



Community of Agriculturalists who Respect the Earth



2024

CARE Certified
STANDARD FOR THE PORK INDUSTRY

INTRODUCTION AND PURPOSE

For the purpose of this Standard, the following segments of the pork/swine industry are defined as:

- **Farrowing:** Production phase that includes the breeding, gestation and farrowing of sows and gilts. Sites that farrow only will move piglets to another site after weaning. Specific to this standard, the Farrowing stage also includes multiplier farms, gilt development units and boar studs.
- **Nursery:** After weaning, piglets can be moved to a nursery site and housed with piglets from other litters. The nursery stage occurs from around three weeks of age until approximately ten weeks of age.
- **Finishing:** This is the last stage of production. Pigs go to the finishing location at approximately 10 weeks of age and will stay at this site until they are finished for market (approximately 120 days). After the pigs have reached market weight, they are sent to a processing plant for harvest.
- **Farrow to Finish:** Operation where gilts and sows are bred and farrowed; piglets are weaned and moved to finishing pens where they are raised to their slaughter weight. All stages of production occur on the same farm/premises. Specific to the CARE Certified program, criteria for all stages of production (Farrowing, Nursery and Finishing) are applicable for locations that are Farrow to Finish.

The CARE Certified program has three components, each having their own set of standard criteria:

1. **Animal Care:** The purpose of the Animal Care Standard is to reinforce animal care measures taken in live Pork/Swine production. Embracing the science involved to ensure animals are raised with care, we incorporated the following concepts in the development of the Standard:
 - Five Domains Model (nutrition, environment, health, behavioral interactions, and experiences);
 - Five Freedoms framework (freedom from hunger and thirst, freedom from discomfort, freedom from pain injury or disease, freedom to express normal behavior, and freedom from fear and distress); and
 - Three Circles Model (basic health and functioning, nature, and affective states).
2. **Environmental Stewardship:** The purpose of the Environmental Stewardship Standard is to support the maintenance of a sustainable environment for future generations by promoting practices that encourage waste reduction and the management of natural and renewable resources, while reducing the carbon footprint and optimizing animal productivity. Good environmental management practices help ensure the longevity and success of the Pork/Swine industry.
3. **People & Community:** The purpose of the People & Community Standard is to reinforce efforts being made at the operation to ensure workers – whether directly or indirectly employed by the operation – are appropriately trained, provided with a safe working environment and fairly compensated and treated. It is also to encourage growth and development opportunities for all human resources (including family) and encouraging legacy and succession planning.

Locations certified under the CARE Certified program maintain a quality manual describing how the operation meets the program criteria. The CARE Certified Standard is modified as necessary to continually integrate improved animal husbandry practices, environmental stewardship techniques and improved practices affecting people involved with the operation and the community. At a minimum, a formal review of the program standards and audit checklist are completed by a third-party each year. Recommendations for updates are brought forward to an external advisory committee for consideration/approval. Any necessary changes are made on an annual basis.

ANIMAL CARE STANDARD FOR SWINE OPERATIONS

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SAC1. Animal Care Training Program				
SAC1a.	The operation has an Animal Care Training Program that describes frequency and method of training. Training must be offered in the caretaker’s native language or utilizing a person fluent in their native language to provide translation as necessary.	x	x	x
SAC1b.	All caretakers (full-time and part-time), contractors and all other personnel involved with feeding, handling or caring for pigs must hold a current PQA Plus training certificate (PQA Plus is renewed every 3 years).	x	x	x
SAC1c.	The operation trains all caretakers at least once annually in animal care principles and procedures. Training is documented to include date(s), trainer(s), trainee(s), topics covered, and signature of trainee.	x	x	x
SAC1d.	The operation identifies a person responsible to oversee animal care practices.	x	x	x
SAC2. Biosecurity & Secure Pork Supply				
SAC2a.	<p>The operation has developed a written biosecurity and pork health plan in consultation with a veterinarian that includes, but is not limited to:</p> <ul style="list-style-type: none"> • Vaccinations, treatments and other aspects of animal health • Sanitation • Pest Control (e.g., rodents, insects, cats, etc.) • Causes of mortality and mortality action thresholds • Cleaning and sanitation procedures (disinfection for trucks, pens, etc.) • Visitor protocols including visitor logs, time between pork operations, protective clothing, showering in/out • Feed trucks or other incoming equipment and/or deliveries • Shared borders and incoming animals <p>The biosecurity and health plan are reviewed annually and updated as needed.</p>	x	x	x
SAC2b.	The operation trains all caretakers in animal health and biosecurity procedures. Training is documented to include date(s), trainer(s), trainee(s) and topics covered.	x	x	x

