



Authentico Integrity Scheme Guidelines

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INTRODUCTION

For nearly a century, The Schneider Group has been a leading name in the processing and trading of high-quality fine wool, cashmere, and other animal hair fibres. Nowadays, The Schneider Group is an industry leader in developing sustainable, traceable, and transparent supply chains in order to contribute to the United Nations SDGs.

The Authentico Integrity Scheme (hereinafter AIS or Authentico) is the flagship integrity code for wool, cashmere, and other animal fibres established by the Schneider Group as part of its Together 2030 Sustainability Strategy.

In terms of sustainability, the natural fibres sector faces multiple challenges. These include diverse codes and standards and the difficulty to quantify outcomes. Authentico aims to reduce audit fatigue, save costs and enhance quality data by using existing resources to deliver direct benefits at farmer and supply chain level. This concept is only possible by establishing long-lasting relationships with farmers for trust and financial security. Authentico is an integral strategic building block of The Schneider Group's Together 2030 sustainability strategy.

The AIS was created as a means of recognizing and reinforcing existing approaches at national and international level. This is done by collaborating with Authentico members and offering them information and access to innovative approaches to improve sustainability at the farm as a central objective.

Using existing structures and management systems already in place, Authentico enables farmers to provide evidence of good animal husbandry practices. In this sense, Authentico focuses on sourcing non-mulesed wool and cooperates with farmers for their compliance with existing international animal welfare standards and national protocols. At the same time, Authentico's requirements for animal welfare, land management and social responsibility allow the farmers to demonstrate their positive impact when they are not in compliance with existing programs.

At the supply chain level, Authentico ensures transparency from the farm gate to the consumer. Hence, the AIS connects growers and herders directly with the rest of the supply chain providing enhanced visibility and a fair price of the wool and cashmere. In other words, it carries the premium paid by the end consumer right to the grower that created the value in the first place.

The foundation of the scheme is the passion for the sector, which pushes us to continuously improve industry standards, traceability and results in the creation of synergic value for everyone involved in the Authentico Integrity Scheme.



1. Purpose

By introducing the Authentico Integrity Scheme, The Schneider Group adds value to their animal fibres by providing its customers with a credible verification system. The Authentico Integrity Scheme ensures brands and consumers that wool, cashmere and other animal hair fibres are sourced from farms applying best practices following the Authentico Integrity Scheme and relevant international standards.

2. Scope

The Authentico Integrity Scheme makes use of existing standards and legislation honoured by growers and herders applicable within their local country and region. These standards are set as best practice in relation to sustainability aspects such as:

- Animal Welfare
- Land and pasture management
- Social Responsibility
- Transport
- Traceability

The Schneider Group purchases Authentico Integrity Scheme verified wool, cashmere and other animal hair fibres of variable qualities to guarantee suitability of the fibres to different products. Purchases can be made privately or at auction. The Schneider Group owns specialized processing mills around the world. The different fibres will be processed into tops for sale to spinners, weavers, brands and retailers. During this entire process the wool, cashmere, and other animal-hair fibres are fully traceable back to their origin².

3. Compliance with other standards

Authentico recognizes and acknowledges growers and herders who are certified to at least one of the standards mentioned in table 1¹. These are automatically approved under the Authentico Integrity Scheme without additional auditing.

4. Registration process

Growers and herders who wish to be part of the Authentico Integrity Scheme can register online by filling out a registration form at <https://authentico.gschneider.com/>

After registration, all growers and herders will have to get acquainted with the Authentico Integrity Scheme and declare full compliance by submitting the self-declaration form. Once the documentation is verified, the wool, cashmere and other animal hair fibre clips are allowed to be listed in the catalogue as AIS verified.

5. Traceability

The Schneider Group's strong integrated supply chain, allows wool tops to be tracked back to the farm². In addition, by incorporating Textile Genesis to the Authentico Integrity Scheme, there is a

¹The Schneider Group reserves the right to add or remove standards from this list.

²Wool and cashmere may be produced by nomadic herders. These are complex supply chains where it is not possible to trace the fibre back to the farm. In these cases, the fibres are traced up to the herding community.



strong control over the incoming and outgoing volumes and lots. The Schneider Group, therefore, has a reliable system that assures traceability of the fibres along the supply chain.

Moreover, The Schneider Group's mills are certified to the GOTS and RWS standards, which means their management systems and procedures are audited on a yearly basis to verify chain of custody of RWS and GOTS claimed products.

