

Minimum Requirements for Compliance with FairWild Standard version 2.0

Note: In addition to meeting the Minimum requirements for the control points listed below, a gradually increasing **minimum percentage of Total Norm Points¹** is required for FairWild certification. The minimum percentage of Total Norm Points required for the first year of certification is 60%, gradually increasing to 100% compliance over five years.

CP-N°	Minimum requirements (M = MINIMUM)	Year required	Remark
PART I. FAIRWILD INDICATORS FOR ALL WILD COLLECTION OPERATIONS			
PRINCIPLE 1: MAINTAINING WILD PLANT RESOURCES			
<i>High Risk species → See additional indicators 1.1.b, 1.2.i, 1.3.c, 1.3.d, 1.3.e, 1.3.f, 1.3.l (Part II)</i>			
1.1.a	Current conservation status of the collected plants: (2=M) global and / or national / regional status is known and included in resource assessment or plant profiles.	Yr 1	
1.2.b	Species targeted for collection are clearly identified: (2=M) voucher specimens are provided from the collection site with accurate taxonomic names as well as clearly recognised local and trade names.	Yr 1	<i>High Risk species → See additional indicator 1.1.b (Part II)</i>
1.2.c	Mapping of target populations in collection areas: (2=M from Year 2) basic maps identify collection areas and location of target populations (may be entire collection area, if this is the case).	Yr 2	
1.2.e	The collection areas are separated from agricultural lands: (1=M) collection from uncultivated patches / trees in low intensity agricultural lands, target plants clearly growing spontaneously and no sources of contamination.	Yr 1	
1.2.f	Internal collection instructions: (2=M from Year 2) written collection instructions, including a written description of sustainable traditional practices; instructions define collection methods for all target species.	Yr 2	
1.2.g	Collection instructions define the collection site and harvest methods for each target plant / part of plant: (2=M from Year 3) adequate collection instructions based on site- and species-specific resource assessment and monitoring information, including information on any sites excluded from collection.	Yr 3	
1.2.h	Collection instructions define maximum allowed collection limits (quantities, frequency, periods): (2=M from Year 3) clear and complete definition on collection limits	Yr 3	
1.2.i	Minimum biological age / size class allowed for collection is defined for the target species and collection site in the internal collection instructions: (2=M if relevant) reliable and practical age / size classes targeted for collection are defined and impacts on population structure / regeneration / replacement are monitored.	Yr 1	<i>Not a minimum requirement where not directly applicable (annual / perennial fruits, flowers, leaves, Low Risk species).</i>
1.2.k	Revision of internal collection instructions: (2=M from Year 3) instructions are reviewed and revised based on site- and species-specific monitoring of collection impacts.	Yr 3	
1.3 a	For each target species complete basic data is available in writing (in plant specification form or other documents): Latin and local names, collected parts, collection method, collection period. (2=M) complete basic data.	Yr 1	
1.3 b	For each target species, information about reproduction system and replacement rate is available (in plant specification form or other documents): (1=M) not researched, but basic knowledge about reproduction is sufficient to understand sustainability of collection.	Yr 1	
1.3 c	Baseline information / inventory on target species in the collection area is available, including population size, distribution,	Yr 2	<i>High Risk species → see additional indicator</i>

¹ The total number of points that would be scored if all norm requirements were fully met (all points rated as “2”).

