

Cotton made in Africa

Standard Revision 2025
(Volume 4 to Volume 5.0)

Process Documentation & Change History

Hamburg, August 2026





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About CmiA and AbTF

Cotton made in Africa® (CmiA), an initiative of the Aid by Trade Foundation (AbTF) founded in 2005, is one of the world's leading standards for sustainably produced cotton.

Our goal is to help people help themselves, via trade rather than donations, in order to improve the living and working conditions of smallholder farmers in Africa and to protect our environment.

We work with a wide-ranging network, in cotton-growing countries across Africa, numerous partners throughout the global textile value chain as well as both governmental and non-governmental organisations, to ensure the implementation of the standard and the proper processing of certified raw materials throughout the world.





Background & Rationale





Background and Rationale

It is considered best practice for voluntary sustainability standards (VSS) to conduct a major review and revision of a standard **at least every five years**.

Given that the CmiA Standard Vol. 4.0 was published in 2020, AbTF initiated a review of the Standard in early 2025.

The review considered the standard's continued **relevance, effectiveness** and **changes to external circumstances**.

The Standard Version CmiA Vol. 5.0 was approved by AbTF's Board of Trustees in November 2025.

After it's approval, different workstreams were concluded before the new standard version was ready for roll-out.

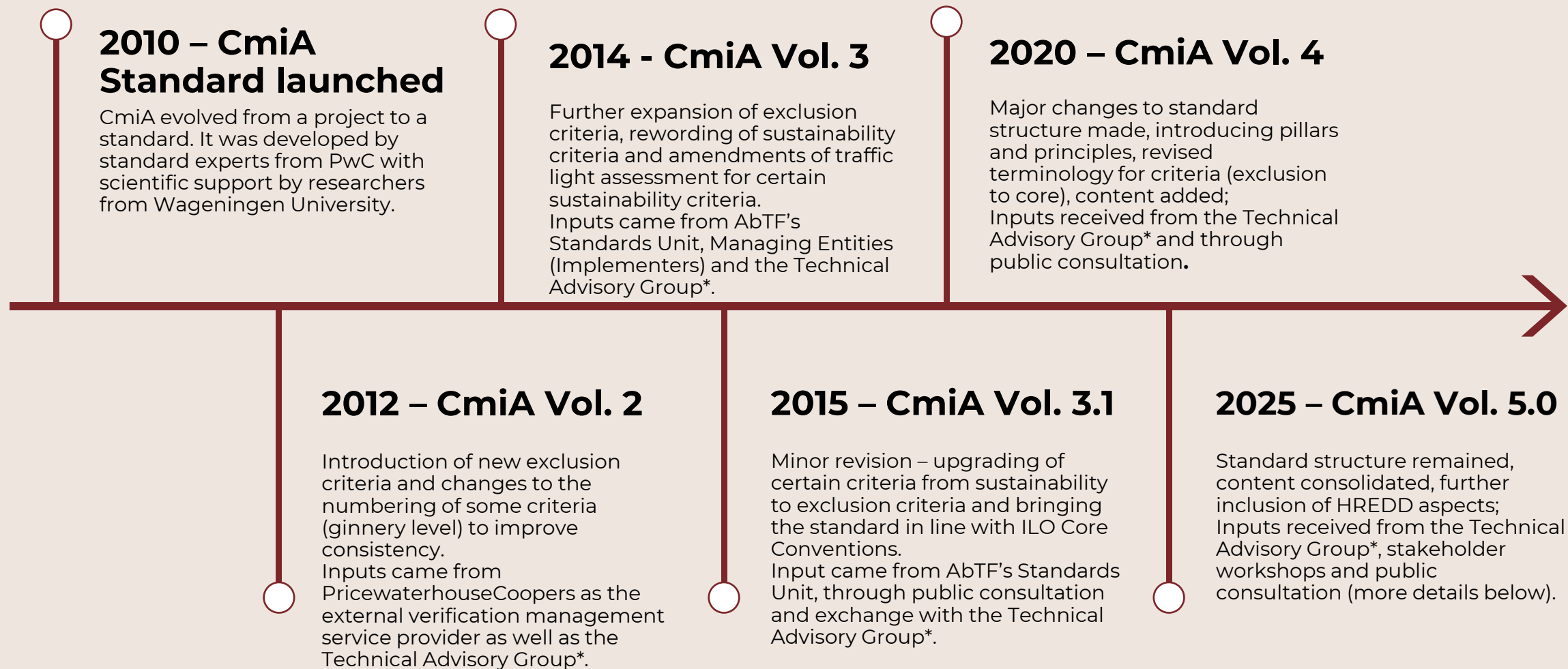
This document serves as a **summary of the revision process, involved stakeholders** and **key changes** from CmiA Vol. 4 to Vol. 5.0.



COTTON
MADE IN
AFRICA



Development of the CmiA Standard over time



*Members of the **Technical Advisory Group** consist of experts of all main stakeholder groups: cotton companies, traders, retailers, NGOs and public organisations, experienced verifiers, consultants with relevant cotton expertise.

The Revision Process



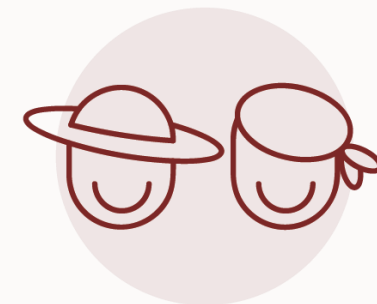


Scope and Steps for the Revision

The **CmiA Standard** is applicable to rainfed cotton production by smallholder farmers across African countries. It is organized via dedicated support structures, so called Managing Entities, that are responsible for input provision, knowledge transfer on sustainable agricultural practices, as well as the purchase of the seed cotton from the associated farmers. The cotton is processed in ginneries that adhere at their level to sustainable practices, too.

The CmiA Standard is built on **four pillars**: (1) **Management**, (2) **People**, (3) **Planet** and (4) **Prosperity**. Under each pillar, there are three **principles**, and under each principle are a number of **criteria** to be addressed. Finally, each criterion has one or more **indicators** for conformance.

Amendments to the criteria and indicators were made in line with the **continuous improvement** credo, i.e. to ensure their relevance and effectiveness for the realities on the ground as well as to adapt to needs and realities of those using the CmiA label with the aim of improving their sustainability performance of their product portfolio.





