



# **CRSB Interpretative Guide**

## **Processor Standard**

**Canadian Roundtable for Sustainable Beef**  
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### Versions

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**NATURAL  
RESOURCES**



**PEOPLE & THE  
COMMUNITY**



**ANIMAL HEALTH  
& WELFARE**



**FOOD**



**EFFICIENCY &  
INNOVATION**



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## 1.0 The Canadian Round Table for Sustainable Beef (CRSB) Sustainable Beef Framework

The Certified Sustainable Beef Framework provides a tool to certify farms, ranches and processing facilities against sustainability standards, which enables consumers to purchase beef from certified operations.

Developed by a multi-stakeholder membership of the Canadian Roundtable for Sustainable Beef, the Certified Sustainable Beef Framework has a mission of advancing and recognizing beef sustainability in Canada through the development of a world class operation-level certification program.

The Framework supports producers and processors in demonstrating sustainability in their operations, while at the same time assisting the retail and food service industry in their sustainable beef sourcing efforts. The Certified Sustainable Beef Framework also provides guidelines for credible and transparent messaging for communication with consumers via marketing and product labels.

### The Beef Value Chain

The Canadian Beef Value-Chain, and the CRSB Framework addresses the following sectors:

- Cow-Calf
- Backgrounding
- Finishing
- Packing and Processing

The [\*Certified Sustainable Beef Framework\*](#) includes four main components, centered around Sustainability Standards for beef production and processing.

#### The Standards:

**Sustainable Beef Production Standard:** the indicators of sustainability that are audited on farms and ranches.

**Sustainable Beef Processing Standard:** the indicators of sustainability that are audited in beef processing facilities.

**Assurance Protocols:** guidance and requirements for the certification process.

**Chain of Custody Requirements:** technical and administrative requirements for tracking beef and claims about beef sourced from certified operations.

**Sustainability Claims:** guidance on how to communicate about beef sustainability, participation in the Framework, and sourcing from CRSB Certified Operations.



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## 2.0 The CRSB Processing Standard

The purpose of the CRSB Processing Standard is to identify the outcome-based indicators, goals and requirements for the assessment and audit of beef processors in the context of sustainability. The Processing Standard is also used by CRSB-approved Certification Bodies and auditors when carrying out certification audits, and by interested stakeholders to better understand the contents of the Standard. This document has been developed by the CRSB to provide interpretation guidance and implementation support materials.

The CRSB's Indicator Committee developed the Standard through a multi-stakeholder, collaborative approach, which included two rounds of public consultation, that align with the five GRSB principles (Figure 1):

1. **Natural Resources:** the beef value chain manages natural resources responsibly and enhances ecosystem health;
2. **People and the Community:** sustainable beef stakeholders protect and respect human rights, and recognize the critical roles that all participants within the beef value chain play in their community regarding culture, heritage, employment, land rights and health;
3. **Animal Health and Welfare:** sustainable beef producers and processors respect and manage animals to ensure their health and welfare;
4. **Food:** sustainable beef stakeholders ensure the safety and quality of beef products and utilize information-sharing systems that promote beef sustainability; and
5. **Efficiency and Innovation:** sustainable beef stakeholders encourage innovation, optimise production, reduce waste and add to economic viability.



Figure 1: The Five Principles of Beef Sustainability

The Standard is written to be outcome-based; measurable; based on science and expert opinion; and addresses key concerns around the sustainability of beef production in Canada. It is important to note that auction marts and land for feed production are currently out of scope; however, will be revisited in future reviews of the Standard. The Canadian Roundtable for Sustainable Crops is setting parameters around sustainable feed, and the CRSB is working very closely with them to facilitate alignment.



### 3.0 Information on How to Use the Guide.

The next page outlines what a typical indicator will look like and the components that a reader will find in the document.

Some of the indicators have an entry threshold which is an unacceptable practice or outcome that requires improvement to become certified. All the requirements in the Achievement level highlighted in yellow in the standards must be met in order to achieve certification to the Standard. Innovation and Excellence levels are also included in the Standard to support continuous improvement in the Canadian beef industry (i.e. achievement of these levels is not required for certification). All the requirements in the Innovation level (in addition to all those requirements in the Achievement level) must be met in order to achieve Innovation. Similarly, all the requirements in the Excellence level must be met in addition to the requirements of the Innovation and Achievement levels.

Each of the five principles of sustainable beef (i.e. natural resources, people and the community, animal health and welfare, food, and efficiency and innovation) contains indicators, goal(s) and requirements for certification.

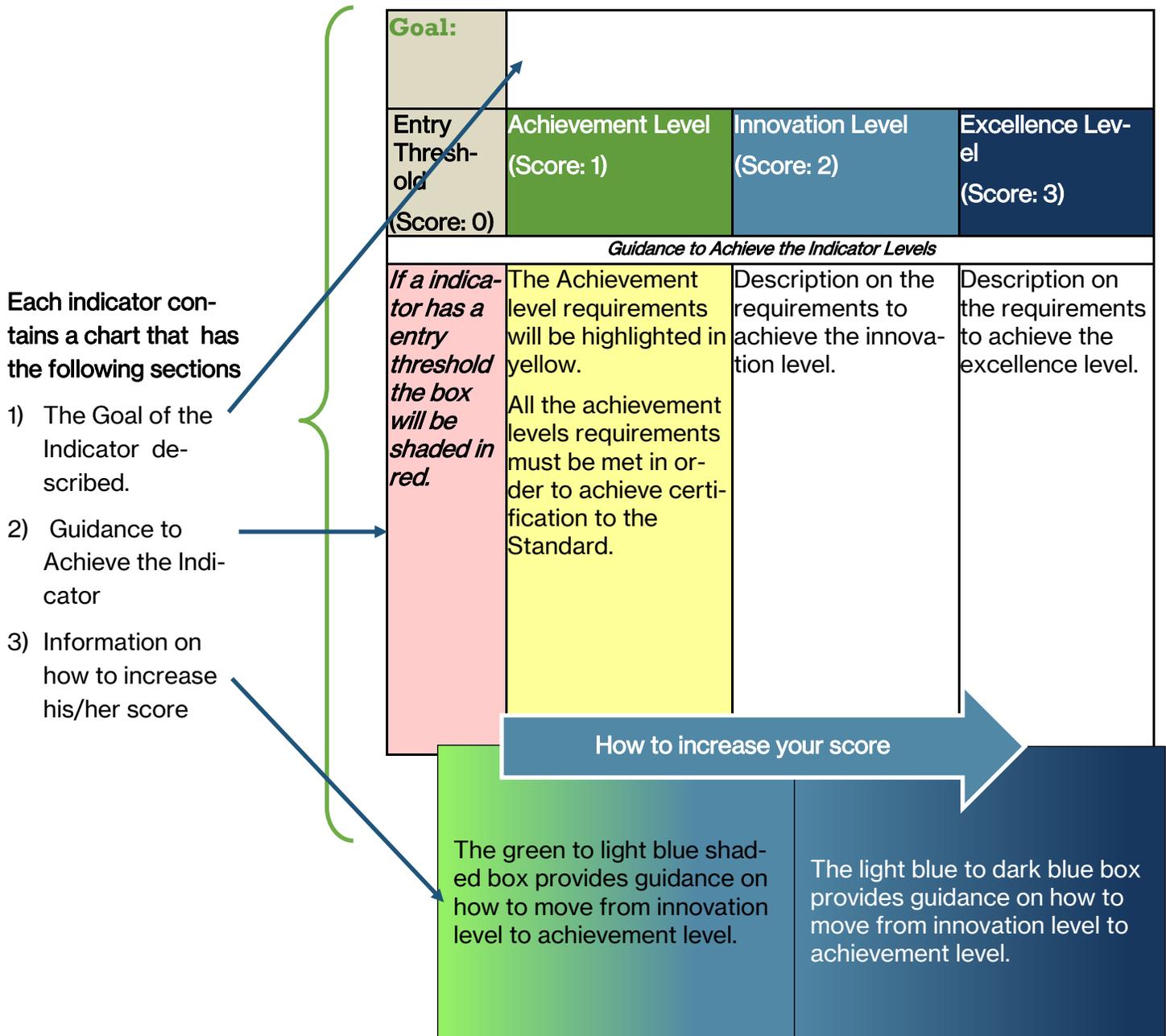
**There are seventeen (17) Indicators of sustainable beef production organized into five Principles:**

- A. Natural Resources
- B. People and the Community
- C. Animal Health and Welfare
- D. Food
- E. Efficiency and Innovation

The following Interpretive Guide describes and defines the metrics for each of the 17 sustainability indicators. It identifies resources and tools which will assist individual operators in assessing their own operations and identifying opportunities for improvement as it relates to the sustainability indicators. Importantly, adoption and use of the methods and tools described in this Interpretation Guide is voluntary. The Interpretation Guides are primarily intended to assist producers in improving a wide range of outcomes on their operations over time.