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	population structure (size / age classes), rate of reproduction / growth / regeneration. (1=M from Year 2) rough approximations based on collectors' or consultant knowledge.		1.3.c (Part II)
1.3.d	Quality of data used to define maximum allowed collected quantities for each target species: (0) no reasonable maximum quantities, and no reference from long-term collection practices; (1=M) very approximate estimation of maximum quantities , e.g. based on long-term collection in the area or based on general concepts (rules of thumb) that are not site- or species-specific.	Yr 1	High Risk species -> see additional indicator 1.3.d (Part II)
1.3.e	Sustainability of maximum allowed collection quantities for target species / parts collected: (1=M from Year 1) no indication that current / specified maximum collection quantities reduce resource quality or availability in the collection area.	Yr 1	High Risk species -> see additional indicator 1.3.e (Part II)
1.3.f	Sustainability of collection frequency as predefined in collection instructions: (1=M from Year 2) only basic baseline and monitoring data available, but no indication of declining plant populations.	Yr 2	High Risk species -> see additional indicator 1.3.f (Part II)
1.3.h	Consolidated records on amounts harvested (quantities per area and year): (2=M from Year 3) adequate consolidated data registered; includes all information relevant to check on long-term sustainability (e.g. age / size classes if highly relevant).	Yr 3	For first certification -> need to present recording system to be applied in future.
PRINCIPLE 2: PREVENTING NEGATIVE ENVIRONMENTAL IMPACTS			
2.1.a	Information about any rare, threatened, and endangered species and habitats that are likely to be affected by collection of the target resource: (1=M from Year 2) preliminary search for information , including local / collector knowledge, supports overall assessment that collection is not likely to affect sensitive species and habitats.	Yr 2	
2.2.c	Harvest methods and tools used in practice are appropriate: (2=M from Year 3) no habitat level damage or measures / strategies to avoid habitat-level damage from collection methods are identified in the management plan and implemented at the collection site.	Yr 3	
2.2.d	Use of inputs prohibited by relevant organic standards (e.g. artificial fertilisers): (2=M) prohibited inputs have not been used OR prohibited inputs used in known defined spots only and affected areas can be effectively excluded from collection .	Yr 1	
2.2.e	Impacts of landscape-level and intensive target species management practices on sensitive species, ecosystem structure and function (e.g. management practices of target species in order to minimise competition with or promote growth of the target species, enrichment planting): (1=M) such practices are occurring with monitoring of impacts through management plan.	Yr 1	
PRINCIPLE 3: COMPLYING WITH LAWS, REGULATIONS AND AGREEMENTS			
3.1.a	Clear definition of the wild collection area(s): (2=M from Year 2) area is clearly defined with its boundaries established, and area coincides well with collector perceptions of collection area;	Yr 2	
3.1.e	Collection permits / clear agreements / conditions to use collection area: (2=M) the collection operation holds a valid collection permit / agreement for all collected plants. If no system of permit exists, it can be confirmed that collection management operation has the right to use and manage the collected resources – e.g. well-established traditional use system.	Yr 1	
3.2.b	The management plan, procedures, work instructions and contracts meet relevant legal, regulatory and administrative requirements regarding the collection management and export , including export permits for restricted species: (2=M from Year 3) meet requirements.	Yr 3	
PRINCIPLE 4: RESPECTING CUSTOMARY RIGHTS AND BENEFIT-SHARING			
4.1.b	Any traditional uses / practices and customary access rights (including cultural and religious significance of the target species and any benefit-sharing provisions):	Yr 3	

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	(2=M from Year 3) are included in the resource assessment or management plan.		
