

FloriCompact Guidance

ENGLISH VERSION 1.0_AUG25

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TABLE OF CONTENTS

1	INTRODUCTION	3
2	GUIDANCE – MANAGEMENT AND TRACEABILITY	3
3	GUIDANCE – SOIL AND SUBSTRATES MANAGEMENT	4
4	GUIDANCE – WATER MANAGEMENT	5
5	GUIDANCE – INTEGRATED PEST MANAGEMENT – IPM	5
6	GUIDANCE – PLANT PROTECTION PRODUCTS	6
7	GUIDANCE – WASTE MANAGEMENT	7
8	GUIDANCE – BIODIVERSITY	7
9	GUIDANCE ENERGY – METRICS (N/A WHEN NO ENERGY IS USED) (SF 03.03.01).....	8
10	GUIDANCE – WORKERS’ HEALTH AND SAFETY (SF 04)	8
11	GUIDANCE – SOCIAL – WORKERS RIGHTS (SF 05) <i>NOT APPLICABLE NOR AUDITED UNTIL FURTHER NOTICE</i>)	8

1 INTRODUCTION

This document is not a normative or mandatory document, but one that provides guidance to the FloriCompact Principles Version 1.0 document. Several support documents and templates are provided on the VBN website: [Certificering - Vereniging Bloemenveiling Nederland](#).

The FloriCompact standard is aimed at flower and plant (smallholders, family farms, and seasonal) producers located in Europe and Israel who need to demonstrate compliance with all three scopes of the Floriculture Sustainability Initiative (FSI) “Basket of Standards.”

Producer turnover must be less than €250,000 per year. Turnover is verified by the FSI, who also approve which producers can participate. For more information on the FSI small-scale grower scheme, please visit the relevant FSI webpage here: FSI Compact – FSI 2025.

The standard is divided into five sections:

1. Management and traceability: This section deals with outsourced activities, understanding the standard and the current situation, and ensuring that those making decisions about plant protection products (PPPs), fertilizers, and other chemicals are competent.
2. Good agricultural practices: This section deals with agricultural practices and recordkeeping, to help you improve your production process and avoid pollution of the environment, protecting natural resources. It includes the following aspects: soil, substrates, water, integrated pest management, crop protection, and handling of PPPs. To promote the optimal use of inputs (energy, water, fertilizers, and PPPs), records are digitally shared with Agraya GmbH (owner of the GLOBALG.A.P. brand) for the purpose of aggregating information and giving feedback to participating producers.
3. Environment: This section deals with energy, waste, and biodiversity, topics which are relevant at all levels of the production process.
4. Health and safety: This section deals with managing risks to the health and safety of those working on the farm.

If there is at least one worker involved in production at any time during the year, the following sections apply:

5. Workers’ rights: This section deals with fundamental rights of workers, such as nondiscrimination and freedom of association.

2 GUIDANCE – MANAGEMENT AND TRACEABILITY

Outsourcing production or postharvest activities? (SF 01.01): If you outsource some activity related to production and/or postharvest, you require evidence that those activities comply with responsible practices. An example is when you outsource the spraying of plant protection products – PPPs: in this case, you must make sure that the party in charge of PPP application complies with the applicable principles related to PPP use. According to the definition in General Rules: “An activity delivered by a service provider that supports the process of growing the product. There is no labor relationship with service providers, i.e., the definition of the term “worker” (see below) does not apply.” Section 5 “Social – workers’ rights” of the FloriCompact principles does not apply to service providers.

Worker: An employee of the farm and anyone over whose tasks, schedule, and/or working conditions the producer exerts a significant degree of control, akin to a traditional employment relationship. This can include:

- Full-time, part-time and/or temporary work
- Payment by hour, month, or piece-rate

- Labor contracts, self-employed hires, or via labor contractor (employment agency) (FloriCompact general rules)

Annual self-assessment (SF 01.02) and corrective actions (SF 01.03): Once a year you evaluate the farm against this standard using the checklist as supporting record and send it to the auditor. Make sure it is available when the auditor visits the farm. If you find something is not quite compliant with the checklist requirements, act and address it by making the necessary changes. Be sure to make a note of such actions and share them with the auditor.