**For each of the indicators, the Interpretation Guide will include:**

- The goal of the indicator
- Guidance to Achieve the Indicator
- Information on how to increase his/her score
- Critical Definitions
- Information on how the indicator will be audited



**Figure 2-** Example of what an indicator is looks like



## NATURAL RESOURCES



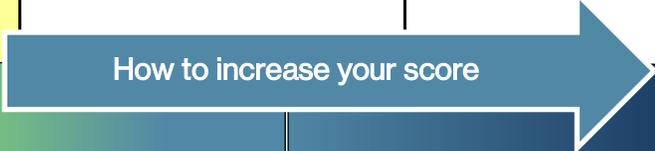
### 4.0 NATURAL RESOURCES INDICATORS

The intention with the Natural Resource requirements in the Standard is to ensure resources are responsibly managed and ecosystem health is maintained or enhanced. Beef processors are responsible for managing a broad suite of natural resources. These operations require good quality water in adequate quantities to run their operations in a way that maintains the safety of beef products; wastewater needs to be of appropriate quality to reduce impacts to ecosystems and watersheds; and finally, emissions from these operations contribute to climate change and influence air quality. This section of the Standard focuses on these key areas.

## Indicator NR1: Water resources are responsibly managed.



<b>Goal:</b>	Incoming and outgoing water shall be managed in both its quantity and quality. Water shall be used responsibly and recycled where possible		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
Discharge of untreated effluent or unacceptable chemicals in water bodies.	Operation shall manage water in a manner that maintains water quality and optimizes water use efficiency.	Water use is calculated or otherwise measured (e.g. gallons per head, litres per kilogram of beef).	Operation has a documented water management plan that is reviewed at least annually and water use improvements are tracked over time



To move to *Innovation Level*, a processor must calculate the water footprint.

To move to the *Excellence*, a Water Management has to be documented and improvements tracked over time.

**Critical Information.**

This indicator has an entry threshold, discharge of untreated effluent or unacceptable chemicals will deem the operation ineligible



**NATURAL  
RESOURCES**

**Indicator NR1: Water resources are responsibly managed.**



**Goal of Indicator NR1 Explained**

The goal of this indicator is to ensure incoming and outgoing water is managed in both its quantity and quality. Water should be used responsibly and recycled where possible.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- How is discharge handled?
- How many sources of water are there?
- Are water sources monitored? How are they monitored?
- How is wastewater treated onsite?
- What is the Operation’s alternative if artificial water sources fail (e.g. water system failure, power outages)?
- How is water use tracked?

**Guidance to Achieve the Indicator**

Processors can demonstrate their support by providing water permits or licenses. Processors can also demonstrate their support by having maintaining wetlands and proper dust control. Processors may have a number of plans that will aid in demonstrating their commitment including water management plan and emergency response plans for spills. In addition, records can be used to support the indicator including water use bills, water usage/intensity (use/production), wastewater discharge quality, water tests and water use measures (gallons per head). Lastly, a number of practices can aid the processors in meeting the indicator including repurposing/recycling of treated water to irrigation.

**Information on how the Indicator NR1 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital policies, plans, protocols, procedures) and direct observation of activities such as practices, equipment, and devices as well as observation of environmental conditions.

**Additional Resources for Producers Related to the NR1\***

Resource	Link
Alberta Water Management Programming	<a href="https://www.alberta.ca/agricultural-water.aspx">https://www.alberta.ca/agricultural-water.aspx</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*

## Indicator NR2: Air emissions (e.g. greenhouse gases, air quality) are responsibly managed



<b>Goal:</b>	Efforts shall be made to reduce the operation's carbon footprint; air pollution shall be responsibly managed		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
Lack of awareness of the operation's impact on air quality or carbon footprint.	Operation shall take actions to reduce greenhouse gas emissions and manage air quality. Operation shall have a process in place to receive and mediate odour-related complaints.	Carbon footprint (e.g. carbon dioxide equivalents – CO <sub>2</sub> e) is calculated.	Air quality and greenhouse gas emissions are documented and improvements tracked over time.

How to increase your score

To move to *Innovation Level*, a processor must calculate the carbon footprint.

To move to the *Excellence Air* quality and greenhouse gas emissions should be documented and improvements tracked over time.

### Critical Information.

This indicator has an entry threshold, lack of awareness of the operation's impact on air quality or carbon footprint will deem this operation ineligible.



**NATURAL  
RESOURCES**

**Indicator NR2: Air emissions (e.g. greenhouse gases, air quality) are responsibly managed**



**Goal of Indicator NR2 Explained**

The goal of this indicator is that efforts are made to reduce the operation’s carbon footprint; air pollution is responsibly managed.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- What is the level of awareness of odour and dust produced by the facility? How does odour and dust affect employees and the neighboring community?
- Have air complaints been received? What is the process for managing air quality complaints?
- What actions has the operation taken to reduce emissions and improve air quality?
- Does the operation have emission reduction targets? What actions has the operation made to reduce greenhouse gas emissions and manage air quality?
- Does the operation monitor, document and/or track its air emissions?
- What actions has the operation taken to reduce greenhouse gas emissions and manage air quality over time?

**Guidance to Achieve the Indicator**

Processors can demonstrate their support by measuring the greenhouse gas footprint (ex: Carbon dioxide equivalents per head, pound of kilogram of beef produced) or have a carbon reduction strategy. Producers can also demonstrate their support by tracking complaints and having a process to address complaints and producing any environmental permits of completing air quality testing.

**Information on how the Indicator NR2 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital policies, plans, protocols, procedures) and direct observation of activities such as practices, equipment, and devices as well as observation of environmental conditions.

**Additional Resources for Producers Related to the NR2\***

Resource	Link
Greenhouse Gases Management	<a href="http://www.agr.gc.ca/eng/science-and-innovation/agricultural-practices/agriculture-and-climate/greenhouse-gases/?">http://www.agr.gc.ca/eng/science-and-innovation/agricultural-practices/agriculture-and-climate/greenhouse-gases/?</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*

## Indicator NR3: Land resources and ecosystem health are maintained or enhanced.



<b>Goal:</b>	Efforts shall be made to reduce negative environmental impacts to, and minimize contamination and pollution of, land, soil and ecosystems.		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
No emergency/disaster management plan that addresses spills and hazardous materials.	Operation shall have an emergency response or disaster management plan that addresses chemical spills and hazardous materials. The plan includes worker training	The number and magnitude of chemical spills as well as mitigation efforts are documented. The operation has policies to mitigate land impacts and protect biodiversity (e.g. for new facility developments), where applicable.	Operation has a documented emergency response or disaster management plan that addresses chemical spills and hazardous materials. Plan is reviewed at least annually and the review is documented.

How to increase your score

To move to *Innovation Level*, a processor must document chemical spills and efforts to mitigate as well as have policies to mitigate land impacts and protect biodiversity.

To move to the *Excellence level*, processors must document an emergency response or disaster management plan that addresses chemical spills (reviewed and updated annually).

### Critical Information.

This indicator has an entry threshold, failure to have an emergency/disaster management plan that addresses spills and hazardous materials will deem the operation ineligible.



