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This manual and its links and documents cited are available at: www.rabobank.com.br/social/social.html



Note: This material is based on Brazilian legislation and is merely informative. Users must be informed about and comply with labor and environmental norms highlighted in this Manual and other norms related to their activity.

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Rabobank Brasil Ombudsman

We provide you with an ombudsman to guarantee that your suggestions and/or complaints are analyzed by the area responsible at the bank. If after contacting the pertinent channel in our organization you are still not satisfied with the solution presented, feel free to contact us. You can contact the Rabobank Brasil ombudsman from Monday to Friday from 9:00 am to 6:00 pm by e-mail: ouvidoria@rabobank.com or telephone: 0800 703 7016 (toll free).





Introduction

Manual on Best Social and Environmental Practices

Rabobank's main mission is to create value for the clients, knowing about and supporting their businesses and building long-term relationships.

Our commitment is to offer personalized services and responses to the needs of our clients.

Rabobank was founded by Dutch farmers over 100 years ago, as a rural credit cooperative providing communities with access to fairer and more reliable credit, helping them to build up and maintain their businesses.

The name Rabobank comes from the two central credit cooperatives that merged to form it: the Cooperative Association of **Raiffeisen** Banks and the Central Farmers Credit Cooperative Bank, **Boerenleenbank** (Bôer = farmer in Dutch), creating **Rabobank**.

Rabobank has served agribusiness in Brazil since 1990 based on its roots in agribusiness, extensive knowledge of this sector, and its recognition of the importance of Brazil in global agriculture production. In 2004 Rabobank Brasil began to offer financial products and solutions directly to farmers, to attend their needs.

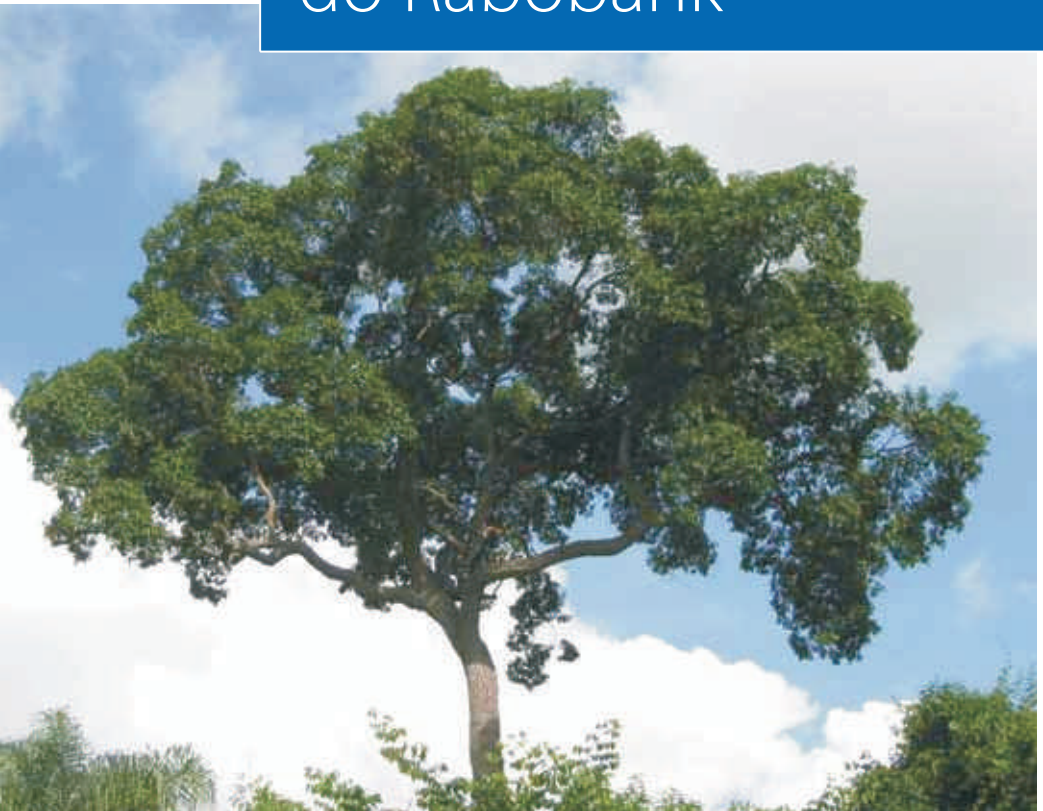
Aware of its role in operations its finances and of the growing importance of aspects related to sustainability to the success of a company and to farmers, Rabobank Brasil has must loped this **Manual of Best Social and Environmental Practices in Agribusiness to help its clients.**

This Manual is not intended as an exhaustive document on applicable legislation in activities related to agribusiness. It should therefore be noted that besides the labor and environmental norms highlighted here, all Brazilian legislation must constantly be observed and duly complied with for the security of the farming activity and for those directly or indirectly affected by it.

The benefits of complying with labor and environmental legislation are many, and in complying with such requirements you will be directly contributing to the sustainable must lopment of agribusiness in Brazil.



Rabobank's Social and do Rabobank



To guarantee the application of its social and environmental policy and its commitment to sustainability, Rabobank has structured an analysis system for its clients through which it hopes to encourage the adoption of best practices and to identify exclusion criteria which could compromise the sustainability of the client's business over time.

Qualification criteria

Rabobank believes it can play a positive role in regard to this question through support for its clients to comply with applicable legislation.

- Clients who are not in compliance with NR-31 (except articles: 31.8 – Agrotoxins, Adjuvants and Similar Products (registration, handling, training, safety, warehousing); 31.16 – Transport of workers (vehicles and safety); 31.20 – Individual Protection Measures (Provision, instruction and mandatory use) and 31.23 – Common Areas – (Bathrooms, Housing, Dwellings, Cafeterias) cited in the Exclusion Criteria 3, must present an action plan to solve such deficiencies.
- Clients with deficiencies regarding Permanent Preservation Areas must present an action plan to recompose the area.
- Clients with deficiencies regarding Legal Reserve Areas must present an action plan to recompose the area.
- Clients with deficiencies regarding compliance with norms on warehousing, the proper use and disposal of chemical products, fuels and lubricants, as well as packaging must present an action plan to resolve such deficiencies.
- Clients with deficiencies regarding the proper disposal of waste must present an action plan to resolve such deficiencies.

A lack of interest and commitment by the client in presenting evidence of improvement in compliance with these aspects within what Rabobank considers a reasonable timeframe could result in Rabobank deciding to end its relationship in the medium or long term.



Do you know why Rabobank is concerned about what you do in your business?

- We want our clients to avoid risks they do not need to run in their businesses.
- We believe that in the long term agriculture practiced in a sustainable manner can reduce production costs. For example, less use of inputs leads to a lower financial cost.
- We want to contribute so that future generations have, at least, a world to enjoy, as we do.

