



# Impact Assessment, Goals & Monitoring

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## **1 MISSION**

- 1.1 Connecting farmers and buyers through environmentally and socially sustainable good agricultural practices. GAP Connections provides leadership, education, and resources for the adoption and promotion of standards and practices which produce a quality crop while protecting, sustaining or enhancing the environment, ensure the safety and rights of farm laborers, and recognize those producers who are committed to a higher standard.

## **2 IMPACT ASSESSMENT**

- 2.1 GAP Connections' (GAPC) impact assessment steps through the production process of growing a crop and identifies the labor and crop and environmental risks within each step. Each risk is then labelled low to high according to the likelihood and the severity of an occurrence.
- 2.2 GAPC then prioritizes those risks based on the scale of likelihood and severity and determines goals to minimize or reduce those risks. GAPC monitors and evaluates the progress towards identified goals by identifying Monitoring and Evaluating data points for each goal (See section 14).

## **3 REVISIONS**

- 3.1 GAPC revisits the impact assessment annually to allow for updates due to progress, new information, and newly identified challenges.

## **4 PRODUCTION PROCESS STEPS**

- 4.1 Crop Planning and Marketing
  - 4.1.1 Agreements and applications for labor, input purchases, crop insurance, and financing
  - 4.1.2 Worker Housing Site Selection and Inspections
  - 4.1.3 Land acquisition and planning
  - 4.1.4 Farm Transition Planning
- 4.2 Arrival of Workers and Production
  - 4.2.1 Workers Compensation Insurance
  - 4.2.2 Training
  - 4.2.3 Greenhouse Seeding
  - 4.2.4 Application of CPAs in Greenhouse
  - 4.2.5 Transplanting

- 4.2.6 Scouting
- 4.2.7 Topping
- 4.2.8 Application of CPAs in Field
- 4.2.9 Harvesting
- 4.3 Market Preparation and Delivery
  - 4.3.1 Grading and Stripping
  - 4.3.2 Baling
  - 4.3.3 Delivery
  - 4.3.4 Payment for product
  - 4.3.5 Workers complete seasonal tasks, job, and/or return home

## **5 RISK CATEGORIES**

- 5.1 Crop and Environment
  - 5.1.1 Soil Health
  - 5.1.2 Water
  - 5.1.3 Natural Habitats
  - 5.1.4 Climate Change
- 5.2 Labor
  - 5.2.1 Livelihoods and Living Income
  - 5.2.2 Human and Labor Rights
  - 5.2.3 Safe Working Environment
  - 5.2.4 Freedom of Association and Collective Bargaining
- 5.3 Operation
  - 5.3.1 Income, Financing and Profitability
  - 5.3.2 Stress and Mental Health of Growers
  - 5.3.3 Succession and/or Transition Plans
  - 5.3.4 Safe Working Environment

## 6 RISKS

| Production Process Step            | Step Details  | Risk   | Risk Category                                  | Likelihood | Severity |
|------------------------------------|---|--|--|------------|----------|
| <b>Crop Planning and Marketing</b> | <i>Researching and making agreements for input purchases, crop insurance, and operating or capital financing. Discussing and deciding transition plans, choice of enterprises, and labor need and source.</i> | Stress and Mental Health of Growers          | Operation: Stress and Mental Health of Growers | Medium     | Medium   |
|                                    |   | Succession and/or Transition Plans           | Operation: Succession and/or Transition Plans  | Medium     | High     |
|                                    | <i>Worker housing site selection, inspections, and repairs or improvements.</i>   | Condition of Worker Housing                  | Labor: Human & Labor Rights                    | Medium     | High     |
|                                    | <i>Land selection, acquisition, and planning.</i>   | Soil Fertility and Health                    | Crop & Environment: Soil Health                | Low        | Low      |
|                                    |   | CPA Use                                      | Crop & Environment: Natural Habitats           | Low        | Low      |
|                                    |   | Release of Carbon from Soils (Crop Rotation) | Crop & Environment: Climate Change             | Low        | Medium   |
|                                    | <i>Receiving and completing marketing agreements for product.</i>   | Income, Financing and Profitability          | Operation: Income, Financing and Profitability | Medium     | Medium   |

