



Practices promoted and measured in the LIFT Farms

Code	Category	Description	Year (for farmer compliance)
Environment 1.1	Agrochemicals	Appropriate use is made of the different agrochemicals, ensuring that none of those on the list of prohibited or phase-out products are purchased, and that from purchase to application they are transported, stored and handled safely. Products in the phase-out list can be used if it is demonstrated a critical level of damage in coffee plantations and that non-chemical alternatives were implemented before, the use of the products in the phase-out list must be consulted to Mercon's Sustainable production team	Year 0
Environment 1.2	Agrochemicals	Empty agrochemical containers and application equipment are washed three times. The leftover mixture is diluted with ten times the amount of clean water and applied evenly on the field where the pesticide was applied, so as to minimize the negative impact on the environment and human health. <u>Empty containers are kept in a secure storage area until discarded through the formal collection program for empty agrochemical containers</u>	Year 0
Environment 1.3	Water sources	Water sources within the producer's property are protected with a physical barrier (planting of trees, shrubs, fences) that allows their conservation	Year 1
Environment 1.4	Areas under risks	Total mitigation of areas under risks has occurred at the farm according to its plan and base on the main findings from the farm assessment	Year 1
Environment 1.5	Waste water	Measures are implemented to reduce the level of wastewater contamination	Year 2
Environment 1.6	Forest and protected areas	The forest area of the farm has been conserved since 2006, and in the event that the farm is located in protected areas it must have the proper <u>permission of the local authorities and protection measures must be implemented</u>	Year 0
Environment 1.7	Flora and Fauna	Species found on the farm and surroundings are identified, and their protection is promoted	Year 1
Environment 1.8	Residues	Appropriate management of the different types of waste from the farm is made, avoiding the contamination of natural resources or effects on human health.	Year 1
Environment 1.9	Climate change	The producer has participated in training on climate change, its importance and implications for coffee production	Year 3
Environment 1.10	Water and energy consumption	The consumption of water and energy on the farm is recorded, and measures are implemented to make efficient use of them.	Year 2
Environment 1.11	Buffer zones	Buffer areas are defined near water sources, infrastructure, and roads traveled by people from the community	Year 1
Environment 1.12	Soil	Soil conservation works are integrated into the farm management plan according to the needs of the farm	Year 1
Growth 1.1	Varieties	The varieties of coffee to be planted are selected based on quality, productivity, resistance to pests and diseases, and their adaptation to farm conditions. The planting materials are in optimal conditions, free of pests and diseases. The new sowings are carried out considering soil conservation <u>practices necessary for the conditions of the farm.</u>	Year 2
Growth 1.2	Record keeping	All farm activities are recorded, including but not limited to agrochemical and fertilizer applications, entry and exit from the warehouse, cultural activities, new plantings, energy and water consumption, coffee cutting and processing, sales.	Year 1
Growth 1.3	Cost Analysis	Based on farm records collected during the previous harvest, an analysis and update of production costs and living income benchmark is carried out.	Year 2
Growth 1.4	Tissue management	A correct tissue management is carried out in the coffee plantations, according to the conditions of the plantation	Year 1
Growth 1.5	Renovation	A compaction plan for coffee areas is implemented with the planting of new plants in physical failures and replacement of sick and exhausted plants.	Year 2
Growth 1.6	GMO	The certified crop is not genetically modified (GMO). There are no genetically modified (GMO) crops on the farm.	Year 1
Growth 1.7	Nutritional management	An adequate nutritional plan is implemented based on soil analysis (if available), visual assessment of the plantations, and available information from the <u>area on soil characteristics. The nutritional plan considers the reincorporation of organic matter such as coffee pulp.</u>	Year 1
Growth 1.8	Integrated Pest Management (IPM)	The integrated pest management plan adapted to the farm is implemented, including the monitoring of pests and diseases as a critical activity on the farm	Year 1
Growth 1.9	Integrated Weed Management	The integrated weed management plan adapted to the farm is implemented, prioritizing the reduction of the use of agrochemicals for this purpose	Year 1
Growth 1.10	Harvest and post-harvest	Best practices are implemented from harvesting, processing, storage and transportation of the coffee. The farms coffee production must be managed <u>separately from other farms.</u>	Year 1
Growth 1.11	Services	When necessary, the producers access the services and make proper use of them. Optimizes the use of available resources to ensure the quality of the coffee delivered.	Optional
Growth 1.12	Trainings	Actively participates in training and encourages the participation of its workers and/or replicates the training topics with its workers	Year 1
Social 1.1	Labour standards	We expect our farmers to protect human rights of permanent, temporary, and piece rate workers and to treat them with dignity and respect to: a) Avoid any type of child labor in their operations as established by the international labor organization and labor standards, and promote education in their communities. Child labor is prohibited in Mercon's supply chain. b) Refrain from using any form of involuntary labor, including forced, prison or debt labor. c) Promote equal opportunities and value diversity. d) Provide its employees with a work environment free of inhumane treatment, without any form of sexual, physical, verbal or psychological harassment and/or abuse, or threat of any such treatment. e) Ensure that all wages meet the required local minimum wage. Both standard working hours and overtime must not exceed the maximum allowed by law. Likewise, they must be adequately compensated.	Mandatory since the producer get enrolled in the program
Social 1.2	Business Ethics	Suppliers are expected to conduct their business ethically, acting comprehensively to: a) Operate in full compliance with the laws and regulations applicable to their business. b) Not practice or tolerate any form of corruption, bribery or extortion. Suppliers will not offer or accept bribes from their business partners. Likewise, suppliers are expected not to offer gifts or any other type of personal benefit to Mercon's staff as a result of their relationship. c) Safeguard and make only appropriate use of confidential information to ensure that the privacy and intellectual property of employees and business partners are protected. d) Avoid any conflict of interest or situations that give the appearance of a potential conflict of interest in relations with Mercon. Mercon expects its suppliers to report any situation of conflict of interest, current or potential, between the personal interests of any collaborator and the interests of	Mandatory since the producer get enrolled in the program
Social 1.3	Water for consumption	Access to water for human consumption and sanitary services is provided for producers, their families and workers	Continuous improvement
Social 1.4	Housing for workers	When applicable, housing for workers must be in optimal conditions: each worker who spends the night on the farm has a bed, the house has <u>ventilation, sanitary services, and is located 10 meters from the crop and warehouses.</u>	Year 1
Social 1.5	Local Communities	Suppliers are expected to respect and support local communities and their legal and customary rights to land.	Mandatory since the producer get enrolled in the program
Social 1.6	Land ownership	The producer has the legal and legitimate right to use the land. Upon request, this right is demonstrated by ownership title or other legal documents, or by documentation of traditional or customary use rights.	Mandatory since the producer get enrolled in the program
Social 1.7	Agrochemicals	Agrochemical applicators have been previously trained, use the appropriate protective equipment and follow safety protocols for the handling, storage and disposal of empty agrochemical containers.	Year 1
Social 1.8	Health and safety	Producers are expected to provide their workers with a safe and healthy working environment. Through the application of appropriate measures for the <u>health, safety and well-being of its collaborators, counterparts, visitors and people from communities that may be affected by its activities.</u>	Year 1