

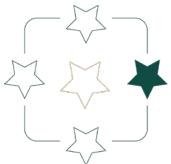


How Stars are Rewarded in the Grower LAB Engagement Profile



Learning Channel

Up to two green stars are awarded for using tools available in the Learning Channel. Growers learn about the Ethical Charter principles, share the platform and information internally, create notes for reference, and set priorities for an action plan.



Assessment Channel

One star is awarded when growers have assessed each management system by using the provided resources, information-gathering from colleagues and the workforce, and selecting a credible current-state assessment. This star is maintained over time by reaffirming or rescored each response at least annually.



Worker Assessment - Available in 2025

Because workers provide valuable assessment of a management system's effectiveness, beginning in 2025, a star will be earned by completing an approved worker survey. Approved worker surveys will be available on the Marketplace on ethicalcharterprogram.org.



Certification

The gold, center star is awarded to growers who hold a valid, field-level certification with one of the approved programs.

- BRCGS Ethical Trade and Responsible Sourcing (ETRS)
- Clearview
- Equitable Food Initiative with the Ethical Charter Addendum
- Fair Food Program
- Fair for Life
- Fair Trade International
- Fair Trade USA
- Florverde Sustainable Flowers
- GLOBALG.A.P: IFA plus GRASP
- Kenya Flower Council – Gold or Silver
- MPS-Socially Qualified (SQ)
- Rainforest Alliance
- SA8000 – Social Accountability International
- SIZA – Sustainability Initiative of South Africa
- SMETA – Sedex Members Ethical Trade Audit
- Sustainably Grown