| Production Process Step                  | Step Details                               | Risk   | Risk Category                        | Likelihood | Severity |
|--|--|--|--------------------------------------|------------|----------|
| <b>Arrival of Workers and Production</b> | <i>Worker Policies and Expectations</i>    | Freedom of Association and Collective Bargaining | Labor: Human & Labor Rights          | Medium     | High     |
|  |  | Vulnerable Labor                                 | Labor: Human & Labor Rights          | Low        | High     |
|  |  | Modern Slavery                                   | Labor: Human & Labor Rights          | Low        | High     |
|  |  | Fair Treatment                                   | Labor: Human & Labor Rights          | Low        | High     |
|  | <i>Maintaining the worker housing site</i> | Condition of Worker Housing                      | Labor: Human & Labor Rights          | Medium     | High     |
|  | <i>Growing and harvesting crop</i>         | Occupational Health and Safety of Workers        | Labor: Safe Working Environment      | Medium     | High     |
|  |  | Occupational Health and Safety of Growers        | Operation: Safe Working Environment  | Medium     | High     |
|  |  | Soil Fertility and Health                        | Crop & Environment: Soil Health      | Low        | Low      |
|  |  | Biodiversity and Protected Areas                 | Crop & Environment: Natural Habitats | Low        | Low      |
|  |  | Deforestation                                    | Crop & Environment: Natural Habitats | High       | Low      |
|  |  | Water Quality                                    | Crop & Environment: Water            | High       | High     |
|  |  | Water Stress                                     | Crop & Environment: Water            | Medium     | High     |
|  |  | Inefficient use of energy                        | Crop & Environment: Climate Change   | Low        | Medium   |
|  |  | Release of Carbon from Soils (Tillage)           | Crop & Environment: Climate Change   | High       | High     |

| Production Process Step         | Step Details                            | Risk                                      | Risk Category                       | Likelihood | Severity |
|---------------------------------|---|---|-------------------------------------|------------|----------|
| Market Preparation and Delivery | Preparing product and delivery to buyer | Occupational Health and Safety of Workers | Labor: Safe Working Environment     | Medium     | High     |
|                                 |   | Occupational Health and Safety of Growers | Operation: Safe Working Environment | Medium     | High     |

## 7 MATRIX

|                 |               |  |   |   |
|-----------------|---------------|--|---|---|
| <b>Severity</b> | <b>High</b>   | <ul style="list-style-type: none"> <li>• Vulnerable Labor</li> <li>• Modern Slavery</li> <li>• Fair Treatment</li> </ul>   | <ul style="list-style-type: none"> <li>• Condition of Worker Housing</li> <li>• Freedom of Association and Collective Bargaining</li> <li>• Occupational Health and Safety of Workers</li> <li>• Occupational Health and Safety of Growers</li> <li>• Water Stress</li> <li>• Succession and/or Transition Plans</li> </ul> | <ul style="list-style-type: none"> <li>• Water Quality</li> <li>• Release of Carbon from Soils (Tillage Practices)</li> </ul> |
|                 | <b>Medium</b> | <ul style="list-style-type: none"> <li>• Release of Carbon from Soils (Crop Rotation)</li> <li>• Inefficient use of energy</li> </ul>  | <ul style="list-style-type: none"> <li>• Stress and Mental Health of Growers</li> <li>• Income, Financing and Profitability</li> </ul>  |   |
|                 | <b>Low</b>    | <ul style="list-style-type: none"> <li>• CPA Use</li> <li>• Soil Fertility and Health</li> <li>• Biodiversity and Protected Areas</li> <li>• Release of Carbon from Soils</li> </ul> |   | <ul style="list-style-type: none"> <li>• Deforestation</li> </ul>   |
|                 |               | <b>Low</b>   | <b>Medium</b>   | <b>High</b>   |
|                 |               |  | <b>Likelihood</b>   |   |

## 8 GOALS AND OBJECTIVES

8.1 The Goals and Objectives developed are categorized into four categories (1) Participation and Adoption, (2) Crop and Environment, (3) Labor and (4) Operation. The purpose of the goals and objectives is to outline how GAPC plans to fulfil its mission and help reduce the risks and impacts of agricultural production.

8.1.1 **Participation and Adoption:** Participation in GAPC Programs and adoption of GAPC Certification Standards and practices allow for GAPC to create change, have influence, and ultimately show progress toward fulfilling its mission and reaching its other goals.