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SAC2c.	The operation has a documented Security Plan that addresses controls and procedures in the case of a foreign animal disease outbreak. The Security Plan addresses the following: <ul style="list-style-type: none"> Plan for stopping movement of livestock; Plan for segregation of healthy livestock from affected livestock; Plan for notification to appropriate agencies regarding any suspected disease; and Plan for depopulation and disposal. 	x	x	x
SAC2d.	The Security Plan is reviewed annually by management.	x	x	x
SAC2e.	All employees are trained on the operation's Security Plan annually.	x	x	x
SAC3. General Care & Management				
SAC3a.	The operation has a documented Animal Care Policy addressing expectation of caretakers, including all service providers. The Animal Care Policy states that willful abuse, neglect or cruelty will not be tolerated and must be reported immediately based on company policy, and documented.	x	x	x
SAC3b.	The operation can demonstrate that all pigs under their care are observed daily and monitored for general health and access to feed and water. Record of daily observations are maintained for 12 months and include date, caretaker name/initials, and building identification.	x	x	x
SAC3c.	Genetic selection is performed to ensure good outcomes for pigs, given the operation's facility, geographic location and natural resources.	x		
SAC3d.	Culling of animals is performed to ensure welfare for the animal.	x	x	x
SAC4. Health Plan				
SAC4a.	In consultation with a veterinarian, each operation has a written health plan that addresses the following: <ul style="list-style-type: none"> Specific to type of pork production (farrow/nursery/finisher) Animal identification Prevention of disease through vaccinations, treatments and parasite control Mortality monitoring Culling protocols Euthanasia protocols Daily assessment procedures and protocols Nutritional needs being met and feed management Processing practices performed at the premises such as: castration, tail docking, ear notching, de-tusking and trimming if posing risk to other animals or causing injury to animal, teeth clipping (if applicable), pregnancy checking, artificial insemination. 	x	x	x

Criterion Number	Criterion	Stage of Production		
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SAC4b.	All swine health products are administered according to label instruction, following FDA and/or veterinary prescription and product expiration.	x	x	x
SAC4c.	The operation must have a veterinarian-client-patient relationship (VCPR) with a veterinarian and follows the policy statements of the American Association of Swine Veterinarians (AASV).	x	x	x
SAC4d.	Stockpersons follow PQA Plus best practices for all animal health products to include recommended injection sites, as well as weight and age recommendations for castration and tail docking.	x	x	x
SAC4e.	Weaning practices are implemented to reduce stress.	x		
SAC4f.	Orphaned or fall-back piglets are cared for and properly managed according to the farm's procedures.	x		
SAC5. Feed & Water				
SAC5a.	Pigs have access to feed supply as addressed in National Research Council's nutrient requirements for swine and applicable stage(s) of production. If pigs do not have routine access to feed (minimally once every 24 hours) or unable to reach feed, the site will not be certified.	x	x	x
SAC5b.	Pigs have free access to water. If pigs do not have access to water or unable to reach water, the site will not be certified.	x	x	x
SAC5c.	The operation routinely monitors water and feed intake to ensure that all nutritional and water needs are being met.	x	x	x
SAC5d.	Water and feeding systems are cleaned routinely and provide fresh, clean water and feed that is free of contamination and debris.	x	x	x
SAC6. Animal Handling				
SAC6a.	No willful acts of abuse or neglect are observed during the audit. If a willful act of abuse or neglect is observed, the site will not be certified.	x	x	x
SAC6b.	All pigs are handled in a manner using low stress handling techniques and based on PQA Plus best practices.	x	x	x
SAC6c.	Methods used for herding do not cause harm to the pig or handlers. Examples include moving calmly to avoid piling; moving in small groups (5 or less); PQA Plus handling techniques; etc.	x	x	x
SAC6d.	The operation uses only approved handling aids to drive or process pigs, minimizing electric prod use. Electric prods are not carried by caretakers as a primary driving aid and used only as last resort. The electric prod is used on less than 25% of the animals being loaded or less than 10% of the animals being unloaded (transport). The use of electric prods is prohibited on piglets or feeder pigs less than 60 days of age. Examples of approved driving aids include paddles, sorting sticks, sorting boards, flags, etc.	x	x	x
SAC6e.	The operation utilizes PQA Plus best practices when performing painful procedures to pigs (castration, teeth clipping, tail docking, ear notching and tagging).	x	x	x

