

REGISTRY

(Altus)⁺

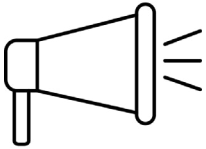


Sustainable Livestock Production

1.

What is?

The Sustainable Livestock Production Program is a comprehensive scheme aimed at organizations developing their mission in the livestock production domain, with or without agricultural or forestry exploitation.



1.1. It promotes the implementation of livestock production practices aligned with the following:

- The Sustainable Development Goals and Animal Welfare standards
- International agreements and guidelines for effective governance and integrated

The adoption of the Scheme commits the organization to continuous learning in terms of sustainability. The topics promoted arise and are based on the management of scientific knowledge within LSQA, a management materialized in people who form communities of specialized technical knowledge, with the ability to translate, adapt and adapt it to the reality of each producing organization.

They are communities of people who are motivated by each organization that is encouraged to go further. This motivation is the engine that moves and accelerates the adoption and generation of state-of-the-art knowledge.



1.2. It guides producers on ways to move forward and continuously improve within the scope of sustainable production.

It is an instrument designed in the form of progressive scope requirements. It allows the organization to internalize criteria of high demand and execute short and medium term actions, effectively oriented to its alignment with priorities and goals of the sustainable world to which it is committing to play a leading role.



1.3. It informs stakeholders of the levels the organization achieves after the audit process.

The Sustainable Livestock Production Program is an auditable instrument. For this reason, it can communicate truthfully and credibly the results and achievements of an organization committed to sustainable production. LSQA, as a third-party certification body with accreditations and qualified competencies in the sectors integrated into the Program, carries out the audit process to assess the conformity of the production system with the specific requirements of the Program.

2.

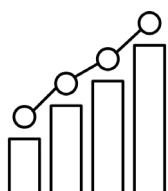
What is the relationship between the Sustainable Livestock Production Program and the Altus Organizational Register?

Keeping a favorable assessment result at any level of the Program allows the organization to participate in the LSQA Altus+ Organizational Register, a brand that groups organizations with a validated commitment to sustainability. Therefore, its products, communications, and services may bear the Altus+ trademark, with the specific name of the instrument by which it became registered, in this case: the Sustainable Livestock Production Program.

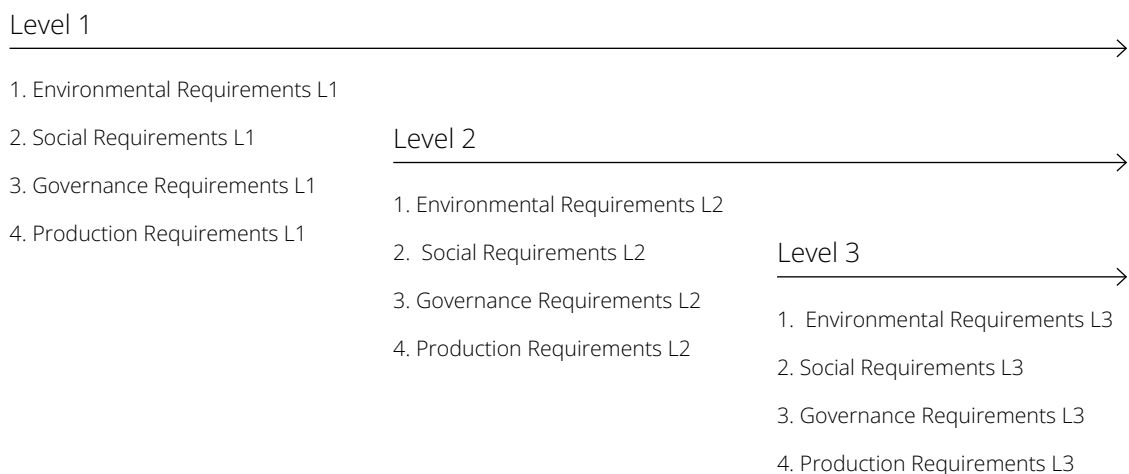
3.