8.1.2 **Crop and Environment:** The Crop and Environment goals and objectives encourage improvements and demonstrate progress toward producing a quality crop while protecting, sustaining, or enhancing the environment.

8.1.3 **Labor:** The Labor goals and objectives encourage improvements and demonstrate progress toward ensuring the safety and rights of farm laborers.

8.1.4 **Operation:** The Operation goals and objectives encourage improvements and demonstrate progress toward creating sustainable farming operations that create a safe, healthy, and productive livelihood for the growers and farm laborers and provide economic activity for the communities in which they exist.

## 9 PARTICIPATION AND ADOPTION GOAL(S) AND OBJECTIVES

### 9.1 Goal

- Increase the percentage of operations involved in tobacco production that are GAPC Certified and monitored by GAPC.

### 9.2 Objectives

- By 2025, 90% of tobacco acreage GAPC Certified.
- By 2025, conduct over 10,000 monitoring visits to verify compliance with GAPC Certification Standards.
- By 2025, 13,000 worker interviews conducted to verify compliance with GAPC Certification Standards.



### **9.3 Strategy**

- Increase awareness of the GAPC Certification Program within the tobacco industry among growers and companies by speaking at grower events and participating at industry events.
- Decrease burdens or obstacles preventing growers from participating by continuing to improve the efficiency of procedures and policies that may be unintentionally creating barriers.
- Continue to facilitate the efficient selection of approved and trained auditing firms in order to schedule and complete monitoring activities by enhancing the scheduling information and tools available to growers and auditors.

## **10 CROP AND ENVIRONMENT GOAL(S) AND OBJECTIVES**

### **10.1 Goal(s)**

- Optimize crop production while reducing agrochemical and fertilizer use.
- Increase the energy efficiency on operations in order to decrease fuel consumption and decrease carbon emissions.
- Increase the conservation of natural resources such as soil and water.
- Increase the available information on and use of hazardous waste disposal programs for agrochemicals such as “Clean Sweeps”, and non-hazardous recycling programs such as the Ag Container Recycling Council (ACRC).
- Decrease deforestation related to curing with dark-fired tobacco by increasing the awareness and information about the practice of high-volume curing in dark-fired tobacco and its related benefits.

### **10.2 Objectives**

- By 2025, 100% of tobacco operations that have completed an audit have a documented scouting program for pests and record the scouting information by field/tract following GAPC Certification Standards.
- By 2025, 100% of tobacco operations that have completed an audit make application decisions using soil test results that are no more than three years old.
- By 2025, 85% of flue-cured tobacco operations that have completed an audit use energy efficient curing systems in flue-cured barns (i.e. use automated curing controls to measure temperature) therefore decreasing fuel consumption and decrease carbon emissions.
- By 2025, 30% of air and fire-cured tobacco acreage is planted using conservation tillage practices (i.e. minimum or reduced tillage, strip tillage, no tillage)
- By 2025, 60% of tobacco operations that have completed an audit recycle their non-hazardous waste.

- By 2025, 70% of tobacco operations participating in GAPC Certification participate in a hazardous waste recycle or disposal program.
- By 2023, include material and resources on the practice of and benefits of high-volume curing in dark-fired tobacco at GAPC Annual Training targeting geographies where dark-tobacco is grown.

### **10.3 Strategy**

- Educate and provide information to growers on the:
  - Scouting and economic thresholds.
  - Types of soil testing to maximize soil productivity while protecting the environment from contamination by runoff and leaching of excess fertilizers.
  - Importance of CPA and fertilizer application and their impact on the crop and environment.
  - Importance of monitoring soil moisture and properly maintaining irrigation equipment, if used, to minimize waste, and
  - Types of conservation tillage and how to adopt conservation tillage practices that conserve energy resources, water, and soil by reducing tillage intensity and the crop residue retention.
  - Existence and importance of watershed requirements in growing regions with grower members.
  - Programs and offerings for the proper disposal of agrochemicals and the recycling of hazardous and non-hazardous waste.
- Educate and provide information to growers who grow flue-cured tobacco on their operation about the energy efficiencies gained with curing controls.
- Work with tobacco extension specialist in dark-tobacco to highlight the research and information on high-volume curing in dark-fired tobacco in GAPC Annual Training.

