

# FloriCompact Principles

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## INTRODUCTION

This standard is aimed at flower and plant producers (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 FSI, and they 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](#).

Why is this standard necessary? Consumers, retailers, and legislation are more frequently requiring evidence of responsible production. You may already be implementing responsible practices, but it is necessary to demonstrate it through independent verification.

Data is also relevant. The flower and ornamentals sector is under scrutiny. Credible communication from the sector towards society and authorities needs to be supported with verifiable data. Collected data will be transformed into reports informing on how the sector is improving, and individual data will be kept anonymous as it will be shown in aggregated form.

Is the effort appropriate for my reality? The audit for this standard is simpler than audits for most certifications. The auditor visits your farm once every three years. Less documentation is required, and certification is based mainly on visual evidence and on a conversation between the producer and the auditor.

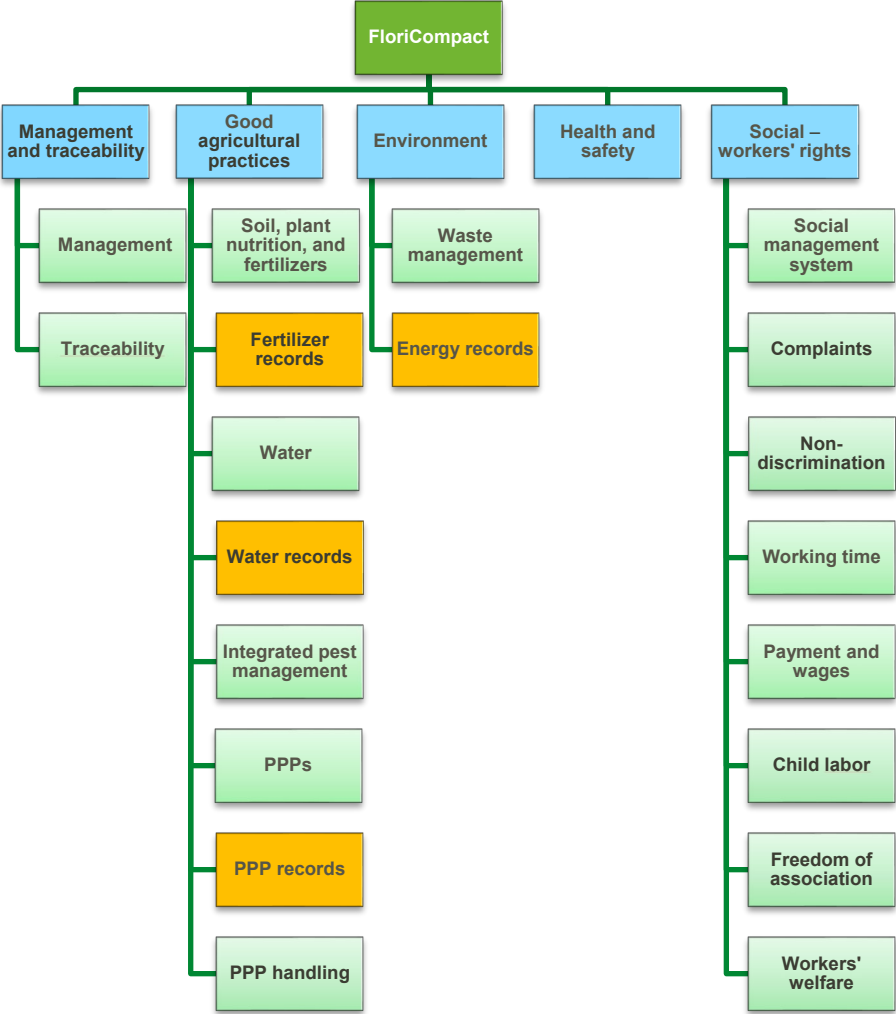
The standard has three main components:

- Good agricultural practices, which includes registration of environmental inputs
- Workers’ health and safety
- A social/workers’ rights section, if at least one worker is or has been employed during the year.

The standard is divided into five sections:

1. Management and traceability
  2. Good agricultural practices, with focus on environmental responsibility and registration of input consumption (environmental registration)
  3. Environment
  4. Health and safety
  5. Social – workers' rights
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) with 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. Social – workers' rights: This section deals with fundamental rights of workers, such as nondiscrimination.