Steps of the CmiA Standard Revision (1)

Several steps were undertaken for the standard revision in 2025. This is summarized below and in the following revision timeline.

- ✓ **Review consultation:** AbTF reviewed the relevance and effectiveness of Standard Vol. 4.0, as well as changes to external circumstances. Input was gathered from CmiA-verified partners and other stakeholders at a dedicated two-day workshop in Côte d'Ivoire (May 2025).
- ✓ **Analysis of review feedback:** Internal review findings and feedback received during the time CmiA Vol. 4 was in operation as well as during the above-mentioned consultation were used to identify key issues and areas for improvement to be prioritised during this revision.
- ✓ **Draft version of CmiA Vol. 5.0 developed:** The AbTF Standards & Outreach team developed the draft version of the CmiA Vol. 5.0 criteria and indicators set.





Steps for the CmiA Standard Revision (2)

- ✓ **Public consultation** (09-11/2025): During a 60-day public consultation phase, all stakeholders had the opportunity to participate and provide feedback on the draft CmiA Vol. 5.0.
- ✓ **Further stakeholder involvement:** To ensure participation of diverse stakeholder groups, consultation methods included further feedback from the Cotton Technical Advisory Group and two workshops for verified CmiA partners and CmiA candidates in October and November 2025.
- ✓ **Final version of CmiA Vol. 5:** The Standards & Outreach department compiled and analysed all comments received during the review phase. This informed the development of CmiA Vol. 5.0 in its final version.
- ✓ **Approval by AbTF's Board of Trustees:** The Board of Trustees (BoT) received the final version and approved CmiA Standard Vol. 5.0 during its meeting end of November 2025.





CmiA Standard Revision Timeline

The table gives an overview of the timeline for various activities undertaken in the CmiA Standard Revision.

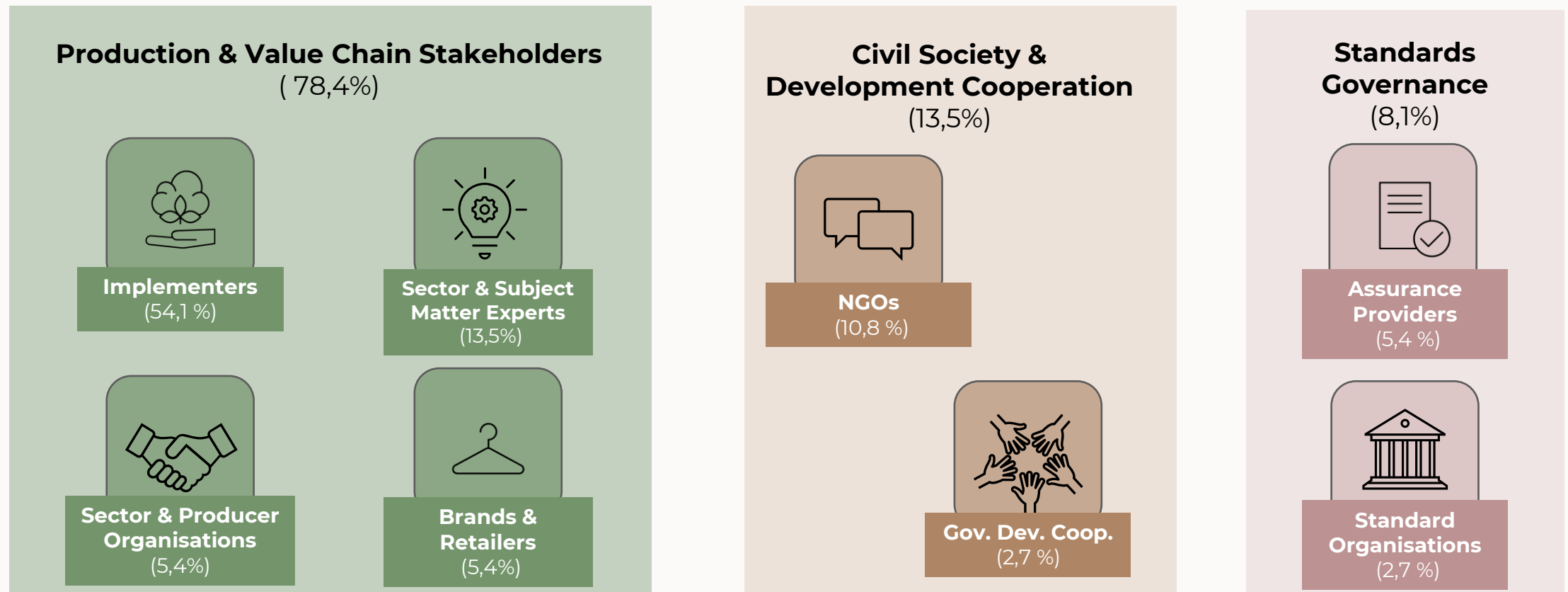
	03/25	04/25	05/25	06/25	07/25	08/25	09/25	10/25	11/25
Review Consultation (CmiA Partners and Assurance Providers involved)									
Feedback Analysis									
Draft CmiA Vol. 5.0									
Public Consultation (spread via Press Release, Newsletters, Website, Social Media)									
Technical Advisory Group involvement									
CmiA Partners Workshops									
Final Version CmiA Vol. 5									
BoT Approval									



Feedback received during the Revision Period

In line with AbTF's Standard Setting and Revision Procedures, the Standards & Outreach team facilitated the revision process. This included an intensive exchange with the Technical Advisory Group and additional feedback from relevant stakeholders, who had multiple opportunities to provide input. In total, 92 individuals contributed to the revision process. An overview of involved stakeholder parties is illustrated below.

Standard Revision Process - 35 different stakeholder parties involved



Summary of Changes in **CmiA Vol. 5.0**





Key Changes to the CmiA Standard Vol. 5.0

The objectives of the CmiA Standard revision were to ensure an efficient and effective implementation of the CmiA standard at scale, to enhance relevance with wider sustainability priorities from community to global level, and to strengthen integration with corporate-level reporting. The illustration below highlights key changes from CmiA Vol. 4 to 5.0.



Precision

Simplification of language

Short sentences, clear phrasing & explanatory texts in guidance for each indicator

Streamlining requirements

Reduction of 42 indicators compared to Vol. 4.0

Clear requirements

Indicators have been rephrased to clarify conformity expectations.