**NATURAL  
RESOURCES**

**Indicator NR3: Land resources and ecosystem health are maintained or enhanced.**



**Goal of Indicator NR3 Explained**

The goal of this indicator is to promote efforts to reduce negative environmental impacts to, and minimize contamination and pollution of, land, soil and ecosystems.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- Is there a written emergency response or disaster management plan? What does it cover? How often is it updated?
- Are workers trained in emergency / disaster management of hazardous materials?
- How is procurement, storage, handling and discharge of hazardous materials handled by the operation?
- How are accidents and mitigation efforts documented? How often is it updated?
- What types of actions does the operation take to reduce environmental impacts?
- What policies are in place to protect biodiversity?
- Are environmental assessments conducted before constructing new facilities
- How are impacts to land and biodiversity mitigated?
- Are opportunities for improvement identified and monitored?

**Guidance to Achieve the Indicator**

Processors can demonstrate their support by developing an emergency response or disaster management plan and identifying opportunities for improvement. Processors can also demonstrate their support by monitoring hazardous materials and providing employee training on emergency/disaster management of hazardous materials. Lastly, in addition, records can be used to support efforts including soil tests and land footprint analysis, records documenting the magnitude and frequency of chemical spills

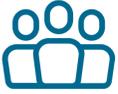
**Information on how the Indicator NR3 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital policies, plans, protocols, procedures, checklists) and direct observation of activities such as practices, equipment, and devices as well as observation of environmental conditions.

**Additional Resources for Producers Related to the NR3\***

Resource	Topics and or information contained within the resource
<a href="#">Riparian</a> Area Management	Wetland and other wet area management

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*



## 5.0 PEOPLE AND THE COMMUNITY

The processing sector plays an important role in the Canadian economy and in the lives of people and the communities in which they operate. The National Beef Sustainability Assessment (NBSA) found that for every worker employed in the packing and processing sector, another 4.2 workers are employed in Canada (including direct and indirect impacts). Challenges for packers include labour as their capacity to add value to products and maximize utilization rates is reduced (Canadian Roundtable for Sustainable Beef, 2016). From a social perspective, the NBSA showed that social risks are low overall (e.g. working conditions, temporary foreign workers, health and safety, animal welfare). Despite these positive results, the CRSB is committed to continuous improvement and therefore identified health and safety, equity and respect, career development, and community involvement as the core focus areas for the People and the Community principle.

The CRSB stresses that all participants are expected to comply with all applicable laws and regulations, including, without limitation, workplace health and safety legislation, and human rights legislation. This was an overarching theme that spanned more than just this one principle and therefore, the CRSB decided that a broad statement in the introductory text about compliance with all applicable laws and regulations that covers all the principles was most appropriate.

Requirements on career development and community involvement were also considered. There is an indicator under Efficiency and Innovation that addresses continuous learning and therefore career development is not duplicated here. An indicator on community involvement was included for collection purposes only (not assessed in the audit) to recognize the positive contributions processors make to their communities.

## Indicator PC1: A healthy and safe work environment is provided.



Goal:	Steps shall be taken to reduce the risk of injury and illness to workers		
Entry Threshold (Score: 0)	Achievement Level (Score: 1)	Innovation Level (Score: 2)	Excellence Level (Score: 3)
<i>Guidance to Achieve the Indicator Levels</i>			
No health and safety program	Operation shall identify the risks to health and safety for its business and workers, and shall have protocols in place to mitigate these risks. Operation shall monitor health and safety and adjust as necessary to provide safe working conditions. Workers shall be trained and follow health and safety protocols.	Reportable Frequency or Incident Rate, or other injury/fatality-related measure, is calculated.	Operation has a documented health and safety plan that is reviewed at least annually.

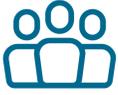
### How to increase your score

To move to *Innovation Level*, a processor must demonstrate the frequency of incidence rates

To move to the *Excellence level*, a processor needs to have a documented health and safety policy/program, which is implemented, reviewed and updated regularly. The operation's policy/program must include formal health and safety policy, risk assessment, control strategies and training

### Critical Information.

This indicator has an entry threshold, failure to have a health and safety program will deem the operation ineligible.



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## Indicator PC1: A healthy and safe work environment is provided.



### Goal of Indicator PC1 Explained

The goal of this indicator is to ensure that steps are taken to reduce the risk of injury and illness

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- Describe measures taken to ensure a safe and healthy work environment?
- Describe what health and safety equipment is supplied by the operator?
- What, if any health and safety risks have been identified? How are these mitigated?
- Has the processor identified any health and safety issues? How were these managed?
- Does the processor have an internal reporting system for health and/or safety risks (e.g. workers asked or encouraged to report near misses, safety or health incidents)?
- What types of health and safety training does the processor offer? Is it documented? Is attendance tracked?
- What types of health and safety information does the processor monitor?
- is there a written health and safety policy? Describe how is it implemented. Is it reviewed and updated annually?
- Has the Processor identified health and safety targets? How is this assessed?

### Guidance to Achieve the Indicator

Processor can demonstrate their support by having preventative programs to avoid accidents or injury as well as an occupational health and safety (OH&S) training program and providing job-specific hazard analysis. Processor may have a number of plans or documents that will aid in demonstrating their commitment including an OH&S protocol, risk assessment, emergency response protocols, and worker safety protocols. A number of practices can aid the processor in meeting the indicator including providing personal protective equipment for workers, first aid kits, health and safety signage and ensuring gun cabinets are locked. Records such as Workplace Hazardous Materials Information System (WHMIS) certificate and Possession and Acquisition License (PAL) training certificate for use of firearm will also support this indicator. Measures such as Safety metrics will also be beneficial. Lastly, participation in the workers compensation system will help to ensure a healthy and safe work environment is provided.

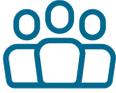
### Information on how the Indicator PC1 will be audited.

Auditors will complete assessment through interviews and examination of documented information (paper or digital policies, protocols, procedures, attendance records and certificates, insurance plans).

### Additional Resources for Producers Related to the PC1\*

Resource	Links
Canada Occupational Health and Safety Regulations,	<a href="http://laws.justice.gc.ca/eng/regulations/sor-86-04/index.html">http://laws.justice.gc.ca/eng/regulations/sor-86-04/index.html</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*



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**Indicator PC1: A healthy and safe work environment is provided.**



**Additional Resources for Producers Related to the PC1\***

Resource	Links
Canada Occupational Health and Safety Regulations,	<a href="http://laws.justice.gc.ca/eng/regulations/sor-86-04/index.html">http://laws.justice.gc.ca/eng/regulations/sor-86-04/index.html</a>
Ontario Government – Health and Safety	<a href="https://www.labour.gov.on.ca/english/hs/">https://www.labour.gov.on.ca/english/hs/</a>
B.C. Employment Standards Act	<a href="http://www.bclaws.ca/Recon/document/ID/freeside/396_95">http://www.bclaws.ca/Recon/document/ID/freeside/396_95</a>
Alberta OHS Act, Regulations and Code	<a href="https://work.alberta.ca/occupational-health-safety/ohs-act-regulation-and-code.html">https://work.alberta.ca/occupational-health-safety/ohs-act-regulation-and-code.html</a>
Employment Standards Act of Saskatchewan	<a href="http://www.saskatchewan.ca/work/employment-standards">http://www.saskatchewan.ca/work/employment-standards</a>
Province of Manitoba Employment Standards Code	<a href="http://web2.gov.mb.ca/laws/statutes/ccsm/e110e.php">http://web2.gov.mb.ca/laws/statutes/ccsm/e110e.php</a>
Workplace Safety and Health Act of Manitoba	<a href="http://web2.gov.mb.ca/laws/statutes/ccsm/w210e.php">http://web2.gov.mb.ca/laws/statutes/ccsm/w210e.php</a>
Province of Ontario Employment Standards Act	<a href="http://www.ontario.ca/laws/statute/00e41?_ga=1.205555156.610691223.1435025645">http://www.ontario.ca/laws/statute/00e41?_ga=1.205555156.610691223.1435025645</a>
Province of Quebec An Act Respecting Labour Standards,	<a href="http://www.cnt.gouv.qc.ca/fileadmin/pdf/publications/c_0149a.pdf">http://www.cnt.gouv.qc.ca/fileadmin/pdf/publications/c_0149a.pdf</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*

## Indicator PC2: All workers are treated with equity and respect.



Goal:	<b>Workers shall be treated fairly and impartially.</b>		
Entry Threshold (Score: 0)	Achievement Level (Score: 1)	Innovation Level (Score: 2)	Excellence Level (Score: 3)
<i>Guidance to Achieve the Indicator Levels</i>			
No process to document/validate and address complaints of discrimination	There shall be an absence of discrimination in the workplace (e.g. impartiality in the interview process and employee management; workers are free to express concerns about their treatment without repercussions).	Operation has a code of ethics, code of conduct or nondiscrimination policy that is implemented by management and understood by workers. Worker complaints are logged and resolved in a timely manner.	Operation has a documented code of ethics, code of conduct or non-discrimination policy that is reviewed at least annually.
			