*\*The “Social – workers’ rights” section will neither be mandatory nor audited until further notice.*



	Principle
<b>SF 01</b>	<b>MANAGEMENT AND TRACEABILITY</b>
<b>SF 01.01</b>	All the activities that we outsource meet the relevant requirements of this standard.
<b>SF 01.02</b>	At least once a year we conduct a self-assessment when workers are present and agronomic activities are taking place.
<b>SF 01.03</b>	We take corrective actions to address any non-conformance found during self-assessments or internal audits.
<b>SF 01.04</b>	We can demonstrate the competency of the person making decisions about plant protection product and fertilizer applications.
<b>SF 01.05</b>	We ensure that all our products are traceable to and from the production site and can be linked to their specific production records.
<b>SF 01.06</b>	We have information available on any chemical treatments used on the plant propagation material we purchase.
<b>SF 01.07</b>	<p>Propagation material sourced from suppliers who do not have GLOBALG.A.P. certification for plant propagation material, flowers and ornamentals, or an equivalent need to complete a transition period.</p> <p>Crops shall be grown under the ownership of the producer at least three months before being sold as coming from certified production processes.</p> <p>For flower bulbs:</p> <ul style="list-style-type: none"> <li>- If flower bulbs are bought to be sold as bulbs, they have been produced using production processes certified to IFA v6 for flowers and ornamentals or plant propagation material, or an equivalent benchmarked scheme.</li> <li>- If flower bulbs are bought to produce more bulbs (multiplication), they do not need to be produced using certified production processes.</li> <li>- If flower bulbs are bought to produce cut flowers or flowering bulbs (potted plants), they are on our farm during the transition period (three months or two thirds of the growing cycle), which in the case of flowering bulbs includes bulb preparation (warm and cold rooms) and greenhouses.</li> </ul>
<b>SF 02</b>	<b>GOOD AGRICULTURAL PRACTICES</b>
<b>SF 02.01</b>	<b>Soil and substrate management</b>
<b>SF 02.01.01</b>	We take care of our soil by using techniques to maintain or improve soil structure, prevent compaction, and avoid erosion.
<b>SF 02.01.02</b>	In cases when we use soil fumigants, we can justify it. We never use methyl bromide.

	Principle
<b>SF 02.01.03</b>	If we use natural substrates, we make sure these do not come from protected conservation areas.
<b>SF 02.01.04</b>	When we use substrates instead of soil, we ensure that at least 10% of the substrates used annually at our operation/facility are alternatives to peat.
<b>SF 02.01.05</b>	The amount and type of fertilizer we apply on the crops is based on their needs. We aim to minimize nutrient losses and avoid nutrient pollution.
<b>SF 02.01.06</b>	We store fertilizers and biostimulants safely to avoid cross-contamination between them and with other substances, as well as to avoid environmental risks.
<b>SF 02.01.07</b>	We keep up-to-date records of all fertilizer and biostimulant applications, including applicator details and methods of application.
<b>SF 02.02</b>	<b>Fertilizer application records – digitally shared</b>
<b>SF 02.02.01</b>	<p>We use approved farm management software to digitally share, at least monthly, the following details of all fertilizer (organic and inorganic) applications, including in hydroponic and fertigation systems:</p> <ul style="list-style-type: none"> <li>- Name or reference of the field or greenhouse</li> <li>- Name of the crop</li> <li>- Total area of the crop (ha)</li> <li>- Application date (day, month, and year)</li> <li>- Name and concentration of fertilizer applied</li> <li>- Applied quantities</li> </ul> <p>With this data we can calculate the following:</p> <ul style="list-style-type: none"> <li>- Kg of nitrogen (in organic and inorganic fertilizers) used/ha/month</li> <li>- Kg of phosphorus (in organic and inorganic fertilizers) used/ha/month</li> <li>- Kg of potassium (in organic and inorganic fertilizers) used/ha/month</li> </ul>
<b>SF 02.03</b>	<b>Water</b>
<b>SF 02.03.01</b>	We hold valid permits or licenses for the use of water where this is legally required.
<b>SF 02.03.02</b>	We comply with any restrictions set by our water permits or licenses.