Competency of person making decisions about PPP and fertilizer applications (SF 01.04): If the person making the decisions is you or someone on your permanent team, evidence of competency is based on the experience and sharing how you (or the person) remain(s) abreast of current knowledge. If the person is an external consultant, evidence is provided by a copy of official qualifications or training certificates.

Traceable product (SF 01.05): Products should be traceable to and from the production site, back to origin, country of origin of the seed, cutting, etc.

Harvest information links a batch or lot to the production records (e.g., PPP applications, fertilizers used) or the farms of specific producers.

Purchased propagation material and chemical treatments (SF 01.06): When you buy propagation material, it is important that you know which chemical products were applied to this material. These records can help identify the potential source of any residue of a substance identified by your buyer but not used by you. This can be in the form of:

- Application records maintained by the supplier
- Information on seed packages
- List with names of PPPs applied

There is no need to ask for these records if you buy from a GLOBALG.A.P. certified supplier or for an equivalent or GLOBALG.A.P. recognized certification.

Purchased plant (propagation) material (SF 01.07): In cases where you source plant material from a noncertified supplier, that product should be subject to a transition period of at least three months before it can be sold as “certified”. This is not the case for products for which you have records of good agricultural practices (irrigation, pest management, plant nutrition).

3 GUIDANCE – SOIL AND SUBSTRATES MANAGEMENT

Soil – good practice (SF 02.01.01): Examples of suitable techniques to minimize soil compaction may include the use of deep-rooting green crops, drainage, subsoiling, use of low-pressure tires, tramlines, permanent row marking, etc.

Soil fumigation (SF 02.01.02): This is a form of soil disinfestation that involves the application of volatile chemical compounds (fumigants) before planting to rid the soil of plant pathogens and pests. The use of soil fumigants should be justified in writing.

Substrates of natural origin (SF 02.01.03): This refers mainly to peat and indicates a means of minimizing the risk of it originating in protected or designated conservation areas. Evidence may be provided either through supplier declaration or certification of the substrate as originating from a responsible source. An example is Responsibly Produced Peat (RPP). This option is not applicable in countries where such certification schemes are not available.

At least 10% of substrates used are alternatives to peat (SF 02.01.04): Peat refers to dug-out peat (*Sphagnum* sp.), not to coco peat or any other peat. 10% is based on the total volume of substrates used during one year of the operation. If this level of substitution is not feasible, a documented justification may be supplied in certain cases.

Fertilizer applications are based on crop needs (SF 02.01.05): This can be calculated based on a determination of crop needs (soil or leaf analysis) or through crop-specific literature. When defining fertilizer amounts, consider the nutrient contribution by organic amendments or water used in irrigation.

Fertilizer storage to avoid cross-contamination and pollution (SF 02.01.06): Cross-contamination between fertilizers and other plant protection products or other materials could be a problem. It is good practice to keep fertilizers under cover and in dry areas to prevent pollution to soil or water.

Digitally sharing records of the use/consumption of **fertilizers** (SF 02.02.01), **plant protection products** (SF 02.07.01), **energy** (SF 03.03.01), and **water** (SF 02.04.01 and SF 02.04.02): Digitally sharing refers to the use of an Agraya GmbH / GLOBALG.A.P. approved farm management software ([Farm Management Software](#)). The software company offers a service for you to digitalize your records and support your farm management without having to duplicate record keeping. This software allows you to share data with Agraya GmbH, who can then aggregate data and offer you comparison reports with peer farmers along with anonymized supply chain data that serves as evidence of good environmental performance to support the sector.

4 GUIDANCE – WATER MANAGEMENT

Water permits and restrictions included (SF 02.03.01 and SF 02.03.02): Water permits may be legally required for water abstraction, for infrastructure related to water storage and distribution, for the use in irrigation, and for any discharge of wastewater. If permits are not available, you can provide evidence that you have actively applied for the permit(s), the approval is in process, and there is no clear evidence of an official prohibition on using the relevant water source(s). If you have a permit, you can show it and demonstrate that any restrictions set down in it (e.g., volumes of usage, time of operation) are met.