	To move to <i>Innovation Level</i> , a processor needs to include workers in planning and operational decisions (where appropriate)	To move to the <i>Excellence level</i> , a processor must have a documented code which is reviewed and updated frequently.	

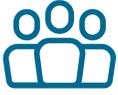
### Key Definitions

#### Discrimination:

The CRSB defines discrimination as “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation” (United Nations Human Rights Office of the High Commissioner, 1958).

#### Equity:

The CRSB defines equity as fair, impartial and a lack of discrimination.



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## Indicator PC2: All workers are treated with equity and respect.



### Goal of Indicator PC2 Explained

The goal of this indicator is to ensure that workers are treated fairly and impartially.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- Describe the operation had any issues with employee mistreatment? How were they documented?
- What processes are there in place to address employee complaints? How are worker complaints received, logged and resolved?
- How does the Operation encourage dialogue with supervisors, managers, etc.?
- How are workers' extra efforts recognized?
- Does the Operation have an anti-discrimination policy?
- Is there a policy for hiring visible minorities?
- How does the Operation support and recognize cultural diversity?
- Is there opportunity for advancement in the operation? Does the Operation have a mission statement, anti-discrimination policy or code of ethics?
- How are the mission statement, policy and code of ethics communicated to workers? Are workers aware of them?
- How are worker complaints received, logged and resolved?
- View the Operation's documented code and/or policy. Does the Operation review its mission statement, anti-discrimination policy or code of ethics on an annual basis?
- Are opportunities for improvement identified and implemented?

### Guidance to Achieve the Indicator

Processors can demonstrate their support by ensuring appropriate working hours, providing equal opportunity to all workers, providing communication in multiple languages, as needed, and recognizing cultural holidays. Processors can also demonstrate commitment by providing a process for feedback from employees and appropriate benefit packages. Documents including code of ethics/conduct, anti-discrimination and mission statements and having open processes which encourage worker engagement also support this indicator. Lastly, producers can demonstrate their support by having documented retention/turnover rates.

### Information on how the Indicator PC2 will be audited.

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, protocols, procedures, and direct observation of activities such as practices, equipment, and devices.

### Additional Resources for Producers Related to the PC2 \*

Resource	Topics and or information contained within the resource
Respect in the Workplace – BC Government Resources	<a href="https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/working-with-others/promote-respect">https://www2.gov.bc.ca/gov/content/careers-myhr/all-employees/working-with-others/promote-respect</a>
Anti-harassment Policies for the workplace: An Employer's Guide	<a href="https://www.chrc-ccdp.gc.ca/eng/content/anti-harassment-policies-workplace-employers-guide">https://www.chrc-ccdp.gc.ca/eng/content/anti-harassment-policies-workplace-employers-guide</a>

\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.

## Indicator PC3: Operation is involved in its community (community is defined by each individual).\*



<b>Goal:</b>	<b>To recognize beef processors for their contributions to their community. Community is defined by each individual operation.</b>
This indicator is binary (assessed as 'yes' or 'not applicable'. It is for information collection	

### Information Regarding the Indicator

This indicator is included to recognize beef processors for the contributions they make to their communities. This indicator is not a 'scored' indicator but is a 'yes' or 'not applicable' response.

This indicator has no entry threshold.

### Goal of Indicator PC3 Explained

The goal of this indicator is to recognize beef producers for their contributions to their community and to capture the social life of the agriculture community. Community is defined by each individual.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- Describe the operation had any issues with employee mistreatment? How were they documented?
- what steps does the operation take to train each new? Is this documented? How is training monitored?
- Is there a performance review process (formal or informal)? Describe the process?
- Are there mentorship opportunities (formal or informal)?
- What does the operation do to support worker training (e.g. English, high school, diploma, certificate, etc.)?

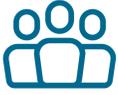
### Information on how the Indicator PC2 will be audited.

Auditors will complete assessment through interviews, examination of documented information (newspaper clippings, membership certificates, etc.) and direct observation of activities.

**Indicator PC4:**  
**Career development opportunities are provided.**



<b>Goal:</b>	<b>Workers shall be given training and other career-related opportunities to develop their skills and expertise.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
	Workers shall be trained and competent to complete their assigned tasks.	Employee performance reviews (whether formally or informally) are conducted at least on a yearly basis.	Mentorship or learning opportunities (e.g. career development program) are provided to all workers who wish to participate. Participation is tracked and documented.
			
	To move to <i>Innovation Level</i> , a processor must demonstrate employee performance reviews (whether formally or informally) are conducted at least on an annual basis.	To move to the <i>Excellence level</i> , a processor must demonstrate mentorship or learning opportunities (e.g. career development program) are provided to all workers who wish to participate. Participation is tracked and documented.	



PEOPLE & THE  
COMMUNITY

## **Indicator PC4: Career development opportunities are provided.**



### **Goal of Indicator PC4 Explained**

The goal of this indicator is to ensure workers are given training and other career related opportunities to develop their skills and expertise.

**The following are key questions that the producer will want to be able to answer in preparation for the audit:**

- Are there a new worker orientation in place? How is it documented that workers have completed orientation?
- How are workers evaluated that they are competent to the tasks that are required?
- What processes are there in place to provide feedback to employees on their performance?
- Is there a process / structure in place for employees to progress in the careers?

### **Guidance to Achieve the Indicator**

Processors can demonstrate their support by conducting interviews with workers and tracking promotions. Offering an apprenticeship/teaching/mentorship programs and opportunities for advancement/leadership development will also ensure career development opportunities are provided. Processors can also demonstrate their support by having employees participate in goal setting, performance monitoring and tracking and supporting English as a second language

### **Information on how the Indicator PC4 will be audited.**

Auditors will complete assessment through interviews and examination of documented information (paper or digital policies, protocols, procedures, attendance records and certificates, insurance plans).

## 6.0 ANIMAL HEALTH AND WELFARE INDICATORS

Respect for, and management of, animals that contributes to their health and welfare underpins the Standard requirements within this principle. The intent of the indicators is to minimize animal pain, distress and suffering, and maintain animal health and welfare. The following themes were identified as being critical from a sustainability perspective and have been incorporated into the Standard: regular monitoring of cattle; the provision of feed and water when necessary; minimizing animal pain and distress; reduction of animal pain and distress during animal handling, movement through facilities and when being transported, loaded or unloaded; and finally, prompt identification and management of compromised and sick animals.

## Indicator AHW 1: Cattle are regularly monitored and have sufficient quantity and quality of water and feed, when required, to meet their physical needs.