Criterion Number	Criterion	Stage of Production		
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SAC6f.	The operation has procedures in place, and documentation to address, farrowing complications.	x		
SAC7. Animal Observations / Outcome Based Measurements				
SAC7a.	Body Condition Score is routinely observed. Utilizing the 1-5 BCS scoring range (1=emaciated, 5=obese) no more than 1% of the herd observed has a BCS of 1.	x	x	x
SAC7b.	The operation assesses pig's lameness and hoof health routinely. When observed, 98% or more of the pigs do not show signs of severe lameness, or have a treatment program implemented. Pigs with a limp or hoof conditions are identified and under care for improvement.	x	x	x
SAC7c.	Pigs observed with lesions (i.e., abscesses, shoulder sores, tail biting, hernias, and vulva injuries) are less than 5% of the herd and under treatment for the respective abnormality, where applicable. Pigs observed with open wounds and pelvic organ (vaginal or rectal) prolapses are less than 1% of the herd and under treatment for the respective abnormality, where applicable.	x	x	x
SAC7d.	Pigs observed with scratches on more than 25% of their body (severe scratches) are no more than 2% of the pigs observed. Scratch severity is assessed utilizing a 3-point scale (0 = none/minimal, 2 = severe).	x	x	x
SAC7e.	When observed, 95% of animals are identified. This can be a group/lot or individual identification method. Examples include: visual ear tag, electronic ear tag, pen number, tattoo, ear notch, etc.	x	x	x
SAC7f.	Operations manage pigs housed in groups that ensures aggression is minimized. This can be managed by sorting by size, feed availability and the addition of enrichments.	x	x	x
SAC8. Responsible Antibiotic Use				
SAC8a.	Judicious/responsible use of antibiotics is followed, including those administered via injection, feed (VFD record available for review) or water (prescription record available for review).	x	x	x
SAC8b.	The operation has evidence of Vet Client Patient Relationship (VCPR) within the past 12 months.	x	x	x
SAC8c.	The operation treats the fewest number of pigs possible to maintain herd health ensure proper welfare, promoting judicious use of antibiotics. The operation treats pigs according to the veterinarian guidance and associated protocols.	x	x	x
SAC8d	Operation adheres to FDA Guidance 209, 213, and 263 which pertain to judicious and responsible use of medically-important antibiotics.	x	x	x
SAC9. Sick or Injured Pigs				
SAC9a.	The operation maintains treatment protocols for sick and/or injured pigs which include consulting a licensed veterinarian based on farm protocols.	x	x	x