Records of abstracted volumes of water (SF 02.04.01): The records of volumes of water abstracted from water sources can be compared to the amounts used (in irrigation or total volumes used on the farm), allowing you to monitor your dependency on the water source. This is a comparison of data at whole farm level vs. total water abstracted. Estimations are acceptable where no measuring device is available.

Records of volumes of water used in irrigation (SF 02.04.02): The records of volumes of water used in irrigation allow you to compare these amounts with estimates of what you would need to cover your crop needs and thereby monitor the efficiency of your actions. Estimations are acceptable where no measuring device is available.

5 GUIDANCE – INTEGRATED PEST MANAGEMENT – IPM

IPM Plan (SF 02.05.01): You can use the template available at VBN website: [Certificering - Vereniging Bloemenveiling Nederland](#). An IPM plan is meant as a simple document kept in any form that describes the potential measures you would use to manage pests and diseases in your crops. It may include:

- Images to help identify the pest and its symptoms on an affected plant, its life cycle and favorable conditions for its multiplication
- A description of preventive measures that can potentially be used
- Measures to avoid the buildup of PPP resistance (e.g., rotation of PPP mode of action)
- A list of chemical treatments that can potentially be used

- An incremental approach based on the preventive, nonchemical, and chemical methods that can be applied depending on the crop and the specific situation as per the producer's or expert adviser's judgement
- Methods to monitor pests, diseases, and weeds to determine whether interventions are needed, with action thresholds defined by the producer.

Field evidence of IPM implementation (SF 02.05.02, SF 02.05.03, SF 02.05.04 and SF 02.05.05): When walking through the farm and talking with you, the auditor can identify examples of prevention measures, interventions, monitoring of pests and diseases, and any anti-resistance recommendation that may have been implemented.

6 GUIDANCE – PLANT PROTECTION PRODUCTS

Choice of plant protection products (SF 02.06.01, SF 02.06.02 and SF 02.06.03): You may have available at farm a list (online is acceptable), product labels, or description of prevailing regulations. If required by legislation, PPP needs to be authorized for use on the crop and against the targeted pest in the country of production. You can identify in the list whether a certain PPP is a persistent organic pollutant, as included in Annex A of the Stockholm Convention: link [Listing of POPs in the Stockholm Convention](#) and/or in the WHO's list of extremely hazardous PPPs, also known as 1A: [The WHO Recommended Classification of Pesticides by Hazard and guidelines to classification 2019](#).

It is expected that producers do not use persistent organic pollutants. If they do, this should be noted and the producer should have a plan to minimize their use. It may be the case that a pesticide listed as WHO 1A (extremely hazardous) could be legally allowed in the country of production. In this case the producer must also be committed to minimizing its use.

PPP handling: observe the following:

- Follow application and safety instructions on the product label (SF 02.08.01).
- Observe whether drift from PPP application on your farm may reach neighboring plots. If so, act to avoid this drift (SF 02.08.02).
- If you have surplus mix at the end of an application, spreading the surplus mix and tank washings on the crop is the preferred method of disposal. Ensure your safety and that of workers and do not release any agrochemical wastewater into the open environment (SF 02.08.03).
- Offer workers and yourself access to periodic monitoring for health risks associated with handling toxic substances (SF 02.08.07).
- Have re-entry intervals available, i.e., how long someone should wait before re-entering a place where PPP has been applied (SF 02.08.08).
- Mixing and handling of concentrated PPP follows label requirements (also other sources of info such as safety sheets, if available) (SF 02.08.09).
- Empty PPP containers are safely stored and disposed of in line with legislation. Triple-rinse, puncture, avoid reuse, keep secure (SF 02.08.10).
- Obsolete PPPs are identified and kept in PPP storage area until disposed of via an authorized channel (SF 02.08.11).
- Equipment such as scales and application equipment is verified to check they provide accurate measures (SF 02.08.12).
- Storage of equipment ensures no risk to people or the environment (SF 02.08.13).