6. Demonstrating compliance

The Authentico Integrity Scheme requires growers and herders supplying fibres to the Schneider Group to be in compliance with local legislation and national laws including animal welfare, labour rights, and land management as well as the standard requirements of the Authentico Integrity Scheme.

The assessment process follows the below steps:

Step one

All farms must complete and sign the Authentico Registration Form (ARF) available online. With this document, farmers declare full compliance with the AIS requirements as well as local legislation in terms of animal welfare, labour rights and land management.

Step 2

A desktop study is carried out to assess the ARFs. These may be reviewed by The Schneider Group or a third party appointed by The Schneider Group.

Step 3

All farmers can be subject to an on-site audit at any time for validation of the self-declaration.

Step 4

Farms that supply wool to The Schneider Group are subject to an on-site audit by a third party as a means of verifying compliance to the AIS requirements.

Farms that are certified individually or as part of a farm group to one of the standards mentioned in *Table 1*, are exempted from AIS third party audits.



Certification program	Applicability	Fibre	Focus Areas
Responsible Wool Standard (RWS)	Globally	Wool	Animal Welfare Land Management Social Welfare Traceability
Global Organic Textile Standard (GOTS)	Globally	All types of fibres	Organic Environmental Compliance Social Responsibility Traceability
Sustainable Cape Wool Standard	South Africa	Wool	Animal Welfare Environment Custody Social Ethics and Labour Relations General Business/Economic Aspects
SustainaWOOL*	Australia	Wool	Health and Wellbeing Farm Management Practices and Facilities Clip Preparation Traceability
New Zealand Merino ZQ	New Zealand	Wool	Animal Welfare Environmental Sustainability Quality Fibre Traceable to Source Social Responsibility
New Zealand Farm Assurance Programme (NZFAP) and New Zealand Farm Assurance Programme Plus (NZFAP+)	New Zealand	Wool	Traceable to Source (Origin & Traceability) Animal Welfare (NZFAP) Social Responsibility Farm Environment/Biodiversity (NZFAP+)
Sustainable Fibre Alliance	Mongolia	Cashmere	Animal Welfare Land Management, Fibre Processing Supply Chain Transparency.
Green gold project (GGP)	Mongolia	Cashmere	Responsibility of herders Good quality raw materials from origin Maintaining and improving rangeland health Animal health services Animal welfare Environmental stewardship Traceability
Wildlife Conservation Society, South Gobi Project	Mongolia	Cashmere	
Union of Sustainable Cashmere Cooperatives	Mongolia	Cashmere	
Agronomes et Vétérinaires Sans Frontières (AVSF)	Mongolia	Cashmere	
Mongolian Wool and Cashmere Association	Mongolia	Cashmere	

*Non mulesing versions

Table 1. Standards



7. Audit types

7.1. Desktop review

Desktop reviews are conducted by The Schneider Group or an appointed party to verify the self-declarations submitted by growers and herders.

7.2. Internal on-farm audits

On farm audit conducted by The Schneider Group or appointed representatives of growers and herders supplying into the Schneider supply chain. This audit is additional to the third party audit.

7.3. External 3rd party on-farm audits

On farm audits conducted by a certified 3rd party auditor, such as Control Union, on growers and herders supplying to The Schneider Group to verify compliance to the AIS. Farmers, herders and supply chains certified to any of the standards mentioned in Table 1 are considered to be compliant with the Authentico Integrity Scheme and therefore are exempted from 3rd party audits.

8. Audit frequency

8.1. Internal desk review

An internal desk review shall be conducted on every grower and herder upon registration. Subsequently an internal desk review will be conducted on a yearly basis on all growers and herders who supplied their fibres into the Schneider supply chain.

During the internal desk review the documents that allow for the identification of the individual bales are verified. These documents are:

- Classed to code of practice
- Registered classer stencil
- Completed NWD to NM/CM compliance (Australian only)



Type of audit	Country	Authorized party
Desktop Review Internal on-farm audits	Australia	Awex
Desktop Review Internal on-farm audits	Uruguay	
Desktop review Internal on-farm audits	South Africa	Sustainable Cape Wool Standard
Desktop Review Internal on-farm audits	Mongolia	Cashmere Pastor Users Group
Desktop Review Internal on-farm audits	New Zealand	G. Schneider New Zealand Limited
External third party on-farm audits	Australia	Control Union Certifications
	Uruguay	
	South Africa	
	Mongolia	
External third party on-farm audits	New Zealand	Kaitiaki Kai (AssureQuality)

Table 2

8.2. External 3rd party on farm audits.

On-farm audit conducted by an independent certification body on all growers and herders supplying into the Schneider Group supply chain shall be conducted annually on a sample of the total number of growers and herders listed under the Authentico Integrity Scheme. The minimum of growers and herders that shall be assessed externally is the square root (rounded up) of the total number of group members whose fibres were purchased for Authentico orders.