Exclusion criteria

Rabobank Brasil does not establish or maintain commercial relationships with clients for which it has found evidence of the following:

- The violation of social and environmental rights in Rabobank's sector;
- The violation of provisions stipulated in the Declaration by the International Labor Organization (ILO) on Fundamental Labor Rights, including: freedom of association and the right to collective bargaining; the absence of forced labor; the absence of child labor; the absence of discrimination in the workplace;
- Non-compliance with the requirements in NR-31 (Regulatory Norm -31), specifically articles: 31.8 – Agrottoxins, Adjuvants and Similar Products (registration, handling , training, safety, warehousing); 31.16 – Transport of workers (vehicles and safety); 31.20 – Individual Protection Measures (Provision, instruction and mandatory use) and 31.23 – Common Areas – (Bathrooms, Housing, Dwellings, Cafeterias);
- Overlapping of areas with conservation units;
- Overlapping of areas with indigenous lands or former slave land;
- Commerce in species listed in annexes I and II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES www.cites.org);
- Production, commerce or use of banned agrochemicals or on the exclusion list drawn up by the International Finance Corporation (www.ifc.org);
- Manufacture of products whose production and trade are banned in Brazil;
- The existence of areas in states of irregular ownership;
- Absence of registration of all direct workers, as well as all the outsourced workers that work at the company in a temporary or regular form, on or off its property;
- Involvement in unauthorized deforestation after January 2005;
- Involvement in legally authorized deforestation after January 2005, without the due conservation of areas in compliance with the Legal Reserve and protection of the Permanent Preservation Areas on the properties in question, according to the limits established in law;
- Processing, transport or trade in wood from native forests without the necessary licenses and authorization from the competent bodies or without compliance with the requirements for such licenses and authorization;
- For wood production from natural forests, companies not certified or in the certification process by an internationally accredited certifier, in a sustainable forestry management system

- Absence of the main licenses applicable

Industrial installations being built.	Prior License for Installation, Authorization for Deforestation.
Industrial installations operating	Operating License, License for the use of water, Authorization for Deforestation.
Agricultural and livestock activities (farms)	License for the use of water, Authorization for Deforestation.
Agricultural and livestock activities and burning	License for the use of water, Authorization of Deforestation and (farms) controlled Burning.

- Existence of criminal activities (e.g. corruption, falsification of documents, etc).

Other Rabobank Guidelines

There is a Topic List defined by the Rabobank group's social and environmental policy, where special attention should be paid to the following aspects:

- corruption and/or money laundering.
- unsuitable working conditions.
- exploitation of workers or benefiting from the exploitation of workers.
- child labor that creates risks.
- discrimination.
- pollution.
- erosion of scarce natural resources
- cruelty to animals.
- inadequate treatment of indigenous populations.
- products or services that create risks to the health or safety of consumers.

Rabobank Group has set out some Sensitive Sectors for its operations and has established Sector Guidelines:

- Soy production chain
- Palm oil production chain
- Marine foods
- Wood activities
- Meat production chain
- Cotton production chain
- Cocoa production chain
- Sugarcane production chain
- Bioenergy
- Coffee production chain
- Mining
- Petroleum and derivatives

List of Restricted Activities at Rabobank International

The list of restricted activities sets out the sectors or types of clients that do not match the Rabobank profile. The list is based on Rabobank's sector codes and on the sensitive sectors set out by the IFC (*International Finance Corporation*). If any of the activities on this list are a smaller part of the activities and businesses of a client, the decision on the relationship will be made on a case-by-case basis. The list of sensitive sectors is a dynamic document and is periodically reviewed by Rabobank Group. The sectors / activities are the following:

- The armaments industry (as a core business) / production or commerce in arms and ammunition (note that exceptions can be considered for arms and ammunition for police forces and national defense organizations).
- The purchase of equipment for deforestation in primary tropical forests.
- Commerce in wild animals or products of an animal origin regulated by CITES or species cited on the Red List as under threat of extinction (CITES: *Convention on International Trade in Endangered Species of Wild*. The list of species is at <http://www.cites.org/eng/disc/species.shtml>. A search list created by the IUCN is available at <http://www.iucnredlist.org/search/search-basic>. For specific species, it is recommended that both lists be checked, which are updated regularly).
- Production, commerce or use of asbestos fibers (Does not apply to the purchase and use of fire-retardant one-hundred percent in which the percentage of asbestos is less than 20%).
- Production or commerce of products containing PCBs (PCBs: Polychlorinated Biphenyls – a group of highly toxic chemicals. PCBs can be found in transformers and capacitors made between 1950 and 1985).
- Production or commerce of pharmaceutical products subject to international regulations or banned.
- Production or commerce of agrotoxins subject to international regulations or banned (on the list distributed by the Environmental Division at the IFC).
- Production or commerce of regulated substances which erode the ozone layer internationally (substances that reduce the ozone layer: chemical compounds that react with and erode the ozone layer, resulting in what are known as "ozone holes". The Montreal Protocol lists these substances, their reduction targets and timeframes. The list with all the compounds can be found at <http://www.undp.org/seed/eap/montreal/montreal.htm>)
- Marine fishing nets larger than 2.5 km in length.

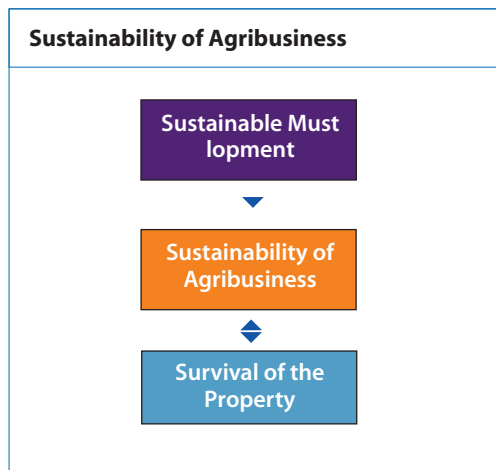


Sustainability

In Agribusiness

The properties that can remain over time are the properties that:

- Generate good economic results.
- Contribute effectively to the growth of society.
- Contribute effectively to the conservation of the environment.



Source: Rabobank

For the property to become sustainable in practice the farmers must position themselves to:

- Strategically plan the must lopment of the property.
- Survey and get to know all the legal requirements for their business.
- Take a proactive stance in regard to managing labor and environmental aspects.
- Provide training of labor on the property.
- Provide workers with working conditions in line with current legislation.
- Care for the well-being of the people who live on the property.
- Use clean technology and solutions.
- Reduce the relative and absolute consumption of resources, such as raw materials, energy and water.
- Install intelligent systems to reuse materials and use alternative materials.
- Pursue the must lopment and use of products that cause the least possible impact on the environment.

Best practices

Social and environmental benefits for your business

Market Benefits:

- The property and its products will be differentiated on the market by the growing importance that is being given to products that cause less impact on people and the environment.
- The property can more easily achieve the best buyers on the domestic and international market;
- The owner will have a powerful negotiating tool on any market;
- The property will be exposed to the public, will become recognized and will be a reference point in its production sector.
- The certified property proves to the consumer market that it is concerned about sustainability. Learn about the certifications at www.inmetro.gov.br



Lower interest rates on loans from Rabobank!