<b>Goal:</b>	<b>Cattle shall be checked regularly for health and welfare, and provided with feed and water when required.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
Cattle are not monitored and may be in distress or not able to access feed/water. Cattle are not provided water and/or feed when required in emergency or unusual conditions (e.g. hot weather, when held for longer-than-normal periods of time).	Operation shall undertake regular monitoring of live cattle so basic needs are met. Operation shall have a plan to address cattle needs while waiting for slaughter (e.g. workers know what to do when cattle are in distress; when feed and water is required; and what to do if power goes out/access to feed and water is cut off).	Some review and documentation on cattle monitoring and/or actions taken to address animal comfort prior to slaughter.	Documented monitoring includes emergency response plan, and animal monitoring/correction plan, which are reviewed at least annually.
<div style="display: flex; justify-content: center; align-items: center; gap: 20px;"> <div style="border: 1px solid black; padding: 10px; background-color: #4a86e8; color: white;"> <p><b>How to increase your score</b></p> </div> <div style="border: 1px solid black; padding: 10px; background-color: #003366; color: white;"> <p>To move to <i>Innovation Level</i>, a processor must provide documentation on cattle monitoring and/or actions taken to address animal comfort prior to slaughter.</p> </div> <div style="border: 1px solid black; padding: 10px; background-color: #003366; color: white;"> <p>To move to the <i>Excellence level</i>, a processor must document and monitor including an emergency response plan, animal monitoring plan which are reviewed annually.</p> </div> </div>			

### Critical Information.

This indicator has an entry threshold, failure to monitor cattle, having cattle in distress or not able to access feed/water will deem the operation ineligible. An operation will also be ineligible if cattle are not provided water and/or feed when required in emergency or unusual conditions (e.g. hot weather, when held for longer-than-normal periods of time).



## Indicator AHW 1: Cattle are regularly monitored and have sufficient quantity and quality of water and feed, when required, to meet their physical needs.



### Goal of Indicator AHW 1 Explained

The goal of this indicator is to ensure that cattle are checked regularly for health and welfare, and provided with feed and water when required.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- When is cattle provided water? Are water bowls provided in holding pens?
- What is the process for monitoring cattle? How frequently are they checked? How are issues handled?
- How are live cattle monitored?
- How are unforeseen circumstances handled (e.g. power goes out, limited access to water)?
- Describe your emergency plan for disruptions in normal activities
- What documents have you collected to support your activities?

### Guidance to Achieve the Indicator

A processor can show their commitment by ensuring cattle are regularly monitored, given access to veterinary services as required. Ensuring cattle are provided water and feed will also support this indicator. Ensuring proper planning, such as having a contingency plan for if power goes out will ensure cattle are properly monitored and have access to water and food to meet their needs. Lastly, it is important to understand the stress of the animal, as such it is important to understand when animals are in stress as well as the amount of time animals stand in pens prior to slaughter.

### Information on how the Indicator AHW 1 will be audited.

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, records ), direct observation of activities such as practices, equipment, and devices and visual observation.

### Additional Resources for Producers Related to the AHW 1 \*

Resource	Topics and or information contained within the resource
Code of practice for the handling and care of beef cattle. National Farm Animal Care Council	<a href="https://www.nfacc.ca/codes-of-practice/beef-cattle">https://www.nfacc.ca/codes-of-practice/beef-cattle</a>

\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.

## Indicator AHW 2: Operation takes actions to minimize animal pain and distress.



<b>Goal:</b>	<b>The operation shall minimize pain and distress to animals pre-slaughter and during the slaughter process. This includes the facilities; holding pens with adequate ventilation and space; handling; loading, transport and unloading when it is under the control of the processor; and slaughter.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>

*Guidance to Achieve the Indicator Levels*

<p>Inappropriate transport or offloading procedures that cause unnecessary pain or distress to animals and there is no plan for improvement. Consistent animal pain and distress from a source and there is no plan for improvement. Use of electric prods on sensitive parts of the animal, when cattle have nowhere to move, or to non-ambulatory or disabled cattle. Willful acts of abuse are not remedied</p>	<p>Operation shall undertake humane animal handling that includes safe loading and unloading conditions, transport, consideration for extreme weather, and understanding of unacceptable procedures. Actions shall be monitored and adjusted when necessary. Electric prods shall be used sparingly as last resort and people understand how to deal with difficult, injured or compromised cattle. Optimize the welfare of animals during pre-slaughter and slaughter processes, until they are dead, in accordance with applicable provincial and/or federal regulations. Workers shall understand what to check for and how to remedy inadvertent errors. Facilities shall have adequate lighting and ventilation, are in good repair and monitored to prevent injuries, bruising and falls. Efforts shall be made to minimize processing wait times.</p>	<p>Workers who handle live cattle are trained on low stress animal handling techniques. Training is monitored and re-training provided when necessary. A documented policy exists and is followed regarding willful acts of abuse.</p>	<p>Operation has a documented protocol to minimize animal pain and distress associated with the movement of live cattle through the facility; transport; handling prior to slaughter; and during slaughter. Protocol is reviewed at least annually and changes made when necessary.</p>
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**How to increase your score** 

To move to *Innovation Level*, a processor must workers who handle live cattle are trained on low stress animal handling techniques. Training is monitored and re-training provided when necessary. A documented policy exists and is followed regarding willful acts of abuse.

To move to the *Excellence level*, a processor must have a documented protocol to minimize animal pain and distress associated with the movement of live cattle through the facility; transport; handling prior to slaughter; and during slaughter. Protocol is reviewed at least annually and changes made when necessary.

## Indicator AHW 2: Operation takes actions to minimize animal pain and distress.



### Critical Information.

This indicator has an entry threshold, inappropriate transport or off-loading procedures that cause unnecessary pain or distress to animals and there is no plan for improvement will result in an operation being ineligible.

### Key Definitions

#### Animal Stress –

The CRSB defines animal stress as a broad term which implies a threat to which the body needs to adjust... Stress is defined as a condition in an animal that results from the action of one or more stressors that may be of either external or internal origin. Coping will vary by animal and each situation/stressor.” (von Borell, 2000, pp. 144).

### Goal of Indicator AHW 2 Explained

The goal of this indicator is to ensure that cattle are checked regularly for health and welfare, and provided with feed and water when required.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- When is cattle provided water? Are water bowls provided in holding pens?
- What Operation’s handling procedures are employed throughout the operation? Describe processes and protocols
- How are wait times minimized?
- How are workers trained and monitored? How are employees trained on low stress handling? How are employees’ handling techniques monitored? Is re-training provided when necessary?
- Are electric prods used? If so, how and when?
- How are facilities maintained to reduce animal injury?
- How is extreme weather handled (hot or cold)?
- What processes are in place to handle if cattle are held for longer-than-normal times?
- What is done if processing activities are interrupted?
- Does the Operation participate in any other animal welfare audits (e.g. North American Meat Institute)?
- How are employees trained on low stress handling? How are employees’ handling techniques monitored? Is re-training provided when necessary?
- View Operation’s records for employees trained in low stress handling? View records of monitoring of employee animal handling. What is done if there is an issue?
- View Operation’s documented protocol(s). Are protocols reviewed annually? Are opportunities for improvement identified and monitored?

### Guidance to Achieve the Indicator

Processors can demonstrate their support by having and understanding procedures for animals that are non-ambulatory and monitoring animals for injuries and deaths. Processors can further demonstrate their support by having appropriate holding pen space. Processors may have a number of plans and documents that will aid in demonstrating their commitment including having a transport protocol. Lastly, records can be used to support including injury/death records

### Information on how the Indicator AHW 1 will be audited.

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, records ), direct observation of activities such as practices, equipment, and devices and visual observation.

**Indicator AHW 2: Operation takes actions to minimize animal pain and distress.**



**Additional Resources for Producers Related to the AHW 2 \***

Resource	Topics and or information contained within the resource
Code of practice for the handling and care of beef cattle. National Farm Animal Care Council	<a href="https://www.nfacc.ca/codes-of-practice/beef-cattle">https://www.nfacc.ca/codes-of-practice/beef-cattle</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*

## Indicator AHW 3 : Compromised and sick animals are managed appropriately.



<b>Goal:</b>	<b>Compromised and sick animals shall be identified in a timely manner, and a course of action shall be taken that is appropriate to the situation and reduces animal pain and distress</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>

*Guidance to Achieve the Indicator Levels*

Cattle are not monitored and may be in distress or not able to access feed/water. Cattle are not provided water and/or feed when required in emergency or unusual conditions (e.g. hot weather, when held for longer-than normal periods of time).	Operation shall undertake regular monitoring of live cattle so basic needs are met. Operation shall have a plan to address cattle needs while waiting for slaughter (e.g. workers know what to do when cattle are in distress; when feed and water is required; and what to do if power goes out/ access to feed and water is cut off).	Non-ambulatory policy exists. Workers follow a formal policy to promptly manage compromised or sick cattle. Training documentation exists	The policy for compromised and injured/sick animals is documented, and reviewed at least annually.
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To move to <i>Innovation Level</i> the processor must have a non-ambulatory policy which workers follow. Documentation of training must also exist.	To move to the <i>Excellence level</i> the operation must have a non-ambulatory policy which is followed, which is documented and updated at a minimum annually.
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## Indicator AHW 3: Cattle are regularly monitored and have sufficient quantity and quality of water and feed, when required, to meet their physical needs.