4.1.d	Measures are taken to avoid loss or damage affecting the legal or customary rights, resources, health security or livelihoods of local communities and indigenous peoples: (2=M) appropriate measures are taken to ensure that collection / commercial use of target resource does not violate or undermine legal or customary rights and practices.	Yr 1	
4.1.e	Fair compensation and grievance mechanisms for substantial damage or losses to local community: (2=M from Year 3) fair compensation is provided in the case of such loss or damage. Appropriate effective mechanisms to resolve grievances, including suspension of collection.	Yr 3	
4.1.f	Availability, accessibility, and quality of targeted resources (e.g. medicinal plants) for local and traditional use: (1=M) some restrictions, but sufficient overall availability of the resources.	Yr 1	
4.2.a	Resource access and benefit-sharing (ABS) agreements with local communities and / or indigenous Peoples: (2=M from Year 3) written and mutually accepted fair and equitable agreements on use of resources and associated traditional knowledge are available; full ABS agreements are at least in preparation.	Yr 3	
4.2.b	ABS agreements: (2=M) are in compliance with relevant international and national laws and regulations concerning ABS as well as protection of traditional knowledge	Yr 1	
4.2.c	Agreements on resource access, benefit-sharing and use of traditional knowledge: (2=M from Year 2) prior informed consent (PIC) is given by the source community and the traditional knowledge holders and mutually agreed terms (MAT) are reached for access to this knowledge and the equitable distribution of benefits arising from its use. (New PIC is required for new uses).	Yr 2	
4.2.d	Agreements reflect scientific, local, industry and other relevant sources of knowledge / information concerning the value of the resource: (2=M from Year 2) agreements reflect up-to-date information; relevant information is freely and openly exchanged concerning the value of the resource	Yr 2	
PRINCIPLE 5: PROMOTING FAIR CONTRACTUAL RELATIONSHIPS BETWEEN OPERATOR AND COLLECTORS			
5.1.e	Communication and consideration of collectors' interests: The collection operation: (2=M from Year 2) entertains an open dialogue with collectors on relevant FairWild aspects e.g. during collectors training and encourages collectors to elect a collectors' representative board that discusses key FairWild aspects (prices, Premium use, important business developments for the collectors to be aware of) on their behalf.	Yr 2	
5.2.a	Company policies or statutes (or similar effectively used guidelines): (2=M) do not restrict access to collectors group based on race, colour, religion, sex, political opinion, national extraction or social origin	Yr 1	
5.2.c	Collectors (irrespective of their social status, gender, race etc.) have the same conditions (contract, trainings, prices paid, etc.): (2=M from Year 2) all the same conditions.	Yr 2	
PRINCIPLE 6: LIMITING PARTICIPATION OF CHILDREN IN WILD-COLLECTION ACTIVITIES			
6.1.a	The collection company: (2=M) does not contract children younger than 15 years as collectors.	Yr 1	<i>If they do → a plan has to be presented how existing child-collector contracts are responsibly phased out within one year and how it is ensured that at any time the work undertaken is not dangerous to the children's health, safety and does not jeopardise their development.</i>
6.1.b	If the collection company contracts young collectors of age 15-18 years:	Yr 2	

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	(2=M from Year 2) it monitors carefully that the collection activity is not dangerous to the young people's health, safety and does not jeopardise their development.		
6.2.a	Children < 12 years contracted as workers / helpers by the collectors (does not include children helping their own parents in collection - see 6.3): (2=M) no children younger than 12 years contracted by collectors to help in their collection or processing activities.	Yr 1	<i>If there are still some contracted child workers → operation has to present a plan to reduce and phase out child labour responsibly. Children must do non-hazardous work only.</i>
6.2.b	Children between 12 and 15 contracted as workers / helpers by the collectors: Children of this age group: (2=M from Year 2) if sometimes working for pocket money, they only do light and non-hazardous work during non-school hours . Not more than app. two hours/day. <i>If children that age do hazardous work → plan to correct the situation and children do not continue with the hazardous work.</i>	Yr 2	
6.2.c	Young workers (15-18 years) contracted as workers / helpers by collectors: (2=M) do not engage in work that is dangerous to their health, safety and that may jeopardise their development OR no such workers. <i>If the case → plan for improvement required.</i>	Yr 1	