Purpose

Community Engagement

More active involvement with local communities to use traditional knowledge

Climate change resilience and Biodiversity

More focus on climate change adaptation and mitigation and biodiversity protection

Clear policies, plans, & risk assessments

One comprehensive risk analysis that serves as a basis for management plans (instead of separate ones)



Integrated Value

Increased alignment with Human Rights and Environmental Due Diligence

> 30 new and rewritten indicators aligned with HREDD requirements

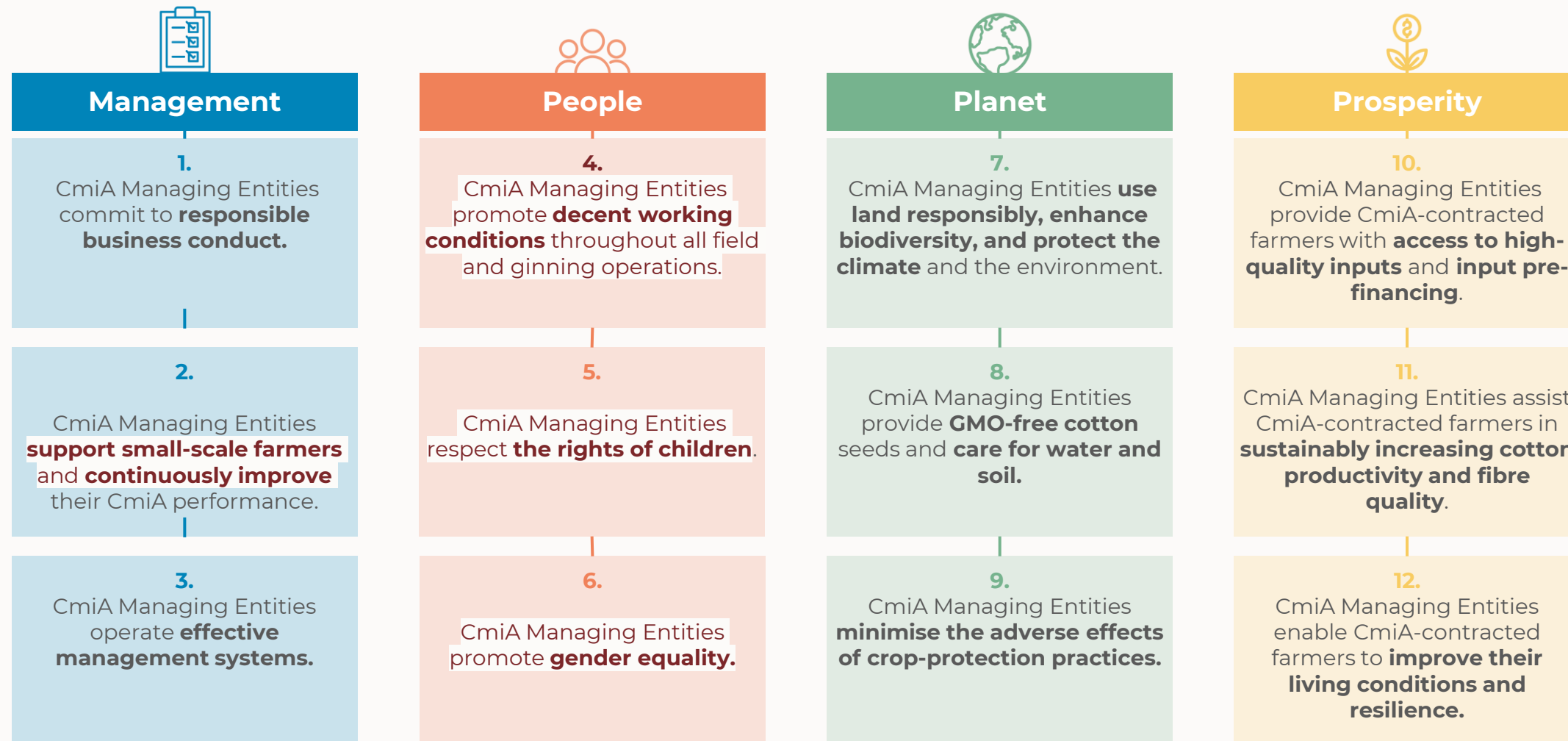
Interoperability with sustainability reporting requirements

Expanded data reporting requirements to align with brands & retailers sustainability reporting

The general structure of 4 Pillars and 12 Principles remained unchanged

However, the support of small-scale farmers has been integrated into Principle 2. Conversely, the principle regarding the Managing Entities respecting the rights of children and promoting gender equality has been separated into two principles (now 5 and 6). Changes are highlighted below in red.

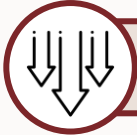
12 principles in CmiA Vol. 5.0





High-level overview on changes CmiA Vol. 5.0

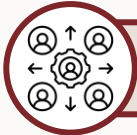
While The CmiA Standard Vol. 5.0 has fewer indicators than the previous version, the comprehensiveness of the standard has been retained. Below, a few changes are highlighted, for example, the stronger focus and alignment with HRRD requirements, including a strong stakeholder engagement, and further requirements aiming to increase resilience of farmers to challenges through climate change and biodiversity loss.



Total number of indicators reduced from 289 to 253



Strong focus on **Human Rights & Environmental Due Diligence**



Increased stakeholder engagement e.g. in risk assessment, policies, procedures



Biodiversity protection

- Introduction of a **Restricted Active Ingredients List** for substances of high environmental concern
- No introduction or active spread of invasive species
- Preservation of habitat corridors



Climate change adaptation and mitigation

- Preservation and building of carbon stocks above and below ground
- Monitoring of fertilizer use (synthetic and natural) and other data points for carbon emission calculation



ANNEX

Change History CmiA Vol. 5.0

(focus on relevant changes only)





Classification of Changes

To give an overview of the revisions introduced in the CmiA Standard Vol. 5.0, changes at the indicator level have been documented and categorized as follows:

1. **No change:** Nothing has changed from CmiA Vol. 4 to CmiA Vol. 5.0. This category applies to 78 out of the 253 indicators.
2. **Edited:** The indicator has been edited, while the content was not altered; only linguistic adjustments have been made to the indicator to improve its clarity. This category applies to 69 out of the 253 indicators.
3. **Revised:** The indicator has been refined to increase clarity, increase methodological rigor or reorganise related requirements. This category applies to 68 out of the 253 indicators.
4. **New:** The indicator is a newly introduced requirement. This category applies to 38 out of the 253 indicators.