### **10.4 Targeted Risks and Impacts (Likelihood, Severity)**

- Water Quality (High, High)
- Release of Carbon from Soils (Tillage) (High, High)
- Biodiversity and Protected Areas (Low, Low)
- CPA Use (Low, Low)
- Deforestation (High, Low)

## **11 LABOR GOAL(S) AND OBJECTIVES**

### **11.1 Goal(s)**

- Ensure the safety and rights of farm laborers.

- Increase the access to safety and compliance training in worker's native language.
- Increase the awareness of risks and best practices associated with Farm Labor Contractors (FLCs) to help avoid non-compliance with U.S. laws and regulations of FLC's and ensure the safety and rights of farm laborers who are obtained through a FLC or H-2ALC.
- Improve the conditions of worker housing.
- Provide a way for farmworkers on a GAPC Grower Member's farm to ask for information and to express and seek resolution to concerns.

### **11.2 Objectives**

- By 2025, 10,000 farm workers trained at GAPC Farm Safety and Compliance events.
- By 2025, train over 500 farm workers through the GAPC Customized Farmworker Training Program.
- By 2025, over 100 worker concerns resolved through the GAPC Worker Concern Helpline or remediation process of GAPC Certification monitoring activities.
- By 2025, 20% of tobacco operations with employer provided housing and participating in GAPC Certification and Housing Programs are Gold Star Growers (NC) or have achieved GAPC Elevated Housing classification for one or more units of housing.
- By 2025, 100% of growers with hired labor participating in GAPC Certification Programs have an anti-discrimination policy.

### **11.3 Strategy**

- Organize and promote GAPC Farm Safety and Compliance training events annually in different regions across the GAPC membership to allow for access to a broad range of growers, workers, and locations.
- Promote and conduct on-farm customized safety and compliance training in workers' native language.
- Develop and promote the GAPC Elevated Housing Program which verifies growers who go above and beyond the requirements of law in their employer provided housing.
- Continue to bring awareness to the GAPC WCH among growers and workers with posters, training, handouts, and direct communication.
- Build capacity, resources, and partnerships to help efficiently address and resolve worker concerns.
- Continue to encourage growers to adopt an anti-discrimination policy by explaining the benefits and importance of having the policy and increasing the awareness and use of GAPC anti-discrimination policy template.

#### **11.4 Targeted Risks and Impacts (Likelihood, Severity)**

- Conditions of Worker Housing (Medium, High)
- Occupational Health and Safety of Workers (Medium, High)
- Fair Treatment (Low, High)

## **12 OPERATION GOAL(S) AND OBJECTIVES**

### **12.1 Goal(s)**

- Ensure the safety of growers and their families.
- Assist in the succession and transition planning process for an operation by providing education, information and resources on succession and transition planning.
- Help increase the resiliency of growers as they deal with the stress and mental health concerns that can come with the hazardous nature of day-to-day tasks, volatile and unforgiving markets and unpredictable weather and crop yields.

### **12.2 Objectives**

- By 2025, 500 growers trained at GAPC Farm Safety and Compliance events.
- Include Succession and Transition Planning resources and topics as a choice each year in GAPC Annual Training and/or GAPC Farm Safety and Compliance Events.
- Include resources and training topics on the skills to better identify, cope and possibly even overcome stress and mental health issues such as anxiety or depression at GAPC Annual Grower Training and at GAPC Farm Safety and Compliance Events.

### **12.3 Strategy**

- Organize and promote GAPC Farm Safety and Compliance training events annually in different regions across the GAPC membership to allow for access to a broad range of growers, workers, and locations.
- Develop, identify and/or procure the following topics and resources to be included in GAPC Annual Training and/or GAPC Farm Safety Events:
  - Succession and transition planning
  - Skills to better identify, cope and possibly even overcome stress and mental health issues associated with operating a farming operation
- Add information and resources to GAPC's website and monthly newsletters on the warning signs and symptoms of stress and mental health issues such as anxiety or depression so growers can identify and seek help in coping or overcoming.

#### **12.4 Targeted Risks and Impacts (Likelihood, Severity)**

- Occupational Health and Safety of Growers (Medium, High)
- Succession and/or Transition Plans (Medium, High)
- Stress and Mental Health of Growers (Medium, Medium)

### **13 MONITORING AND EVALUATING (M&E) OBJECTIVES**

13.1 Monitoring and measuring improvements of GAPC Grower Members and Operations in relation to GAPC Certification and Program Standards, goals and objectives, helps refine and continuously improve the changes and improvements GAPC hopes to achieve within the industry, monitor organizational effectiveness, and provide opportunities for further engagement with industry and other important stakeholders.