Growers certified to the standards accepted by AIS are exempted from AIS third party auditing, and therefore should not be taken into account for this equation.

9. Assurance statement

After the annual external audit, Control Union issues a summary assessment report, based on the findings of the assessments, covering results and possible shortcomings.

As a final result an assurance statement will be issued.

This statement will provide assurance to The Schneider Group stakeholders on the accurate implementation and credibility of the AIS.



10. Claims

- 10.1. Organizations using AIS fibres may make specific product claims provided that they are able to prove traceability of the products through one of the below options:
- Textile Genesis or equivalent platform
 - Third party chain of custody verification
- 10.1.1. Organizations making product specific claims shall:
- Keep accurate records of incoming AIS products, production and outgoing products
 - Have a documented procedure to maintain the integrity of the AIS product
- 10.2. Authentico customers who cannot prove traceability of their supply chain do not have the right to make claims on individual products
- 10.3. The Schneider Group is the owner and operator of Authentico Integrity Scheme and holds exclusive rights to the AIS logo.
- 10.4. The AIS logo may only be distributed by The Schneider Group.
- 10.5. Changes in the AIS logo, such as modification of the colour, are not allowed unless permission is granted by The Schneider Group.
- 10.6. The AIS logo may be accompanied by specific wording describing the nature of the standard such as:
- Contains Authentico wool
 - Authentico wool
 - Authentico Integrity Scheme
 - <https://www.gschneider.com/authentico/>
 - Mulesing-free wool
 - The goal of the Authentico Integrity Scheme is to recognize existing practices that improve the lives of the sheep that supply the wool of this product.
- 10.7. The following wording is not allowed in relation to the AIS logo:
- Eco-friendly
 - Environmentally friendly
 - Sustainable
 - Ethically sourced

11. Auditor qualifications

External auditors will be able to inspect units under the AIS once factual evidence of their qualifications and experience has been approved by The Schneider Group.

11.1. Technical skills and qualifications

- At least a post-high school diploma or equivalent (minimum course duration of 2 years) must have been obtained in a discipline related to agricultural farming.
- Minimal 1 years of overall auditing experience in production and/or quality systems or perform at least 3 audits with an experienced auditor.

11.2. Communication Skills

- Technical language skills in the corresponding local language. This must include the locally used terminology. Should this requirement not be met, a translator shall participate in the audit.
- Spoken and written knowledge of English.



PRINCIPLES OF AUTHENTICO INTEGRITY SCHEME (AIS)

Animal hair fibre producing countries have developed a range of regulatory processes to protect animal welfare. 'Codes of Welfare' define minimum standards that all animal hair fibre producers must conform to and specify the obligations of people who own or are in charge of animals, this also includes farmed livestock and farm service animals.

All growers and herders part of AIS must comply with the animal welfare regulation and applicable legislation (whichever is higher) of the country they are residing in.

1.1. Principles

- 1.1.1. The grower or herder shall provide The Schneider Group representative 3rd party auditors full access to the farm and operations that fall under the Authentico Integrity Scheme scope.
- 1.1.2. The grower or herder is currently supplying to The Schneider Group.
- 1.1.3. The grower or herder has not been the subject of a successful prosecution under applicable national, state, and/or regional animal welfare legislation.
- 1.1.4. The grower or herder has not been the subject of a successful prosecution under occupational health and safety legislation.

1.2. Traceability

- 1.2.1. All Australian growers have completed the AWEX National Wool Declaration (NWD) for Mulesing Status and Dark & Medullated Fibre Risk.
- 1.2.2. All Australian growers have certified the Authentico Integrity Scheme declaration by completing

the NWD acknowledging Authentico as their QA program for supply into the Authentico supply chain.

- 1.2.3. All supplied wool is accompanied with an independent IWTO licenced test house certificate.
- 1.2.4. All fibres are classed to industry best practice standards.
- 1.2.5. Clear records are being kept and maintained on wool, cashmere and other animal hair fibres produced and sold.