What are the requirements to carry the label on the product?

The Program is comprehensive and progressive.



3.1. Progressivity: The requirements, divided into three levels, must be reached by the organization during the assessment cycles





3.2. Comprehensiveness: The Program is holistic, designed to consider the interrelated dimensions of sustainability and how these must manifest themselves in a specific system: livestock production.

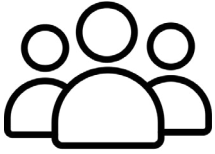
Governance Requirements	Social and community relations requirements	Environmental Requirements	Production Requirements
<ul style="list-style-type: none"> • Management: planning, execution and control • Personnel • Improvement, efficiency and innovation • Proactivity • Business ethics 	<ul style="list-style-type: none"> • Child and forced labor • Discrimination, harassment and disciplinary measures • Training and knowledge of rights and obligations • Safe and healthy environment • Freedom of association and collective bargaining • Remuneration, benefits and conditions of hiring • Working hours • Supplier and contractor management • Communication and dialogue channels • Positive Impact on the Community 	<ul style="list-style-type: none"> • Water consumption • Water use and quality • Land use • Soil quality • Climate change and air use • Air quality • Biodiversity management 	<ul style="list-style-type: none"> • Origin and traceability • Animal welfare • Animal health • Human treatment of livestock, including sacrifice • Animal handling facilities • Farm shipment and transport • Feedlots

4.

What is the scope of the assessment?

During the first year, the operation practices, management and governance of the production system are evaluated by a comprehensive audit procedure concluding compliance with level 1 requirements.

- a.** Requirements Level 1

**Social and Community Requirements.**

Concerning responsible social conditions, child labor, and forced labor, the organization must meet requirements aimed at demonstrating the following:

- Does not traffic in or subject employees to forced, involuntary compulsory labor or debt slavery
- Does not grant unpayable loans
- Staff is free to leave after their working hours have been completed and to terminate their employment relationship within a reasonable time
- Does not participate in hiring practices, own or by third parties, that increase the risk of forced labor
- Has no child labour. (Uruguay: 15 years)
- Does not have children under 18 year's old working hazardous jobs. Spouses and children of contract workers are not required to work in the organization

In respect of discrimination, harassment, and disciplinary measures, the organization must meet requirements to demonstrate the following:

- All are trained and implement non-discrimination and equal opportunities policies. Does not allow threatening, abusive, exploitative, or sexually coercive behavior
- Treats all personnel with dignity and respect

In the area of training, the organization must meet requirements aimed at demonstrating the following

- The worker fully understands labor laws, trade union agreements, or direct employment contracts detailing wages and working conditions
- It guides all workers on the terms of their contract (including temporary staff, contractors, and subcontractors)
- Train new and transferred personnel where incidents have occurred and when technological or infrastructure changes present new risks
- Training is free and within working hours (paid)

- Training is provided to all staff on the Sustainable Livestock Production standard

In respect of the working environment, the organization must meet requirements aimed at demonstrating that:

- All staff understand health and safety issues
- Relevant safety and hygiene risks are identified, monitored, and controlled
- Avoid exposing workers to excessive levels of noise, temperature, dust, and other contaminants
- Potentially dangerous tasks are performed after a risk analysis by trained and competent people and adequately protected with PPE at no cost to the worker
- There is explicit signaling to identify areas or equipment that are potentially hazardous and transparent procedures in case of accidents
- There is first aid service, availability of drinking water, sanitation areas, and affordable food for all employees
- Housing and facilities are safe, have essential services and structure to house children, and maintenance economically accessible to the worker
- Agrochemical storage areas are identified and controlled, as well as areas with recent phytosanitary applications

In respect of freedom of association, the organization must meet requirements aimed at demonstrating that:

- All workers have the right to establish and join the organization with collective agreements without penalty
- It takes an open attitude towards trade union activities and collective bargaining. And workers are not prevented from interacting with outside parts