### Goal of Indicator AHW 3 Explained

The goal of this indicator is to ensure that compromised and sick animals are identified in a timely manner, and a course of action is taken that is appropriate to the situation and reduces animal pain and distress.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- When is cattle provided water? Are water bowls provided in holding pens?
- Describe your plans to identify and treat compromised animals?
- How are compromised or sick animals identified? If animals are compromised or sick, what is done?
- Describe protocols to handle compromised or sick animals?
- Describe what policies and procedures are in place to ensure animals are managed properly?
- What is the non-ambulatory policy? How are workers trained in this regard?
- Describe how opportunities for improvement identified and monitored?

### Guidance to Achieve the Indicator

Processor can demonstrate their support by having and understanding procedures for animals that are non-ambulatory and monitoring animals for injuries and deaths. Processors can further demonstrate their support by having appropriate holding pen space. Processor may have a number of plans and documents that will aid in demonstrating their commitment including having a transport protocol. Lastly, records can be used to support including injury/death records

### Information on how the Indicator AHW 3 will be audited.

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, records, direct observation of activities such as practices, equipment, and devices and visual observation. It should be noted that the time of year the audit takes place will play a role in determining how relevant the information is.

### Additional Resources for Producers Related to the AHW 3\*

Resource	Links
Code of practice for the handling and care of beef cattle. National Farm Animal Care Council	<a href="https://www.nfacc.ca/codes-of-practice/beef-cattle">https://www.nfacc.ca/codes-of-practice/beef-cattle</a>

\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.



## 7.0 FOOD

Food safety is of utmost importance for the Canadian beef industry, the public and consumers alike. A food safety program is imperative to identifying risks and mitigating these risks – one of the indicators included in this principle. Although a requirement for all federally inspected processing plants, a Hazard Analysis and Critical Control Points approach to food safety is strongly recommended by the CRSB for all operations seeking certification (Canadian Food Inspection Agency, 2012).

Beef processors have customer requirements and specifications; it is important for the processor to meet their customers' specifications for their overall sustainability, particularly in the economic context. The Standard incorporates consistently meeting customer specifications with the goal of reducing the number of rejections.

Approximately one-third of all food produced for human consumption in the world is lost or wasted each year. Each stage of the value chain has a responsibility to help reduce food waste and loss. There are a number of different approaches to assessing food waste and loss; however, the Provision Coalition has identified the following root causes of food waste at the processing and packer level broadly across the entire food supply chain (i.e. incoming quality; process losses; cold chain deficiencies; employee behaviour; poor machine set up; inaccurate forecasting; contamination; trimming & culling; supply/ demand issues; date codes; customer rejections; inconsistency in quality of ingredients; and food safety issues) (Provisions Coalition, 2014). The Provision Coalition suggests that developing strategies aimed at reducing food waste first, followed by redistribution, recycling and effective disposal would help reduce food waste. The CRSB has included food waste and loss reduction in the Standard.



## Indicator F1 : A food safety program is followed.



### Information About the Indicator

Ensuring the production of safe food is key to minimizing risk to the planet, people, animals, progress and consumer perception and acceptance. It should be noted that there is some overlap with the Animal Health and Welfare Principle and Innovation and Efficiency Principle. Topics such as pesticide, herbicide and fertilizer contamination of feed, water, pasture or hay are covered in the Innovation and Efficiency Principle Module. Topics such as animal health products responsible use, disposal and storage are covered in the Animal Health and Welfare Principle.

<b>Goal:</b>	<b>Operation shall meet federal or provincial standards and takes all reasonable actions to support food safety.</b>
<b>No (Score: 0)</b>	<b>Achievement (Score: 1)</b>
Entry Threshold.	Operation must have a valid license to operate, including a documented food safety program.

### Goal of Indicator F1 Explained

The goal of this indicator is to ensure that the operation meets federal or provincial standards for sanitation and takes all reasonable actions to ensure food safety.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- What processes are in place to ensure that the processor is in alignment with federal and provincial food safety regulations?
- What documents, policies, procedures, including providing a license?

### Guidance to Achieve the Indicator

The quality of Canadian beef products forms the basis of consumer demand and trade and contribute significantly to competitiveness with other beef exporters and other protein sources in the world markets. Traditionally Canada has successfully produced a youthful, lean, commodity beef product based on a primarily grain-based feedlot production system. The product responds to a grading system which rewards for these characteristics. However, both the consuming public and our competitors continue to change, and the beef industry recognizes the importance of strengthening our competitive advantages through improving product consistency and continuing to enhance carcass and meat quality. (Beef Cattle Research Council).

### Information on how the Indicator AHW 3 will be audited.

Auditors will complete assessment through interviews and examination of documented information (paper or digital policies, protocols, procedures, attendance records and certificates, insurance plans).



**Indicator F1: Cattle are regularly monitored and have sufficient quantity and quality of water and feed, when required, to meet their physical needs.**



### **Additional Resources for Producers Related to the F1\***

Resource	Links
Canadian Food Inspection Agency – Animal Documents: Guidance Document Repository	<a href="https://www.inspection.gc.ca/industry-guidance/animal-guidance/eng/1375375554359/1375395688022">https://www.inspection.gc.ca/industry-guidance/animal-guidance/eng/1375375554359/1375395688022</a>
Beef Cattle Research Council – National Beef Quality Audit	<a href="http://www.beefresearch.ca/research-topic.cfm/beef-quality-audits-40">http://www.beefresearch.ca/research-topic.cfm/beef-quality-audits-40</a>

*\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.*

## Indicator F2: Responsible efforts are made to ensure the quality of beef and co-products to customers further down the supply chain.



### Key Definitions.

The CRSB defines quality of beef and co-products as Customer (e.g. buyers including retail and food service companies) requirements for beef and other co-products are consistently met.

### Co-Products

The CRSB defines co-products as any non-red meat part or product derived from these parts.

<b>Goal:</b>	<b>Quality beef and co-products shall be provided to customers in the supply chain and rejected product that does not meet customer specifications minimized.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
There are no efforts made to address customer complaints.	Customer specifications shall be known. There shall be a process in place to receive and resolve customer complaints.	Customer complaints are logged and resolved in a timely manner.	The number of rejections from customers in the supply chain is tracked and remains the same or is reduced over time.
<p>To move to <i>Innovation Level</i> the processor must have a non-ambulatory policy which workers follow. Documentation of training must also exist.</p>		<p>To move to the <i>Excellence level</i> the operation must a non-ambulatory policy which is followed, which is documented and updated at a minimum annually.</p>	



### Goal of Indicator F2 Explained

The goal of this indicator is to ensure that quality beef and co-products are be provided to customers in the supply chain and rejected product that does not meet customer specifications minimized..

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- When is cattle provided water? Are water bowls provided in holding pens?
- How are customer complaints handled?
- Are you aware of your customers customer's specifications?
- What are your processes for receiving and resolving complaints from customers?
- Do you have a log of customer complaints. Have you experienced any rejections by customers? If so, how are these addressed?
- Do you have records of rejections from customers?
- Have you identified opportunities for improvements identified and implemented?



## Indicator F2: Responsible efforts are made to ensure the quality of beef and co-products to customers further down the supply chain.