13.2 Our M&E Program serves three main purposes:

13.2.1 To share the results of the GAPC Certification Program and other GAPC programs, resources, and services to offer a platform for communicating on the outcomes and impacts of industry adoption of GAPC Certification Standards, participation in GAPC Programs, and the use of GAPC resources and services.

13.2.2 To enable GAPC to better understand the effectiveness of its policies, procedures and standards in reaching goals and objectives.

13.2.3 To enable GAPC to better understand the effectiveness of the organization and strategies, and to identify issues, trends, and areas for improvement.

13.3 To support the M&E Process GAPC will release a Monitoring and Evaluation Report annually beginning in 2023 to provide stakeholders with a view on key improvements achieved by the GAPC Programs, resources, and services. This report is based on analysis by GAPC staff using GAPC monitoring and verification data from monitoring and verification visits. The report seeks to assess the performance of the organization in delivering its mission and reaching its goals and objectives as well as to identify the measurable outcomes directly achieved by GAPC Certified Grower Members.

## **14 MONITORING AND EVALUATING (M&E) DATA POINTS**

14.1 The M&E data points are identified as data points that can assist in the measurement of progress and success toward GAPC's identified goals.

14.2 Participation and Adoption M&E Data Points

- Acres on operations with a GAPC Certified Grower
- Number of monitoring visits conducted
- Number of worker interviews conducted

14.3 Crop and Environment M&E Data Points

- Number of tobacco operations with a documented scouting program
- Number of tobacco operations that make application decisions using soil tests results that are no more than three years old.
- Number of flue-cured tobacco operations that use an energy efficient curing system in flue-cured barns
- Number of tobacco operations using a conservation tillage practice
- Number of tobacco operations that recycle their non-hazardous waste
- Number of tobacco operations participating in a hazardous waste recycle or disposal program
- Training topics used in GAPC Annual Grower Training
- Number of dark-fired tobacco growers who received GAPC Annual Grower Training
- Number of dark-fired tobacco growers who use high-volume curing

14.4 Labor M&E Data Points

- Number of growers with an anti-discrimination policy
- Number of farm workers trained at GAPC Farm Safety and Compliance events
- Number of farm workers trained through the GAPC Customized Farmworker Training Program
- Number of worker concerns that were resolved through the GAPC Worker Concern Helpline
- Number of operations with employer provided housing that are either Gold Star Growers (NC) or have achieved Elevated Housing classification for one or more units of housing.

#### 14.5 Operation M&E Data Points

- Number of growers who attended a GAPC Farm Safety and Compliance event.
- List of Training Topics and resources provided at GAPC Annual Training and/or GAPC Farm Safety and Compliance Events
- Number of growers who attended GAPC Annual Training and/or GAPC Farm Safety and Compliance Events
- List of Training Topics and resources provided at GAPC Annual Training and/or GAPC Farm Safety and Compliance Events
- Number of growers who attended GAPC Annual Training and/or GAPC Farm Safety and Compliance Events

### **15 PROGRAM EQUIVALENCE**

15.1 Currently there are no programs that have equivalence with the GAPC Certification Program. This is something that is being researched and considered by GAPC.