2. ANIMAL WELFARE

With animal welfare principles as the core of the Authentico Integrity Scheme, there is a strong focus on optimal support of welfare of all animals on-farm. All growers and herders part of the scheme must provide the five key freedoms for all animals;

- *Freedom from Hunger and Thirst*
By ready access to fresh water and diet to maintain health and vigor.
- *Freedom from Discomfort*
By providing an appropriate environment including shelter and a comfortable resting area.
- *Freedom from Pain, Injury or Disease*
By prevention or rapid diagnosis and treatment.
- *Freedom to Express Normal Behavior*
By providing sufficient space, proper facilities and company of the animal's own kind.
- *Freedom from Fear and Distress*
By ensuring conditions and treatment which avoid mental suffering.

2.1. Handling and Management

A high degree of caring and responsible management is vital to ensure good animal welfare.

- 2.1.1.** Growers, herders or farm managers are thoroughly skilled, trained in animal husbandry and animal welfare and have a good working knowledge of their system and the livestock under their care.
- 2.1.2.** Growers, herders, farm managers and stockpersons of livestock should have an appropriate staff induction program, periodically review existing practices, and be aware of new developments as well as the AIS requirements.
- 2.1.3.** Animals shall be handled humanely at all times; mistreatment of animals is unacceptable. Mistreatment includes rough physical contact such as kicking, striking, slamming gates on the animals, tripping, throwing or dropping animals.
- 2.1.4.** Best practices should apply to all animals on-farm. Continuous confinement of any animal on the farm or pastures is prohibited. Animals shall receive nutrition, care, handling and veterinary attention as required for their health, safety, and comfort.
- 2.1.5.** Records shall be kept for a minimum of five years.



2.2. Nutrition

Animals must have access to fresh water and a diet designed to maintain full health and promote a positive state of well-being.

- 2.2.1.** Animals shall have access to adequate nutrition, that's palatable and meets nutritional requirements suited to the animals' age and needs.
- 2.2.2.** Animals shall have an adequate access to sufficient water of suitable quality to meet physiological needs.
- 2.2.3.** Body condition, fat scoring or weighing system should be used to indicate adequate feeding.
- 2.2.4.** If sufficient feed and water cannot be provided to the animals, options that should be considered are to relocate, sell or humanely kill the animals before their welfare is adversely affected.
- 2.2.5.** Feed shall be stored properly, segregated from hazardous material.
- 2.2.6.** Animals shall only be deprived of feed and water for reasonable management practices (such as shearing, transport, or slaughter). Deprivation periods shall be no longer than 24 hours.
- 2.2.7.** Diet changes shall be introduced gradually, allowing the animals to adapt to the new feed.
- 2.2.8.** Animals in ill health or poor condition shall not be deprived of food or water until they recover.
- 2.2.9.** Ewes in late pregnancy or lactating ewes shall not be deprived of water for more than 8 hours.

2.2.10. Lambs should be supplementary fed with ewes (imprint feeding) before weaning, where appropriate for the production system, so that the lambs learn to accept supplementary feed.

2.2.11. Weaned lambs should gain weight and be provided with appropriate energy and protein supplements when grazing dry pastures or stubbles.

2.3. Infrastructure

Growers and herders are managing their infrastructure to ensure animal welfare. Specifically to limit the impact of threats to their welfare, including extreme weather conditions, natural disasters, disease, injury and predation.

- 2.3.1.** Shed, fences, yard systems and handling shall be designed, constructed and maintained to minimize stress and the likelihood of injury to the animals at all time including during handling.
- 2.3.2.** Fencing shall be appropriate and inspected and maintained regularly
- 2.3.3.** Effective shade, shelter and/or windbreaks projects are in place to protect animals from adverse weather conditions.
- 2.3.4.** Long term close confinement in crates or tethering is prohibited and shall only be used for a minimum time to address a special need.
- 2.3.5.** Housing shall be well ventilated.
- 2.3.6.** Animals shall be protected from the threat of predators



2.3.7. Predator control shall be humane.

2.3.8. Housed animals shall have access to a dry bedding area sufficient to avoid discomfort and floors shall provide good traction.

2.4. Health

2.4.1. A management plan shall be in place for flock health, animal husbandry and animal welfare.

2.4.2. Measures shall be taken to prevent or control external and internal parasite infestations such as fly strike, ticks, lice, gastro-intestinal worms and scab.