### Guidance to Achieve the Indicator

The quality of Canadian beef products forms the basis of consumer demand and trade and contribute significantly to competitiveness with other beef exporters and other protein sources in the world markets. Traditionally Canada has successfully produced a youthful, lean, commodity beef product based on a primarily grain-based feedlot production system. The product responds to a grading system which rewards for these characteristics. However, both the consuming public and our competitors continue to change, and the beef industry recognizes the importance of strengthening our competitive advantages through improving product consistency and continuing to enhance carcass and meat quality. (Beef Cattle Research Council ).

Processors can demonstrate their support by through records such as the number of rejections by customers. Processors can demonstrate their support by having quality assurance personnel and taking actions to remedy quality control failures.

### Information on how the Indicator F2 will be audited.

Auditors will complete assessment through interviews and examination of documented information (paper or digital policies, protocols, procedures, attendance records and certificates, insurance plans).

### Additional Resources for Producers Related to the F2\*

Resource	Links
Beef Research Council – National Beef Quality Audit	<a href="http://www.beefresearch.ca/research-topic.cfm/beef-quality-audits-40">http://www.beefresearch.ca/research-topic.cfm/beef-quality-audits-40</a>
Compendium of Veterinary Products- Canada edition - product labels, withdrawal time chart, medicated feed/water ingredients	<a href="https://cca.cvp-service.com/">https://cca.cvp-service.com/</a>

\*Note that the list of resources is not exhaustive or comprehensive, producers are encouraged to reach out to their local agriculture specialist, extension staff and/or provincial beef association for additional resources.



**Indicator F3:  
Efforts are made to reduce food waste.**



**Critical Information**

This indicator has an entry threshold – operation that do not seek to reduce landfill waste and have no plans for improvement will result in the processor being ineligible for the CRSB.

**Key Definitions.**

**Food Loss** – The CRSB defines food loss and waste as any substance intended for human consumption, and/or associated parts (e.g. inedible product) removed from the food supply chain that is avoidable (Food Loss and Waste Protocol, 2017).

<b>Goal:</b>	<b>The operation shall make efforts to reduce food waste and loss that can be avoided, and recognize that the optimal use of products is for human consumption first (1. reduce; 2. divert - prevent, redistribute and recycle; and 3. dispose).</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
Operation does not seek to reduce landfill waste and has no plan for improvement.	Operation shall identify food waste and loss in their business and implement practices to reduce landfill waste.	Operation has conducted a food waste and loss assessment, optimization assessment, or similar.	Operation tracks food waste and loss over time.
<p>Operators can move from Achievement level to <i>Innovation level</i> conducting a food waste and loss assessment, optimization assessment, or similar.</p>		<p>Operators can move from <i>Innovation level</i> to Excellence level by tracking food waste and loss over time.</p>	



**Goal of Indicator F3 Explained**

The goal of this indicator is to ensure that the operation makes efforts to reduce food waste and loss that can be avoided, and recognizes that the optimal use of products is for human consumption first (1. reduce; 2. divert - prevent, redistribute and recycle; and 3. dispose).

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- How does the operation identify food waste and loss?
- What efforts does the operation make to reduce food waste and loss?
- What strategies has the operation implemented to address food waste and reduce food waste?
- Has the operation set goals and targets for food waste and loss?
- Has the operation completed a food waste and loss assessment, or similar?
- Have opportunities for improvements identified and implemented?



### **Indicator FI 3: Efforts are made to reduce food waste.**



#### **Guidance to Achieve the Indicator**

Approximately one-third of all food produced for human consumption in the world is lost or wasted each year. Each stage of the value chain has a responsibility to help reduce food waste and loss. There are a number of different approaches to assessing food waste and loss; however, the Provision Coalition has identified the following root causes of food waste at the processing and packer level broadly across the entire food supply chain (i.e. incoming quality; process losses; cold chain deficiencies; employee behaviour; poor machine set up; inaccurate forecasting; contamination; trimming & culling; supply/ demand issues; date codes; customer rejections; inconsistency in quality of ingredients; and food safety issues) (Provisions Coalition, 2014). The Provision Coalition suggests that developing strategies aimed at reducing food waste first, followed by redistribution, recycling and effective disposal would help reduce food waste. The CRSB has included food waste and loss reduction in the Standard.

Processors can demonstrate their support by developing a food loss and waste accounting system. Completing a food loss and waste assessment or benchmarking will also demonstrate efforts to reduce food waste. Lastly, setting goals of food waste will show the operation has made efforts to reduce food waste and loss.

#### **Information on how the Indicator EI 1 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, plans, protocols, procedures, checklists, maps and direct observation of activities such as practices, equipment, and devices.



## EFFICIENCY & INNOVATION



### 8.0 Efficiency and Innovation

The indicators, goals and requirements in the Efficiency and Innovation principle is to encourage innovation, optimize production, reduce waste and add to economic viability. The CRSB has focused on reducing, re-using and recycling; energy use; efficiency and productivity; and learning and collaboration to support continuous improvement.

Processors are constantly seeking to increase efficiency on their operations. In fact, many operations are already highly efficient. It is important to note that the use of technology and innovation should be done responsibly, not at the expense of other indicators (e.g. animal care should not be compromised to increase efficiency), and in compliance with all applicable laws and regulations. Interpretation of these indicators should not ban or require the use of any technology or innovation but rather stress responsible use.

The goal of the Indicators in the Efficiency and Innovation principle is to encourage innovation, optimize production, reduce waste and add to economic viability. The CRSB has focused on reducing, re-using and recycling; energy use; efficiency and productivity; and learning and collaboration to support continuous improvement.



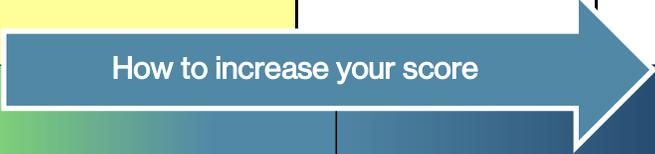
**Indicator EI1:**  
**Operation reduces, reuses and recycles.**



**Critical Information**

This indicator has an entry threshold – operation that do not make efforts to reduce, reuse and recycle, and has no plan for improvements will result in the processor being ineligible for the CRSB.

<b>Goal:</b>	<b>Operation shall reduce, reuse and recycle wherever feasible.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
Operation does not make efforts to reduce, reuse and recycle, and has no plan for improvement.	Operation shall take actions to reduce, reuse and recycle nonfood materials (e.g. packaging) used in the facility.	Operation has a program in place to reduce, reuse and recycle non-food (e.g. packaging) materials.	Operation has a documented program to reduce, reuse and recycle, and can show evidence that it is diverting materials (non-food) from the landfill.
<p>To increase from Achievement to <i>Innovation Level</i>, the operation must have a program in place to reduce, reuse, and recycle non-food materials.</p>		<p>To increase from Innovation to <i>Excellence</i>, the operation must have a documented program to reduce, reuse, and recycle non-food materials from the landfill. Evidence must be provided.</p>	



**Goal of Indicator EI 1 Explained**

The goal of this indicator is to ensure that the operation makes efforts to reduce, reuse and recycle non-food materials, working to divert non-food materials from the landfill.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- How does the operation identify food waste and loss?
- What type of non-food related waste is generated on the operation? How is it disposed of, recycled or reused?
- What recycling does the operation participate in? (e.g. water, carcass waste, equipment, packaging, manure, run-off, water from holding pens)?
- What reduction and reuse strategies are in place?
- What records do you have to support your reduce, reuse and recycle efforts?
- Do you have any documentation to support the programs/processes?



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## **Indicator EI 1: Efforts are made to reduce food waste.**



### **Guidance to Achieve the Indicator**

It is important that operations are able to identify the types of waste it generates and make an effort to reduce it. The goal of this indicator is to ensure the operation reduces, reuses and recycles wherever feasible.

Processors can demonstrate their support by producing records that demonstrate diversion of materials from landfills (e.g. rendering bills). Documents such as reduction, reuse and recycling programs and strategies will also demonstrate the operations reduce, reuse, and recycling efforts.

