



Summary of APS Themes and Comparison with Prior Standards

Fair Trade USA

Version 1.0.0

Introduction

This document presents a summary of themes and requirements in the Agricultural Production Standard (APS), and how these compare to the requirements under Fair Trade USA's prior standards, including the FWS (Farm Workers Standard), ISS (Independent Smallholder Standard), and SPO (Small Producer Organization standard).

Please be aware that this is just a summary reference. It is not an exhaustive list of all requirements under the APS, nor a complete list of changes. To fully understand the requirements, the original Standard documents should be consulted. If you have further questions, please contact your Supply Chain representative for assistance.

Reading this document

The "Summary of Approach in APS" indicates the primary Compliance Criteria or section of the APS where the requirement is located. The three comparison columns summarize new components as compared to the indicated prior standard. "NEW" indicates requirements which were not covered by Compliance Criteria in the indicated prior standard. Many Criteria in the APS are partially new as compared to past standards, and the description includes a summary of changes. Requirements indicated as "n/a" are not applicable under the APS to the relevant size operation (Large sites under FWS) or organizational structure (small producer organizations under SPO).

NOTE: For requirements indicated as NEW, this is not a guarantee that an extended CAP will be granted under the APS Transition Policy. For more information on the Transition Policy and how to get an Extended CAP for new requirements, please consult the Policy on our [website](#).

Acronyms

FWS – Farm Workers Standard

ISS – Independent Smallholder Standard

SPO – Small Producer Organization

FTC – Fair Trade Committee

LF – Large Farm or Facility

MF – Mid-sized Farm or Facility

SF – Small Farm or Facility

CH – Certificate Holder (equivalent to MAP – Market Access Partner)

FTMP – Fair Trade Minimum Price

IMS – Internal Management System



Module 1: Empowerment

For more details on specific topics, see the full criteria in Module 1 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
Premium beneficiaries	Introduction: Scope of direct beneficiaries who receive and vote on Premium spending is more inclusive of workers and sharecroppers.	Same.	Strengthened: All permanent workers and sharecroppers now vote	Strengthened: All permanent workers and sharecroppers now vote.
Training	1.1.1.b: All Premium Participants must be trained on the purpose and function of the Fair Trade Committee (FTC), Needs Assessment, & Premium Plan. 1.1.4: The FTC has trainings to carry out its responsibilities, including the Needs Assessment	Previously only FTC needed to be trained, and only on functioning of FTC.	Previously only needed to be trained on functioning of the FTC.	NEW.
FTC setup	1.1.2.a & b: FTC structure is representative and inclusive of all the Premium Participants. 1.1.2.c: The Premium Participants democratically elect the FTC members.	Same, except the election of the FTC can now occur by Year 1 audit, rather than Year 0.	Same, but now eligible workers must participate in election and Premium Participants approve structure, and the election of the FTC can now occur by Year 1, rather than Year 0.	Same, but now eligible workers must participate in election and Premium Participants approve structure. This means that the co-op Board might not always be able to double as FTC. The election of the FTC can now occur by Year 1, rather than Year 0.
	1.1.2.d: FTC has at least one non-voting observer from the Certificate Holder (CH)	Same – equivalent to the Fair Trade Officer.	NEW.	n/a
Distributing Premium among multiple FTCs	Annex A: Premium must be distributed equitably. Distribution must be approved by all FTCs. <ul style="list-style-type: none"> Normally, equitable distribution means it should be proportionate to the number of people represented in each FTC. 	Similar. Equity is NEW – before just had to be transparent about how distribution was done. Approval of distribution by FTC NEW.	Some changes. Before, Premium had to be distributed by volume, now can be by # of people and/or time. Approval of distribution by FTC NEW.	NEW.



Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
	<ul style="list-style-type: none"> When there are several producer groups and no workers, can also distribute by volume sold as FTC to reward those who sell more to FT market. Can also distribute based on another equitable system (e.g. proportionally to time spent on FTC product such as year-round farming vs. seasonal processing) 			
Compensation for participation in FTC meetings and General Assembly (GA) of Premium Participants	<p>1.1.3.a & b, Annex B: For FTCs representing Large sites only:</p> <ul style="list-style-type: none"> Workers must be paid for time attending FTC and GA meetings. Premium can't be used for this. <p>For all other setups:</p> <ul style="list-style-type: none"> Workers are not required to be paid unless meetings are held during working hours. If they are paid, FT Premium can only be used for this for FTC meetings for workers from Mid-sized and Small sites. Premium can be used to pay for transport to meetings from Mid-sized and Small sites. Premium can be used to pay farmers for their time spent in FTC meetings (not for GA meetings). 	Same. Clarified that compensation covers wages + bonus.	ISS allowed use of Premium to compensate farmers for their time, but now rules are explained more clearly and worker requirements are NEW.	SPO allowed use of Premium to compensate farmers for their time, but now rules are explained more clearly and worker requirements are NEW.
Needs Assessment and Premium Plan	<p>1.2.1.a: Needs Assessment must be conducted by Year 1 at the latest.</p> <p>1.2.2.a: Each element of the Premium Plan must be linked to the Needs Assessment.</p> <p>1.2.1.b & d: The Needs Assessment is updated by Year 3 and every 3 years thereafter, and the FTC takes an active role by Year 6.</p>	Same, but APS has more time for Premium Plan (before Premium spent or Year 3 at latest, rather than Year 0).	Same, but APS has more time for Premium Plan (before Premium spent or Year 3 at latest, rather than Year 1).	Strengthened: Previously Needs Assessment was by Year 6 and not linked to Premium Plan.
		NEW.	NEW.	Updating every 3 years is NEW.



Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
	1.2.1.c: All workers in scope of the Certificate, including those not included as Premium Participants, must be included in the Needs Assessment. (Year 3)	Same. (All workers already in scope of Needs Assessment)	Strengthened: ISS required that farmworkers be included in Needs Assessment, but not processing workers	Strengthened: Previously Needs Assessment was Year 6.
	1.2.2.b: Everyone in the scope of the Needs Assessment has access to at least one Premium project. (Year 6)	NEW.	Same (workers had to be include by Year 3).	Same (workers had to be include by Year 3).
Premium spending	1.2.2.d & Annex C: All uses must be linked to a demonstrated need in the Needs Assessment.	Same.	Same.	NEW.
	Up to 50% can be paid as cash; 20% for on-site investments that remain property of LF, MF, or CH if matched by employer.	Normally did not allow cash payout.	Had no limit on cash payout.	Had no limit on cash payout.
	Premium can be used for FTC training, SF empowerment (1.3.1.a) and Social Engagement Team training.	n/a or same (Social Engagement Team is NEW).	Certificate Holder (formerly MAP) was responsible for FTC training; now Premium can be used for external party.	SPO silent on use of Premium for training.
FTC as legal body	1.2.4.c: FTC required to register as a legal entity if more than \$75K in Premium is received in a single year. Recommended before acquiring assets.	Changed: before only required if acquiring assets	Changed: before required to legally register as an SPO by Year 6, or before assets acquired.	Similar, but legal entity may need to be slightly different than the SPO.
Smallholder empowerment	1.3.1.a: SFs trained on financial literacy and income diversification.	n/a	ISS required learning about pricing and markets, but not financial literacy or income diversification.	SPO required learning about pricing and markets, but not financial literacy or income diversification.
	1.3.2.a: CH does not prevent SF from taking over more of the value chain	n/a	Change in approach; no longer require that producers become an SPO by Year 6.	n/a