6.3.a	Children < 12 years helping their parents in collection or home processing: Children < 12 years: (2=M from Year 2) only very light and non-hazardous collection related work: less than app. two hours/day regularly; under parental supervision; work does not jeopardise school attendance.	Yr 2	<i>If children < 12 are still working substantially or dangerous tasks the situation has to be evaluated individually → operation must develop together with collectors an adequate plan to stop all dangerous activities gradually reduce / eliminate child labour and improve school attendance. Progress must be demonstrated every year.</i>
6.3.b	Children 12-15 years helping their parents: (2=M from Year 2) no SUBSTANTIAL work (more than three hours/day) during school or app. seven hours during school holidays); work is non-hazardous and appropriate for age.	Yr 2	
PRINCIPLE 7: ENSURING BENEFITS FOR COLLECTORS AND THEIR COMMUNITIES			
7.1.a	Cost calculation mechanism: The operator: (2=M from Year 3) has least a basic cost calculation. This cost calculation includes costs of collection, prices paid to collectors, purchase and processing costs, overhead and profit as well as sales price, resource assessment, and sustainable resource management / monitoring activities.	Yr 3	
7.1.c	Collectors are paid: (2=M) reliably and on time, as agreed.	Yr 1	
7.1.d	As soon as products are sold as FairWild-certified, collectors receive higher prices for the FairWild certified products (FairWild mark-up price over baseline prices for conventional wild-collected products): (2=M from Year 2, or as soon as FairWild sales take place) higher prices are paid adequate to compensate the collectors' extra efforts, normally > app. 5 % higher than prices for same product collected conventionally in the region	Yr 2 / first FW sales	
7.1.e	Prices paid to collectors: (2=M from Year 3) prices provide enough income to cover their families' basic needs.	Yr 3	<i>If collection is only part-time assess based on time share used for collection. If not fulfilled even after three years, the company shall work together with its FairWild buyers to gradually improve collectors' income.</i>
7.2.a	Use of FairWild Premium is decided: (2=M from Year 2) by the collectors' assembly.	Yr 2	
7.2.c	Administration of FairWild Premium: All premium funds received are: (2=M) responsibly administered and any use well documented.	Yr 1	
7.2.f	Use of FairWild Premium:	1=M	

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	(1=M Year 1&2) mainly for sustainable collection implementation, business consolidation and investment (2=M from Year 3) for social projects or (in first five years) sustainable collection improvements or conservation projects as agreed by Premium committee.	Yr 1&2 2=M from Yr 3	
PRINCIPLE 8: ENSURING FAIR WORKING CONDITIONS FOR ALL WORKERS OF WILD COLLECTION OPERATIONS			
8.1.a	Forced labour: (2=M) no indication of forced labour, company does not keep employees' identity cards or deposits nor restricts workers leaving after reasonable notice	Yr 1	
8.1.b	Associative activities and collective bargaining of workers: (2=M from Year 2) association or unionisation of workers is permitted, no discrimination against unionised workers.	Yr 2	
8.1.c	Child workers (< 15 years) employed/contracted: There are: (2=M) no children below 15 are contracted as workers.	Yr 1	<i>If there are still child workers → see FairWild Fairtrade Guidance Manual for requirements to phase out child labour responsibly and protect children whilst still working.</i>
8.1.d	Children of workers assisting their parents: (2=M from Year 2) children do not assist workers in their duties.	Yr 2	<i>If there are still children assisting their parents, this work never jeopardises their health or wellbeing and a plan is presented for how to correct the situation within one year.</i>
8.1.e	Young workers (15-18 years): (2=M from Year 2) do not engage in work that is dangerous to their health, safety and that may jeopardise their development. Working hours do not exceed ten hours including travel and school time, and sufficient rest periods are provided.	Yr 2	
8.1.f	Discrimination (distinction, exclusion or preference) with regard to remuneration based on gender, race, caste, origin, religion: (2=M from Year 2) no indication of systematic discrimination of workers with respect to remuneration.	Yr 2	
8.2.a	Processing machinery and equipment: (2=M) adequately safe for workers; no serious work accidents.	Yr 1	<i>If safety is a problem → improvement plan.</i>
8.2.b	Adequate personal protection from chemicals, noise, dust, light: (1=M from Year 2) provided in acceptable condition, workers trained in use.	Yr 2	
8.2.f	Pregnant or nursing women and other risk groups are: (2=M) excluded from potentially hazardous work.	Yr 1	<i>If not yet fulfilled → commitment declaration to improve situation within 6 months.</i>
8.2.h	Emergency exits: (2=M) exits are unobstructed and sufficient; quick and safe evacuation in an emergency possible at all times;	Yr 1	