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SAC9b.	The operation documents all treatments provided to pigs including animal identification, date of treatment, product administered, method of administration (feed, water or other), dose, withdrawal date and who administered the treatment.	x	x	x
SAC9c.	Withdrawal periods are tracked and strictly adhered to, ensuring pigs are clear of any animal health products when shipped for slaughter. If pigs are not clear when sold to another producer, detailed information is shared with the buyer of the pigs to include product, date administered and animal identification.	x	x	x
SAC9d.	Pigs that are under extensive treatment are kept separate from other animals or in hospital/sick pen that is clean and dry, and monitored daily to ensure access to feed and water.	x	x	x
SAC9e.	Records of daily mortality are maintained by the operation. The operation has a written protocol for mortality management that addresses actions to reduce mortality when sudden increases in mortality occur. Recommended action thresholds include: >8% for mature swine; >12% for piglets; >6% for nursery pigs; and >6% for finishers.	x	x	x
SAC9f.	Dragging of conscious animals by any part of their body is prohibited except in the rare case where a non-ambulatory animal must be moved for a life-threatening situation. Non-ambulatory pigs may be moved by using a sled.	x	x	x
SAC9g.	Operation must have a tail biting management program in place. No more than 5% of the pigs in the herd show evidence of tail biting resulting in open wounds, bleeding or infection of the tail.	x	x	x
SAC9h.	Operation has protocol to address broken needles that includes, minimally, the identification of the affected pig(s)	x	x	x
SAC10. Euthanasia				
SAC10a.	Non-ambulatory pigs unable to eat or drink or not showing improvement are humanely euthanized. Animals that are not responding to treatment after two days or have no potential to improve must be humanely euthanized. Any variance to the mentioned criteria must be through recommendation of a licensed veterinarian.	x	x	x
SAC10b.	Euthanasia is completed using an approved method, in compliance with American Veterinary Medical Association (AVMA) and the current American Association of Swine Veterinarians (AASV) guidelines for euthanasia. Manual blunt force trauma is prohibited.	x	x	x
SAC10c.	All caretakers who perform euthanasia must be trained for the method used. Operations must have a documented protocol for euthanasia training. Training of caretakers performing euthanasia must be documented annually and must include: how to perform euthanasia procedures; confirmation of death; and disposal of dead pigs.	x	x	x

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SAC10d.	Caretakers must confirm death and time-bound, based on the farm protocol. Live pigs may not be taken to the disposal area. If live animals are observed in dead pile, the site will not be certified.	x	x	x
SAC10e.	Equipment used to perform euthanasia must be functional and kept in proper repair. Records of equipment maintenance is available for 12 months.	x	x	x
SAC10f.	Animals are euthanized in a timely manner. If animals needing to be euthanized are observed, the site will not be certified.	x	x	x
SAC10g.	If emergency depopulation is necessary, the operation must follow guidelines or procedures for emergency depopulation as outlined by the AVMA, AASV, the USDA or State veterinary guidelines and procedures.	x	x	x
SAC11. Facilities & Housing Area				
SAC11a.	Facilities and housing areas are clean, maintained in good working order and repairs are performed in a timely manner.	x	x	x
SAC11b.	Facilities are managed so that thermal comfort for the pigs are met.	x	x	x
SAC11c.	Fences in outdoor systems are maintained and repairs are made in a timely manner.	x	x	x
SAC11d.	The operation is housing sows in group pens and/or working towards transition to group pen housing for sows during the gestation period. Regardless of pen type, ensuring animal care and management with minimal disruption to pigs and employee safety is necessary. A timeline for transition has been identified by the operation and new barns are built with this transition to group pen housing in mind.	x		
SAC11d.	The facilities are designed to prevent injuries to all pigs. Facilities and pastures (where applicable) are inspected daily with maintenance and repairs made to equipment and facilities when issues are identified. Facilities and equipment include (but is not limited to): <ul style="list-style-type: none"> Farrowing and gestation barns and pens, and farrowing crates Pens Outdoor pen maintenance Loading facilities including ramps, chutes, loading pens, scales 	x	x	x
SAC11e.	The operation has a pest control program in place that addresses rodents and insects. If bait stations are used, they must be placed in areas that are not accessible to pigs.	x	x	x
SAC11f.	The operation has a predator control program in place for operations where pigs have access to the outdoors. Predator control program must abide by state and federal regulations.	x	x	x
SAC11g.	The operation addresses extreme weather conditions to ensure comfort for pigs. Extreme heat, cold and precipitation are considered for appropriate natural or man-made shelter, shade or protection, ventilation for barns.	x	x	x