2.4.3. Animals should be vaccinated against relevant diseases in accordance with directions. Records of treatments should be kept.

2.4.4. Routine welfare inspections and monitor for signs of disease or production disorders shall be done.

2.4.5. Treatments shall be appropriately administered in accordance with registration conditions or manufacturer's advice.

2.4.6. Animals that are found suffering from health problems shall be treated promptly.

2.4.7. Flock is assessed for mortality and mortality rates are recorded.

2.4.8. Animals that cannot move on their own shall only be moved using a humane conveyance method.

2.5. Animal Husbandry for Sheep

Growers and herders who are part of the AIS must demonstrate best practice when planning and carrying out animal

husbandry procedures. At all times Growers and herders must adhere to the National law or state legislation on Animal welfare. However, some AIS requirements for animal husbandry procedures best practice may exceed these regulations.

2.5.1. Sheep should be handled to take advantage of their natural flocking behaviour when mustering, yarding and handling. People handling sheep should have an understanding of the flight zone.

2.5.2. Sheep should be restrained and isolated for the minimum time necessary. In case individual isolation cannot be avoided, Sheep isolated in a pen should be provided with a pen mate or a mirror.

2.5.3. Extra care should be taken when handling sheep with special needs — for example, young lambs, heavily pregnant ewes, lame sheep and rams.

2.5.4. Care shall be taken when introducing rams or new sheep to a new group; sheep shall be monitored for signs of aggression.

2.5.5. The decision to carry out injurious husbandry procedures, including tail docking and castration, shall be based on a welfare risk/benefit analysis. Procedures results in:

- a. benefits to life-time sheep welfare
- b. better flock management
- c. reduced work (occupational) health and safety risk.

2.5.6. Animal husbandry procedures including tail docking and castration shall be performed by a competent stockperson, or be under direct



supervision of a skilled practitioner, using well maintained equipment designed specifically for the purpose.

2.5.7. Good hygiene practices shall be followed in relation to facilities, personnel, handling and instruments.

2.6. Tail Docking and Castration of Sheep

2.6.1. Monitoring for signs of post-operative complications shall be done and appropriate corrective actions taken after tail docking and castration.

2.6.2. Most appropriate, well-maintained, clean and fit-for-purpose equipment must be used for castration and tail docking.

2.6.3. For all methods, pain relief shall be applied when available.

2.6.4. Lambs should be separated from their mothers for the shortest possible time.

2.6.5. Tail docking shall be performed using:

- a. Application of a rubber ring (applied between 24 hours and 7 days of age only)
- b. Thermocautery, from 24 hours to 6-week average age/individual maximum of 10 weeks of age.
- c. Tail docking for lambs over 10 weeks of age is done by a licensed veterinarian with anaesthesia and analgesia

2.6.6. Tail length must cover the vulva for females and equivalent length for males.

2.6.7. Castration shall only be carried out when lambs are between 24hrs and 7 weeks, using rubber ring, emasculator or surgical (with mandatory pain relief).

2.6.8. Castration or using the cryptorchid method on sheep that are more than six months old without using appropriate pain relief and haemorrhage control for the sheep is prohibited.

2.6.9. Least painful method available shall be used to castrate sheep that is applicable to the production system.

2.6.10. Lambs shall not be castrated until the ewe/lamb bond has become established

2.6.11. Lambs destined for slaughter before they are 12 weeks old, or before the onset of puberty, should not be castrated.

2.7. Breeding of Sheep

Breeding and management practices shall be in place to maximise the welfare of sheep.

2.7.1. Lambing is timed to align with feed availability and climatic conditions favourable to good welfare and survival. The last 4-6 weeks of pregnancy, management practices should minimize stress on ewes and when lambing, monitor but disturb as little as possible.

2.7.2. Artificial breeding procedures shall be carried out by a skilled practitioner who has relevant knowledge, experience and skills.

2.7.3. Practices and procedures for lamb feeding and provisions for



fostering shall be planned prior to the start of lambing.

- 2.7.4.** Ewes that receive severe injuries during lambing or that are affected by a severe adverse outcome (prolapsed uterus, unable to remove lamb) should receive urgent treatment or be humanely killed without delay.
- 2.7.5.** Close restraints of ewes for the purpose of lamb fostering is allowed only when other methods are not possible.
- 2.7.6.** Laparoscopic artificial insemination and embryo transfer should be done using sedation, analgesia and aseptic technique
- 2.7.7.** Semen collection using an artificial vagina should be used in preference to electroejaculation.
- 2.7.8.** Lambs shall have access to milk in their diet until they are at least 4 weeks old.
- 2.7.9.** Orphaned lambs should be re-mothered when possible. However, weak or orphaned lambs with very little chance of survival should be humanely killed without delay.