	Principle
<b>SF 02.04</b>	<b>Water metrics – digitally shared data points</b>
<b>SF 02.04.01</b>	<p>We use approved farm management software to digitally share, at least monthly, the volumes of water we abstract from water sources. This data together with volumes used in irrigation allow us to see the relation between water abstracted for the farm and water used on the farm:</p> <ul style="list-style-type: none"> <li>- The monthly amount of water abstracted from water sources</li> <li>- The percent dependency of irrigation water from natural sources (% = water used divided by water abstracted)</li> </ul>
<b>SF 02.04.02</b>	We use approved farm management software to digitally share, at least monthly, the volumes of water used for irrigation and fertigation.
<b>SF 02.05</b>	<b>Integrated pest management</b>
<b>SF 02.05.01</b>	We have an integrated pest management plan which describes the measures we use at farm level to manage pests, diseases, and weeds on the farm.
<b>SF 02.05.02</b>	We implement preventive measures against pests.
<b>SF 02.05.03</b>	We monitor our crops regularly to plan pest and disease management.
<b>SF 02.05.04</b>	We intervene to manage pests when necessary.
<b>SF 02.05.05</b>	We follow the anti-resistance recommendations to maintain the effectiveness of available plant protection products.
<b>SF 02.06</b>	<b>Plant protection products</b>
<b>SF 02.06.01</b>	We only use plant protection products approved by the appropriate governmental organization in our country for the use on the crop against the targeted pest (where required in legislation).
<b>SF 02.06.02</b>	We minimize the use of plant protection products listed as persistent organic pollutants and extremely hazardous by international standards.
<b>SF 02.06.03</b>	We keep an updated list of approved plant protection products and their allowed uses on the crops.



	Principle
<b>SF 02.06.04</b>	<p>We keep records of all plant protection product (PPP) applications made (nursery, production, and postharvest):</p> <ul style="list-style-type: none"> <li>- Full name of applicator</li> <li>- Justification (e.g., name of the pests treated)</li> <li>- Technical authorization for the application, including the technically responsible person making the decision on the use and the doses of the PPPs being applied</li> <li>- Weather conditions at time of application: the local weather conditions (wind, sunny/overcast, humidity, etc.) affecting effectiveness of treatment or drift to neighboring crops for each application ("N/A" for covered crops)</li> </ul>
<b>SF 02.07</b>	<b>Records of plant protection product applications – digitally shared</b>
<b>SF 02.07.01</b>	<p>We use approved farm management software to digitally share, at least monthly, the following details of all plant protection product (PPP) applications made (nursery, production and postharvest):</p> <ul style="list-style-type: none"> <li>- Name or reference of the field or greenhouse</li> <li>- Name of the crop</li> <li>- Total area of the crop (ha)</li> <li>- Date (day/month/year) and end time of application</li> <li>- Complete product trade name of the PPP (including formulation)</li> <li>- Name of active ingredient and concentration in commercial product (g/kg or g/l)</li> <li>- PPP quantity applied (i.e., quantity of commercial concentrated product)</li> </ul> <p>The records allow us to calculate the amount of PPP used for a certain crop during all stages in relation to the area of production (amounts used at postharvest could be assigned to the specific calculation per crop and hectare):</p> <ul style="list-style-type: none"> <li>- Kg of active ingredient in PPPs used/crop/ha/month</li> </ul>
<b>SF 02.08</b>	<b>Plant protection product handling</b>
<b>SF 02.08.01</b>	We use plant protection products responsibly and as per product label recommendations.
<b>SF 02.08.02</b>	We actively prevent plant protection product drift to neighboring plots.
<b>SF 02.08.03</b>	We responsibly dispose of surplus plant protection product mixes and effluents/liquids from tank washing without harming people or the environment.