The below presented Change History focuses on the Revised and Revised categories only, since the “No change” and “Edited” categories do not require extra attention from Managing Entities or verifiers.





Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
01.01.03	1.1.3	Revised	The Managing Entity is a member of and engages with the national sectoral association or any sector-organising body.	Some text has been removed to make the indicator clearer and easier for verifiers to check.
01.01.04	1.1.4	Revised	The Managing Entity has a written anti-corruption policy, which is communicated to all levels of the workforce and operations. In its development and regular reviews, perspectives from different backgrounds, genders, and seniority levels are included.	Indicator is now better aligned with HREDD requirements.
01.01.05	1.1.5	Revised	The Managing Entity does not tolerate any act of corruption, extortion, or embezzlement nor any form of bribery; this includes, but is not limited to, the promising, offering, giving, or accepting of any improper monetary or non-monetary incentive.	Some text has been removed to make the indicator clearer and easier for verifiers to understand.
01.02.01	1.2.1	Revised	The Managing Entity develops a policy to respect human rights. The policy is approved by the senior management and regularly reviewed. Inputs from different cross-functional personnel as well as stakeholders with human rights expertise, respecting all gender perspectives, are included in its development and reviews.	Re-written from endorsement of human rights declaration to a more verifiable requirement.
01.02.02	n.a.	New	The Managing Entity integrates the human rights policy statement into its business practices through a code of conduct.	Indicator is now better aligned with HREDD requirements.
01.02.03	n.a.	New	The human rights policy statement or code of conduct is communicated to staff, CmiA-contracted farmers, and other interested parties.	Indicator is now better aligned with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
01.03.01(a)	1.3.1(a)	Revised	The Managing Entity has a grievance procedure in place which ▪ is accessible for CmiA-contracted farmers who wish to file a complaint; ETC.	Indicator is now better aligned with HREDD requirements.
01.03.01(b)	1.3.1(b)	Revised	The Managing Entity has a grievance procedure in place which ▪ is accessible for employees, workers, buyers, suppliers, NGOs, and anyone who wishes to file a complaint; ETC.	Indicator is now better aligned with HREDD requirements.
01.03.03	n.a.	New	The Managing Entity regularly reviews and updates its grievance mechanisms, taking lessons learnt and changes in context into account. It engages with stakeholders, e.g. farmers' associations or local communities, to take their views with regard to design and performance of its grievance mechanisms into account.	Indicator added to align CmiA with HREDD requirements.
01.04.01	n.a.	New	The Managing Entity establishes a trustworthy, easy accessible remediation process, for which clear procedures and timelines are established and communicated. The development and regular review of the remediation process involves representative stakeholders, including women and other vulnerable groups.	Indicator added to align CmiA with HREDD requirements.
01.04.02	n.a.	New	The Managing Entity documents the entire remediation process, from acknowledgement to implementation of remedial actions. It assesses the effectiveness, documents lessons learnt, and integrates these lessons into policies, processes, and training. The Managing Entity involves relevant stakeholders, including affected people, in the assessment of the effectiveness of remediation outcomes.	Indicator added to align CmiA with HREDD requirements.
01.04.03	n.a.	New	At the appropriate level and function within the organisation, the Managing Entity has defined internal responsibilities for remediating identified human rights violations.	Indicator added to align CmiA with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
02.04.01(a)	2.3.1(a)	Revised	The Managing Entity carries out a risk assessment to identify how its operations, products, and services might negatively impact human rights or the environment at the field level. The risk assessment is regularly updated.	Indicator added to align CmiA with HREDD requirements / improve environmental protection.
02.04.01(b)	2.3.1(b)	Revised	The Managing Entity carries out a risk assessment to identify how its operations, products, and services might negatively impact human rights or the environment at the ginnery level. The risk assessment is regularly updated.	Indicator added to align CmiA with HREDD requirements and to improve environmental protection.
02.04.02(a)	2.3.2(a)	Revised	If risks of human rights violations or adverse environmental impact, or CmiA non-conformity at the field level are identified, the Managing Entity outlines preventive and mitigative measures to address priority risks.	Indicator added to align CmiA with HREDD requirements and to improve environmental protection.
02.04.02(b)	2.3.2(b)	Revised	<i>((a) and (b) indicate that the indicator applies to field-level as well as ginnery-level operations)</i>	
02.04.03(a)	n.a.	New	The Managing Entity identifies and engages with relevant stakeholders when analysing risks of human rights violations or environmental harm at the field level, such as farmers, local communities, NGOs, or regulators.	Indicator added to align CmiA with HREDD requirements and to improve environmental protection.
02.04.03(b)	n.a.	New	The Managing Entity identifies and engages with relevant stakeholders when analysing risks of human rights violations or environmental harm at the ginnery level, such as farmers, local communities, NGOs, or regulators.	Indicator added to align CmiA with HREDD requirements and to improve environmental protection.
02.04.04	n.a.	New	In case the Managing Entity operates in areas of conflict, it conducts heightened due diligence on human rights risks and consults externally with credible, independent experts when assessing how best to respond to situations.	Indicator added to align CmiA with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
02.05.01	2.4.1	Revised	In cases where the Managing Entity engages workers contracted by third parties, the Managing Entity will take commercially reasonable efforts to ascertain that the third parties who contract these workers are reputable and legitimate enterprises and comply with criterion 01.03 (grievance mechanism) and with the labour and environmental responsibilities for ginneries laid down in this standard.	Explanatory text has been removed from the indicator and shifted to the guidance section.
02.06.01(a)	2.5.1(a)	Revised	Taking the verification findings at the field level into account, the Managing Entity develops a continuous-improvement plan (CIP), defining actions that are locally relevant and identified as priority areas from consultations with relevant stakeholders. Agreed actions are then implemented, documented, and monitored. The CIP is reviewed and updated annually. <i>((a) and (b) indicate that the indicator applies to field-level as well as ginnery-level operations)</i>	Stronger involvement of stakeholders (farmers and local communities).
02.06.01(b)	2.5.1(b)	Revised		
03.01.01(a)	n.a.	New	The Managing Entity establishes and monitors comprehensive, locally relevant environmental and social management plans for field-level operations. In their development and regular reviews, perspectives from various local stakeholders of all genders are included. The plans are reviewed annually and updated at least every four years based on monitoring outcomes. The plans include the following aspects: ▪ Environment, including IPPM, land use, soil health, water stewardship, biodiversity, and climate change adaptation and mitigation ▪ Social, including non-discrimination, gender equality, and the prevention of child labour	Indicator added to align CmiA with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
03.01.01(b)	n.a.	New	The Managing Entity establishes and monitors comprehensive, locally relevant environmental and social management plans for ginnery operations. In their development and regular reviews, perspectives from various local stakeholders of all genders are included. The plans are reviewed annually and updated at least every four years based on monitoring outcomes. The plans include the following aspects ▪ Environment, including waste management, water, biodiversity, and climate change adaptation and mitigation ▪ Social, including non-discrimination, gender equality, and the prevention of child labour	Indicator added to align CmiA with HREDD requirements.
03.01.02	n.a.	New	The Managing Entity annually publishes a report on its ethical conduct, labour practices, environmental impact, and stakeholder engagement, e.g. as part of a sustainability or ESG report. The report is accessible for any potentially affected groups.	Indicator added to align CmiA with HREDD requirements.