2.8. Mulesing

Since the international wool industry has made strategic commitments to develop and implement alternatives to mulesing, The Schneider Group took a leading role in supporting farmers and promoting wool coming from non-mulesed or ceased mulesing farms.

- 2.8.1.** Mulesing (including tail stripping) is prohibited.
- 2.8.2.** Ceased mulesed status is allowed. No lamb born on the property in the past 12 months has been mulesed.

2.9. Shearing best practice

For the Authentico Integrity Scheme shearing must be carried out in ways that minimize animal injury and suffering.

Principle and planning

- 2.9.1.** Wool classing is being done by a Registered Wool Classer
- 2.9.2.** Annual shearing is planned to take into consideration local climatic conditions to reduce welfare risk of freshly shorn sheep. In preparation, the flock is managed to ensure sheep are kept dry, not scouring and are crutched prior to shearing.
- 2.9.3.** Shearing shed and yard facilities are prepared to provide a working environment that meets local occupational safety and health and animal welfare requirements with hazards minimized to humans and livestock.
- 2.9.4.** Shearing shall be carried out under the direct supervision of the grower or a person appointed by the grower.

- 2.9.5.** Shearers and shearing staff indicate appropriate handling, skill and training throughout the wool harvesting process. Specifically, sheep handling should minimise the risk of stock pain, injury and distress.
- 2.9.6.** Shed hands are briefed before shearing begins by wool classer/owner to communicate expectations and responsibilities.
- 2.9.7.** Mechanical equipment are well-maintained.

Wool harvesting

- 2.9.8.** Sheep shall be handled calmly and confidently to minimize stress.
- 2.9.9.** The time off water and feed prior to shearing is appropriate for stock class.
- 2.9.10.** Sheep held in sheds or yards for shearing shall be monitored for signs of distress during time held off feed and water and remedial action taken.
- 2.9.11.** In the event of a severe injury, the procedure is to cease shearing and treat the injury. If topical pain relief treatment is available it should be applied in accordance with its veterinarian advice.
- 2.9.12.** A quarantine pen must be present for injured stock.
- 2.9.13.** In the event of changing weather conditions impacting the welfare of the sheep during shearing. The following actions should be considered:
 - a. When adequate shelter is not available, stop shearing if cold, wet and windy weather is being experienced or predicted.



- b. Snow combs are recommended as best practice in circumstances of cold weather conditions.
- c. Shorn sheep shall be released into adequate shelter or allowing sheep to remain in the shed until the risk has passed.
- d. Ensuring there is adequate feed and water available for newly shorn sheep.

2.9.14. Rams that are sedated for shearing or crutching should be managed to prevent exposure, sunburn and smothering and in accordance with the directions of the prescribing veterinarian.

2.9.15. Sheep that grow and retain long wool should be shorn at least annually.

Post wool harvesting

2.9.16. Additional water, feed and shelter provisions need to be made available for the 24 hours immediately after shearing. If needed due to extreme weather conditions additional water, feed and shelter provisions must be made available for the following 14 days after shearing.



3. Land and pasture management

Land and pasture management utilises practices and processes oriented to the preservation of the environment. By implementing agricultural practices that avoid degradation, the AIS stands for a system of farming and grazing principles and practices that focus on regenerating top soil, increasing biodiversity, improving water retention and plant uptakes to enhance ecosystems.

Requirements

3.1. Soil Health and Land Management

- 3.1.1.** A management plan should be in place indicating risk areas on soil and land health including forage resources, soil erosion, compaction, and organic matter.
- 3.1.2.** Degraded land caused by overgrazing and/or other management techniques shall be prevented at all times.
- 3.1.3.** Key indicators of land health shall be set for pasture composition and soil degradation and monitored on a regular basis.
- 3.1.4.** Systems shall be in place to monitor and manage;
- a. Soil erosion
 - b. Soil compaction
 - c. Soil organic matters

Hazardous materials

- 3.1.5.** Hazardous materials are not disposed of on farmland or grasslands unless specifically allowed by law and it is safe to use affected land for grazing

Water and biodiversity

- 3.1.6.** The grower or herder shall monitor the population of predators and wildlife (birds, mammals, or reptiles) on the farm and apply livestock husbandry practices that maintain biodiversity.
- 3.1.7.** Lethal control shall be minimized and done humanely by targeting specific individual animals.
- a. use of poison for lethal control is prohibited unless otherwise stated by local legislation to ensure best practice is maintained to protect local wildlife and native plant species.
 - b. Use of leg hold traps and snares is prohibited.
- 3.1.8.** Biodiversity shall be protected by monitoring and managing sensitive and high conservation areas and wildlife species. If needed proper action shall be taken:
- a. Deforestation is prohibited.