### **Information on how the Indicator F3 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital policies, plans, protocols, procedures, rendering receipts, waybills), and direct observation of activities such as practices, equipment, and devices.



## Indicator EI 2: Energy is used efficiently, and innovative options are considered.



### Critical Information

This indicator has an entry threshold – operation that do not make efforts use energy efficiently will result in the processor being ineligible for the CRSB.

<b>Goal:</b>	<b>Energy shall be used as efficiently as possible and options for enhancing energy use efficiency shall be considered.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
No practices for energy use efficiency have been considered.	Practices shall be implemented to increase energy use efficiency.	Energy use is calculated (e.g. kilowatt hour per kilogram of beef produced).	Innovative options to increase energy use efficiency are considered, and where not cost prohibitive, are utilized. Energy use is tracked over time.
Operators can move from Achievement level to <i>Innovation level</i> by calculating energy use (e.g. Kilowatt hour per KG of beef Produced)		Operators can move from Innovation level to <i>Excellence level</i> by considering and utilizing innovative options to increase energy use efficiency (where not cost prohibitive) and tracking energy use over time.	



### Goal of Indicator EI 2 Explained

The goal of this indicator is to ensure that the operation makes efforts to reduce food waste and loss that can be avoided, and recognizes that the optimal use of products is for human consumption first (1. reduce; 2. divert - prevent, redistribute and recycle; and 3. dispose).

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- What is the operation's approach to productivity?
- What technologies and/or innovations are used to improve production? How are these used? Are they effective? Are they managed appropriately (e.g. according to label directions and/or veterinary prescription)?
- What factors are used for selection of breeding goals and objectives? Are there any data from a processor used in an evaluation system for assessment of goals and objective results?
- How does the operation measure production e.g. pregnancy rates, abortion rates, body weights, mortality rates, ADG/DMI/DMC?



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**Indicator EI 2:  
Energy is used efficiently, and innovative options are  
considered.**



**Guidance to Achieve the Indicator**

This indicator applies to not only efficient sources of energy, but also energy conservation practices like motion detector lighting or properly inflating tires on equipment to boost fuel efficiency. This indicator explores a variety of forms of energy used in operations (Natural gas and fuels) and explores energy draws such as heating and lighting. It is vital to understand energy use and opportunities to reduce energy use. The goal of this indicator is to ensure energy is used as efficiently as possible and options for enhancing energy use efficiency is considered.

Processors can demonstrate their support by adopting energy efficient technologies and having an energy efficiency plan. Completing cost-benefit analysis of different options also shows efforts towards increasing energy efficiency. Lastly, records such as evidence of reduced energy use (e.g. bills) and calculations of kilowatt hour per kilogram of beef produced (kwh/kg beef produced) will also demonstrate that energy is being used efficiently.

**Information on how the Indicator F3 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, plans, protocols, procedures, checklists, bills, calculations and direct observation of activities such as practices, equipment, and devices.



**Indicator EI 3: Innovation and technology are used in a responsible manner.**



**Key Definitions:**

**Responsible Production**

The CRSB defines responsible production as when a conscious effort is made to consider the social, economic and environmental aspects of production decisions.

<b>Goal:</b>	<b>New technologies and innovations are explored and utilized to continuously improve the sustainability of the product (e.g. food safety, efficiency, productivity)</b>
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>
<i>Guidance to Achieve the Indicator Levels</i>	
	This indicator is binary (assessed as 'yes' or 'not' applicable'). It is for information collection purposes only; it will not be scored in the audit.

**Goal of Indicator EI 3 explained**

The goal of this indicator is to ensure that innovation and technology are utilized to improve production efficiency in a responsible manner. This indicator covers a broad range of strategies and technologies used to optimize energy efficiency and production. Many operations are already highly efficient and use innovation and technology in a responsible manner.

**The following are key questions that the producer will want to be able to answer in preparation for the audit:**

- This indicator simply explores if new technologies and innovations are explored and utilized to continuously improve the sustainability of the product (e.g. food safety, efficiency and productivity)
- Are new technologies and innovations explored and utilized?
  - Has the Client modified its processes or explored any innovations/technologies to improve sustainability? Are there any plans in place How does the operation measure production e.g. pregnancy rates, abortion rates, body weights, mortality rates, ADG/DMI/DMC?



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### **Indicator EI 3: Innovation and technology are used in a responsible manner.**



#### **Guidance to Achieve the Indicator**

The use of ‘technologies’ can be a sensitive topic for some consumers. On the one hand, there are those who don’t like the level of use of some technologies in the industry – these tend to be the more extensive operations. On the other hand, the use of these technologies has created one of the most efficient, high quality cattle feeding sectors in the world.

#### **Information on how the Indicator F3 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, plans, protocols, procedures, checklists), and direct observation of activities such as practices, equipment, and devices.



## Indicator EI 4: Continuous learning and collaboration in the beef industry is pursued.



### Key Definitions

#### Continuous Learning

The CRSB defines continuous learning as regularly and purposefully acquiring ever deeper and broader knowledge and skills and applying them to new behaviours” (Sessa and London, 2015, Preface). It can be undertaken at the individual, group/team and/or organizational level, and can be acquired in different ways, including mentorship, informal or formal training, and communication (Sessa and

<b>Goal:</b>	<b>Continuous learning about sustainability shall be undertaken and efforts made to collaborate with other stakeholders in the supply chain.</b>		
<b>Entry Threshold (Score: 0)</b>	<b>Achievement Level (Score: 1)</b>	<b>Innovation Level (Score: 2)</b>	<b>Excellence Level (Score: 3)</b>
<i>Guidance to Achieve the Indicator Levels</i>			
No practices for energy use efficiency have been considered.	Within the last 5 years, operation has proof of learning in one of the five principles of sustainable beef (natural resources, people and the community, animal health and welfare, food, and efficiency and innovation).	Within the last 5 years, operation has proof of learning in three of the five principles of sustainable beef (natural resources, people and the community, animal health and welfare, food, and efficiency and innovation).	Within the last 5 years, operation has proof of learning in all five principles of sustainable beef (natural resources, people and the community, animal health and welfare, food, and efficiency and innovation).
<b>How to increase your score</b>			
To increase the score from Achievement to <b>Innovation</b> , the operation must Within the last 5 years, operation has proof of learning in three of the five principles of sustainable beef (natural resources, people and the community, animal health and welfare, food, and efficiency and innovation). use (e.g. Kilowatt hour per KG of beef Produced)		To increase the score from Innovation to <b>Excellence</b> , Within the last 5 years, operation has proof of learning in all five principles of sustainable beef (natural resources, people and the community, animal health and welfare, food, and efficiency and innovation).	

### Goal of Indicator EI 4 Explained

The goal of this indicator is to ensure continuous learning about sustainability is undertaken and efforts are made to collaborate with other stakeholders in the supply chain.

The following are key questions that the producer will want to be able to answer in preparation for the audit:

- What is the operation’s approach to productivity?



**EFFICIENCY &  
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## **Indicator EI 4: Continuous learning and collaboration in the beef industry is pursued.**



### **Guidance to Achieve the Indicator**

This indicator applies to not only efficient sources of energy, but also energy conservation practices like motion detector lighting or properly inflating tires on equipment to boost fuel efficiency. This indicator explores a variety of forms of energy used in operations (Natural gas and fuels) and explores energy draws such as heating and lighting. It is vital to understand energy use and opportunities to reduce energy use. The goal of this indicator is to ensure energy is used as efficiently as possible and options for enhancing energy use efficiency is considered.

Processors can demonstrate their support by adopting energy efficient technologies and having an energy efficiency plan. Completing cost-benefit analysis of different options also shows efforts towards increasing energy efficiency. Lastly, records such as evidence of reduced energy use (e.g. bills) and calculations of kilowatt hour per kilogram of beef produced (kwh/kg beef produced) will also demonstrate that energy is being used efficiently.

### **Information on how the Indicator F3 will be audited.**

Auditors will complete assessment through interviews, examination of documented information (paper or digital) policies, plans, protocols, procedures, checklists, bills, calculations and direct observation of activities such as practices, equipment, and devices.



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