03.01.03	n.a.	New	The Managing Entity engages with local communities and other relevant stakeholders on locally relevant sustainability challenges, which it addresses through collaborative action.	Indicator added to align CmiA with HREDD requirements.
03.02.02	3.1.2	Revised	The Managing Entity has appointed a qualified person responsible for CmiA matters, called the CmiA focal person. The CmiA focal person reports directly to or is a member of the senior management.	Explanatory text has been removed from the indicator and shifted to the guidance section.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
03.02.03(a)	3.1.3(a)	Revised	One or more liaisons, or a liaison committee, are appointed for the following issues at the field level: ▪ Good farming practices, including agrochemical inputs and IPPM ▪ Working conditions ▪ Child labour ▪ Gender equality ▪ Fibre quality ▪ Environmental management and performance, including climate change and biodiversity	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.02.03(b)	3.1.3(b)	Revised	One or more liaisons, or a liaison committee, are appointed for the following issues at the ginnery level ▪ Workers' rights and working conditions (occupational health and safety; OHS) ▪ Child labour ▪ Gender equality ▪ Fibre quality ▪ Environmental management and performance, including climate change	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.03.01	3.2.1	Revised	Extension services for CmiA-contracted farmers are in place. The service structure is documented and updated on an annual basis.	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.03.02	3.2.2	Revised	Extension officers receive regular training in locally relevant agricultural and environmental best practices and innovations, new developments (content), teaching practices (didactics), and feedback collection. Training of trainers (ToT) is documented.	Stronger engagement of farmers and communities by collecting feedback and integrating locally relevant aspects.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
03.03.03	3.2.3	Revised	An annual training plan for the field level is available and implemented. It covers the training topics, target groups, the training schedule, and the expected number of participants. Training sessions are documented.	Some text has been rewritten to make the indicator clearer and easier for verifiers to understand.
03.03.04	n.a.	New	A monitoring system is in place to measure effectiveness by tracking the rate at which training material is put into practice. Feedback from previous training and lessons learnt on training effectiveness are taken into account in the annually updated training plan.	More consistency via one indicator instead of continued mentioning of "xx% of farmers apply..."
03.03.05	3.2.4	Revised	Training materials for CmiA-contracted farmers are available, focussing on key sustainability issues in the local context.	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.03.06	n.a.	New	The Managing Entity ensures training and other related activities at the farm level are inclusive and equally accessible. Particularly women, youth, and vulnerable groups are in the focus when designing and implementing training efforts.	Indicator added to align CmiA with HREDD requirements.
03.04.01	3.3.1	Revised	An annual training plan for the ginnery level is available and implemented. It covers training topics, target groups, the training schedule, and the expected number of participants. Training sessions are documented.	Stronger engagement of farmers and communities by collecting feedback; stronger emphasis on monitoring and evaluation activities.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
03.04.02	n.a.	New	A monitoring system is in place to measure the effectiveness of training at the ginnery level. Feedback from previous training and lessons learnt on training effectiveness are taken into account in the annually updated training plan.	Stronger engagement of farmers and communities by collecting feedback; stronger emphasis on monitoring and evaluation activities.
03.04.03	3.3.2	Revised	Suitable training materials for ginnery employees and workers are available.	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.04.04	n.a.	New	The Managing Entity ensures that training and other related activities at the ginnery level are inclusive and equally accessible. Particularly women, youth, and vulnerable groups are in the focus when designing and implementing training efforts.	Indicator added to align CmiA with HREDD requirements.
03.05.01(a)	3.4.1(a)	Revised	The Managing Entity has a system in place to accurately collect, validate, and present field-level data and documents required for on-site verifications.	Explanatory text has been removed from the indicator and shifted to the guidance section.
03.05.01(b)	3.4.1(b)	Revised	The Managing Entity has a system in place to accurately collect, validate, and present ginnery-level data and documents required for on-site verifications.	
03.05.03(a)	n.a.	New	The Managing Entity uses information and data from its monitoring activities at the field level, measures the progress of activities, and uses lessons learnt to inform its environmental and social management plans.	Indicator added to align CmiA with HREDD requirements.
03.05.03(a)	n.a.	New	The Managing Entity uses information and data from its monitoring activities at the ginnery level, measures the progress of activities, and uses lessons learnt to inform its environmental and social management plans.	Indicator added to align CmiA with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
03.06.05	n.a.	New	The Managing Entity has personnel in place responsible for the segregation of CmiA or CmiA Organic cotton from non-CmiA or non-CmiA Organic cotton. All staff responsible for the segregation process regularly receive refresher training on the importance of the segregation process.	More detailed elaboration on chain of custody requirements in order to ensure traceability of CmiA/CmiA Organic cotton.
03.06.06	n.a.	New	The Managing Entity accurately documents their process for procuring, processing, selling and transporting CmiA/CmiA Organic cotton. Records shall include: ETC.	
03.06.07	n.a.	New	The Managing Entity has a standardised process for marking CmiA and CmiA Organic cotton bales. The labelling is clear and understandable, allowing marked cotton bales to be identified as CmiA or CmiA Organic cotton bales.	
03.06.08	n.a.	New	In accordance with AbTF rules, the Managing Entity regularly reports sales data for CmiA and CmiA Organic cotton through the AbTF tracking system.	
04.01.01(a)	5.1.1(a)	Revised	In line with ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour), no forced, bonded, trafficked, or otherwise involuntary labour, including involuntary prison labour, is used or tolerated at the field level.	Reference to the relevant ILO Conventions added.
04.02.02(a)	5.2.2(a)	Revised	The Managing Entity has a written code of conduct or policy on non-discrimination that is communicated to CmiA-contracted farmers. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Indicator is now better aligned with HREDD requirements.
04.02.02(b)	5.2.2(b)	Revised	The Managing Entity has a written code of conduct or policy on non-discrimination that is communicated to employees and workers. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Indicator is now better aligned with HREDD requirements.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
04.02.03(a)	5.2.3(a)	Revised	The Managing Entity has identified vulnerable groups at the field level and ensures equal opportunities for these vulnerable groups.	Indicator is now better aligned with HREDD requirements.
04.03.02(a)	5.3.2(a)	Revised	The Managing Entity establishes and implements a policy for its staff that clearly prohibits sexual harassment at the field level. CmiA-contracted farmers, employees, and workers are aware of this policy and its contents, and it applies to management and workers alike. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Indicator is now better aligned with HREDD requirements.
04.03.02(b)	5.3.2(b)	Revised	The Managing Entity establishes and implements a policy for its staff that clearly prohibits sexual harassment at the ginnery level. Employees and workers are aware of this policy and its contents, and it applies to management and workers alike. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Indicator is now better aligned with HREDD requirements.
04.05.02	5.6.2	Revised	The Managing Entity supports the establishment of producers' groups.	Some text has been rewritten to make the indicator clearer and easier for verifiers to understand.
04.08.06	5.9.7 & 5.9.8	Revised	Employees and workers receive maternity rights and benefits in accordance with national law and practice. Employees and workers can return to their job after maternity leave on the same terms and conditions. The Managing Entity ensures that pregnant and nursing women do not perform work that may compromise the health of the mother or child.	Combined two indicators from Vol. 4; explanatory text has been removed from the indicator and shifted to the guidance section.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