8.2.i	Fire fighting equipment: (2=M from Year 2) sufficient and functional; sufficient for size of operation.	Yr 2	
8.2.k	Actual safety situation and accidents at work: (1=M) only minor accidents or occasional injuries, with appropriate follow up and improvement actions.	Yr 1	
8.2.m	If accommodation is provided to the workers: (1=M) acceptable but rather low standard.	Yr 2	
8.3.a	Defined employment conditions for permanent workers: job position, wage, benefits if any, working times, leave entitlement, housing if any: (1=M from Year 2) conditions are clearly defined and known to worker, even if not written.	Yr 2	
8.3.b	Defined employment conditions for casual / temporary workers: (1=M from Year 2) wages and working times are clearly defined and known to worker, even if not written.	Yr 2	
8.3.c	Wages of permanent workers: (2=M) at least applicable minimum wages or typical local rates (if no minimum wage defined); <i>if not: improvement plan.</i>	Yr 1	
8.3.d	Wages of casual or seasonal labour:	Yr 2	

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	(2=M from Year 2) applicable minimum wages or (if not defined) typical local rates; <i>if not → improvement plan.</i>		
8.3.e	The wages paid meet the basic needs of the workers and their family are: (2=M from Year 3) sufficient to meet basic needs.	Yr 3	<i>If not yet fulfilled after three years, progress work with FairWild buyers to improve the situation must be demonstrated.</i>
8.3.g	Timely payments of all workers: (1=M from Year 2) reasonably on time, only a few minor delays.	Yr 2	
8.3.h	Documentation of all payments: (2=M from Year 2) payments are adequately documented and payslips given to worker indicate the wage particulars for the pay period	Yr 2	
8.3.k	Maximum working hours per week (including overtime): (2=M from Year 2) do not exceed 60 hours/week	Yr 2	
8.3.o	Basic coverage for retirement / provident fund: (2=M from Year 2) as legally required (in many cases only for permanent workers). <i>If not → plan for correction</i>	Yr 2	
PRINCIPLE 9: APPLYING RESPONSIBLE MANAGEMENT PRACTICES			
<i>High Risk species: → see additional indicators 9.1.h, 9.1.i, 9.2.a, 9.3.g (Part II)</i>			
9.1.a	Management plan for sustainable wild collection according to the FairWild Standard: (2=M from Year 3) basic written management plan available specific to the collection situation.	Yr 3	
9.1.b	Knowledge of management plan by collection manager and responsible staff: (2=M from Year 3) familiar with management plan.	Yr 3	
9.1.e	Defined key procedures for sustainable collection as required by the FairWild Standard (monitoring of resources, analysis of impacts of collection practices, purchase from collectors): (1=M Year 1 & 2) basic information, or procedures known but not written down; (2=M from Year 3) written procedures in management plan or related documentation, adequate for risk level of collected plants.	1=M Yr 1&2 2=M from Yr 3	
9.1.f	Management plan (with related documents) includes the necessary key policies and procedures to implement the social and fair-trade aspects of the FairWild Standard (FairWild Premium administration and decision on Premium use, involvement of collectors, creation of collector awareness on child labour issues, monitoring of fair working conditions if necessary): (2=M from Year 3) written procedures, adequate for size of organisation and social problems encountered.	Yr 3	
9.2.a	Assessment and regular monitoring of the target resources and habitats are performed, documented and incorporated into the management plan: (2=M from Year 2) defined and adequate procedures, documented results.	Yr 2	
9.2.b	Population size, distribution and structure (age / size-class distribution) as recorded in the regeneration survey remain equal to or above baseline values and reflect a healthy population: (2=M from Year 3) stable populations.	Yr 3	
9.2.d	Periodic monitoring within the management area confirms that availability, viability and quality of the target resource / part of plant remain stable or increase: (2=M from Yr 3) stable availability, viability, and quality of resource.	Yr 3	
9.3.a	Collectors' registers are available in order to make sure that all collectors are well trained and know the rules of collection: (2=M from Year 2) adequate and complete registers with full names, code number, address / village.	Yr 2	
9.3.b	Products are only bought from registered and trained collectors: (2=M from Year 2) purchase system ensures that products are only bought from registered collectors.	Yr 2	
9.3.c	Under the name of one registered collector only his / her immediate family members (members who live in same household) are active in the collection. The activity of these collectors is supervised and found OK (same rules as for registered collectors): (2=M from Year 3) only members of same household collect and receive information from main collector; number of	Yr 3	

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	collecting household members known / documented.		
