Required Baseline Certifications & Equivalency Assessment

Regenerative Organic Certified™ (ROC™) leverages and builds upon the excellent work of many existing certifications. This document outlines the certifications that are required baselines for ROC. It also includes certifications which are recognized (though not required) to fulfill some ROC criteria.

No single certification fulfills all the requirements of ROC. The “Equivalency Assessment” in this document outlines the specific ROC criteria that are not met by each approved certification. Applicants should be familiar with these additional requirements to ensure that the appropriate measures are in place at their operation prior to a ROC audit.

Note that this equivalency analysis represents the criteria needed to earn ROC Bronze. Please refer to the full ROC Framework (available at RegenOrganic.org/Resources) for guidelines regarding the criteria for Silver or Gold level.

Required Baseline Certifications

To be eligible to apply for ROC, an operation must first hold at a minimum each of the following:

1. **USDA Organic certification** or an international standard recognized as equivalent by the National Organic Program*
   *Operations that apply under an equivalence with the NOP must abide by any exceptions, limitations, and additional requirements applicable to that equivalence arrangement.

2. One required certification for animal welfare and one required certification for social fairness (see graphic on next page) with the following exceptions:
   - Operations that do not sell commercial animal products are not required to achieve Animal Welfare certification for ROC. Consult the Governing Documents or contact the ROA to confirm your certification requirements.
   - For Dairy operations aiming for Bronze certification, requirement for proof of existing animal welfare certification is waived. All criteria within the ROC dairy-specific module must be met by undergoing a complete animal welfare audit with an approved ROC certifier.
   - For Bronze and Silver operations in the Global North, requirement for proof of existing social fairness certification is waived. All criteria within the ROC social pillar must be met by undergoing a complete social audit with an approved ROC certifier.
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* See exceptions to animal welfare and social fairness requirements on previous page
Equivalency Assessment

Please note that each pillar’s equivalency assessment is divided into Required Baseline certifications and Recognized certifications. “Recognized” certifications are optional and may be used to satisfy additional ROC criteria.

The criteria listed are ROC criteria that are not met by the certification listed. Note that this equivalency analysis represents the criteria needed to earn ROC Bronze. Please refer to the full ROC Framework for guidelines regarding the criteria for Silver or Gold level.

Soil Health: Required Baseline* (choose one).

To achieve Regenerative Organic Certified, an entity must first hold USDA organic certification, or an international organic equivalency arrangement formally recognized by the National Organic Program (NOP). Criteria for international equivalency includes only those countries with which the USDA currently has a trade agreement.

USDA/NOP Organic

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.2 Regenerative Organic System Plan (ROSP)
   1.3 Water
   1.4 Deforestation
   1.5 Extractive Practices

2. REGENERATIVE PRACTICES
   2.1 Vegetative Cover
   2.2 Crop Rotations
   2.3 Minimal Soil Disturbance
   2.4 Rotational Grazing
   2.5 Soilless Practices
   2.6 Control of Invasive Species
   2.7 Protection for Endangered Plants and Animals
   2.8 Regenerative Practices

3. COMPOST, MANURE, & FERTILIZERS
   3.1 General
   3.2 Crop Nutrient Demand

4. FACILITIES
   4.1 Wastewater
   4.2 Waste

5. USE OF PROHIBITED SUBSTANCES
   5.1 Synthetic Chemicals
   5.2 Quick-acting Fertilizer
   5.3 Genetically Modified Inputs & Cloning

6. MEASUREMENT
   6.1 Soil Health Lab Test
   6.2 Soil Health In-Field Test

European Union Organic

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.2 Regenerative Organic System Plan (ROSP)
   1.4 Deforestation
   1.5 Extractive Practices

2. REGENERATIVE PRACTICES
   2.1 Vegetative Cover
   2.2 Crop Rotations
   2.3 Minimal Soil Disturbance
   2.4 Rotational Grazing
   2.6 Control of Invasive Species
   2.7 Protection for Endangered Plants and Animals
   2.8 Regenerative Practices