	Principle
<b>SF 02.08.04</b>	We store plant protection products and any other treatment products securely to manage risks, including the ability to retain and manage spillage.
<b>SF 02.08.05</b>	We have accident procedures accessible near plant protection product storage areas.
<b>SF 02.08.06</b>	We provide facilities like eyewash stations, clean water, and first aid kits for worker safety.
<b>SF 02.08.07</b>	We ensure that workers handling plant protection products have access to health checks to monitor the associated risks to their health.
<b>SF 02.08.08</b>	We respect re-entry intervals once plant protection product applications are made.
<b>SF 02.08.09</b>	We ensure that plant protection product (PPP) label requirements are followed when we mix and handle PPPs.
<b>SF 02.08.10</b>	We dispose of empty plant protection product containers safely and according to regulations.
<b>SF 02.08.11</b>	We store and dispose of obsolete plant protection products safely and through authorized channels.
<b>SF 02.08.12</b>	We routinely verify and maintain equipment for plant protection product and fertilizer applications to ensure correct amounts are applied.
<b>SF 02.08.13</b>	We store plant protection product and fertilizer equipment in such a way as to prevent risks to people's health or the environment.
<b>SF 03</b>	<b>ENVIRONMENT</b>
<b>SF 03.01</b>	<b>Waste management</b>
<b>SF 03.01.01</b>	We identify, separate, and appropriately dispose of all waste products.
<b>SF 03.01.02</b>	We ensure diesel and fuel storage areas are environmentally safe.
<b>SF 03.01.03</b>	We manage organic waste in such a way as to minimize risks to the environment.
<b>SF 03.01.04</b>	We manage wastewater properly to avoid negative impact on the environment and human health.

	Principle
<b>SF 03.02</b>	<b>Biodiversity</b>
<b>SF 03.02.01</b>	We take measures to protect biodiversity on our farm.
<b>SF 03.03</b>	<b>Energy – metrics</b>
<b>SF 03.03.01</b>	<p>We use approved farm management software to digitally share records of energy use on our farm, including data on renewable energy sources.</p> <p>The records allow us to calculate:</p> <ul style="list-style-type: none"> <li>- The total energy use for productive activities per month, including, for example, electricity, fossil fuels, biogas, and other sources</li> <li>- Percentage (%) of energy used which originates from renewable sources</li> </ul>
<b>SF 04</b>	<b>HEALTH AND SAFETY</b>
<b>SF 04.01</b>	We ensure that workers handling hazardous substances or equipment are competent in their tasks and have access to operation instructions.
<b>SF 04.02</b>	We display and communicate accident and emergency procedures.
<b>SF 04.03</b>	We use warning signs to identify all potential hazards and emergency exits.
<b>SF 04.04</b>	We ensure that safety advice for hazardous substances is available.
<b>SF 04.05</b>	We keep first aid kits accessible at all sites.
<b>SF 04.06</b>	At least one worker on our farm is trained in first aid.
<b>SF 04.07</b>	We provide suitable personal protective equipment to workers, visitors, and subcontractors.
<b>SF 04.08</b>	We make sure that personal protective equipment is stored appropriately so as not to pose any contamination risk to personal items.

	Principle
<b>SF 05</b>	<b>SOCIAL – WORKERS’ RIGHTS</b>
	<i>*This “Social – workers’ rights” section will neither be mandatory nor audited until further notice. This section is applicable <b>IF</b> there is at least one worker hired for any length of time.</i>
<b>SF 05.01</b>	<b>Social management system</b>
<b>SF 05.01.01</b>	<p>We have a self-declaration on good social practices which acknowledges the five fundamental International Labour Organization (ILO) principles and rights at work:</p> <ul style="list-style-type: none"> <li>- Effective recognition of the right to collective bargaining</li> <li>- Elimination of all forms of forced or compulsory labor</li> <li>- Effective abolition of child labor</li> <li>- Elimination of discrimination in respect of employment and occupation</li> <li>- Right to a safe and healthy working environment</li> </ul> <p>This declaration is available to our workers, without exception, in a language and in a way that is understandable to all of them.</p>
<b>SF 05.01.02</b>	Working conditions on our farm are in line with national labor legislation and regulations.
<b>SF 05.01.03</b>	When we work with a labor provider, we have a written contract with them. The contract requires and demonstrates evidence that the working conditions for the subcontracted workers are at least in line with the sector collective bargaining agreement. The contract is understood by the worker.
<b>SF 05.01.04</b>	We keep records of employment contracts for at least the last 24 months.