04.09.02	5.10.2	Revised	The Managing Entity respects the following rules regarding overtime work: ▪ It is voluntary ▪ It does not exceed twelve hours per week ▪ It does not extend over a period of more than three consecutive months ▪ In line with ILO Conventions 1 and 30 (Hours of Work), overtime is remunerated at a minimum of 125 percent of regular income This applies to all employees and workers equally, including seasonal workers, casual workers, and workers who are paid per unit or result.	Reference to the relevant ILO Conventions added.
04.10.03	5.11.3 & 5.11.4	Revised	The Managing Entity grants disability compensation as well as survivor benefits. It is ensured that fair compensation is provided to either (a) employees and workers who sustain a long-term disability due to a work-related injury or (b) family members of employees or workers killed in a work-related accident. This applies to all employees and workers equally, including seasonal workers, casual workers, and workers who are paid per unit or result.	Combined two indicators from Vol. 4.
04.11.01	5.12.1	Revised	In line with ILO Convention 155 (Occupational Health and Safety), the Managing Entity has a health and safety policy in place and communicates it to employees and workers.	Reference to the relevant ILO Conventions added.
04.11.04	5.12.5	Revised	The Managing Entity ensures that all employees and workers are trained in the basic requirements of occupational health and safety and relevant health protection immediately before starting any new job. Employees and workers that are engaged in potentially hazardous work are trained according to the tasks they carry out at least once a year. The training includes the proper use of personal protective equipment (PPE). All employees and workers are made aware of their right to remove themselves from unsafe situations without seeking permission or being penalised for doing so. Regular refresher training takes place at least once a year.	Training documentation is covered under indicator 03.04.01.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
04.11.05	5.12.6	Revised	In line with ILO Convention 187 (Promotional Framework for Occupational Safety and Health), the health and safety officer compiles reports on all accidents and subsequent first-aid measures occurring at the workplace, in company-controlled residences and properties, or during work-related travel and transport. This includes recording of the number of fatalities and lost-time injuries (any injury sustained by an employee while on the job that prevents injured employees from performing their job for at least one day or shift). Reports are provided for risk assessments, and the health and safety officer proposes actions to reduce work-related accidents and illnesses where possible.	Reference to the relevant ILO Conventions added.
04.13.03	5.14.3	Revised	The Managing Entity displays all relevant information about hazardous work, including safety instructions, required PPE, and hygiene recommendations. This information is displayed in a visible position in the workplace, provided in language(s) understood by employees and workers, and supplemented with pictograms.	Added PPEs from previous indicator 5.14.10, to reduce the total number of indicators.
04.13.04	5.14.4 & 5.14.5	Revised	All work areas are free from obvious defects and maintained in a safe, clean, and, where necessary, hygienic condition at all times. Machinery and equipment are equipped with adequate safety devices, and dangerous parts are guarded and encased.	Combined two indicators from Vol. 4.
05.02.01	6.1.5	Revised	CmiA-contracted farmers' household members below 15 years of age (14 in certain specified countries) or under the age defined by local law, whichever is higher, may help on their family's farm after school or during holidays only under the following conditions: ETC.	Explanatory text has been removed from the indicator and shifted to the guidance section.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
05.03.02	n.a.	New	The Managing Entity supports schools in communities of CmiA-contracted farmers.	Stronger engagement with local communities.
06.01.01(a)	6.2.1(a)	Revised	The Managing Entity has a written gender policy that is communicated to CmiA-contracted farmers. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Improved inclusiveness of different perspectives.
06.01.01(b)	6.2.1(b)	Revised	The Managing Entity has a written gender policy that is communicated to employees and workers. In its development and regular reviews, perspectives from different backgrounds, various seniority levels, and all genders are included.	Improved inclusiveness of different perspectives.
06.03.01(a)	6.2.4	Revised	The Managing Entity ensures equal access to and participation in extension and training for male and female CmiA-contracted cotton farmers and their household members producing cotton (cf. indicator 03.04.04(a)). It consults with community-level actors (women and men) involved in cotton production to identify local gender equality challenges and opportunities for improvement.	Stronger engagement of farmers and communities by collecting feedback.
06.03.01(b)	6.2.5	Revised	The Managing Entity promotes equal participation of men and women in training, independent of the type of staff (e.g. whether full time or seasonal, and including migrants and minority groups). It consults with ginnery workers (women and men) to identify gender equality challenges and opportunities for improvement.	Stronger engagement of workers by collecting feedback.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
06.03.02(a)	6.2.7	Revised	The Managing Entity raises awareness of gender-equality issues among CmiA-contracted farmers, e.g. through training sessions or workshops. Feedback from previous training efforts and lessons learnt on training effectiveness are taken into account.	Training documentation is covered under 03.04.01; stronger engagement of farmers and communities by collecting feedback; stronger emphasis on monitoring and evaluation activities.
06.03.02(b)	6.2.10	Revised	The Managing Entity raises awareness of gender-equality issues among employees and workers, e.g. through training sessions or workshops. Feedback from previous training efforts and lessons learnt on training effectiveness are taken into account.	Training documentation is covered under criterion 03.04.01; stronger engagement of workers by collecting feedback.
07.01.01	7.1.3	Revised	The Managing Entity collects and separates waste from the ginnery according to local requirements. Waste disposal is demonstrably carried out by an entity or company that is qualified and legally licensed for this purpose. Records are kept on third-party contractors.	Increased focus on documentation.
07.01.02	7.1.6	Revised	The Managing Entity applies appropriate emissions-control techniques for operations that generate air pollutants. Control techniques include ventilation, absorption, scrubbing, and noise and vibration reduction. The Managing Entity measures the emissions reduction achieved through control techniques, ensuring that measured emissions remain within applicable legal limits where established.	Content not changed, but Indicator lifted from improvement to core.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
07.01.03	7.1.7	Revised	The Managing Entity measures, monitors, and documents the energy consumption in its ginneries.	Lifted the Indicator from improvement to core with a focus on the monitoring; environmental management plans for ginneries will include elements on energy consumption.
07.01.04	n.a.	New	Based on its monitoring data, the Managing Entity sets an energy reduction target for its ginneries.	Added element for climate change mitigation.
07.02.01	7.2.1	Revised	An up-to-date overview map of the production areas and ginnery locations is available. The Managing Entity collaborates with national environmental authorities to identify and map out protected areas and areas with high conservation values (HCV) within cotton growing areas cultivated by contracted farmers.	Explanatory text has been removed from the indicator and shifted to the guidance section.
07.02.05	n.a.	New	CmiA-contracted farmers do not convert native forest or natural ecosystems after 31 December 2020.	Added element for biodiversity preservation.
07.03.02(a)	7.3.3(a)	Revised	Endemic, rare, threatened, and endangered species in the production area of CmiA-contracted farmers are identified and respected, and their habitats are protected. The Managing Entity advises farmers not to hunt, fish, or gather these identified plant and animal species.	Species under observation and scope of task extended.
07.03.02(b)	7.3.3(b)	Revised	Endemic, rare, threatened, and endangered species on the premises of ginneries are identified and respected, and their habitats are protected. Hunting, fishing, or gathering these identified plant and animal species is prohibited on the premises of ginneries.	Species under observation and scope of task extended.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
