



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** 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.

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

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

GRASP

A. Smallholders

1. LAW & CODE COMPLIANCE

- 1.1 Existing Certifications
- 1.2 Business License
- 1.4 Supply Chain Requirements

2. CHILD LABOR

- 2.1 Child Labor

7. EMPLOYMENT RELATIONSHIP

- 7.1 Worker Voice

8. WAGES & BENEFITS

- 8.2 Commitment to a Living Wage
- 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

- 12.1 Buyers
- 12.2 Bargaining
- 12.3 Fair Pricing
- 12.4 Fair Payments
- 12.5 Transparent Negotiation
- 12.6 Capacity Building
- 12.7 Production Obligations

B. Farm & Factory Workers

1. LAW & CODE COMPLIANCE

- 1.1 Existing Certifications
- 1.2 Business License
- 1.4 Supply Chain Requirements

2. CHILD LABOR

- 2.1 Child Labor

3. FORCED LABOR & HIRING

- 3.3 Contractors

7. EMPLOYMENT RELATIONSHIP

- 7.1 Worker Voice
- 7.4 Interns and Apprentices

8. WAGES & BENEFITS

- 8.2 Commitment to a Living Wage
- 8.3 Manipulated or Manipulative Records (high risk operations)
- 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

12. BUYERS & SUPPLY CHAIN

- 12.7 Production Obligations

FairTSA

A. Smallholders

1. LAW & CODE COMPLIANCE

- 1.1 Existing Certifications
- 1.2 Business License
- 1.4 Supply Chain Requirements

4. HARASSMENT, ABUSE, AND DISCRIMINATION

- 4.1 No Harassment or Abuse

7. EMPLOYMENT RELATIONSHIP

- 7.1 Worker Voice

8. WAGES & BENEFITS

- 8.1 Wages
- 8.2 Commitment to a Living Wage

10. HEALTH & SAFETY

- 10.4 Privacy

12. BUYERS & SUPPLY CHAIN

- 12.5 Transparent Negotiation

B. Farm & Factory Workers

1. LAW & CODE COMPLIANCE

- 1.1 Existing Certifications
- 1.2 Business License
- 1.4 Supply Chain Requirements

4. HARASSMENT, ABUSE, AND DISCRIMINATION

- 4.1 No Harassment or Abuse

6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

- 6.1 Protection Against Retaliation

7. EMPLOYMENT RELATIONSHIP

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

8. WAGES & BENEFITS

- 8.1 Wages
- 8.2 Commitment to a Living Wage

10. HEALTH & SAFETY

- 10.2 Exits
- 10.4 Privacy