a policy reflecting the economic impact of operations on the rest of the value-added supply chain Community?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe). \_\_\_\_\_
4. I have no plans for implementation.

**Question #4 Do you use accounting practices that conform with the Sustainable Accounting Standards Board (SASB, 2013)?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Question #5 Do you incorporate marketing practices that insure long-term viability necessary for job security?** (Answer only one)

1. I have fully implemented this. (Provide)
2. I have initiated, but not fully implemented this. (target date of completion) \_\_\_\_\_
3. I have specific plans for implementation (describe) \_\_\_\_\_
4. I have no plans for implementation.

**Scores will be assigned to each answer:**

1. **5 Points – Fully implemented**
2. **3 Points – Initiated but not fully implemented**
3. **1 Point – Specific plans have been made for implementation**
4. **0 Points – No response or no plans for implementation**

I, \_\_\_\_\_ of \_\_\_\_\_

verify that I have thoroughly read this questionnaire, understand the questions asked and have given my answers truthfully.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_