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SAC11h.	Air quality in confined areas is assessed daily. Ammonia levels must not exceed 25 ppm.	x	x	x
SAC11i.	Operations have a documented program for monitoring air quality and ammonia levels (daily) that addresses: <ul style="list-style-type: none"> • Instructions for measuring ammonia levels including the method of determining ammonia levels (strips, monitors, sensory evaluation) • Actions to be taken when ammonia levels exceed 25 ppm in confinement area • Documentation of air quality and ammonia level assessments, as needed 	x	x	x
SAC11j.	Pigs should have enough space to express natural social behaviors. Examples can include resting, lying, standing, eating, rooting, etc.	x	x	x
SAC11k.	Stocking density in pens is appropriate so that pigs can all lie down at one time, as well as move to access feed and water.	x	x	x
SAC11l.	Operations housing pigs solely in barns have operational emergency ventilation backup equipment. Procedures are in place to test backup equipment at least monthly to ensure it is operational. Record of testing is required.	x	x	x
SAC12. Pig Handling & Transport				
SAC12a.	Farms utilizing Collection Points or Buying Stations must have assurance from the ownership/management for the site(s) used. Assurance (certificate of conformance to audit standard or letter of guarantee) must minimally include: <ul style="list-style-type: none"> • Caretaker training • Feed and water • Animal handling • Segregation and traceability • Proper euthanasia • Transportation • Identifying pigs unfit for transport • Zero tolerance policy for acts of abuse or neglect of pigs during loading and transport 	x	x	x
SAC12b.	Transporters of pigs have been trained according to the TQA (Transport Quality Assurance) requirements. Certification must be current/not expired. New transport employees must be certified within 60 days of hire.	x	x	x
SAC12c.	Any willful acts of abuse or neglect observed during the audit, will result in the site not being certified.	x	x	x
SAC12d.	Excessive electric prod use (>25%) or applying the electric prod to sensitive parts of the animal (eyes, ears, nose, genitals, or rectum) during loading or unloading is not allowed.	x	x	x

Criterion Number	Criterion	Stage of Production		
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SAC12e.	Transporters are following the transport space requirement recommendations in TQA.	x	x	x
SAC12f.	All pigs loaded at the operation are considered fit for transport, able to handle the rigors of transportation and are not severely injured or ill.	x	x	x
SAC12g.	Equipment, ramps and trailers used to load and/or haul pigs must be in maintained and in good repair and will not cause injury or harm to pigs during loading/unloading.	x	x	x
SAC12h.	Pigs must be handled in a calm manner to minimize stress.	x	x	x
SAC12i.	Thermal comfort is maintained throughout the transport duration. TQA guidance for trailer set up in extreme temperatures is followed (e.g., bedding and boarding with side-slats in extreme cold temperatures and proper air flow, use of sprinklers or hauling at cooler times of the day during extreme heat, etc.).	x	x	x
SAC12j.	Maximum transport time shall be no longer than 28 hours, in accordance with the 28-Hour Law.	x	x	x
SAC13. Traceability				
SAC13a.	The operation maintains identification of pigs and associated records in order to trace from birth to slaughter.	x	x	x
SAC13b.	The operation has a premises ID.	x	x	x

ENVIRONMENTAL STEWARDSHIP FOR SWINE OPERATIONS

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SES1. Water Management				
SES1a.	A water management plan for the operation has been developed and includes tracking water use when able (metered) and methods to reduce water use.	x	x	x
SES1b.	Water for use in production areas is drawn from a known clean source or treated to make it suitable for use.	x	x	x
SES1c.	Water lines for water delivery systems in production areas are managed to prevent drips, spills, leaks, clogging or other related issues.	x	x	x
SES1d.	The organization employs drinker systems in production areas that prevent leakage and contamination.	x	x	x
SES1e.	The organization adopts emerging technology to improve water quality.	x	x	x
SES2. Land Management				
SES2a.	Upkeep and maintenance of natural resources of the site are managed which minimally includes soil erosion and noxious weed control.	x	x	x
SES2b.	If pastures are used, the operation has a foraging plan that includes practices to prevent degradation and soil erosion, promotes vegetative diversity and controls invasive and noxious weeds.	x	x	x
SES2c.	Water drainage is controlled to minimize erosion and manage nutrients.	x	x	x
SES3. Energy Management, Carbon Sequestration and Green House Gas Emissions Reduction				
SES3a.	An energy management plan for the operation has been developed and documented, and includes goals (e.g., energy targets) and elements related to vehicles, equipment, lighting, heating, water systems and other energy-use areas. These areas are evaluated and assessed to implement improvement opportunities.	x	x	x
SES3b.	Vehicles and equipment with engines are inspected and maintained for optimal operating efficiency.	x	x	x
SES3c.	Practices are implemented to minimize dust and odor, accounting for both live pig production areas and neighboring communities.	x	x	x
SES3d.	Practices that support carbon sequestration and minimize emissions are employed when practical. This is applicable to both indoor and outdoor operations.	x	x	x

