



Leading Harvest Questionnaire

Guidance for the additional audit questions for SAI FSA Silver equivalence

Introduction

This document covers specific questions that, when combined with the [Leading Harvest Farmland Management Standard](#), meet an equivalency level of “Silver” in the [SAI Farm Sustainability Assessment](#) program.

This document can be used by Leading Harvest Standard Users to understand additional topics they may be asked about during an audit. It must also be used by Leading Harvest Certification Bodies to inform their audit program tools for when Standard Users are seeking the SAI FSA Silver achievement level.

This document may only be used in combination with the Leading Harvest Farmland Management Standard.

Overview of Topics

All of the topics below are included in the Leading Harvest Farmland Management Standard. However, the specificity of the SAI FSA questions listed below within each topic require clear “yes or no” responses, which are needed to achieve the SAI FSA Silver level.

I. Land ownership

Relevant to Section 4 of the Leading Harvest Farmland Management Standard

- 1. Does the farmer or manager have a clear title to the land being farmed on, either through ownership, a valid legal agreement or customary law?**

Guidance: Clear evidence of legal ownership, lease, or other right to manage farmland ensures that Standard Users have legitimate authority to implement sustainable agricultural practices under the LH Standard. Recognizing ownership or management rights through legal title, lease agreements, or customary tenure helps prevent land disputes, ensures accountability, and supports the long-term stewardship of agricultural resources.

Conformance Evidence Examples: A valid title deed, lease, or management agreement; documentation of customary land use rights recognized by local authorities; records of legal registration of ownership or lease; or evidence that the land area managed under certification matches the defined audit scope.

II. Genetically Modified Organisms (GMOs)

Relevant to Leading Harvest Farmland Management Standard Principle 11: Legal and Regulatory Compliance

- 2. Can compliance be demonstrated with the handling, production and processing of approved genetically modified organisms (GMOs) on the farmed land, in accordance with relevant legislation, seed company guidelines and client requirements?**

Guidance: Standard Users must comply with all applicable laws and client requirements regarding the use, production, and handling of genetically modified organisms (GMOs). Proper management ensures traceability, regulatory compliance, and transparency with stakeholders. Where GMOs are cultivated, records should demonstrate adherence to approved varieties, labeling, and containment procedures as defined by relevant authorities or client agreements.

Conformance Evidence Examples: Records demonstrating GMO approvals or registrations; supplier seed documentation confirming compliance with national or regional regulations; written procedures for handling and storage; and evidence of communication of GMO policies to staff or contractors.

III. Plant Protection Products (PPP)

Relevant to Leading Harvest Farmland Management Standard Principle 4: Protection of Crops

- 3. Does the farmer or manager (or their service provider) prevent the use of any plant protection products (PPPs) included in applicable international conventions as highlighted in the SAI Platform Red List of Plant Protection Products?**

Guidance: Standard Users shall ensure that no plant protection products (PPPs) banned under international conventions or included on the SAI Platform Red List are used in agricultural operations. Adherence to approved active ingredient lists safeguards environmental quality, worker safety, and legal compliance while supporting responsible integrated pest management practices.

Conformance Evidence Examples: Inventory of PPPs used on the farm; supplier certifications verifying product legality; evidence of periodic review against SAI Red List or national banned substance lists; and documentation of disposal procedures for obsolete or restricted products.

4. *Does the farmer or manager (or your service provider) purchase plant protection products (PPPs) from a licensed source?*

Guidance: Purchasing PPPs exclusively from licensed and authorized sources helps ensure product integrity, proper labeling, and regulatory compliance. This reduces risks associated with counterfeit or unapproved chemicals and supports safe, traceable supply chains.

Conformance Evidence Examples: Invoices or receipts from licensed suppliers; vendor licenses or certifications; procurement policies specifying licensed suppliers; and inspection records confirming products are sourced from approved distributors.

5. *Do all spray handlers and operators receive appropriate and well-maintained personal protective equipment (PPE)?*

Guidance: Spray handlers and operators must have access to, and properly use, appropriate personal protective equipment (PPE) to minimize exposure to hazardous substances. PPE should be maintained in safe working condition and training provided to ensure its correct use. This indicator reinforces worker safety and compliance with relevant occupational health regulations.

Conformance Evidence Examples: Records of PPE provision; training logs for pesticide applicators; maintenance or replacement records for PPE; and visual confirmation of PPE use during field inspections.

IV. Water

Relevant to Leading Harvest Farmland Management Standard Principle 3: Protection of Water Resources

6. *Where applicable, does the farmer or manager (or other relevant party) hold a valid water extraction license?*

Guidance: Where applicable, Standard Users must demonstrate possession of valid water extraction licenses or permits to ensure lawful and sustainable use of water resources. This indicator ensures compliance with regional water regulations and contributes to broader water resource stewardship objectives.

Conformance Evidence Examples: Copies of valid extraction permits; renewal applications; correspondence with regulatory authorities; or documentation confirming that extraction is within a regulated or exempt category.

7. *Where applicable, is the total and peak volume of water extracted within permitted legal limits?*

Guidance: Standard Users must ensure that total and peak water extraction volumes remain within the limits of legal authorizations. Monitoring water usage against permitted thresholds supports compliance and demonstrates efficient water management practices consistent with regional agricultural best management practices.

Conformance Evidence Examples: Water meter readings and logs; irrigation records; comparison of actual versus permitted extraction volumes; and evidence of corrective actions taken if limits are approached or exceeded.