Module 2: Fundamental Rights at Work

For more details on specific topics, see the full criteria in Module 2 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
Forced Labor	2.1.1a: No forced, bonded, or prison labor; contract substitution; human trafficking; or restrictions on freedom of movement.	Same except added reference to prison labor and human trafficking.	Same except added reference to prison labor and human trafficking.	Same except added reference to <u>voluntary</u> prison labor and contract substitution
Child Labor – age restrictions	2.2.1.a: Minimum age of employment is highest of: 15, legal working age, or legal school-leaving age. Light-part-time work allowed for younger than 15, if legal. No restriction on age of children of farmers on family farm 2.2.2: No hazardous work for young workers (including children of farmers); schedule cannot interfere with school or be above a certain number of hours	Same except for clarification referring to legal school-leaving age	Same except for clarification referring to legal school-leaving age	Same except for clarification referring to legal school-leaving age and legal working age.
Child labor – policies and records	2.2.3.a: Records of young workers on MF and LF required (age, type of work, etc.) 2.2.3.b: Risk mitigation in countries and products at risk of child labor	More detail required on records; definition of at-risk more specific.	More detail required for records (MF and LF only); definition of at-risk more specific (ALL). Earlier implementation timelines for both.	More detail required on records (MF and LF only); definition of at-risk more specific (ALL). Earlier implementation timelines for both.
Freedom of Association & Right to Collective Bargaining	2.3.1.a: No interference with these rights – organizations have free access to workers, management does not obstruct 2.3.1.b: No discrimination or retaliation against workers who join, form, or attempt to form a worker organization.	Same.	Same.	Same.



Freedom from Discrimination – pay and treatment	2.4.1.a: No discrimination in recruitment, promotion, access to training, etc. 2.4.1.b: Equal pay for equal work	Same.	Same except ISS required no discrimination in remuneration, but did not explicitly state equal pay for equal work.	Same except SPO was only for significant number of workers and required no discrimination in remuneration, but did not explicitly state equal pay for equal work.
Freedom from Discrimination – sexual harassment	2.4.2.a: No sexual or verbal harassment, no corporal punishment. 2.4.2.b & c: MF and LF must have policies on sexual harassment, workers and managers are trained on sexual harassment policy.	2.4.2.a Same. 2.4.2.b & c: FWS says workers must be aware of policy, but not that workers and management are trained.	2.4.2.a Same. 2.4.2.b & c: APS has earlier timeline. ISS says workers must be aware of policy, but not that workers and management are trained.	NEW.
	2.4.2.d: No pregnancy testing or being forced to take birth control.	NEW.	NEW.	Birth control NEW.

Module 3: Wages, Working Conditions, Access to Services

For more details on specific topics, see the full criteria in Module 3 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
Contracts and payslips	3.1.1. a, c, & d: Verbal contracts for all, written contracts for MF & LF 3.1.1. b: Payslips required (MF & LF)	Some additional details in requirements for what is in contracts. Payslips were Year 0, now Progress.	Some additional details in requirements for what is in contracts. Payslips were Year 0 for MF and LF, now Progress.	Some additional details in requirements for what is in contracts. Payslips were Year 0, now Progress for MF and LF only.
Workforce Analysis	3.1.2.a & b, 3.1.3.a: Workforce analysis conducted including use of contractors, when seasonal workers are needed, number of workers on each farm, etc.	Some changes in requirements for what needs to be in workforce analysis.	Workforce analysis required earlier in APS than ISS.	NEW.



Responsible use of labor contractors	3.1.3.b, c, & d: Phase out labor contractors, or only using ones in good standing (see Annex D)	Allowing use of labor contractors in good standing is NEW. (no longer require phasing out of labor contractors).	Using labor contractors in good standing is NEW.	NEW.
	Annex D: Labor contractors are subject to audits by FTUSA and/or Certification Body and must: <ul style="list-style-type: none"> • Be a legal entity • Be in good standing with the government • Directly employ workers, with written contracts • Maintain clear documentation • Follow requirements of the APS on-site 	NEW.	NEW.	NEW.
Safe work environment	3.2.1.a & b: Access to first aid and medical services (ALL) and compensation for lost wages (MF and LF) for workplace accidents.	Access to medical services is NEW.	Access to medical services is NEW. Covering lost wages for MF and LF NEW. APS has later timeline for SF.	Access to medical services is NEW. Covering lost wages for MF and LF NEW. APS has later timeline for SF.
	3.2.1.c: Machinery, equipment, and worker transportation are safe.	Same.	Same.	APS has earlier timeline, and SPO silent on worker transportation.
	3.2.1.d: Indoor workplaces have adequate light/heat/ventilation, fire escapes.	Same.	Same.	Same.
	3.2.1.e: Cool water & shade provided in hot workplaces.	NEW.	NEW.	NEW.
	3.2.1.f: Workers are aware of risks and vulnerable workers are not required to perform risky tasks (e.g. pesticide application for young or pregnant). MF and LF must offer an alternate job.	Same, except requirement to offer alternate job is NEW.	Same, except requirement to offer alternate job (MF/LF) is NEW.	Same, except requirement to offer alternate job (MF/LF) is NEW.