In respect of remuneration, benefits, and conditions of employment, the organization should meet requirements to demonstrate that:

- Workers receive a gross-monthly salary- which complies with national legislation and sector agreements
- Only deductions allowed by law are applied to permanent and seasonal workers

- Workers are paid in a way that is convenient to them, without delay or substitutions
- Provides License for maternity, days off, paid holidays, and other legal benefits and sectoral agreements
- The organization meets all obligations related to social security and insurance

In respect of working hours, the organization must meet requirements aimed at demonstrating that:

- Comply with statutory weekly and overtime limits and due compensation for rest



Environmental Requirements

In respect of water consumption, the organization must meet requirements aimed at demonstrating that:

- Records blue water consumption concerning the annual rainfall level by type of production, product, and process
- Has permission to operate and collect water from the freshwater sources used

In respect of land use, the organization should meet the requirements to demonstrate that:

- Manages local indicators of fertility and geophysical vulnerability, updated soil
- Develops practices that integrate crop-livestock with a diversification of planted species
- Measures production per unit of land used
- Controls irrigation system, fertilizer use, and manure spreading to mitigate environmental impacts and favor positive impacts
- The infrastructure of the pens is designed considering the environmental results of manure management

In respect of air use, the organization should comply with requirements aimed at demonstrating that: In respect of air use, the organization should comply with requirements aimed at demonstrating that:

- Concrete plans to measure the Carbon Footprint of the production system in the short term

- Manages soils and controls manure and nitrogen fertilizers. It performs direct seeding
- It prevents the generation of effluents with organic load and its treatment in open-air anaerobic lagoons without gas recovery
- Fleet, machinery, and equipment have fuel efficiency certification
- Use LED lighting and refrigerant equipment minimizing ozone-depleting leaks
- Does not incinerate open-air waste and has a waste management plan and minimization strategy

In respect of biodiversity management, the organization should comply with requirements aimed at demonstrating that:

- Implements strategies to preserve the health and diversity of the system, including pest control and promotion of knowledge and care of native species

In respect of water quality, the organization must meet requirements aimed at demonstrating that:

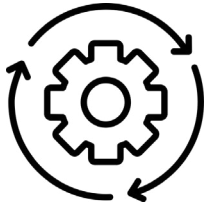
- The organization has a contingency plan for fuel spills
- Facilities are located outside the nearest aquifer recharge area, and the distance from the water table is greater than 3 m
- Distances to freshwater intakes are > 5 km downstream and > 1 km upstream
- The distance to the nearest watercourse is greater than 500m
- Records and controls water quality at all inlets to water bodies

In respect of air quality, the organization should comply with requirements aimed at demonstrating that:

- Implements Program to minimize internal ammonia levels in grain storage areas.
- Routine activity plan for odor minimization
- Performs up-to-date maintenance of vehicle fleet and machinery
- Records and monitors neighbor community complaints regarding noise pollution
- Takes steps to minimize dust removal on unpaved tracks

In respect of soil quality, the organization should meet the requirements to demonstrate the following:

- It has a soil study, updated for each area with a pen. It annually measures erosion rates and hydraulic conductivity and controls compaction
- The temporary manure collection areas are more than 100 m. away from the pens



Production Requirements

In respect of origin and traceability, the organization should comply with the requirements to demonstrate the following:

- It has a list of establishments, all registered in the Control Division of Semovientes and Traceability system by eartags SIRA

In respect of animal welfare, the Organisation should comply with requirements aimed at demonstrating that:

- Breeding and production comply with current legislation and the Five Freedoms in Animal Welfare
- There is continuous provision of clean and potable water for animals
- Provide training in animal welfare to staff. The animal load of each establishment does not exceed the annual average of 2 UG/ ha
- Animals are healthy and treated, avoiding injuries and minimizing pain and stress. Periodically monitors wire fences
- Castration within 1 month of age, mandatory to use pain relief when castration occurs after 1 month of age
- Weaning occurs with minimal stress conditions and does not takes place before six months of age
- The animals are managed and grouped according to the categories, attending each stage of the process with the specific nutritional requirements of the animal, with special care in breeding and childbirth and the identification of aggressive animals