3. COMPOST, MANURE, & FERTILIZERS
   3.1 General
   3.2 Crop Nutrient Demand

4. FACILITIES
   4.1 Wastewater
   4.2 Waste

5. USE OF PROHIBITED SUBSTANCES
   5.1 Synthetic Chemicals
   5.3 Genetically Modified Inputs & Cloning

6. MEASUREMENT
   6.1 Soil Health Lab Test
   6.2 Soil Health In-Field Test
Soil Health: Recognized

Demeter

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.2 Regenerative Organic System Plan (ROSP)
   1.5 Extractive Practices

2. REGENERATIVE PRACTICES
   2.2 Crop Rotations
   2.3 Minimal Soil Disturbance
   2.4 Rotational Grazing
   2.7 Protection for Endangered Plants and Animals
   2.8 Regenerative Practices

4. FACILITIES
   4.1 Wastewater
   4.2 Waste

6. MEASUREMENT
   6.1 Soil Health Lab Test
   6.2 Soil Health In-Field Test

Naturland (Production)

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.2 Regenerative Organic System Plan (ROSP)
   1.5 Extractive Practices

2. REGENERATIVE PRACTICES
   2.1 Vegetative Cover
   2.2 Crop Rotations
   2.3 Minimal Soil Disturbance
   2.4 Rotational Grazing
   2.6 Control of Invasive Species
   2.7 Protection for Endangered Plants and Animals
   2.8 Regenerative Practices

3. COMPOST, MANURE, & FERTILIZERS
   3.2 Crop Nutrient Demand

4. FACILITIES
   4.1 Wastewater
   4.2 Waste

5. USE OF PROHIBITED SUBSTANCES
   5.1 Synthetic Chemicals

6. MEASUREMENT
   6.1 Soil Health Lab Test
   6.2 Soil Health In-Field Test
Animal Welfare: Required Baseline* (choose one)

*For Dairy operations aiming for Bronze certification, requirement for proof of existing animal welfare certification is waived. All criteria within the ROC dairy-specific module must be met by undergoing a complete animal welfare audit with a ROC approved Certifying Body.

Animal Welfare Approved

1. BASE REQUIREMENTS
   1.1 Existing Certifications
2. NUTRITION & WATER
   2.5 Forced Feeding
3. ENVIRONMENT & SHELTER
   3.4 Light
8. TRAINING & PERSONNEL
   8.1 Personnel

Certified Humane

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.4 Concentrated Animal Feeding Operation
2. NUTRITION & WATER
   2.3 Feed for Monogastrics
   2.4 Feed for Ruminants
   2.5 Forced Feeding
3. ENVIRONMENT & SHELTER
   3.1 General
   3.3 Confinement
   3.4 Light
5. HEALTH
   5.2 Vaccines, Antibiotics & Growth Hormones
7. TRANSPORTATION
   7.2 Transport Time

Global Animal Partnership

GAP levels 4&5 only
1. BASE REQUIREMENTS
   1.1 Existing Certifications
2. NUTRITION & WATER
   2.3 Feed for Monogastrics
   2.4 Feed for Ruminants
   2.5 Forced Feeding
3. ENVIRONMENT & SHELTER
   3.4 Light
6. SLAUGHTER/ KILLING
   6.3 Slaughter Methods
7. TRANSPORTATION
   7.2 Transport Time

Animal Welfare: Recognized

Demeter

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.2 General
2. NUTRITION & WATER
   2.5 Forced Feeding
3. ENVIRONMENT & SHELTER
   3.4 Light
6. SLAUGHTER/KILLING
   6.1 General
   6.2 Pre-slaughter
   6.3 Slaughter Methods
   6.4 Euthanasia
7. TRANSPORTATION
   7.1 General
   7.2 Transport Time
8. TRAINING & PERSONNEL
   8.1 Personnel

Naturland (Production)

1. BASE REQUIREMENTS
   1.1 Existing Certifications
   1.4 Concentrated Animal Feeding Operation
2. NUTRITION & WATER
   2.6 Malnutrition
6. SLAUGHTER/KILLING
   6.2 Pre-slaughter
   6.3 Slaughter Methods
   6.4 Euthanasia
Social Fairness: Required Baseline* (choose one)

*For Bronze and Silver operations in the Global North, requirement for proof of existing certification is waived. All criteria within the ROC social pillar must be met by undergoing a complete social audit with a ROC approved Certifying Body.