	3.2.1.g & h: Functional and properly maintained Personal Protective Equipment (PPE) provided free of charge, and workers are trained on and use it.	Same.	Same.	Same, except APS has earlier timeline for providing PPE, and clarification of functionality & maintenance is NEW.
Extra risk measures for pesticides	3.2.2.a: No pesticide exposure beyond what is listed as safe in manufacturer's instructions. 3.2.2.b&c: Free medical exams for workers handling pesticides.	Same.	NEW.	NEW.
Information on risks	3.2.3.a&d: Workers and farmers trained in risks. 3.2.3.b&c: Instructions (MF and LF) and warning signs (ALL) posted.	Same.	APS requires this earlier for MF. Warning signs NEW for SF.	APS requires this earlier for MF.
Risk policies & procedures	3.2.4.a: Written risk assessment (ALL) 3.2.4.b: Accident records (MF, LF) 3.2.4.c: Individual responsible for health & safety at each worksite (MF, LF) 3.2.4.d: Health & Safety Committee (ALL)	Same.	NEW for SF.	NEW for SF.
Fair wages	3.3.1.a: Meet minimum wage or Collective Bargaining Agreement (CBA) wage (whichever is higher)	Same.	Same.	Same.
	3.3.2.a & b: Wages paid in cash or equivalent, at least monthly.	Same.	Same.	Same except monthly payment is NEW (SPO says 'regular').
	3.3.2.c & d: Wage deductions only allowed when legal and are not used as a disciplinary measure	Same.	NEW.	NEW.
Living Wage	3.3.1.b & c: Knowledge of, and plan towards reaching, living wage	NEW.	NEW.	NEW.
Fair benefits	3.3.3.a: Legal (or CBA) sick, vacation, and maternity leave (ALL) provided	Same except ref. to CBA.	Same except ref. to CBA, and APS more specific.	NEW. *Note this is a C in the APS!
	3.3.3.b: 6 days of vacation, 3 of sick leave, 6 weeks' maternity (MF, LF) provided	APS easier than FWS (required 12 days unspecified leave)	NEW (for MF).	NEW (for MF).



	3.3.4.a, b & c: Health insurance, workers' compensation insurance, and pension funds (MF, LF) provided	In FWS, workers' compensation and pension only if legally required. APS has later implementation timeline.	In ISS, workers' compensation and pension only if legally required. APS has later implementation timeline.	NEW (for MF).
Work reasonable hours	3.4.1.a: Regular work week is at most 48 hours 3.4.1.b & c: Minimum rest breaks and rest days 3.4.2.a: Overtime is voluntary (MF, LF) 3.4.2.b: Work day is max 14 hours (MF, LF) 3.4.2.c: Overtime does not exceed 12 hours/week (MF, LF)	Same (NEW limits on exceptional circumstances: may only skip rest days twice a season; may only extend workweek 4 times a year).	NEW.	NEW.
Ethical recruitment of migrant workers	3.5.1.a: Prior written contract for recruited migrant workers. 3.5.1.a & b: 3rd party recruiters follow same rules and are in good standing. (see Annex D) 3.5.2.a: Employer pays all recruitment and hiring fees (Year 1). 3.5.2.b & c: For migrant workers, employer pays visas, any necessary skills/medical exams, transport to & from home (50% by Year 3, 100% by Year 6)	FWS did require prior written agreement, but there are some NEW details FWS required that all recruitments costs be transparent regarding who would pay, but only required the employer to pay transport and recruitment/hiring fees (in Year 0).	NEW.	NEW.
Water & Sanitary facilities	3.6.1.a: Potable water provided in workplaces and worker housing 3.6.1.b & c: Hand-washing & sanitary facilities in processing facilities (ALL) and farms (MF/LF only)	Potable water in worker housing NEW.	Potable water in worker housing NEW. Hand-washing & sanitary facilities in processing NEW	Potable water in worker housing NEW.
Services & worker housing	3.6.2.a & b: Stores and services provided for workers living on remote sites (MF, LF) 3.6.2.c, d, e & f: Minimum standards for worker housing (ALL), getting tougher over time (MF, LF). 3.6.3.a & b: Children living on-site have access to daycare and primary school. (MF, LF)	Worker housing requirements more specific for both minimum and progress.	NEW.	NEW.