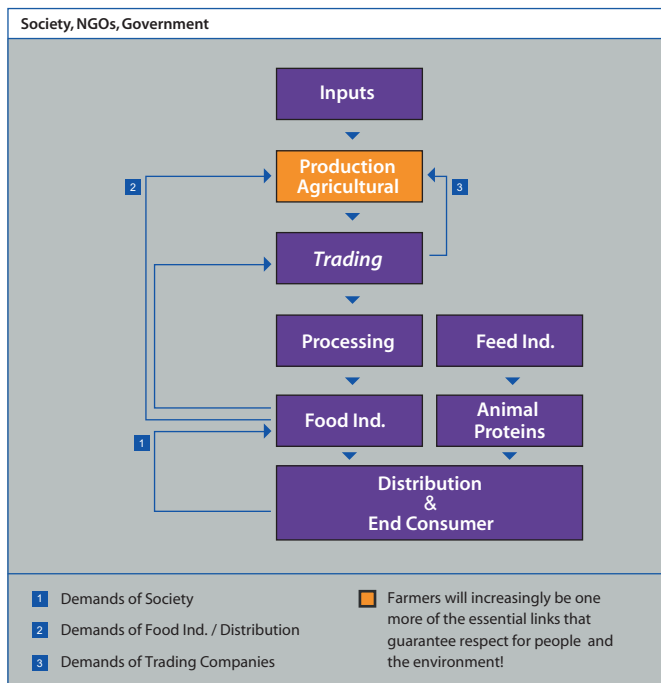
Internal Benefits:

- Survey and get to know all the environmental and social aspects that can make improvements. Monitor these aspects and seek improvement rationally.
- Map out the entry and exit of all the inputs in the production process, thus eliminating the waste of water, electrical energy, fuel and raw materials. Monitor such points so that the problem does not happen again: saving resources.
- Optimize processes.
- The property enjoys planning that establishes objectives and targets to be achieved in set timeframes.
- Create management routines to control labor and environmental aspects.
- Support change, so that everyone on the property will take part in awareness raising activities.
- Minimize the risks of lawsuits and administrative cases, as the property functions in line with current labor and environmental legislation, publicly

- demonstrating that it is working responsibly.
- Avoid fines and warnings by labor bodies and environmental inspectors.
- **Contribute to a real improvement in the quality of life for people and the environment.**

Do you know what your clients needs are?

Producer, you are part of a production chain that is repositioning itself and increasingly seeking suppliers that have adopted correct social and environmental stances:

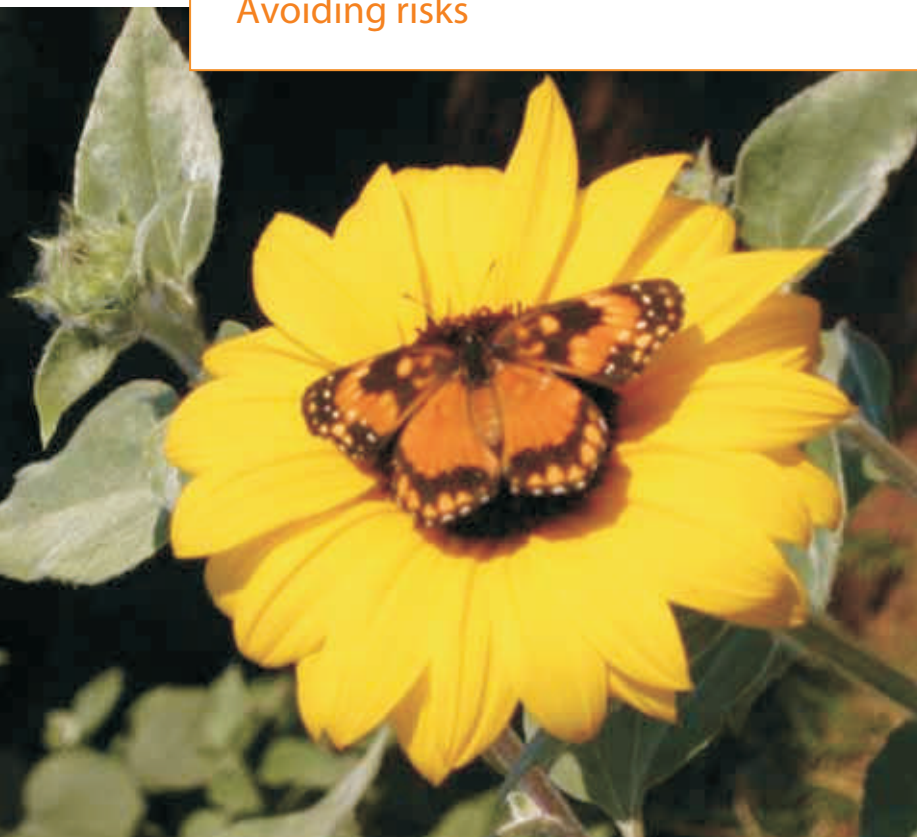


Source: Rabobank

Farmers will increasingly be one more of the essential links that guarantee respect for people and the environment!

How to make your property comply with legislation

Avoiding risks





How to comply on your property and avoid labor risks

What rural employers need to know about rural work

Rural Employees and Employers: The Concept

Rural work is regulated by Law nº 5.889/73 (altered by Law nº 11.718/08), by Decree nº 73.626/74 and Article 7 of The 1988 Federal Constitution.

Rural employers are considered to be private individuals or companies, owners or not, that are involved in agro-economic activity permanently or temporarily, directly or by way of intermediaries and with the help of employees. Also included in this case is industrial work on an agrarian establishment in which takes place the first treatment of fresh agrarian products without transforming them such as:

- a) processing, the first modification and preparation of farm products and raw materials of an animal or vegetable origin for latter sale or processing;
- b) the use of byproducts from the preparation and modification of the fresh products cited.

A **Rural Employee** is any private individual on a rural property or in a rural building provides services of a non-eventual nature to the rural employer, depending on a salary. Not considered to be a rural employee, but rather

a domestic employee, is someone who provides services of a continuous nature on a recreational smallholding without a profit motive. Rural workers are assured of a minimum salary, observing the salary floor for the category the employee belongs to.



A signed Work and Social Welfare Card (CTPS) is mandatory for any job, including rural ones, even if they are temporary, and for the exercise of ones own accord of professional, remunerated activity.

Hiring workers

a. Types of Hiring

- **Empregados:**

1. Indeterminate contract

An indeterminate contract has n period of validity; that is to say, its duration is undefined, continuing over time. This contract is seen as the general rule, being most used in hiring.

In being presumed to be a general rule, this contract does not need to be written, it is enough for some requirements to be configured as stipulated in the Consolidation of Labor Laws. They are:

- Personal provision of the service: the employee must provide the services for which they have been hired.
- Salary: the employee gets a payment for their service, which may be calculated by hours, day, week, fortnight, month, commission, etc.
- Subordination: the employee will receive orders and determinations from the employer, and carry them out.
- Permanence: there is continuity in the work, without being subject to happenings or events that occur.

In the event of the contract being rescinded, there is a need for advance notice by the rescinding party. The fixed period by the Federal Constitution is of at least 30 days.

Among the labor rights assured to employees hired for an indeterminate duration, we highlight:

- Vacation
- Constitutional vacation bonus
- 13th salary
- Severance Payment Fund – FGTS
- Family allowance
- Overtime
- Night shift bonus

2.Contract for specified duration

A contract where the term depends on a pre-established timeframe at the time of hiring a service or, also, when performing a service linked with a forthcoming activity.

2.1 Harvest Contract

Labor law describes the Harvest Contract as one whose duration depends on the seasonal variations in agricultural activity. It is, therefore, a contract in which duration is established by the period between soil preparation or the crop and a harvest.