**Fair for Life**

A. Smallholders

1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
2. CHILD LABOR
   2.2 Family Members
3. FORCED LABOR & HIRING
   3.2 Hiring Practices & Brokerage Fees
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
5. DISCRIMINATION
   5.2 Equal Pay
6. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
7. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
8. HEALTH & SAFETY
   10.1 Health, Safety, and Potential Hazards
   10.4 Privacy
9. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
10. WAGES & BENEFITS
    8.2 Commitment to a Living Wage
    8.4 Housing
    8.5 Timely Payment of Wages
11. HOURS OF WORK
    9.1 Hours of Work
12. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
13. OTHER
    11.1 Grower Groups
    12. BUYERS & SUPPLY CHAIN
       12.7 Production Obligations

**Fairtrade International**

A. Smallholders

1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
    12. BUYERS & SUPPLY CHAIN
       12.7 Production Obligations

B. Farm & Factory Workers

1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
2. CHILD LABOR
   2.2 Family Members
3. FORCED LABOR & HIRING
   3.2 Hiring Practices & Brokerage Fees
3.3 Contractors
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
7.4 Interns and Apprentices
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
    12. BUYERS & SUPPLY CHAIN
       12.7 Production Obligations

**Fair Trade USA**

A. Smallholders

1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
2. CHILD LABOR
   2.2 Family Members
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
    12. BUYERS & SUPPLY CHAIN
       12.1 Buyers
       12.7 Production Obligations

B. Farm & Factory Workers

1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
2. CHILD LABOR
   2.2 Family Members
3. FORCED LABOR & HIRING
   3.2 Hiring Practices & Brokerage Fees
3.3 Contractors
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
7.4 Interns and Apprentices
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
    12. BUYERS & SUPPLY CHAIN
       12.7 Production Obligations

12. BUYERS & SUPPLY CHAIN
   12.1 Buyers
   12.2 Bargaining
   12.3 Fair Pricing
   12.4 Fair Payments
   12.5 Transparent Negotiation
   12.7 Production Obligations
Naturland Fair
A. Smallholders
1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
2. CHILD LABOR
   2.1 Child Labor
   2.2 Family Members
   2.3 Work Restriction for Children and Young Workers
3. FORCED LABOR & HIRING
   3.2 Hiring Practices & Brokerage Fees
4. HARASSMENT, ABUSE, AND DISCRIMINATION
   4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
   7.1 Worker Voice
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
    12.1 Buyers
    12.2 Bargaining
    12.7 Production Obligations

Naturland Fair (contd.)
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.4 Housing
   8.5 Timely Payment of Wages
9. HOURS OF WORK
10. HEALTH & SAFETY
    10.1 Health, Safety, and Potential Hazards
    10.2 Exits
    10.3 Buildings
    10.4 Privacy
    10.5 Reduction of Accidents
11. OTHER
    11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
    12.1 Buyers
    12.2 Bargaining
    12.7 Production Obligations

Equitable Food Initiative
A. Smallholders
1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
5. DISCRIMINATION
   5.2 Equal Pay
7. EMPLOYMENT RELATIONSHIP
   7.4 Interns and Apprentices
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
11. OTHER
   11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
   12.1 Buyers
   12.7 Production Obligations