Safe storage of PPP includes:

- Being accessible only to people with formal training in handling PPPs (SF 02.08.04)
- Avoiding cross-contamination with fertilizers or other materials (SF 02.08.04)
- Avoiding leakage or release to the environment (SF 02.08.04)
- Preventing cross-contamination between PPPs and harvested products and other materials (SF 02.04.01)
- Having an accident procedure accessible near PPP storage areas (SF 02.08.05)
- Having facilities to deal with operator contamination e.g., eyewash (SF 02.08.06)

7 GUIDANCE – WASTE MANAGEMENT

Identify waste and sources of waste (SF 03.01.01) associated with farm and production processes. The recommendation is to assess ways in which materials and input usage could be reduced, materials could be substituted for less polluting ones, of options for recycling waste, and of management by separating waste and ensuring appropriate methods of disposal.

Diesel and fuel oil tanks (SF 03.01.02): In case of risk of spillage, collection is possible and pollution of soil or water is avoided.

Organic waste (SF 03.01.03). Management through composting and use for soil conditioning, mitigating the risk of pest, disease, or weed carryover. Alternatively, management by disposal in another location where risks of pollution to the environment are managed.

Wastewater disposal (SF 03.01.04): Wastewater from farm activities should be disposed of to minimize impact on the environment and human health. Consideration should be given to e.g., wastewater resulting from washing of contaminated machinery (spray equipment, personal protective equipment (PPE), recirculated water systems such as hydrocoolers, etc.).

8 GUIDANCE – BIODIVERSITY

Biodiversity is protected (SF 03.02.01): For example via one or more of the following practices, keeping in mind that the measures should be proportional to the size of the operation:

- Implementing measures to mitigate potential negative impact of artificial illumination on biodiversity, especially during the night (e.g., screens or painted glass that helps mitigate potential impacts on migratory birds or other nocturnal biodiversity)
- Implementing measures that help mitigate the visual impact of glass/plastic greenhouses as non-natural elements of the landscape (e.g., living fences/hedges with native flora)
- Allowing for seasonal fallow or green manures / cover crops
- Creating shelters for beneficial predators
- Leaving areas for habitat near fields or greenhouses
- Creating buffer zones along aquatic ecosystems and between production areas or implementing other water management practices
- Enabling soil health and soil biodiversity via crop rotation, reduced or no-tillage farming, erosion control, and/or other soil management practices
- Implementing measures to protect species

9 GUIDANCE ENERGY – METRICS (N/A WHEN NO ENERGY IS USED) (SF 03.03.01)

Record energy used in productive activities, for example, crop production, storage, post-harvest treatments, and product handling. Energy used for off-farm transport does not need to be included. A farm management system can be used to obtain the sum of all energy used, expressed in kWh/month.

This can help you to have an understanding of:

- The total energy use on the farm for each energy source (electricity, fuels, other)
- Knowledge of which sources are renewable and which are non-renewable (where information is available)

Estimations are acceptable in the absence of energy measuring devices.

If no energy use took place in a period, zero consumption should be registered. This contributes to the quality and consistency of data.

Evidence:

- Digitally shared data on energy consumption (either as a total sum or per source)

10 GUIDANCE – WORKERS' HEALTH AND SAFETY (SF 04)

This section deals with protecting workers from health issues or accidents. The producer needs to evaluate with critical eyes potential dangers for their workers while on the farm premises. This can include harvesting activities, transportation, working hours, chemical management, housing, and any other work-related activity taking place at the farm.

Ability to handle hazardous substances and operate dangerous or complex equipment (SF 04.01 and SF 04.04): Having operational responsibility, you ensure that people handling hazardous substances or equipment are competent in their tasks, have the legally required training, and have access to operation instructions in their language.

Accident and emergency procedures (SF 04.02) as well as warning signs (SF 04.03) to identify potential hazards and emergency exists and are displayed in the workers' language(s). First aid kits are accessible at all permanent sites of work, and at least one worker, trained in first aid, shall be present on site at all times (SF 04.05 and SF 04.06).