It is a contract for a specified duration and cannot be postponed. A new contract can be agreed, but succession can only happen once, without a time interval.

Hiring to carry out work on different crops must be done through the agreement of different contracts.

The harvester proposes the provision of services through the Harvest Contract.

Among the labor rights guaranteed to harvesters, we highlight:

- Vacation
- 13th salary
- A weekly paid rest period
- Severance Payment Fund (FGTS)
- Family allowance
- Overtime
- Night shift bonus

Although there is no specific formal way to come to the agreement in the harvest contract, it is recommended that it be formally written up to avoid any doubts as regards what has been agreed to at the time of hiring.

2.2 Contract for specific work

This is hiring for an established timeframe for specific work or a certain service. Work done in this hiring mode cannot be for several different jobs at a company.

This form of hiring stipulates monthly compensation for annual remuneration for effective service, or for a year and a fraction equal to or greater than six months, for employees who have been working for over 12 months.

Furthermore, in Contracts for Specific Work Some labor rights are guaranteed employees, among which we highlight:

- Vacation
- 13th salary
- Weekly paid rest period
- Severance Payment Fund – FGTS
- Family allowance
- Overtime
- Night shift bonus

2.3 Rural work contract for a short term

Private individual farmers can hire rural workers for a specified duration, with a maximum duration of two months, within the period of one year. If the maximum period of two months is not observed, the Short Term Work Contract will be converted into a Contract for Indeterminate Time.

In this mode of hiring there will also be a need for registration of the Work and Social Welfare Card (CTPS) of Rural Worker Registration, or a written contract must be adopted for the purposes of inspection.

The worker will automatically integrated into the general Social Welfare scheme as of the moment their employer includes them on the Severance Payment Fund payment slip and Social Welfare Information (GFIP).

All labor rights will be due and calculated on a daily basis and paid directly to the employee upon signing of a receipt.

The same Severance Payment Fund (FGTS) rules apply to the other kinds of Work Contracts.

In summary, the short term rural work contract requirements are:

- the employer must be a private individual farmer (not a company);
- the activity must be temporary;
- the maximum duration of the contract is two months, within a year;
- it will be formalized in a written contract or in CTPS notes for the worker or in the Registration Book or Record of Employees;
- the labor rights parcels will be calculated on a daily basis and paid directly to the employee upon signing of a receipt, on which will be specified the rights and respective amounts and periods.

• **Non-Employee (Outsourced worker):**

Outsourcing aims to provide third parties with support activities, with the employer remaining with the target activity, keeping up its competitiveness.

Although there is no legal provision for Outsourcing Contracts, the Superior Labor Court (TST) has issued a norm, Binding Agreement 331, which provides guidelines for hiring third parties. This Binding Agreement basically indicates that this form of hiring creates no employment link as regards specialized services in the support activity provided to the employer, and there must be no direct subordination between service provider and the employees at the company hired, or between the contracting party and the self-employed professional.



Other important information in the TST's Binding Agreement is that the contracting company is subsequently responsible for the labor duties at the company hired.

The outsourcing of services can take four forms:

- Outsourcing of the self-employed.
- Outsourcing of a company.
- Outsourcing of a cooperative.
- Contractor.

1. Self-employed

This is hiring of a private individual to execute services, without hierarchical subordination and without fixed work. Hence, we can say the form the services are executed is of no importance to the contractor, but rather the result of this services is.

2. Service providing company

This is hiring of a company (not a private individual) whose purpose is to provide specialized services. This company hires employees and provides the materials required and in exchange for the services, the company get paid an amount that it uses to pay its employees.



An important aspect of this mode of hiring is the subsequent responsibility the contracting party for the service has. That is to say, in the even of default by the service provider in regard to labor duties, as well as the welfare payments and taxes, the contracting party will be responsible for payment in the event of a laws suit.

3. Cooperative

A cooperative is an association of people that get together of their own accord, forming a collectively-owned company in which decisions are taken democratically, observing the opinion of all its members. The profits resulting are shared among the cooperative members.

There is no employment relationship between the cooperative and its members, or between the cooperative and the service contractor. But the service providing company must take care not to establish an employment relationship, otherwise the hiring can be considered fraud by the Labor Court and the service provider will have to pay the labor rights of the cooperative members and register them on the CTPS.

4. Contractor

In the absence of norms on this situation, the courts' understanding of the issue is that there is no solidarity between the owner of a work site and the contractor, unless a disqualified contractor is chosen as regards payment of its labor debts.

In the case of the subcontractor, if the subcontractor does not take responsibility for the employees' labor rights, they can take action against it, or against the main contractor.

Besides the type of relationship established, the kind of employer may result in differences in responsibility as regards debts stemming from employment relationships.

- **Other Employer Responsibilities**

When we talk about employer type, we think about the economic group, according to the CLT, that makes the main company and the subordinate companies joint and severally responsible.

Also, the acquisition of the property, including rural property, can involve responsibility for the employer as regards debts taken on by the former owner or workers on the property.

Hence, if the workers on a farm continue to work on the property after it has been sold, they can claim their rights relative to the period prior to the purchase of the property, which must be paid off by the new owner. This is what we call labor succession.



This is why when purchasing a rural property, the buyer should ideally buy the property without workers and get proof of termination of labor agreements, with all the labor rights duly paid.

Working hours

In rural work

Working hours are 44 hours weekly and 220 hours monthly.

The duration of work cannot be over 8 hours a day.

In any continuous work that lasts for more than 6 (six) hours a minimum interval of 1 (one) hour for rest or meals is required, according to local custom. This interval will not be included in the duration of work.

Between two work periods there must be a minimum period of 11 (eleven) consecutive hours for rest.

Weekly paid rest period

Rural workers are due a **weekly paid rest period of 24** (twenty-four) consecutive hours, preferably on Sundays and national holidays, according to local tradition (decreed by the municipality).

Night Work is considered to be

In crop farming: the work done between 21:00 (twenty-one hundred) hours on one day to 05:00 (0-five hundred) hours the following day.

In livestock farming: the work done between 20:00 (twenty hundred) hours on one day to 04:00 (0-4 hundred) hours the next day.

Those under (18) eighteen years of age are prohibited from night work.

Night work will receive at least a 25% (twenty-five percent) addition to normal daytime remuneration.

Overtime pay

The normal duration of work can be added to by no more than 2 (two) hours, through written agreement between the employer and employee, or through collective labor agreement. The agreement or collective labor agreement must include the level of remuneration for additional hours, which will be at least 50% (fifty percent) above the normal hourly pay.

Remuneration

The **minimum salary** is agreed nationally and increased periodically to preserve its purchasing power for workers.

The **professional salary** is the minimum value for each category, according to the law. When this minimum value is set in a Collective Labor Agreement, Collective Labor Charter or normative ruling, we are talking about the minimum salary level.

Fringe benefits or **salary in kind** are granted for work, such as meals, board, and clothing. In the case of rural workers, only the following can be discounted from the salary:

- up to 20% for board;
- up to 25% for meals, according to regional prices.



Tip: It is important to remember that discounts must be authorized in advance by the employee.

Family allowance

A correspondent family allowance is due to rural employees with remuneration compatible with that established by social welfare, proportionate to the number of children under 14 (fourteen). When both the parents are employees, even in the same company or employed by a private individual farmer, both have the right to family allowance.

