



# 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](https://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\*

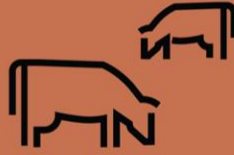
\*Operations that apply under an equivalence with the NOP must abide by any exceptions, limitations, and additional requirements applicable to that equivalence arrangement.



- 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.

**Certifications Required for ROC Eligibility - Choose One Per Pillar**



**Soil Health**

**Animal Welfare**

**Social Fairness**



OR an international standard recognized as equivalent by the National Organic Program



\* 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 Soiless 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

##### **7. EMPLOYMENT RELATIONSHIP**

- 7.1 Worker Voice

##### **8. WAGES & BENEFITS**

- 8.2 Commitment to a Living Wage

- 8.4 Housing

##### **10. HEALTH & SAFETY**

- 10.1 Health, Safety, and Potential Hazards

- 10.4 Privacy

##### **11. OTHER**

- 11.1 Grower Groups

##### **12. 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

##### **5. DISCRIMINATION**

- 5.2 Equal Pay

##### **7. EMPLOYMENT RELATIONSHIP**

- 7.1 Worker Voice

- 7.4 Interns and Apprentices

##### **8. WAGES & BENEFITS**

- 8.2 Commitment to a Living Wage

##### **10. HEALTH & SAFETY**

- 10.3 Buildings

- 10.4 Privacy

##### **11. 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**

- 10.4 Privacy

- 10.5 Reduction of Accidents

##### **12. BUYERS AND SUPPLY CHAIN**

- 12.7 Production Obligations

#### B. Farm & Factory Workers

##### **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**

- 7.4 Interns and Apprentices

##### **8. WAGES & BENEFITS**

- 8.5 Timely Payment of Wages

##### **10. HEALTH & SAFETY**

- 10.3 Buildings

- 10.5 Reduction of Accidents

##### **12. BUYERS & SUPPLY CHAIN**

- 12.2 Bargaining

- 12.4 Fair Payments

- 12.6 Capacity Building

- 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**

- 8.4 Housing

- 8.5 Timely Payment of Wages

##### **9. HOURS OF WORK**

- 9.1 Hours of Work

##### **10. HEALTH & SAFETY**

- 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**

- 3.3 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**

- 8.4 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

- 12.2 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

- 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
- 12.7 Production Obligations

### B. Farm & Factory Workers

#### 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
- 3.3 Contractors

#### 4. HARASSMENT, ABUSE, AND DISCRIMINATION

- 4.2 Disciplinary Procedure

#### 6. FREEDOM OF ASSOCIATION

- 6.1 Protection Against Retaliation
- 6.2 Employer Instituted Unions

#### 7. EMPLOYMENT RELATIONSHIP

- 7.1 Worker Voice
- 7.2 Worker Independence & Empowerment
- 7.3 Employment Contracts and Terms
- 7.4 Interns & Apprentices

## 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

- 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
- 12.2 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

- 12.7 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 DISCIPLINARY 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