9.3.d	The collectors are adequately informed about the boundaries of the collection area and about the areas excluded from collection as well as small-scale contamination sources where organic products may not be harvested: (1=M) basic understanding and no major inner boundaries owing to contamination.	Yr 1	
9.3.e	The collectors are trained, knowledgeable and competent in the following aspects: · Plant to be collected (including which parts, minimum quality requirements etc.) · Sustainable collection methods (as per internal rules) · Post-harvest handling of collected material (1=M for Year 1) basic understanding; (2=M from Year 2) collectors are trained, knowledgeable and competent in the implementation of internal instructions.	1=M Yr 1 2=M from Yr 2	
9.3.f	Implementation of the collection instructions: harvest methods, harvested parts: (1=M Year 1&2) basic implementation of collection instructions; (2=M from Year 3) adequate implementation management in place; collectors collect according to collection instructions.	1=M Yr 1&2 2=M from Yr 3	
9.3.g	Evidence of collection frequency based on physical visits and interviews with collectors: (1=M Year 1&2) no indication of overall over-harvesting, but collectors not aware of frequency limitations or commonly harvesting more often than instructed in certain areas / plots; (2=M from Year 3) harvest as per official collection frequency, no over-harvesting evident even on highly frequented spots.	1=M Yr 1&2 2=M from Yr 3	
9.3.i	Effective measures are taken to ensure that any identified contaminated areas or areas with intense agriculture are excluded from collection (collection instructions, training of collectors): (2=M from Year 2) no sources of contamination OR effective measures ensure that no collection from contaminated areas.	Yr 2	
9.3.j	Implementation of the collection instructions: maximum quantities: (2=M) adequate implementation management in place; collectors only collect strictly according to collection rules and are informed on maximum quantities.	Yr 1	
9.4.e	Every collector has received a complete initial training in sustainable wild collection: (2=M from Year 2) all collectors are trained; trainings are documented.	Yr 2	
9.4.f	Trainings are regularly repeated as required. For all new plants or existing problems with sustainability of collection the collectors are informed and trained again in detail: (2=M from Year 3) update trainings provided as needed for risk level of collection.	Yr 3	
9.4.g	The collectors are informed and trained in the social aspects of FairWild as relevant: - social commitments of FairWild operation: no discrimination, fair relations between operation and collectors and participation of collectors in decision processes, on time payment, commitment to fair prices - Children working or helping in collection activities - Decision processes and visions regarding FairWild Premium use. (1=M from Year 2) basic information as relevant has been communicated to collectors.	Yr 2	
9.5.b	Regular consultations and communications are maintained with people and groups directly affected by collection and resource management operations: (1=M) not done but no substantial usage conflicts.	Yr 1	
9.5.c	Collectors' organisations and communities / indigenous people affected by collection activities are actively involved in the development and implementation of resource management: (1=M) at least regular information and invitation to be involved.	Yr 1	
PRINCIPLE 10: APPLYING RESPONSIBLE BUSINESS PRACTICES			
10.2.a	Deliveries / purchases are registered in a buying record which states at least the date, the collectors name or code, collection area, delivered quantity and product details and the FairWild certification status.	Yr 1	

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	(1=M) basic records with at least name and quantities as well as collection area for monitoring activities.		