For further information on vacations, unemployment benefits and welfare payments, consult the legislation at www.rabobank.com.br/social/social.html

Hazardous work bonus payment

- Working in hazardous conditions, above the limits established by the Labor Ministry, assures payment of an additional 40% (forty percent), 20% (twenty percent) and 10% (ten percent) of the minimum salary for the region, according to the maximum, medium and minimum classifications.



Think about it: Do you know the hazardous activities on your property?

Required documentation for hiring workers

The **Employment Booklet (CTPS) is mandatory for any job**, including rural work, even if it is temporary, and for the exercise of outsourced remunerated professional activity.

List of the main documents requested upon hiring, in addition to the CTPS:

- Occupational Health Certificate (ASO)
- Voter registration, for the over-eighteens
- Certificate of military service for male Brazilian employees aged between 18 and 45
- Birth certificate, wedding certificate or identity card (RG), as appropriate
- Taxpayer Identity Card (CIC), which proves registration on the Private Individual Registration (CPF), for employees whose earnings are subject to income tax deductions at source.
- Registration document for PIS/PASEP - DIPIS, or correspondent notes on the CTPS.
- Copy of the birth certificate for children under 14, for the purposes of family allowance.
- Child Card, which since 07/01/91 has replaced the vaccination card.
- The original Card must be presented for children aged between 1 and 7.

- Drivers License (CNH) for employees that will be driving
- Professional License Card, issued by Regional Councils, for employees who work in regulated professions.
- Registration of the License at the Regional Labor Office (DRT), noted in the CTPS, for those in work in: advertising agencies, as journalists, actuaries, archivists, archive technicians, radio broadcasters, sociologists, bank guards, executive secretaries (with degrees), secretarial technicians (second year high school) and technicians in safety at work.
- Standardized foreign national identity card, instituted by Ordinance MJ n.º 559, of 12/01/86, if applicable.

The company can also request other documents, such as:

Report of defined salaries, which is not a required document but is useful as, if an employee is on sick leave, the welfare (INSS) requires this report for payment.



A work inspection book must also be kept at the establishment; otherwise the employer can be fined.

Norms on safety and medical care at work

Regulatory Norm 31 at the Labor Ministry has existed since 2005, which was developed especially for the application of the criteria for rural working conditions.

Rural working conditions involve such things as housing and cafeterias for workers, as well as appropriate training and the provision of Individual Protection Equipment (PPI).

NR 31 applies to any activities in agriculture, fishing, silviculture, forestry and aquiculture, inspecting the forms of working relations and employment and the place where these activities are carried out. NR 31 also applies to industrial activities carried out at agrarian establishments.

Did you know?

According to the number of employees, your property requires a safety technician or safety engineer. Check Tables I and II of NR 31, available at: www.rabobank.com.br/social/social.html, and find out if you need to comply!

NR 31 explains that the farmer (employer) must provide his employees with:

- a) housing, when workers remain on the establishment during the periods between work
- b) sanitary installations
- c) places for meals
- d) suitable place for the preparation of food (in the case of resident workers)
- e) laundry (in the case of resident workers)

These common areas must comply with the following requirements:

- a) appropriate maintenance and hygiene
- b) walls made of brick, wood or an equivalent material
- c) flooring made of cement, wood or an equivalent material
- d) weather-proof cover
- e) appropriate lighting and ventilation

Did you know?

Service Providers (workers at companies hired to provide services) must be guaranteed the same hygiene, comfort and meals offered to the hiring company's employees.

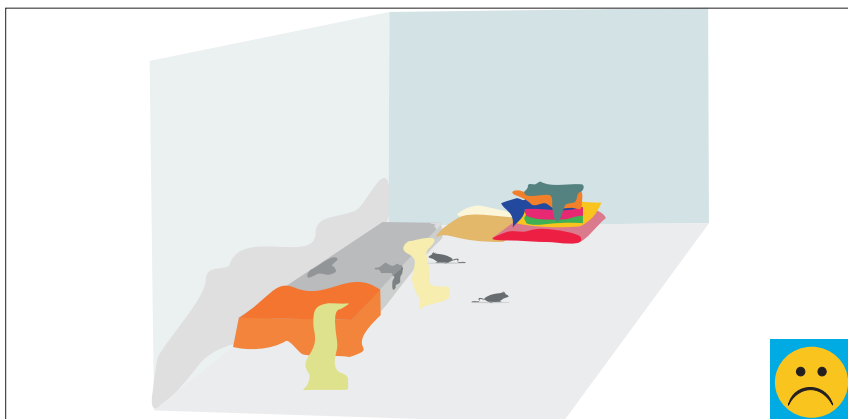
The common areas must be used only for the purposes for which they were designed, and cannot be used as deposits for dangerous products.

See next what else NR 31 has to say about common areas.

Housing

Housing must:

- a) have beds with a mattress, separated by at least 1 (one) meter, with bunk beds allowed, limited to two vertical beds, with a minimum free space of 110 cm (one-hundred and ten centimeters) about the mattress;
- b) have individual closets for personal objects;
- c) have doors and windows that provide good seals and safety;
- d) have recipient for trash;
- e) be separated by sex.



Did you know?

- Stoves cookers and suchlike are prohibited inside housing.
- The employer must provide bed sheets appropriate to the weather conditions.
- The beds can be replaced with hammocks, according to local custom, obeying the minimum spacing of 1 (one) meter between them.
- It is forbidden for people with infectious diseases to remain in the housing.

The need for changing rooms (NR 24)

If on your property you have an installation where your employees must change clothes to get access to the area (the activity requires changing clothes or a uniform or overall is required), a changing room must be provided with individual closets, and separated by sex.

Sanitary installations

Sanitary installations must include:

- a) one bathroom per group of twenty workers or fraction thereof;
- b) one toilet per group of twenty workers or fraction thereof;
- c) one urinal per group of ten workers or fraction thereof;
- d) one shower per group of ten workers or fraction thereof.

The sanitary installations must:

- a) have doors;
- b) be separated by sex;
- c) be in easily accessed places and safe to access;

- d) provide clean water and toilet paper;
- e) be linked to a sewer system, septic tank or equivalent system;
- f) have a recipient for trash.

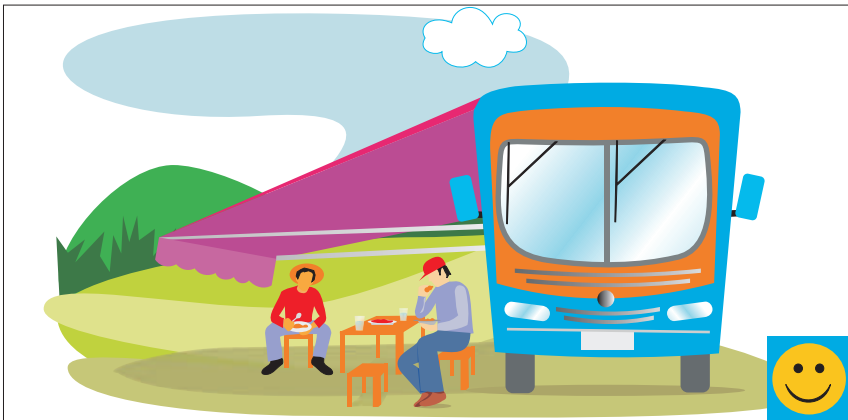
Did you know?