PPE (SF 04.07 and SF 04.08) that is fit for purpose shall be provided to workers, visitors, and subcontractors, based on identified risks, and used by them. When not in use, the PPE shall be appropriately maintained and stored so as not to pose any contamination risk to personal items.

11 GUIDANCE – SOCIAL – WORKERS RIGHTS (SF 05) (NOT APPLICABLE NOR AUDITED UNTIL FURTHER NOTICE)

This section is only applicable to producers who employ workers. Informal family support or family members are not to be included. This section is applicable where there is a contracted worker, regardless of the length of the contractual relationship. This guidance is a support tool for producers to show compliance but does not require mandatory implementation.

Social management system (SF 05.01.01)

- The self-declaration template provided by VBN can be used. This declaration should include the name of the producer or company and be signed by the person responsible.

The recommendation is to share the self-declaration with workers in a language that they understand.

- When workers **are provided by an external company** (SF 05.01.03): This means we do not have a direct contract with them, but only with an intermediary company. One way to comply is to have an official contract or service agreement with this company as well as a copy of the workers' contract with this company. Holding the official VAT number of the service provider is also recommended in order to provide evidence that it is a legally operated company.
- **Employment contracts** (SF 05.01.04 and SF 05.01.05) shall include all the information indicated at point SF 05.01.05. In cases where contracts are standard contracts used in the industry and do not cover all points in SF 05.01.05, the information not included by the official document can be attached in another supplementary document.
- There are two options for providing evidence that workers understand the contracts: they can be provided either with a copy of the contract in a language that they understand or with explanations of these conditions so they are aware of the contractual conditions. This will be verified by the auditor in interviews. (SF 05.01.06)

Complaint management (SF 05.02.01)

- This criterion does not ask us to implement an internal grievance mechanism at the production site (e.g., post box), but rather give workers instructions on how to make a complaint to external parties in case of issues which cannot be handled internally at the farm due to their sensitivity. Examples are local authorities, workers unions/organizations, or NGOs. Access can be provided, for example by having their contact information publicly posted in some areas of the farm or including this information in the welcome information for seasonal workers.

Working time and records (SF 05.04.01 and SF 05.04.02)

- Records can be registered electronically (chip, fingerprint) or paper-based. The registers need to include information on the start and end of the working day. The records shall be signed by the workers after each working day if they are paper-based and at the end of each month if they are kept electronically.

Payment and wages (SF 05.05.01–SF 05.05.05)

- The objective of this criterion is for information about the payments in the pay slips to be clear and in line with the contractual agreement and the applicable legislation.
- Workers need to be able to identify in the pay slip the amount received for the regular working hours and the extra working time.
- Workers get paid full and on time as agreed in the contract.

Child labor (SF 05.06.01 and SF 05.06.02)

- To comply with this point, producers need to keep copies of the ID/passport of all workers actively working at the farm.
- If there are minors legally working on the farm, the producer needs to provide information about the specific working conditions applicable to the minor worker, e.g., no night work, no interfering with mandatory education, no involvement in hazardous tasks. This includes your own children and must comply with local legislation.

Workers' welfare (SF 05.07.01)

- The standards for drinking **water** are those indicated by the relevant national authorities. Tap water could be acceptable, depending on the country. In some cases where tap water

does not match drinking water standards, the producers are responsible for providing drinking water.

- On **accommodation**, standards should meet at least the European Union's standards from the Seasonal Workers Directive (2014/36/EU):
 - Decent living conditions – accommodation must be safe, clean, and meet health standards
 - Basic facilities – access to potable water, sanitation, and waste disposal
 - Space & privacy – no overcrowding; gender-separated sleeping areas if needed
 - Fair costs – rent must be reasonable and not auto-deducted from wages
 - Legal compliance – must follow national housing laws and allow inspections
 - Transparency – workers are given written details about accommodation before arrival
- This includes both transport within the farm boundaries and transport to the workplace, if provided by the producer.
- These areas might include a closed room, place to cook, and have breaks – and in good hygienic conditions.

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