- b. Sensitive areas are not grazed if there is a risk of impacting the ecosystem.

3.1.9. The grower or herder shall ensure the freedom of animals and species that co-inhabit the farmland.

3.1.10. Water resources on the grower's property or herder's pastures are managed to conserve water.

3.1.11. Contamination of water sources must be prevented and special care shall be taken to limit or prevent harmful effluent.

Pesticides

3.1.12. Strategies are used to prevent, observe and monitor crops and pastures for pests and pesticide use recorded.

An Integrated Pest Management (IPM) plan or strategy based on the principles of prevention, observation, monitoring and intervention shall be in place and reviewed annually

Fertilizers

3.1.13. A fertilizer strategy is in place including calculation of crop requirements taking account of available nutrients in soil, organic manures, composts and crop residues is in place and is based on the principles of efficiency and reduction of use. This plan shall be reviewed at least annually.

3.1.14. Chemical fertilizers are only allowed if they do not contain heavy metals.

3.1.15. Fertilizers are applied using equipment that is in good working order, minimizing waste and pollution, cleaned after use and regularly calibrated.

3.1.16. Storage of fertilizers must be done separately from food and other products to avoid contamination.

3.1.17. The grower or herder tests and records soil nutrient levels, at intervals relevant to maintaining healthy vibrant soil.



4. Social Responsibility

All growers and herders part of the Authentico Integrity Scheme are required to follow the set of national standards of employment for all employees including casual workers, occupational health and safety regulations, and (pension) payments.

Human Resources and Employee Rights

- 4.1.1.** Employees shall receive work contracts that are transparent, written in an understandable language and provide for regular and expected compensation.
- 4.1.2.** Appropriate records shall be kept for all employees. Including casual employees, shearing staff and other contractors.
- 4.1.3.** Using consecutive short-term contracts and/or false apprenticeship or other schemes to avoid meeting obligations to personnel under applicable labour laws and regulations is prohibited.

Fair Remuneration

- 4.1.4.** Wages and benefits shall be paid in legal tender following at a minimum, national legal standards or industry benchmark standards, whichever is higher. Payment shall be done without delay or substitutions.
- 4.1.5.** Overtime should be reimbursed at a premium rate in accordance with all local applicable laws or as established by a collective bargaining agreement, whichever is greater.
- 4.1.6.** Payments towards a pension plan for all Employees shall be made (for permanent and/or casual staff

including shearing staff and other contractors).

- 4.1.7.** All employees shall be provided with written and understandable information about their employment conditions including wages before they enter employment.
- 4.1.8.** Deductions from wages as a disciplinary measure are not permitted.

Safe and hygienic working conditions

- 4.1.9.** The grower or herder shall ensure a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards.
- 4.1.10.** Facilities for proper hygiene and comfort, including hand-washing facilities and toilets, and a place to store food shall be available.
- 4.1.11.** Appropriate personal protective equipment must be provided to the employees and visitors, including casuals and it must be assured that these are being used whenever necessary.
- 4.1.12.** Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably



practicable, the causes of hazards inherent in the working environment.

Children and Young workers

- 4.1.13.** Child labour is prohibited. The grower shall not employ workers under the age of 15 or legal minimum (whichever is higher).
- 4.1.14.** The grower or herder shall comply with the national employment law that ensures the protection of young workers.

Working circumstances

- 4.1.15.** Working hours comply with national laws and benchmark industry standards.
- 4.1.16.** Growers and herders shall ensure there is no kind of discrimination e.g. in hiring, compensation, access to training, promotion, termination or retirement.
- 4.1.17.** Physical abuse or discipline, sexual or other harassment and verbal abuse or other forms of intimidation or threat are prohibited.
- 4.1.18.** Corruption, extortion, bribery to workers or families are prohibited.