- In relation to animal health, there are several practices established such as an official vet, plan which is implemented and controlled

In respect of animal nutrition, the Organization should meet requirements aimed at demonstrating that:

- 98% of the Rodeo has Body Condition (CC) equal to or greater than three
- Non-use of animal by-products, except milk consumed prior to weaning. Use of Animal by-products is prohibited by law and is controlled by the Uruguay government
- Diets formulated within the establishment have qualified responsible, the infrastructure is kept clean and has pest control plan
- The animals do not remain in the fattening pen for more than 5 months and there is a special area and process for an adaptation period if needed

In respect of animal handling facilities, the Organisation should comply with requirements to demonstrate that:

- The land is firm, dry, and not subject to erosion, with slight inclination, allowing facilities to house the animal load fulfilling all environmental and animal welfare requirements
- The construction materials are resistant. The pier meets the dimensions for good treatment of livestock

In respect of the process of loading and transportation, the organization must comply with requirements aimed at demonstrating that:

- The transportation process complies with regulations and maximum -minimum times, necessary supplies, and travel records
- Each shipment has at least two trained and specialized people

In respect of fattening and finishing pens, the organization should meet the requirements to demonstrate the following:

- Comply with all official regulatory regulations
- Are located in areas with adequate drainage and away from natural watercourses
- Provide adequate shade to the animal load they have at all times



Governance Requirements

Concerning management for planning and control, the organization must comply with requirements aimed at demonstrating the following:

- It documents and communicates its policy and commitments for the four dimensions of the Standard, evaluation cycle objectives, and action plans
- Ensures human, financial, equipment, and structure resources for compliance
- The organizational structure of responsibilities is defined and operational, and its competencies and personnel have substitutes in case of absence
- It fulfills all requirements of the applicable legislation. The organizational structure of responsibilities is defined and operational, and its competencies and personnel have substitutes in case of absence

In the area of improvement, efficiency, and innovation, the organization must meet requirements to demonstrate the following:

- They have an internal audit program and procedures that verify compliance with the commitments and requirements of the Standard

In the area of document management, the organization must comply with requirements to demonstrate the following:

- Documents processes and procedures to meet the requirements of this Standard, promotes its systematic application, facilitates training, and contributes to due diligence in sustainable livestock production
- Records are readable and are kept in good condition. Any alteration must be authorized and its justification recorded. Kept for a minimum of three years

Concerning ethics in business, the organization must meet requirements aimed at demonstrating the following:

- Not involved in any act of corruption, extortion, embezzlement, or bribery

5.

General rules

- a.** Organizations that belong to the Scheme must evaluate the conformity of their production system with the specific requirements of the LSQA Sustainable Livestock Production v1 2022 standard annually.
- b.** Organizations must meet 100% of the requirements of the level for which they request a third-party evaluation. If their evaluation results are positive, they maintain the Altus+ Register in active status under the framework of Sustainable Livestock Production.
- c.** The first year the organization can choose to enter Level 1; the following year, the organization must maintain compliance and check compliance with Level 2 requirements at 100%. In the third year, the organization must assess compliance with Level 3 requirements and maintain Favorable status, and Altus+ registration must be 100% compliant. You can also opt for direct evaluation of Levels 2 and 3 in the first year.
- d.** Conformity assessment consists of a scheduled audit process. The results may lead to compliance and include findings. In the case of the occurrence of findings, there are three aspects to keep in mind:
 - i.** The period to resolve findings that result in Nonconformities must be at most 120 days from the communication.
 - ii.** The resolution of findings resulting in minor non-conformities consists of a rootcause analysis and a corrective action plan submitted within 15 days of the communication. The organization should implement the corrective action for the following assessment.
 - iii.** The maintenance of the current favorable assessment is subject to sending all additional evidence required by the audit team within the time frame according to the type of finding.