- Bathing water must be provided in compliance the regional use and customs or in the form established in the convention or collective agreement.
- Fixed or mobile sanitary installations comprising toilets and washrooms at a frequency of one per group of 40 workers or fraction thereof must be provided on work sites, complying with the requirements for the items, with temporary sewage systems allowed.
- The areas used by bathrooms must comply with the essential minimum dimensions – 1.00m² (one square meter) for each toilet for 20 (twenty) workers being considered satisfactory.

Cafeteria

Meal areas must comply with the following requirements:

- a) good hygiene and comfort conditions;
- b) capacity to serve all the workers;
- c) clean water for washing;
- d) tables with smooth and washable tops;
- e) enough seats;
- f) drinking water in hygienic conditions;
- g) deposits for trash, with covers.



Did you know?

Throughout the rural establishment there must be a place or recipient to keep meals in hygienic conditions, irrespective of the number of workers.

Did you know?

- The work sites must provide fixed or mobile shelter to protect workers against the weather, during meals.
- The employees must not take food and/or alcoholic beverages into the housing.

Places for food preparation

The places for food preparation must have washrooms, a trash collection system and sanitary installations exclusively for the people that handle food. These places cannot have a direct connection to the housing.

In the establishments and work sites with fewer than 30 (thirty) workers, comfortable conditions must be provided for the meals in a place that serves the requirements for cleanliness, ventilation, illumination and the provision of drinking water.

Laundry

The laundry must be installed in a covered, ventilated and appropriate place so that resident workers can take care of their personal clothing.

The laundry must have individual or collective tanks and clean water. According to the National Association of Vegetable Defense (www.andef.com.br), the procedure for cleaning and maintaining clothing and individual protection equipment (PPI) must comply thus:

- The PPI must be washed separately from regular clothing.
- Protective clothing must be rinsed with plenty of running water to dilute and remove waste.
- During washing of clothing people must use gloves and aprons.
- Washing must be done carefully with neutral soap. Then the articles must be rinsed to remove all the soap.
- Clothing must not be left to soak, or be scrubbed.
- Important: never use bleach, as it can remove waterproofing.

- The clothing must be dried in the shade. Note: use only washing machines or driers when recommended to by the manufacturer.
- Boots, gloves and visors must be washed with plenty of water after use.
- Keep protective clothing separate from regular clothing to avoid contamination.
- Check protective clothing regularly and replace damaged articles.
- Before discarding protective clothing, wash it and shred it to prevent others from using it.

Drinking water

You must provide fresh drinking water in sufficient quantity at the places of work. Drinking water must be provided in hygienic conditions, and collective cups are banned. (Ordinance MS/518)

Transport of workers

Collective passenger transport vehicles must observe the following requirements:

- a) be authorized by the proper transport authority;
- b) transport all passengers sitting down;
- c) be driven by a licensed and duly identified driver;
- d) have a fixed, resistant compartment to stow tools and materials separated from the passengers.

Basic infrastructure for rural workers and their families

Dwellings

Whenever you provide workers with family dwellings, they must have:

- a) a capacity for a family;
- b) walls built in brick or wood;
- c) flooring made of resistant and washable material;
- d) appropriate sanitary conditions;
- e) sufficient ventilation and illumination;
- f) weather-proof cover;
- g) a well or water tank protected against contamination.

h) septic tanks, when there is no sewerage network, away from the house and well, in a place free of flooding and downstream of the well.



Você sabia?

- Family dwellings must be built in airy locations, and at least 50 (fifty) meters from constructions for other purposes. In addition, families must not under any circumstances live together with other families.
- When you grant the worker the residence and basic infrastructure, as well as production items for their and their family's subsistence, these items are not included in the worker's salary, unless described as such in a written contract agreed between the parties, with witnesses and mandatory notification to the respective rural worker's union.
- Rural employers with 50 (fifty) workers of any nature on their property, with families including groups of 40 (forty) school age children, are required to have and to maintain a primary school, entirely free of charge.

Use of personal protective equipment (PPI)



This is a very important subject in NR 31, and you cannot overlook it: Agrotoxins, Adjuvants and Similar products.

NR 31 considers:

- a) **workers in direct exposure**, who handle agrotoxins, adjuvants and similar products, in any of the stages of warehousing, transport, preparation,

application, disposal and decontamination of equipment and clothing;

- b) **workers indirectly exposed**, those that do not directly handle agrottoxins, adjuvants and similar products, but work near them and perform their activities in areas nearby places products, but work near them and perform their activities in areas nearby places where agrottoxins are handled in any of the stages of warehousing, transport, preparation, application and disposal, and decontamination of equipment and clothing, and/or those that work in recently treated areas.



You must also know:

- It is forbidden to handle any agrottoxins, adjuvants and similar products that have not been registered and authorized by the proper governmental bodies.
- The under eighteens, over sixties and pregnant women are forbidden from handling any agrottoxins, adjuvants and similar products.
- You must not allow pregnant women to have direct or indirect exposure to agrottoxins immediately after being informed of the pregnancy.
- Agrottoxins, adjuvants and similar products must be handled in the workplace in accord with the prescription and recommendations on the labels, stipulated in current legislation.
- Work is prohibited in recently-treated areas before then end if the period established on the product labels, except with the use of recommended protective equipment.
- People must not enter or remain in the area to be treated during spraying of said area.
- Rural employers or similar must provide sufficient instruction to those handling agrottoxins, adjuvants and similar products, and to those involved in any activity in areas where there may be direct or indirect exposure to these products, guaranteeing the safety requirements stipulated in NR-31.

Training

You must provide accident prevention training on agricultural chemicals to all workers who are directly exposed to them.

The training stipulated in NR 31 must be provided for workers in direct contact, with a program of at least 20 hours, spread over a maximum of eight hours a day, during normal work hours, with the following minimum content:

- a) knowledge of the direct and indirect forms of exposure to the agrochemicals;
- b) knowledge of signs and symptoms of intoxication and first-aid measures;
- c) safety labeling and signing;
- d) hygiene measures during and after work;
- e) use of personal protection clothing and equipment;
- f) cleaning and maintenance of personal protection clothing and equipment.



Contact official rural bodies and services, high schools and universities teaching agricultural science, the National Rural Education Service (SENAR), unions, farmers' associations, livestock or forestry production cooperatives and professional associations in your region that are registered to provide training!

Farmers must adopt the following measures, at least:

- a) provide personal protection equipment and clothing appropriate to the risks, which are not too hot for the workers;
- b) provide personal protection equipment and clothing in perfect condition and duly cleaned, taking responsibility for decontamination of them at the end of each shift and replacing them whenever necessary;
- c) advise on the correct use of protection devices;
- d) provide a suitable place to keep personal clothes;
- e) provide water, soap and towels for personal hygiene;
- f) guarantee that no contaminated protection clothing or device is taken outside of the workplace;
- g) guarantee that no protection clothing or device is reused before due decontamination;
- h) prohibit the use of personal clothing when applying agrottoxins.



Tell workers on your property about the use of agrotoxins, dealing with the following:

- a) treated area: description of the overall characteristics of the area and the kind of application to be made, including the equipment to be used;
- b) trade name of the product used ;
- c) toxicological classification;
- d) date and time of application;
- e) period before reentrance;
- f) safety interval;
- g) protection measures necessary for workers in direct and indirect contact;
- h) measures to be adopted in the event of intoxication.