Workers are aware of their rights and can air grievances	3.7.1.a & b: Workers receive written information and are trained on their rights (MF, LF). 3.7.2.a & b: Employers have a grievance policy and keep records of grievances (MF, LF). 3.7.2.c: FTUSA allegations policy is communicated to workers (MF, LF).	Grievance policy required by FWS. Record-keeping of grievances NEW. Communication of FTUSA allegations policy NEW.	NEW (MF and LF only).	NEW (MF and LF only).
Social Engagement Team	3.7.3.b & c: Social Engagement Team in place to promote communication, and discussing more issues over time (MF, LF).	NEW.	NEW (MF and LF only).	NEW (MF and LF only).

Module 4: Biodiversity, Ecosystem Function, and Sustainable Production

For more details on specific topics, see the full criteria in Module 4 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
Water is used efficiently	4.1.1.a & b: The source of water used in processing and irrigation is known 4.1.1.d: Site managers are aware of technologies and practices to improve efficiency of water use	Same.	Same.	Same.
	4.1.1.c: Water distribution system is maintained 4.1.1.e: Analysis of annual water usage conducted (MF and LF)	Same.	NEW.	NEW.
	4.1.1.f: Conduct a risk assessment of water sources and implement a risk mitigation plan.	Same.	NEW.	Same.
Water quality	4.1.2.a & b: Only clean water is used in irrigation (ALL), and water quality is analyzed (MF, LF)	Same.	NEW.	NEW.
On-farm biodiversity	4.2.1a & b: Farmers are aware of rare, threatened and endangered species, and they are not hunted or killed on-site 4.2.1.c: Farmers are aware of and evaluate opportunities to enhance biodiversity	Same.	Same.	Same.



Protected areas and land use	4.2.2.a: Comply with land use laws 4.2.2.b: No deforestation or degradation of forest 4.2.2.c: Site managers aware of protected areas	Timeline for no deforestation is earlier (now Year 0, rather than Year1).	No deforestation is expansion of prior requirement to protect High Conservation Value (HCV) areas.	No deforestation is expansion of prior requirement to protect High Conservation Value (HCV) areas.
Buffer Zones	4.2.2.d: Maintain buffer zones around protected areas, water bodies, and drinking water sources	Same.	Same.	Same.
GMOs	4.2.3.a: Farmers do not intentionally use GMOs	Same.	Same.	Same.
Minimize pesticide usage	4.3.1.a: Farmers are aware of and use Integrated Pest Management techniques	Same, but requires implementation of multiple IPM practices.	Same, but requires MF & LF implement multiple IPM practices.	Same, but requires MF & LF implement multiple IPM practices.
	4.3.1.b: Pesticides used as needed and records kept of all applications	Explicit record keeping of pesticide usage NEW.	Explicit record keeping of pesticide usage NEW.	Explicit record keeping of pesticide usage NEW.
Soil erosion and fertility	4.3.2.a & b: Farmers identify and implement practices to reduce areas at risk of soil erosion 4.3.2.c: Farmers identify and implement plan to address areas in need of ground cover	Same. Requirement to implement ground cover plan NEW.	Same. Identification and plan to address need for ground cover NEW.	Same. Identification and plan to address need for ground cover NEW.
	4.3.2.d: Farmers are aware of activities and practices that improve soil health and fertility 4.3.2.e & f: Soil fertility is monitored and fertilizers used appropriately	Same.	NEW.	NEW.
Pesticide safety	4.4.1.a, b & c: Pesticides are applied, stored and transported in manner that is safe and reduces human exposure, and such areas are clearly signaled.	Same. More detailed list of specific safe practices for application.	Safe application practices similar but shorter timeline to comply. Other requirements NEW.	Same, but APS has a shorter timeline to comply for storage and transportation practices. More detailed list of safe application practices.
	4.4.1.d & e: Safe mixing and loading of pesticides, and handling of pesticide equipment.	Same. APS allows more time to comply.	Same. More detailed list of specific safe practices.	Same. More detailed list of specific safe practices.