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SES4. Group Management & Efficiencies				
SES4a.	Group management program that addresses the following production efficiencies: <ul style="list-style-type: none"> All types of pigs (boar, gilt, sow, nursery / piglet, finisher etc.) at the operation. Prevention of disease through vaccinations, parasite control and use of other technologies to promote health and productivity. Breeding and culling decisions. Use of technologies for genetic selection and breeding practices. This can include synchronization strategies, boar selection criteria, artificial insemination, etc. Nutritional needs being met for each stage of production. 	x	x	x
SES4b.	Air quality in production areas is maintained to provide a healthy environment for workers and/or pigs at a 25ppm (ammonia) threshold.	x	x	x
SES5. Nutrient Management and Waste Disposal				
SES5a.	The operation can demonstrate that it reduces, reuses, and recycles. Examples include but are not limited to paper, aluminum, glass, and oil.	x	x	x
SES5b.	Operations qualifying as an Animal Feeding Operation (AFO) and/or Concentrated Animal Feeding Operation (CAFO) are operating under appropriate permits and are in good standing with state inspection.	x	x	x
SES5c.	The operation has a Nutrient Management Plan for manure and effluent.	x	x	x
SES5d.	Solid waste/manure/bedding is regularly removed from concentrated production areas.	x	x	x
SES5e.	Manure/bedding removal equipment is maintained in working order and cleaned to prevent spillage and to minimize odor generation.	x	x	x
SES5f.	Drainage and waste disposal areas are designed to avoid contamination of water sources and neighboring properties.	x	x	x
SES6. Mitigation of Negative Environmental Impacts				
SES6a.	If utilized, fertilizers, pesticides, and fungicides are used, stored, and disposed of in a safe and responsible manner.	x	x	x
SES6b.	The person making decisions on chemical application has been trained in safe application of chemicals and ensures that modes of application and application rates comply with label recommendations.	x	x	x
SES6c.	The operation complies with all laws and regulations related to chemical storage. Chemicals and toxic substances are stored in a separate, secure, and ventilated building with an impermeable floor and sump to contain leaks and spills. Warning signs are posted on exterior walls, entrances and exits (where applicable).	x	x	x

Criterion Number	Criterion	Stage of Production		
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SES6e.	Egregious acts of neglect to natural resources under the producer's control are not allowed.	x	x	x
SES6f.	Site is well-maintained and litter/trash is minimized.	x	x	x
SES7. Mortality Management				
SES7a.	The operation has a mortality management plan that includes all aspects of mortality management at the facility.	x	x	x
SES7b.	Carcasses are removed as soon as found and during daily checks.	x	x	x
SES7c.	Composting areas, incineration and burial locations must have clean water diversions with consideration of being hidden from the main roadway. This includes location carcasses are kept prior to pick up, which is away from public view, and covered to prevent visibility of carcasses and predation of carcasses.	x	x	x
SES7d.	Mortality disposal in accordance with laws and regulations.	x	x	x
SES8. Innovation & Continuous Education				
SES8a.	The operation utilizes innovation to improve and enhance environmentally responsible swine production.	x	x	x
SES8b.	The operation pursues educational opportunities to learn more about environmentally sustainable swine production.	x	x	x