Did you know?

Treated areas must always be signed, stating the period when reentrance is possible!



Also consult the ANDEF manuals, where you will find all the details and illustrations about how to use personal protection equipment correctly. These manuals are available at: www.undef.com.br

Is personal protection equipment only used for the application of agrochemicals? NO!

You must also provide employees, free of charge, with personal protection equipment suitable for the risk and in perfect order whenever collective protection measures are technically unviable or do not offer complete protection against the risks of work accidents and/or occupational disease.

Be alert to the following details regarding personal protection equipment:

- a) purchase the kind that is appropriate to the employee's activity
- b) require and monitor its use
- c) provide workers only with personal protection equipment approved by the Ministry of Labor and Employment (MTE), which is the competent body in matters of health and safety at work
- d) guide and train workers on its proper use and maintenance
- e) replace it immediately when damaged
- f) be responsible for its cleaning and periodical maintenance
- g) inform the MTE of any irregularity noted in the personal protection equipment

In addition to NR 31, there are other norms that are very important to compliance by your property. .

NR 7 - Occupational Health Control Program (PCMSO)

This norm applies to all employers and institutions that take on employees and so rural employers must prepare and implement the Occupational Health Control Program (PCMSO), in order to promote and preserve the health of their workers.

The PCMSO must include these medical examinations, among others:

- a) admission
- b) periodic
- c) return to work
- d) change of function
- e) leaving



You must also know:

- guaranteeing the preparation and effective implementation of the PCMSO, as well as monitoring its effectiveness, is an employer obligation;
- paying for the procedures related to the PCMSO, without involving the employees, is also an employer obligation;
- in the absence of an occupational health doctor on the site, the employer can hire a doctor who specializes in another area to coordinate the PCMSO.



Making correct use of the PCMSO will bring you and your business peace of mind, as your employees will be protected while they work for you, and this is documented, avoiding problems in the future!

Nr9 - Environmental Risk Prevention Program (PPRA)

Another important norm is NR 9, which deals with the Environmental Risk Prevention Program (PPRA).

Do you know the risks the workplace can represent for you? And your employees?

This is why NR 9 institutes the PPRA, to maintain the health and safety of the workers, through anticipation, recycling of knowledge, assessment and subsequent control of environmental risks that exist or may come to exist in the workplace!

The Environmental Risk Prevention Program includes the following stages:

- a) anticipation of and recycling of knowledge about risks
- b) establishment of priorities and targets for assessment and control
- c) assessment of risks and exposure by workers
- d) establishment of measures of control and assessment of their effectiveness
- e) monitoring of risk exposure
- f) registration and publication of data

The preparation, implementation, follow-up and assessment of the PPRA can be done by the Specialized Safety Engineering and Occupational Medicine Service (SESMT), by an individual or a team which, at the employer's discretion, can develop the provisions in this NR.

Did you know?

- The PPRA describes all the kinds of personal protection equipment that must be used in each kind of activity carried out on your property.
- The PCMSO and PPRA documents must be renewed annually.

Social Welfare

Brazilian workers make social insurance contributions to Social Welfare, a public institution that assures their rights as regards health, welfare and social assistance.

The main norms on social insurance paid by workers are stipulated in the Regulation of Social Welfare (Decree 3.048/99 - RPS) and in the Organic Social Security Law (Law 8.212/91). According to the RPS, employees that provide urban or rural services have mandatory insurance.

However, those covered must comply with the following requirements:

- be private individuals
- provide the services personally
- get a salary in exchange for the work done
- work at the employer's facilities

Companies are not considered to be social welfare contributors in the form of having insurance cover.



See the next table on insurance contributions for employees, domestic employees, piece workers, for payment as of March 2008, Ordinance nº 77, from March 12 2008.

Salary Contribution (R\$)	Rate For the Purposes of Welfare (INSS) Tax Payment(%)
Up to R\$ 911,70	8,00
From R\$ 911,71 a R\$ 1.519,50	9,00
From R\$ 1.519,51 até R\$ 3.038,99	11,00

For further information on the Rural Worker Assistance Program, look at Complementary Law nº 11, from 05.25.1971.

Inspection

The competent administrative body for inspecting work protection norms is the Ministry of Labor and Employment (MTE). Besides inspection, the MTE guides employers and employees on the application of labor laws.

It is important to remember that only governmental bodies can carry out inspections, and this function cannot be delegated to private bodies or representatives of union entities.

The MTE's Fiscal Auditor goes to the establishment to check if the work protection norms are being complied with, If they are not, it will fine the establishment.

Did you know?

Establishments being inspected have the right to see the auditor's fiscal identity card.

Establishments that have been fined have ten days to present a defense, counted from the date they receive the fine notice. After a fine has been issued, the fined party has ten days from the date the decision is received to appeal or pay the fine with a 50% (fifty percent) discount.

It must be remembered that by appealing, the establishment must deposit the full amount of the fine imposed.

Child labor

- Those under sixteen are prohibited from working, except when apprentices, as of 14.
- Minors cannot work in places that are damaging to their education, their physical, psychological, moral and social development or at times and in places that do not allow school attendance.
- Minors who are apprentices are guaranteed the minimum salary per hour, as long as they work no more than six hours a day, which cannot be extended, except for apprentices who have completed primary education, who can work up to 8 hours a day and these extra hours are given over to theoretical learning.



Discrimination at work

- Article 7, subsection XXX of the Federal Constitution prohibits a difference in salaries functions, and admissions criteria based on:
 - sex;
 - age;
 - color;
 - marital status;
 - physical handicap.

- In this constitutional subsection the principle of equality is held, which must be observed, not only in the pre-contractual periods, but also during working relations.
- Pay attention to hiring procedure at your rural property and in the workplace, as discriminatory acts can cause moral harm, and people who believe they have been harmed can file suit for damages.
- In the cases of discrimination at work against women or based on race or color, in addition to civil responsibility, the employer can be held criminally responsible.

Diagnosis: Labor Situation

Classification of your property

What is the labor situation for your property?

Have you ever had to deal with a labor issue on your property?

Think of a situation that clearly exemplifies a labor issue that you face or may face.

Next, you can classify your property as regards labor aspects. See what the colors and letters below indicate and classify each aspect as it currently is:

A

Issue completely answered. Only year-on-year maintenance is required.

B

Issue identified as requiring improvements, which are being made.

C

Issue identified, but nothing is being done to improve it. Issue never identified, and it is the first time it has been noticed.

Social and environmental diagnosis of your property

Aspecto Trabalhista	Level		
	A	B	C
Hiring workers			
Registered workers			
Service Providers			
Cooperative Workers			
Working hours			
Remuneration			
Salário-Família			
Hazardous work bonus			
Housing			
Changing room			
Sanitary installations			
Sanitary installations on site			
Meal areas			
Meal area on site			
Laundry			
Drinking water			
Transport of workers			
Family dwellings			
Training in use of agrochemicals			
Provision of persona protection equipment			
Occupational Health Control Program – PCMSO NR 7			
Environmental risk prevention program - PPRA NR 9			
Child labor			
Discrimination at work			



How to comply on your property and avoid environmental risks

What the farmer needs to know about environmental legislation

Environmental license

- The environmental license is the administrative procedure by which the environmental body authorizes the location, installation, expansion and operation of ventures and activities that use environmental resources, considered to be effectively or potentially polluting or those that, in any form, may cause environmental erosion.
- The environmental license is an important instrument for managing the National Environment Policy. Through this, the public administration seeks to exercise the necessary control over human activities that interfere with environmental conditions.