10.2.c	There is appropriate documentation of central processing / packing activities (processing / packing diary) to allow traceability of batches: (2=M from Year 2) adequate record	Yr 2	
10.2.e	Collection and post-collection identification, labelling, and record keeping procedures allow to trace back each batch of goods to the area where it was collected: (2=M from Year 3) simple system ensures traceability to collection area.	Yr 3	
10.2.f	Purchase or collection of the same target species outside of FairWild certification scope: (1=M) same products are bought in or collected in other regions: clear separation and labelling procedures, well documented purchase and sale.	Yr 1	
10.2.i	Invoices and shipping documents specify the FairWild certification status of the products: (1=M) certification status indicated on invoice.	Yr 1	
PRINCIPLE 11: PROMOTING BUYER COMMITMENT			
No MINIMUM requirements			
PART II. ADDITIONAL FAIRWILD INDICATORS FOR HIGH RISK SPECIES			
1.2.c	Mapping of HR target populations in collection areas: (2=M from Year 2) high-quality (e.g. GIS / GPS based) maps identify location, size, and extent of collection areas and location of target populations (may be entire collection area, if this is the case).	Yr 2	
1.2.l	Threatened target species (Critically Endangered / CR, Endangered / EN, Vulnerable / VU according to IUCN Red List categories or equivalent conservation authority): (2=M) target species has been assessed as not threatened. Note: Such assessment is specific to the context of the collection operation: additional guidance on meeting this criterion will be available from the FairWild Technical Committee.	Yr 1	<i>Any threatened target species can only be certified if collection operation demonstrates awareness, and exceptional measures to reduce identified threats are included and implemented in the management plan. The FairWild Technical Committee has to confirm the certification.</i>
1.3.c	Baseline information / inventory on HR target species in the collection area, including population size, distribution, population structure (size / age classes), rate of reproduction / growth / regeneration: (2=M from Year 2) published information or local observations (including collector / local knowledge) confirmed by site- and species-specific data collection. Resource assessment and monitoring system designed to improve baseline information on target species and populations in the collection area.	Yr 2	
1.3.d	Quality of data used to define maximum allowed collected quantities for each HR target species: (2=M) collection limits are justified by site and species specific resource assessment and monitoring information as well as knowledge of collectors.	Yr 1	
1.3.e	Sustainability of maximum allowed collection quantities for HR target species / part collected: (2=M) maximum collection quantities specified in the management plan are justified by adequate inventory / yield / regeneration estimates that are well above the volumes harvested (i.e., precautionary); maximum collection quantities are adjusted according to periodic monitoring of yield, regeneration and harvest impacts.	Yr 1	
1.3.f	Sustainability of HR species collection frequency as predefined in collection instruction: (2=M) collection does not exceed the rate of replacement of adult individuals or plant parts collected of the target species in the collection region.	Yr 1	
1.3.l	If collection inhibits the plant's reproduction, the proportion of mature, reproducing individuals to retain in the target populations for collection is determined to maintain a baseline of population density and a baseline structural and genetic diversity: (2=M from Year 3) Baseline inventory and monitoring included in management plan are appropriate to the target species' risk	Yr 3	

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	level (HR)		
9.1.i	The management plan includes strategies to prevent or reduce identified threats to sustainability of collection (multi-users of area; contamination sources, etc.): (2=M from Year 2) adequate strategy OR no identified risks.	Yr 2	
9.2.a	Assessment and regular monitoring of the HR target resources and habitats are performed, documented and incorporated into the management plan: (2=M from Year 2) adequate procedures for resource assessment and periodic monitoring are described in management plan and implemented.	Yr 2	
9.3.g	Evidence of collection frequency based on physical visits and interviews with collectors. → All HR species: (2=M) harvest as per official collection frequency, no over-harvesting evident even on highly frequented spots.	Yr 1	