07.03.03	7.3.4	Revised	The Managing Entity engages with communities of CmiA-contracted farmers to manage natural resources and lead conservation initiatives of their own, e.g. through capacity building. It builds on local and traditional knowledge gathered through the community engagement efforts.	More focus on involvement of local communities; acknowledgement of local and traditional knowledge.
07.04.03	7.4.7	Revised	The Managing Entity regularly trains CmiA-contracted farmers to protect any endemic, rare, threatened, or endangered species that may be affected in relation to production activities (e.g. input application), including water or water-related habitats.	Extending the indicator scope beyond water and water related habitats.
07.04.05	n.a.	New	The Managing Entity does not purposely introduce invasive alien species to the production unit, and action is taken to avoid their introduction.	Added element to increase species, habitat and ecosystem diversity.
07.04.06	n.a.	New	Naturally occurring habitats are strategically managed to enhance habitat connectivity, supporting species corridors and reducing the risk of habitat fragmentation. Artificial habitats may also be created to support this connectivity.	Added element to increase species, habitat and ecosystem diversity.
07.05.03	n.a.	New	The Managing Entity regularly trains CmiA-contracted farmers in preserving and building carbon stocks below and above ground.	Added element for climate change mitigation.
07.05.05	7.5.3	Revised	The use of fire for preparing land, replanting, or destroying crop residues is avoided, except in situations where national law requires otherwise. If legally required, the Managing Entity encourages farmers to produce biochar instead of practising the uncontrolled burning of cotton stalks.	Promotion of carbon emission reduction practices.
07.05.06	n.a.	New	The Managing Entity develops and implements a plan for energy reduction and uses renewable energy sources, where possible.	Partly shifted from former indicator 07.01.03.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
08.02.01	8.2.3	Revised	The Managing Entity regularly trains CmiA-contracted farmers to consider risks to water quality when managing and applying pesticides and nutrients, including with regard to disposing of the packaging of these inputs.	Organic in brackets removed throughout the matrix, since it caused confusion. The indicator is applicable both for regular CmiA and CmiA Organic production.
08.02.02	8.2.5	Revised	The Managing Entity has mapped surface water resources within the cotton-production areas cultivated by CmiA-contracted farmers.	Simplification for operational and practical reasons; indicator lifted from improvement to core.
08.03.03	n.a.	New	An up-to-date and complete list of fertilisers distributed to CmiA-contracted farmers is available. The list of fertilisers includes information on ingredients and their composition.	This data had already been collected under Vol. 4 via the Cotton Assurance Platform (cf. 03.05.02); to make it transparent, this indicator has been added.
08.03.04	8.3.3	Revised	The Managing Entity conducts regular basic soil assessments on its demo plots. Results are documented.	Qualitative improvement of previous Indicator 08.03.03.
08.03.05	n.a.	New	The Managing Entity commissions laboratory soil tests covering, at minimum, nutrient concentrations, chemical properties, and microbial communities.	Qualitative improvement of previous Indicator 08.03.03.
08.03.06	n.a.	New	Based on soil test results, the Managing Entity develops a strategy for reducing fertiliser use and promoting non-chemical alternatives.	Stronger focus on monitoring, evaluation and learning of MEs.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
09.01.01	n.a.	New	The Managing Entity trains CmiA-contracted farmers in practices for implementing integrated production and pest management (IPPM): (1) Growing healthy crops (2) Preventing the build-up of pest populations and the spread of disease (3) Preserving and enhancing populations of beneficial insects as a means of controlling pest pressure (4) Conducting regular field observations of crop health and of key pest and beneficial insects (5) Managing resistance	While the IPPM <u>plan</u> is required under indicator 03.01.01(a), this new indicator summarises key elements on any IPPM strategy.
09.01.02	9.1.3	Revised	The Managing Entity trains CmiA-contracted farmers in monitoring crop health, scouting for key pests and beneficiary insects, and practising threshold spraying.	Added crop health monitoring and switched for logical order to first scouting, then threshold spraying.
09.01.04	9.1.4	Revised	The Managing Entity actively discourages CmiA-contracted farmers from calendar or random spraying. It is only accepted when advised by a credible national research body. This advice or instruction needs to be up to date and documented in writing.	Clearer description of expectations.
09.03.01	9.3.2	Revised	All pesticides distributed by the Managing Entity are accurately recorded, detailing brand names, active ingredients and their concentrations, quantity (purchased and distributed), purchase date, expiry date, and storage location. Regular stock checks are conducted, and adherence to proper handling and disposal procedures is enforced.	More detailed description what is expected; easier for verifiers to check.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
09.04.01	9.3.1	Revised	The Managing Entity only purchases, distributes, and uses pesticides that are not banned from use for the cultivation of CmiA cotton. Substances falling under the following categories are banned under CmiA: • Stockholm Convention, Annexes A and B • Rotterdam Convention, Annex III • Montreal Protocol, all annexes • Active ingredients categorised as WHO Class Ia (extremely hazardous) or Class Ib (highly hazardous), respectively listed in categories • Active ingredients defined as carcinogenic, mutagenic and reprotoxic (CMR) substances listed in category 1A and 1B of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) For reference, AbTF provides a Prohibited Active Ingredients List aligning with Pesticides Action Network (PAN) Highly Hazardous Pesticides list. For organic production, the regulations relevant for the obtained organic certificate apply.	Inclusion of former Indicator 09.04.01, since phase-out period had been reached.
09.05.01	n.a.	New	The Managing Entity uses substances of high environmental concern listed in the Restricted Active Ingredients List only • as part of avoiding pesticide resistance build-up in pests; • in rotation with less harmful pesticides; • as part of IPPM, including non-chemical control measures; • if all other means of mitigation have been used; and • in conjunction with a plan for reducing and possibly phasing out the use of the restricted active ingredients.	Added element for biodiversity preservation.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
09.05.02	n.a.	New	If substances from the Restricted Active Ingredients List (RAIL) are used, specific risk mitigation measures outlined in the RAIL document apply. These risk categories include risk to aquatic life, to terrestrial wildlife, or to pollinators.	Added element for biodiversity preservation.
09.09.02	n.a.	New	The Managing Entity engages with relevant local stakeholders of all genders to understand potential impacts on land beyond the land owned by CmiA-contracted farmers.	More focus on involvement of local communities.
09.10.02	9.9.2	Revised	Central pesticide storage facilities (warehouses) of the Managing Entity have ▪ a sound roof and impermeable floors; ▪ shelves with non-absorbent and fire-resistant material; ▪ a system to retain spillage; ▪ clear, permanent warning signs close to access doors; ▪ visible safety warnings, explanations of pictograms, symptoms of intoxication; and ▪ first-aid information for each product stored.	Added the word warehouses to better indicate at what level this is expected (central storage vs. smaller distribution points); removed details which have to be covered in overall health and safety plans and procedures; lifted indicator from improvement to core.
09.12.02	9.11.3	Revised	The Managing Entity takes empty pesticide containers back from its CmiA-contracted farmers. Wherever possible, the Managing Entity organises or cooperates with suppliers, service providers, public authorities, or programmes that enable the safe return or recycling of pesticide containers.	Organic in brackets removed throughout the matrix, since it causes confusion. The indicator is applicable both for regular CmiA and CmiA Organic production.
10.01.01	10.1.1	Revised	Cotton seeds distributed to CmiA-contracted farmers are nationally registered. The Managing Entity selects seed varieties that are fit for use in a rain-fed, small-scale farming context and deliver high-quality fibres.	Aspects of germination rate combined in 10.01.04.