B. Farm & Factory Workers
1. LAW & CODE COMPLIANCE
   1.1 Existing Certifications
   1.4 Supply Chain Requirements
5. DISCRIMINATION
   5.2 Equal Pay
6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING
   6.3 Precarious Employment
7. EMPLOYMENT RELATIONSHIP
   7.3 Employment Contracts & Terms
   7.4 Interns and Apprentices
8. WAGES & BENEFITS
   8.2 Commitment to a Living Wage
   8.5 Timely Payment of Wages
9. HOURS OF WORK
   9.1 Hours of Work
10. HEALTH & SAFETY
    10.2 Exits
    10.3 Buildings
11. OTHER
   11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
   12.1 Buyers
   12.2 Bargaining
   12.3 Fair Pricing
   12.4 Fair Payments
   12.5 Transparent Negotiation
   12.6 Capacity Building
   12.7 Production Obligations
Food Justice Certified
A. Smallholders
1. LAW & CODE COMPLIANCE
  1.1 Existing Certifications
  1.4 Supply Chain Requirements
11. OTHER
  11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
  12.7 Production Obligations

B. Farm & Factory Workers
1. LAW & CODE COMPLIANCE
  1.1 Existing Certifications
  1.4 Supply Chain Requirements
11. OTHER
  11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
  12.7 Production Obligations

World Fair Trade Organization
A. Smallholders
1. LAW & CODE COMPLIANCE
  1.1 Existing Certifications
  1.4 Supply Chain Requirements
3. FORCED LABOR & HIRING
  3.2 Hiring Practices & Brokerage Fees
4. HARASSMENT, ABUSE, AND DISCRIMINATION
  4.2 Disciplinary Procedure
7. EMPLOYMENT RELATIONSHIP
  7.1 Worker Voice
8. WAGES & BENEFITS
  8.4 Housing
9. HOURS OF WORK
  9.1 Hours of Work
10. HEALTH & SAFETY
  10.1 Health, Safety, and Potential Hazards
  10.4 Privacy
11. OTHER
  11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
  12.7 Production Obligations

B. Farm & Factory Workers
1. LAW & CODE COMPLIANCE
  1.1 Existing Certifications
  1.4 Supply Chain Requirements
3. FORCED LABOR & HIRING
  3.2 Hiring Practices & Brokerage Fees
3.3 Contractors
4. HARASSMENT, ABUSE, AND DISCRIMINATION
  4.2 Disciplinary Procedure
6. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING
  6.1 Protection Against Retaliation
  6.2 Employer Instituted Unions
  6.3 Precarious Employment
7. EMPLOYMENT RELATIONSHIP
  7.3 Employment Contracts and Terms
  7.4 Interns and Apprentices
8. WAGES & BENEFITS
  8.4 Housing
9. HOURS OF WORK
  9.1 Hours of Work
10. HEALTH & SAFETY
  10.1 Health, Safety, and Potential Hazards
  10.2 Exits
  10.3 Buildings
  10.4 Privacy
11. OTHER
  11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
  12.1 Buyers
  12.2 Bargaining
  12.6 Capacity Building
  12.7 Production Obligations

Small Producer Symbol (smallholders only)
1. LAW & CODE COMPLIANCE
  1.1 Existing Certifications
  1.4 Supply Chain Requirements
3. FORCED LABOR & HIRING
  3.1 Human Trafficking & Forced Labor
  3.2 Hiring Practices & Brokerage Fees
4. HARASSMENT, ABUSE, AND DISCRIMINATORY PRACTICES
  4.1 No Harassment or Abuse
  4.2 Disciplinary Procedure
5. DISCRIMINATION
  5.2 Equal Pay
7. EMPLOYMENT RELATIONSHIP
  7.1 Worker Voice
8. WAGES & BENEFITS
  8.1 Wages
  8.2 Commitment to a Living Wage
  8.4 Housing
  8.5 Timely Payment of Wages
9. HOURS OF WORK
  9.1 Hours of Work
10. HEALTH & SAFETY
  10.1 Health, Safety, and Potential Hazards
  10.4 Privacy
  10.5 Reduction of Accidents
11. OTHER
  11.1 Grower Groups
12. BUYERS & SUPPLY CHAIN
  12.1 Buyers
  12.2 Bargaining
  12.6 Capacity Building
  12.7 Production Obligations

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