	<b>Certification System</b> <b>Operator Information Sheet</b>	CODE <b>IS IFOAM</b>
	<b>IFOAM PROGRAM</b> <b>OPERATOR ADDITIONAL REQUIREMENTS</b>	<b>Version 3</b> Effective: 04/04/17

### NCO Additional Requirement for Operators Certified to the IFOAM Program

The requirements outlined below must be read in conjunction with the NASAA Organic and Biodynamic Standard (NOS). **These requirements are additional to the NOS.**


*Note: The start of the conversion period shall be calculated from the date that an application has been received and agreed to by NCO. The start of the conversion period may be calculated retroactive to the application only on the basis of sound and incontrovertible evidence of full application of Standard requirements for a period at least as long as:*

- a. 12 months before sowing or planting in the case of annual production,
- b. 12 months before grazing or harvest for pastures, or
- c. 18 months before harvest for other perennials,

*has elapsed before product is sold as in-conversion.*

*Product can only be sold as organic after a 36 month conversion period.*

<b>1.</b>	<b>Honey Production</b>
1.1	At the end of the production season, hives shall be left with reserves of honey and pollen sufficient for the colony to survive the dormancy period.
<b>2.</b>	<b>Livestock Treatments</b>
2.1	If an animal becomes sick or injured despite preventative measures, that animal shall be treated promptly and adequately, if necessary in isolation and in suitable housing.
2.2	Operators shall give preference to natural medicines and treatments, including homeopathy, Ayurvedic medicine and acupuncture.
2.3	Operators shall manage pests and diseases in livestock housing and shall use the following methods according to these priorities: <ol style="list-style-type: none"> <li>a. preventative methods such as disruption, elimination of habitat and access to facilities;</li> <li>b. mechanical, physical and biological methods</li> <li>c. substances (other than pesticides) used in traps</li> </ol>
2.4	The practice of mulesing is not permitted.
<b>3.</b>	<b>Livestock Feed</b>
	For the calculation of feeding allowances only, feed produced on the farm unit during the first year of organic management may be classed as organic. This refers only to feed for animals that are being produced within the farm unit. Such feed may not be sold or otherwise marketed as organic.
<b>4.</b>	<b>Livestock breeding</b>
4.1	Female adult breeding replacements must be nulliparous and be converted to organic management prior to the start of their gestation.
4.2	Animals shall be raised organically from birth.
<b>5.</b>	<b>Livestock Welfare</b>
	The operator shall ensure that animals are provided with suitable materials and areas for exploratory and foraging behaviours.
<b>6.</b>	<b>Mushroom Production</b>
	For mushroom production, substrates shall be made of products of organic agriculture, other non-chemically treated natural products such as peat, wood, mineral products or soil.
<b>7.</b>	<b>% Calculation for processed product ingredients</b>
	Yeast shall be included in the percentage calculations of organic ingredients
<b>8.</b>	<b>Plant Breeding and Propagation material</b>

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8.1	<p>Propagation may be based on generative propagation (seeds) as well as vegetative propagation derived from various plant organs e.g.</p> <ul style="list-style-type: none"> <li>a. partitioned tubers, scales, husks,</li> <li>b. partitioned bulbs, brood, bulbs, bulbils, offset bulbs etc.,</li> <li>c. layer, cut and graft shoots</li> <li>d. rhizomes</li> <li>e. meristem culture</li> </ul>
8.2	All multiplication practices on the farm, except meristem culture, shall be under organic management.
8.3	<p>Vegetal propagation materials, bedding materials and substrates shall only consist of substances listed in appendices 2 and 3 in IFOAM Norms.</p> <p><a href="http://www.ifoam.bio/sites/default/files/ifoam_norms_version_july_2014.pdf">http://www.ifoam.bio/sites/default/files/ifoam_norms_version_july_2014.pdf</a></p>
<b>9.</b>	<b>Contamination Risk of nanomaterials</b>
	Equipment surfaces and utensils that might come into contact with organic products shall be free of nanomaterials, unless there is verified absence of contamination risk
<b>10.</b>	<b>Operator Employment Conditions</b>
10.1	Operators with more than 10 employees must have a written employment policy and maintain records to demonstrate full compliance with the requirements of the Social Justice section.
10.2	Operators shall provide written terms and conditions of employment to both permanent and temporary employees. Workers will have access to their own files.
10.3	The terms and conditions must specify at least: wages, frequency and method of payment, location and type of work, hours of work and overtime, holiday pay, sick pay or sickness benefit and other benefits such as maternity and paternity leave.
10.4	These requirements are not necessary where the operator is unable to write; where workers are employed for less than 3 days or emergency labour is required to address unpredictable problems. In these cases mutual agreements on terms and conditions are sufficient.
10.5	Operators shall have a disciplinary procedure with a system of warning before any suspension or dismissal. Workers dismissed shall be given full details of reasons for dismissal.
10.6	Employees shall be granted the right to take at least one day off after six consecutive days of work. Operators shall not require workers to work more than the contracted hours and the national or regional sectorial legislation. Overtime shall be remunerated in the form of supplementary payments or time off in lieu.
10.7	Operators shall never require an employee to work who is ill or requiring medical attention and shall not sanction an employee for the sole fact of missing work due to illness.
10.8	Operators shall pay employees wages and benefits that meet legal minimum requirements of the operation's jurisdiction or, in the absence of this minimum, the sectorial benchmark
10.9	Operators shall provide residential employees with habitable housing and access to potable water; to sanitary and cooking facilities and to basic medical care. If families reside on the operation, the operator shall also enable access to basic medical care for family members and to school for children.