

# GROWING GUIDELINES

**Farming** 

**Livestock** 

**Procurement** 

**Labor** 

Extractive industrial, chemical Agriculture	Annual tillage. Monocultures	Organic; Grown using principles of agroecology	Biodynamically grown	Grown in a way that sustains current ecological and social system health of farm	Perennial crop polycultures & growing systems that increase eco-social health of their place
Extractive industrial, CAFOs	Feed & Inputs Monocultures	Some grass; Humane	Organic, Biodynamic, GAP 4+, AWA	100% Grass fed & finished	Integrated into polycultures, cordon capturing usins holistic rotational grazing
None; Extractive commodity markets. Growers are usually large multi-national agribusinesses	Third party supplier with quality better than commodity quality requirements and defined set of growers	Direct-sourced: All ingredients from growers with whom manufacturers have a direct relationship; mostly mid-sized and smaller farms	All ingredients from growers with a stake in the game	On-farm or at-origin processing: Farm are usually smaller scale, or farmer-owned cooperatives	Reciprocal relationships between company and small family farms symbiotically add value to whole supply system
Forced Labor. Highly abusive labor practices common in geographic region región geográfica de la cual se from which ingredients are sourced	Low pay industry or geographic region; Low likelihood of worker's rights being protected	Workers work by choice and can survive on earnings	Living wage protected rights including unionization	Ingredients come from organizations that are worker-owned, profit sharing, or cooperatives	Working grows whole people. Personal & systems actualizing: Systemically improves working conditions in geography & crop.

# PROCESSING PRACTICES

**Ingredients** 

**Processing** 

**Distribution** 

**Workforce** 

Unsafe; Health Risks	Heavy Chemical Processing Required	Preservatives & other additives	Free from ingredients that depend on centralized intensive processing (eg. high fructose corn syrup, maltodextrin)	Low processing	Ingredients source crops support bio-cultural diversity, traditional foodways, combat deforestation & climate change
High Intensity; Chemical, Mechanical; Heat	Milling, Pasteurization	Minimal Processing	Maintains nutritional & enzymatic quality	Minimal processing by living organisms in traditional indigenous contexts that maintain and regenerate unique culture of individual bioregions and places	
Global Sourcing	National Sourcing	Regional Sourcing and Manufacturing	Local Sourcing and Manufacturing	Local sourcing and manufacturing creates products that express the unique identity of a region	If ingredient cannot be grown locally, then regional or global sourcing can be regenerative if a reciprocal relationship with a producer community provides ecological & social that outweigh carbon impact of transportation
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# COMPANY CONDUCT

**Employment** 

**Management** 

**Community** 

**Environment** 

Employment practices are abusive, extractive, or discriminatory	Better than terrible, but employment practices are still below basic national standards	Employment practices "meet standards" for the country or region	Company exceeds basic standards for employment	Employees are paid a true living wage or better	Company goes beyond "employment" and designs it's work systems to grow whole people. Everyone in the company is supported work on self-actualizing and systems-actualizing through working at the company
Exploitative with criminal, fraudulent or deceptive trnsparency levels	"Business as usual"; Top-down command & control structures actively or passively treat people as "objects from which to derive profit"; Low to normal levels of transparency	Has the level of easeful visibility and good-intentioned management as many small business, regardless of size; Normal to High levels of transparency	Equitable, shared ownership or demonstrated minimal wage hierarchy (including owner operated). High levels of transparency	Development for all at company Everyone is empowered to learn and grow towards greater purpose of the company and themselves	Active in innovating management structures that constantly evolve all people, and alter way businedd operates in the world
Exploitative behavior towards other entises in the area where company operatives - Organizations, municipalities, people, other companies	Unfriendly, disangaged, or midly disruptive behavior towards local community government or organizations	Minimal, passiveengagement with local community and place; Some charitable or volunteer activities	Active consultation and communication with people, business and government in operating areas. Local respect and solidarity	Active role in the social wellbeing in areas of operation. Open, honest communication with costumers. Aiming to effect change in local industry	Evolutionary. Company's policies actively develop people place and their whole industry
History of irresponsible business decisions that degrade the environment	No negative historic events, but company benefits from imput-intensive farming and mansacturing processes	Company actively works to minimize impact of ingredients and processes, aiming to "do less harm" to the enviroment	Company has achieved "net-zero", where any remaining environmental impact balanced by positive action in restoration, conservation, renewable energy, and sustainable agriculture	Company is "net-positive", contributing more to the enviroment than its operations extract	Actively regenerates local and global ecosystems