PEOPLE & COMMUNITY STANDARD FOR SWINE OPERATIONS

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SPC1. Employee Training				
SPC1a.	The operation provides New Hire Orientation Training on the first day of employment for non-family employees.	x	x	x
SPC1b.	The operation routinely provides Safety Training to family and non-family members working at the operation, at least annually. Training must be offered in the caretaker's native language or utilizing a person fluent in their native language to provide translation as necessary.	x	x	x
SPC1c.	Safety trainings and meetings are documented, and records are kept of session dates and attendance.	x	x	x
SPC1d.	The operation has a process in place, including training and provision of Personal Protective Equipment (if applicable), to minimize risk of injury or illness from operation of equipment or general work tasks.	x	x	x
SPC2. Worker Health & Safety				
SPC2a.	The operation has a designated employee responsible for ensuring that all worker health and safety protocols are communicated to workers, and workers are made aware of who the designated employee is.	x	x	x
SPC2b.	The operation may provide workers with equipment and clothing that is appropriate to their tasks and necessary to minimize illness and injury.	x	x	x
SPC2c.	Safety equipment and Personal Protective Equipment is in good working order and workers are trained on proper use.	x	x	x
SPC2d.	Discussions and review of occupational injuries, illnesses, near-misses and deaths are conducted. The information is used to implement measures to improve rates.	x	x	x
SPC2e.	No abuse of workers is observed during the audit. If any abuse is observed, the site will not be certified.	x	x	x
SPC2f.	The operation has a method for non-family member employees to report workplace grievances.	x	x	x
SPC3. Facility Requirements				
SPC3a.	Facilities are maintained in order to provide a safe environment and prevent injury to employees.	x	x	x
SPC3b.	First aid kits are available and regularly stocked in areas of work.	x	x	x
SPC3c.	Fire extinguishers are easily accessible and are annually inspected.	x	x	x

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SPC4. Emergency Action Plan				
SPC4a.	The operation has developed an Emergency Action Plan (EAP). The EAP includes, minimally: <ul style="list-style-type: none"> • Contacts and associated phone numbers • Facility/operation map • Contingencies in case of disease outbreak or natural disaster 	x	x	x
SPC4b.	The EAP contains procedures regarding: <ul style="list-style-type: none"> • Emergency and accident reporting and investigation; • First response criteria for all likely emergencies; • Evacuation procedures; and • A timeframe and person responsible for review and updating the EAP 	x	x	x
SPC4c.	The operation trains employees on the EAP annually.	x	x	x
SPC4d.	The operation conducts mock exercises to test the EAP, minimally once per year.	x	x	x
SPC4e.	The EAP is reviewed annually.	x	x	x
SPC4f.	An emergency contact list is posted.	x	x	x
SPC4g.	Emergency contact list includes: <ol style="list-style-type: none"> 1. Immediate emergency assistance number, i.e. 911 2. Emergency numbers OTHER THAN 911 (e.g., sheriff, closest hospital, fire station) 3. Physical address of facility (or if not applicable, location reference) 4. Directions to facility/location of reference 5. Key personnel responsibilities 6. Where to meet in case of a disaster 	x	x	x
SPC5. Worker Compensation				
SPC5a.	The operation has developed work agreements / contracts / job offers for full-time, non-family member employees. This agreement may be written or verbal and may include: terms and conditions of employment; position title; deadline for acceptance; requested start date; compensation information; hours of work/work schedule information; and applicable benefits overview.	x	x	x
SPC5b.	The operation pays at least minimum hourly rates required by law.	x	x	x
SPC5c.	If the operation provides housing to workers, housing is supplied at market rates or no cost. Housing conditions ensures security, privacy and sanitary conditions.	x	x	x

Criterion Number	Criterion	Stage of Production		
		Farrow	Nursery	Finish
SPC6. Succession Planning, Professional Development & Advancement				
SPC6a.	The operation is working to develop a succession plan to allow for a smooth transition of the business and any assets with minimal disruption to the business and/or family relationships.	x	x	x
SPC6b.	The operation encourages learning and growth opportunities for family and non-family workers.	x	x	x
SPC7. Community Engagement				
SPC7a.	The operation and its employees are involved in local initiatives that enhance the community and promotes good community relations.	x	x	x