16 APPENDIX A: GAPC RISKS, GOALS, OBJECTIVES AND MONITORING AND EVALUATION DATA POINTS

| Risk Category                      | Risk                      | Likelihood | Severity | Goal  | Objective(s)   | M&E Data Point  |
|------------------------------------|---------------------------|------------|----------|---|--|---|
| NA                                 | NA                        | NA         | NA       | Increase the percentage of operations involved in tobacco production that are GAPC Certified and monitored by GAPC. | <ul style="list-style-type: none"> <li>By 2025, 90% of tobacco acreage GAPC Certified.</li> <li>By 2025, conduct over 10,000 monitoring visits to verify compliance with GAPC Certification Standards.</li> <li>By 2025, 13,000 worker interviews conducted to verify compliance with GAPC Certification Standards.</li> </ul> | <ul style="list-style-type: none"> <li>Acres on operations with a GAPC Certified Grower</li> <li>Number of monitoring visits conducted</li> <li>Number of worker interviews conducted</li> </ul>  |
| Crop & Environment: Water          | Water Quality             | High       | High     | Optimize crop production while reducing agrochemical and fertilizer use.  | <ul style="list-style-type: none"> <li>By 2025, 100% of tobacco operations that have completed an audit have a documented scouting program for pests and record the scouting information by field/tract following GAPC Certification Standards.</li> </ul>   | <ul style="list-style-type: none"> <li>Number of tobacco operations with a documented scouting program</li> <li>Number of tobacco operations that make application decisions using soil tests results that are no more than three years old.</li> </ul> |
| Crop & Environment: Soil Health    | CPA Use                   | Low        | Low      |   | <ul style="list-style-type: none"> <li>By 2025, 100% of tobacco operations that have completed an audit make application decisions using soil test results that are no more than three years old.</li> </ul>   |   |
| Crop & Environment: Climate Change | Inefficient use of energy | Low        | Medium   | Increase the energy efficiency on operations in order to decrease fuel consumption and decrease carbon emissions.   | <ul style="list-style-type: none"> <li>By 2025, 85% of flue-cured tobacco operations that have completed an audit use energy efficient curing systems in flue-cured barns (i.e. use automated curing controls to measure temperature) therefore decreasing fuel consumption and decrease carbon emissions.</li> </ul>          | <ul style="list-style-type: none"> <li>Number of flue-cured tobacco operations that use an energy efficient curing system in flue-cured barns</li> </ul>  |



| Risk Category                                   | Risk  | Likelihood | Severity | Goal   | Objective(s)   | M&E Data Point  |
|---|---|------------|----------|--|--|---|
| <b>Crop &amp; Environment: Climate Change</b>   | <b>Release of Carbon from Soils (Tillage)</b> | High       | High     | Increase the conservation of natural resources such as soil and water.   | <ul style="list-style-type: none"> <li>By 2025, 30% of air and fire-cured tobacco acreage is planted using conservation tillage practices (i.e. minimum or reduced tillage, strip tillage, no tillage)</li> </ul>  | <ul style="list-style-type: none"> <li>Number of tobacco operations using a conservation tillage practice</li> </ul>  |
| <b>Crop &amp; Environment: Natural Habitats</b> | <b>Biodiversity and Protected Areas</b>       | Low        | Low      | Increase the available information on and use of hazardous waste disposal programs for agrochemicals such as “Clean Sweeps”, and non-hazardous recycling programs such as the Ag Container Recycling Council (ACRC). | <ul style="list-style-type: none"> <li>By 2025, 60% of tobacco operations that have completed an audit recycle their non-hazardous waste.</li> <li>By 2025, 70% of tobacco operations participating in GAPC Certification participate in a hazardous waste recycle or disposal program.</li> </ul> | <ul style="list-style-type: none"> <li>Number of tobacco operations that recycle their non-hazardous waste</li> <li>Number of tobacco operations participating in a hazardous waste recycle or disposal program</li> </ul>  |
| <b>Crop &amp; Environment: Natural Habitats</b> | <b>Deforestation</b>                          | High       | Low      | Decrease deforestation related to curing with dark-fired tobacco by increasing the awareness and information about the practice of high-volume curing in dark-fired tobacco and its related benefits.                | <ul style="list-style-type: none"> <li>By 2023, include material and resources on the practice of and benefits of high-volume curing in dark-fired tobacco at GAPC Annual Training targeting geographies where dark-tobacco is grown.</li> </ul>   | <ul style="list-style-type: none"> <li>Training topics used in GAPC Annual Grower Training</li> <li>Number of dark-fired tobacco growers who received GAPC Annual Grower Training</li> <li>Number of dark-fired tobacco growers who use high-volume curing</li> </ul> |
| <b>Labor: Human and Labor Rights</b>            | <b>Fair Treatment</b>                         | Low        | High     | Ensure the safety and rights of farm laborers.   | <ul style="list-style-type: none"> <li>By 2025, 100% of growers with hired labor participating in GAPC Certification Programs have an anti-discrimination policy.</li> </ul>   | <ul style="list-style-type: none"> <li>Number of growers with an anti-discrimination policy</li> </ul>  |