<p>Pesticides used</p>	<p>4.4.2.a & b: Cannot use pesticides not legally approved for use, nor pesticides on FTUSA's Red List 4.4.2.c: Pesticides on FTUSA's Yellow List may only be used under specific conditions 4.4.2.d: List maintained of all pesticides used on sites under Certificate</p>	<p>List of pesticides on the Red and Yellow list has changed, and Yellow list has additional required risk mitigation practices</p>	<p>Legally approved usages not specifically stated before. List of pesticides on the Red and Yellow list has changed, and Yellow list has additional required risk mitigation practices</p>	<p>Legally approved usages not specifically stated before. List of pesticides on the Red and Yellow list has changed, and Yellow list has additional required risk mitigation practices</p>
<p>Waste Disposal</p>	<p>4.5.1: Farmers and workers have training and information they need to safely dispose of organic and hazardous waste 4.5.2a & b: Wastewater is not discharged directly into the environment, and does not pollute drinking water sources 4.5.2.c: Monitor wastewater quality and improve it if necessary. (MF, LF) 4.5.3.a-d: Waste is stored and disposed of properly, and only in designated areas 4.5.3.e: Develop and implement a waste management plan</p>	<p>Same. Specific prohibition of direct wastewater discharge is NEW. Prohibition on disposing any waste, not just hazardous, away from water sources NEW. Some details of safe disposal practices NEW.</p>	<p>Requirements for training on hazardous waste disposal NEW. Specific prohibition of direct wastewater discharge is NEW. Timeline for protecting drinking water sources shorter. Monitoring NEW. Prohibition on disposing any waste, not just hazardous, away from water sources NEW. Some details of safe disposal practices NEW. Waste management plan NEW.</p>	<p>Same. Specific prohibition of direct wastewater discharge is NEW. Timeline for protecting drinking water sources shorter. Monitoring NEW. Prohibition on disposing any waste, not just hazardous, away from water sources NEW. Some details of safe disposal practices NEW. Waste management plan NEW.</p>



Module 5: Traceability and Transparency

For more details on specific topics, see the full criteria in Module 5 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
No mixing of FT product with non-FT	5.1.1.a: Physical separation of FT product 5.1.1.b: Clear marking of FT product throughout supply chain 5.1.1.c: Process for buying, selling, and processing that ensures traceability Note for cocoa, sugar, tea, juice: Physical traceability only required from farm to first point of processing.	Same.	Same.	Same.
	5.1.2.a: Volume purchased matches volume sold and is never negative	Same.	Same, though not explicitly stated before.	Same, though not explicitly stated before.
	5.1.3.a & b: Detailed records of purchases from FT farmers and sales to FT buyers	Same.	Same.	Same.
	5.1.3.c: Detailed sales documentation for FT sales	Some NEW elements, including volume and product characteristics.	Specific details required in documentation NEW.	Specific details required in documentation NEW.
	5.1.3.d: Records kept of processing losses	NEW.	Same.	Same.
Contracts are followed	5.2.1.a and 5.2.3.a: FT contracts between the Certificate Holder (CH) and buyers or suppliers are honored	Same.	Same.	NEW. SPO says agreed prices must be honored, but not full contract.
	5.2.2a & b: Written contract between CH and suppliers covering price, payment terms, input prices, etc.	NEW, but n/a for anyone certified under FWS.	Same, although fewer details required so easier for ISS to comply with.	APS requires more details in the contract, so much of this is likely NEW.
	5.2.2.c: Payment slip from CH to supplier for each transaction. Must include price and Premium	NEW, but n/a for anyone certified under FWS.	Same, except listing Premium is NEW, but only required if relevant.	NEW.
	5.2.3.b: Correct amount of Premium is paid, and within one month	Payment within one month is NEW.	Payment within one month is NEW.	Payment within one month is NEW.