	Principle
<b>SF 05.01.05</b>	<p>Our employment contracts contain the following information:</p> <ul style="list-style-type: none"> <li>- Name</li> <li>- Nationality</li> <li>- Date of birth</li> <li>- Date of contract</li> <li>- Type of contract</li> <li>- Agreement to be applied</li> <li>- Normal working hours</li> <li>- Wage</li> <li>- Period of employment</li> </ul> <p>We keep a copy of the ID of every worker.</p>
<b>SF 05.01.06</b>	All employment contracts are signed by both the worker and us (employer). The worker understands the content of the contract.
<b>SF 05.02</b>	<b>Complaint management</b>
<b>SF 05.02.01</b>	We inform our workers about at least one grievance channel which is independent of supervisory staff.
<b>SF 05.03</b>	<b>Nondiscrimination</b>
<b>SF 05.03.01</b>	Our recruitment policy does not discriminate based on sex, religion, origin, or any other grounds.
<b>SF 05.03.02</b>	<p>Workers at our farm receive the same salary, and there is no discrimination based on race, religion, sex, gender, political opinion, national extraction, social origin, or any other characteristic.</p> <p>Workers have the same working conditions without any discrimination based on any of the characteristics listed above or any other characteristic.</p> <p>Training and promotion opportunities are not affected by any of the characteristics listed above or any other characteristic.</p>
<b>SF 05.04</b>	<b>Working time and records</b>
<b>SF 05.04.01</b>	We keep records of each employee's working time. These are signed by the worker and provide information on the regular working hours and overtime hours for each worker, as well as the start and end of the working day. These records are available.

	Principle
<b>SF 05.04.02</b>	Rest breaks/days follow national regulations and/or collective bargaining agreements. If not specifically regulated for agriculture by local laws or collective bargaining agreements – whichever gives more protection to the worker – the rest/breaks include, at least: <ul style="list-style-type: none"> <li>- Short breaks during working hours</li> <li>- Sufficient breaks for meals</li> <li>- Daily or nightly rest of not less than eight hours within a 24-hour period</li> <li>- Rest of at least a full calendar day within a week</li> </ul>
<b>SF 05.05</b>	<b>Payment and wages</b>
<b>SF 05.05.01</b>	Workers' pay slips are available and show, at least: <ul style="list-style-type: none"> <li>- Amount of working time (regular and overtime) or harvest amount</li> <li>- Social security/pension contributions</li> <li>- Payroll taxes</li> <li>- Net amount to be received</li> </ul>
<b>SF 05.05.02</b>	Wages and payroll taxes in the pay slip comply with the employment terms and conditions, with national labor regulations, and/or with collective bargaining agreements.
<b>SF 05.05.03</b>	All workers earn at least the national minimum wage and/or the collective bargain agreement wage, whichever is more beneficial for the worker, within regular working hours. The payment of overtime is in line with the applicable legislation.
<b>SF 05.05.04</b>	We pay all workers directly, in full, and on time, as stipulated in the contractual agreement.
<b>SF 05.05.05</b>	Workers have the right to annual leave, in line with the national law or the collective bargaining agreement, whichever provides more protection to the workers.
<b>SF 05.06</b>	<b>Child labor</b>
<b>SF 05.06.01</b>	We keep copies of documentation to prove the age of our workers.

	Principle
<b>SF 05.06.02</b>	If there are minors working on the farm, this must be permitted by law and must not interfere with schooling and mandatory education. We check that no worker under the age of 18 is engaged in night work or tasks that are hazardous in nature at any production and/or handling site.
<b>SF 05.07</b>	<b>Workers' welfare</b>
<b>SF 05.07.01</b>	All the work at the farm is organized in such a way that it does not endanger the health and safety of the workers.
<b>SF 05.07.02</b>	All people working on the farm have received basic health and safety training, during onboarding and at least every three years, in a way that is understood by the workers to ensure that associated risks are managed.
<b>SF 05.07.03</b>	Workers have access to clean drinking and handwashing water during the working day.
<b>SF 05.07.04</b>	Workers have access to toilets during the working day at a reasonable distance from the workplace and in hygienic conditions.
<b>SF 05.07.05</b>	Workers' accommodations have enough space and are safe and hygienic in accordance with applicable national requirements.
<b>SF 05.07.06</b>	When we provide workers with transportation, it is safe.
<b>SF 05.07.07</b>	Workers have access to areas/facilities with enough room and equipment to conduct breaks.

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