| Risk Category                       | Risk                                      | Likelihood | Severity | Goal  | Objective(s)  | M&E Data Point  |
|-------------------------------------|---|------------|----------|---|---|---|
| Labor: Safe Working Environment     | Occupational Health and Safety of Workers | Medium     | High     | Increase the access to safety and compliance training in worker's native language.  | <ul style="list-style-type: none"> <li>By 2025, 10,000 farm workers trained at GAPC Farm Safety and Compliance events.</li> <li>By 2025, train over 500 farm workers through the GAPC Customized Farmworker Training Program.</li> </ul>  | <ul style="list-style-type: none"> <li>Number of farm workers trained at GAPC Farm Safety and Compliance events.</li> <li>Number of farm workers trained through the GAPC Customized Farmworker Training Program.</li> </ul>    |
| Labor: Human and Labor Rights       | Fair Treatment                            | Low        | High     | Provide a way for farmworkers on a GAPC Grower Member's farm to ask for information and to express and seek resolution to concerns. | <ul style="list-style-type: none"> <li>By 2025, over 100 worker concerns resolved through the GAPC Worker Concern Helpline or remediation process of GAPC Certification monitoring activities.</li> </ul>   | <ul style="list-style-type: none"> <li>Number of worker concerns that were resolved through the GAPC Worker Concern Helpline</li> </ul>   |
| Labor: Human and Labor Rights       | Conditions of Worker Housing              | Medium     | High     | Improve the conditions of worker housing.   | <ul style="list-style-type: none"> <li>By 2025, 20% of operations with employer provided housing and participating in GAPC Certification and Housing Programs are Gold Star Growers (NC) or have achieved GAPC Elevated Housing classification for one or more units of housing.</li> </ul> | <ul style="list-style-type: none"> <li>Number of operations with employer provided housing that are either Gold Star Growers (NC) or have achieved Elevated Housing classification for one or more units of housing.</li> </ul> |
| Operation: Safe Working Environment | Occupational Health and Safety of Growers | Medium     | High     | Ensure the safety of growers and their families.  | <ul style="list-style-type: none"> <li>By 2025, 500 growers trained at GAPC Farm Safety and Compliance events.</li> </ul>   | <ul style="list-style-type: none"> <li>Number of growers who attended a GAPC Farm Safety and Compliance event.</li> </ul>   |

| Risk Category   | Risk   | Likelihood    | Severity      | Goal   | Objective(s)  | M&E Data Point  |
|---|--|---------------|---------------|--|---|---|
| <b>Operation:<br/>Succession<br/>and/or<br/>Transition<br/>Plans</b>  | <b>Succession<br/>and/or<br/>Transition<br/>Plans</b>  | <b>Medium</b> | <b>High</b>   | Assist in the succession and transition planning process for an operation by providing education, information and resources on succession and transition planning.   | <ul style="list-style-type: none"> <li>• Include Succession and Transition Planning resources and topics as a choice each year in GAPC Annual Training and/or GAPC Farm Safety and Compliance Events.</li> </ul>  | <ul style="list-style-type: none"> <li>• List of Training Topics and resources provided at GAPC Annual Training and/or GAPC Farm Safety and Compliance Events</li> <li>• Number of growers who attended GAPC Annual Training and/or GAPC Farm Safety and Compliance Events</li> </ul> |
| <b>Operation:<br/>Stress and<br/>Mental<br/>Health of<br/>Growers</b> | <b>Stress and<br/>Mental<br/>Health of<br/>Growers</b> | <b>Medium</b> | <b>Medium</b> | Help increase the resiliency of growers as they deal with the stress and mental health concerns that can come with the hazardous nature of day-to-day tasks, volatile and unforgiving markets and unpredictable weather and crop yields. | <ul style="list-style-type: none"> <li>• Include resources and training topics on the skills to better identify, cope and possibly even overcome stress and mental health issues such as anxiety or depression at GAPC Annual Grower Training and at GAPC Farm Safety and Compliance Events.</li> </ul> | <ul style="list-style-type: none"> <li>• List of Training Topics and resources provided at GAPC Annual Training and/or GAPC Farm Safety and Compliance Events</li> <li>• Number of growers who attended GAPC Annual Training and/or GAPC Farm Safety and Compliance Events</li> </ul> |