	5.2.4.a & b: When credit is provided from CH to suppliers, terms are transparent and interest rates are the same as the CH's cost of borrowing	NEW, but n/a for anyone certified under FWS.	NEW.	NEW.
	5.2.4.c: When inputs and services are provided from CH to suppliers, costs are transparent and not higher than normal market prices.	NEW, but n/a for anyone certified under FWS.	Same.	NEW.
Payment Terms for FT Minimum Price	Annex E: For products with a Fair Trade Minimum Price (FTMP) defined, price paid must be at least the FTMP or Relevant Market Price (if defined), whichever is higher.	Same.	Same.	Same.
	Price must be adjusted based on the difference in the supply chain between where the SF is selling and price is set. Higher if e.g. SF is doing processing, lower if e.g. selling farmgate and price is set FOB. All deductions/additions must be transparent.	NEW, but n/a for anyone certified under FWS.	Same except transparency of additions was a best practice in ISS, now required.	NEW.
	If CH bought product through normal market terms from a FT farmer, can adjust later by paying more to meet FTMP requirements, if there are records of original sale.	NEW, but n/a for anyone certified under FWS.	Same.	NEW.
CH is transparent with FTUSA and the CB	5.3.2.b: CH has written contracts with any subcontractors who are not in the scope of the certificate that cover traceability requirements and core ILO standards.	Same.	NEW. ISS required a written agreement but not a contract.	NEW. SPO required that subcontractors comply, but not a contract per se.
	5.3.2.a & b: Auditors have access to all sites in scope and subcontractors.	Same.	Same, though not explicitly stated before.	Same, though not explicitly stated before.
	5.3.4.a: During suspension, current contracts can be filled but new contracts can be signed only with current trading partners	Same.	Same.	Same.
	5.3.5.a: Only product in stock less than one year can be sold as FTC when newly-certified.	Same.	Same.	Same.
	5.3.6.a: CH must have a license with FTUSA to use the FTUSA Mark.	Same.	Same.	NEW. SPO just says that FTUSA must be contacted, not that it has an agreement.



Module 6: Internal Management System (IMS)

For more details on specific topics, see the full criteria in Module 6 of the APS.

Theme	Summary of Approach in APS	FWS Comparison	ISS Comparison	SPO Comparison
Farms and facilities are mapped	6.1.2.a & b: Detailed list and map of farms and facilities in scope. (Year 0)	Member list requires more details. Map is NEW.	Member list requires more details. Map is NEW.	SPO required member list at Year 3 only and did not require any of the other details.
IMS Manual and risk assessment	6.1.3.a & b: IMS Manual exists and is followed.	NEW. FWS required IMS for multi-estates only, and not a manual per se.	NEW. ISS required IMS but not a written manual per se.	NEW.
	6.1.4.a: Assessment of risk of non-compliance carried out every 3 years.	Same.	Same.	Same.
	6.1.4.b: Risk Management Plan is designed based on risk assessment, and implemented.	Same.	Same.	NEW.
Internal inspections	6.1.5.a: Internal inspection of members.	Same except in FWS, internal inspection only required in multi-estate.	NEW.	NEW.
	6.1.5.b & c, 6.1.6.a: Records kept of internal inspections and corrective actions taken.	NEW.	NEW.	NEW.
	6.1.6.b: Results of FT audits and internal inspections shared with FTC and Social Engagement Team.	NEW.	NEW.	NEW.
Trainings	6.1.7.a: Specific planning for trainings that are required in the APS.	NEW.	NEW.	NEW.
Sites in the certificate understand responsibilities	6.2.1.a: CH informs suppliers in writing as to their responsibilities under the APS. (Year 0)	NEW, but n/a for anyone certified under FWS.	NEW. ISS only says that they must be aware (nothing written) and not specific about the APS.	NEW. SPO not required to have written rules unless suppliers employ workers.
	6.2.1.b: CH and suppliers sign contracts defining responsibilities under the APS (Year 3)	NEW, but n/a for anyone certified under FWS.	NEW.	NEW.



No discrimination against program participants	6.2.2.a: No discrimination against new or potential program participants in: price received, voting rights, access to training, technical support, etc.	NEW, but n/a for anyone certified under FWS.	Same.	Same.
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