V. Workforce

Relevant to Leading Harvest Farmland Management Standard Principle 10: Employees and Farm Labour

8. *Where applicable, are permanent, temporary and seasonal workers compensated for any accident or illness due to work-related activities, in accordance with relevant legislation?*

Guidance: Standard Users must ensure that workers are compensated for work-related injuries or illnesses in accordance with applicable legislation. This includes both permanent and temporary workers. Providing appropriate compensation reinforces social responsibility and compliance with labor laws.

Conformance Evidence Examples: Workers' compensation insurance documentation; accident and incident logs; payroll or claim records showing compensation; and employee awareness of reporting procedures for workplace injuries.

9. *Where applicable, does the farmer or manager (or other relevant party) advise or financially support the permanent, temporary and seasonal workers on the availability of health insurance?*

Guidance: Standard Users should demonstrate that they advise or financially support workers in accessing health insurance coverage where available. Promoting access to health care contributes to worker well-being, reduces absenteeism, and supports a sustainable workforce.

Conformance Evidence Examples: Employee handbooks or communication materials on available insurance programs; proof of employer contributions to health insurance; meeting minutes or notices discussing insurance access; and interviews confirming worker awareness.

10. *Where applicable, are language and cultural barriers taken into account when it comes to worker training and communication?*

Guidance: Training and communication should be provided in languages and formats understandable to all workers, accounting for cultural and literacy differences. This ensures that all personnel can participate in safety programs and stewardship practices effectively.

Conformance Evidence Examples: Multilingual training materials; attendance records; evidence of interpreter use; signage in multiple languages; or interviews demonstrating worker comprehension.

11. *Is the employment of minors as permanent, temporary or seasonal workers prohibited in accordance with relevant legislation and ILO Conventions?*

Guidance: Employment of minors must comply with national legislation and International Labour Organization (ILO) Conventions. Children shall not be employed as permanent, temporary, or seasonal workers in roles that interfere with schooling or exceed legal age requirements.

Conformance Evidence Examples: Age verification records; employee files; human resources policy prohibiting child labour; and interview confirmations of policy understanding among managers and staff.

12. Is it ensured that any minors employed do not conduct hazardous work or any work that jeopardizes their physical, mental or moral well-being, in accordance with relevant legislation and ILO Conventions?

Guidance: When minors are legally employed (e.g., apprenticeships or family labor), Standard Users must ensure that they do not engage in hazardous work or activities that could endanger their physical, mental, or moral well-being. This protects vulnerable young workers and ensures compliance with ILO standards.

Conformance Evidence Examples: Job descriptions; risk assessments identifying restricted activities; training records for supervisors; and visual confirmation of safe working conditions for young workers.

13. Are emergency contact details available and easily accessible at the farm to meet all reasonably foreseeable emergency medical situations?

Guidance: Emergency contact information and response procedures must be clearly displayed and accessible to all workers. Preparedness for foreseeable medical emergencies is an essential component of workplace safety and ensures timely response to incidents.

Conformance Evidence Examples: Posted emergency contact lists; first-aid station locations; employee training logs in emergency response; and maintenance records for first-aid supplies.

14. Where applicable, is it ensured that all permanent, temporary and seasonal workers who may be vulnerable or whose immune systems may be compromised do not handle plant protection products (PPPs) or hazardous substances?

Guidance: Standard Users must ensure that vulnerable workers, including those with health conditions or compromised immune systems, do not handle PPPs or other hazardous substances. Assigning alternative tasks and maintaining confidentiality protects both worker health and organizational compliance.

Conformance Evidence Examples: Health and safety risk assessments; job assignment records; training demonstrating awareness of restrictions; and supervisor interviews verifying implementation of protective measures.

15. Does the farmer or manager (or other relevant party) ensure access to water, sanitation and hygiene (WASH) facilities for all permanent, temporary and seasonal workers and their families, visitors and subcontractors on the farm?

Guidance: All workers, their families (where applicable), visitors, and subcontractors must have access to safe drinking water, sanitation, and hygiene facilities. Adequate WASH access supports public health, dignity, and productivity, aligning with international good agricultural labor practices.

Conformance Evidence Examples: Inspection records of WASH facilities; maintenance logs; photographic evidence; and interviews confirming access and cleanliness standards.

16. Where applicable, are all permanent, temporary and seasonal workers and their families provided with access to appropriate cooking facilities and clean, safe accommodation and sanitation?

Guidance: Where workers and their families reside on or near the farm, Standard Users must ensure that housing and sanitation facilities are clean, safe, and meet local standards. Provision of suitable living conditions promotes health, retention, and community well-being.

Conformance Evidence Examples: Housing inspection reports; rental or occupancy agreements; maintenance records; and interviews with residents verifying adequacy and safety.

VI. Land conversion

Relevant to Leading Harvest Farmland Management Standard Principle 7: Conservation of Biodiversity

17. Where applicable, has the farmer or manager (or other relevant party) left all primary forest, mangrove, wetland, peatland, protected grassland and legal reserves in their original condition since 31.12.2015?

Guidance: Standard Users must demonstrate that since December 31, 2015, primary forest, mangrove, wetland, peatland, protected grassland, and other designated conservation areas within their management have remained in their original condition. This requirement reinforces commitments to avoiding conversion of high conservation value lands and maintaining biodiversity.

Conformance Evidence Examples: Historical and current aerial or satellite imagery; land-use maps; conservation easement documents; farm management policies referencing no-conversion commitments; and third-party verification of land status.