Annex – Detailed Changes (Revised and New indicators only)

Vol. 5.0	Vol. 4	Change Category	Indicator Text	Description
10.03.02	10.3.2	Revised	Any existing input pre-financing scheme offered by the Managing Entity is clear, transparent, and documented in a way that is easily understandable by CmiA-contracted farmers. The Managing Entity ensures CmiA-contracted farmers are aware of the input pre-financing terms and conditions. If interest rates are applied, they are transparent and favourable compared to market rates.	Lifted the indicator from improvement to core.
11.01.02	11.1.2	Revised	In order to advance cotton productivity and fibre quality, the Managing Entity trains CmiA-contracted farmers in best practices for nutrient, pest, and disease management, with a focus on local and traditional knowledge gathered through community engagement efforts.	More emphasis on traditional knowledge and engaging with farming communities.
11.02.05	11.2.6	Revised	The lint fibre is packaged in clean material that is sufficiently strong and properly sewn or sealed. The specifications of the packaging material are available.	Some text has been removed to make the indicator clearer and easier for verifiers to check.
12.03.01	n.a.	New	The Managing Entity supports CmiA farming communities in restoring and protecting forests and natural habitats, including previously degraded ecosystems, through direct restoration activities. It engages with community stakeholders with regard to the design and performance of such efforts, incorporating Indigenous knowledge to improve livelihoods and resilience, where available.	Added element for biodiversity preservation.

•AID BY TRADE FOUNDATION

•The Aid by Trade Foundation (AbTF) was founded in 2005 and is now an internationally renowned and active nonprofit organization for sustainable raw materials. Through its work, it makes a decisive and measurable contribution to improving the living conditions of people and animals and to protecting the environment. With its raw materials verified through Cotton made in Africa (CmiA), Cotton made in Africa Organic (CmiA Organic), Regenerative Cotton Standard (RCS) and The Good Cashmere Standard (GCS), the foundation puts its goals into practice. A globally active alliance of textile companies and brands purchases the verified raw materials and pays a licensing fee to the foundation's marketing company, ATAKORA Fördergesellschaft GmbH. This entitles the partners to market their goods with the labels of the standards. In view of the increasing challenges small-scale farmers and textile companies are facing, the standards are of fundamental importance for their resilience and future viability. The AbTF works in close cooperation with industry experts and specialists in animal welfare and nature conservation.

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