Hence, by principle, there must be conciliation of the economic development with the use of natural resources, in order to assure the sustainability of ecosystems in their physical, biotechnical, social, cultural and economic variations.

The environmental license is backed by other environmental policy planning instruments, such as: strategic environmental assessment and integrated environmental assessment, ecological and economic zoning, conservation unit management plans, hydrographic basin plans, and so on,

- It is through this important instrument that the government, along with society, can guarantee continuity and improvement in the quality of life for the population, now and in the future.

Did you know?

To build, refurbish, extend, install or open establishments anywhere in Brazil which involve potentially polluting construction work or services, a license or authorization from the competent environmental bodies is required.

Check at the environmental body for your State whether your agricultural activity requires licensing. If your State is not on the list here, go to the IBAMA website below and find the list of all the States.

- **Ibama**
The Brazilian Environment and Natural Resources Institute – IBAMA
www.ibama.gov.br/licenciamento
- **Amazonas**
Amazonas State Environmental Protection Institute - IPAAM
www.ipaam.gov.br
- **Bahia**
Environment Institute - IMA
(formerly the Environmental Resources Center – CRA)
www.ima.ba.gov.br
- **Federal District**
Federal District Department of the Environment and Water Resources – SEMARH
www.semarh.df.gov.br
- **Goias**
Goiana State Environment Agency - AGMA
www.agenciaambiental.go.gov.br
- **Mato Grosso**
State Environment Department – SEMA
www.sema.mt.gov.br
- **Mato Grosso do Sul**
Mato Grosso do Sul Environment Institute - IMASUL
www.imasul.ms.gov.br
- **Minas Gerais**
State Environment Foundation - FEAM
www.feam.br
- **Pará**
State Environment Department - SEMA
www.sema.pa.gov.br
- **São Paulo**
State Environment Department - SMA
www.ambiente.sp.gov.br
Environmental Sanitation Technology Company – CETESB
www.cetesb.sp.gov.br
Department of Environmental Impact Assessment – DAIA
www.cetesb.sp.gov.br/licenciamentoo/daia/daia.asp
- **Tocantins**
Tocantins Nature Institute
www.naturatins.to.gov.br

The legislation with the greatest impact on farming activities today is the Forestry Code (Law 4.771, of September 15 1965).

The Code uses two mechanisms to regulate the conservation and use of forests and other forms of native vegetation on rural properties: the Legal reserve and Permanent Preservation Areas.

Legal Reserve

The Legal Reserve is an area on the rural property that must be kept covered with original vegetation, and which cannot be deforested for agricultural use. The Legal Reserve must be included in the property's registration.

Alteration of the Legal Reserve is prohibited in the event of any transfer of ownership, or break up of the area.

When it was created, the Legal Reserve was designed to assure a minimum reserve of forestry resources for use on the property in areas that had already been cleared, and to control deforestation and maintain long-term sustainable use in areas to be deforested.

Today the Legal Reserve is highly valued, as it protects the soil, water and biodiversity.

The owner can recompose the Legal Reserve, planting vegetation necessary or can create the conditions for this regeneration to happen naturally on the Legal Reserve.

The Forestry Code stipulates alternatives for the formation of the Legal Reserve outside the property as long as it is within the same micro-basin or at least the same hydrographic basic:

- Formation on two or more properties using the same area which adds up to the total of Legal Reserves required.
- Compensating the Legal Reserve with an equivalent.
- Donation to the competent environmental body of the public area inside the conservation unit, pending land ownership regularization.





How can you comply with legislation on the Legal Reserve today?

The forests and other forms of native vegetation, except for those in Permanent Preservation Areas, as well as those not subject to the limited use scheme or which are the object of specific legislation, are open to control, as long as a minimum of the following are maintained as Legal Reserve:

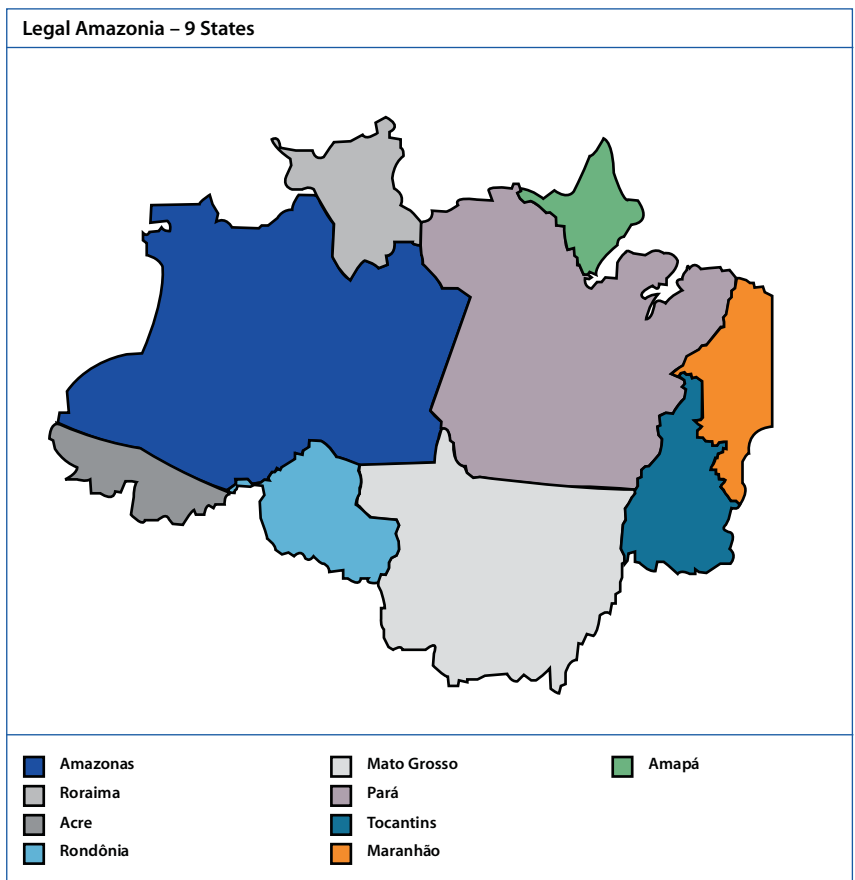
- 80% in the rural property situated in a forest area in Legal Amazonia;
- 35% in the rural property situated in an area of savannah in the Legal Amazonia, at least 20% being on the property and 5% being compensated in another area, as long as it is in the micro-basin or, if this is not possible, in the same hydrographic basic;
- 20% on the rural property situated in a forest area or other forms of native vegetation located in the same regions of the country; and
- 20% in the rural property in fields located in any region of the country.

The Legal Reserve can be comprised of Permanent Preservation Area vegetation when the sum of the two exceeds:

- 80% of the rural property in Legal Amazonia;
- 50% of the rural property in other regions of the country;
- 25% of a small property, as defined by the Forestry Code.

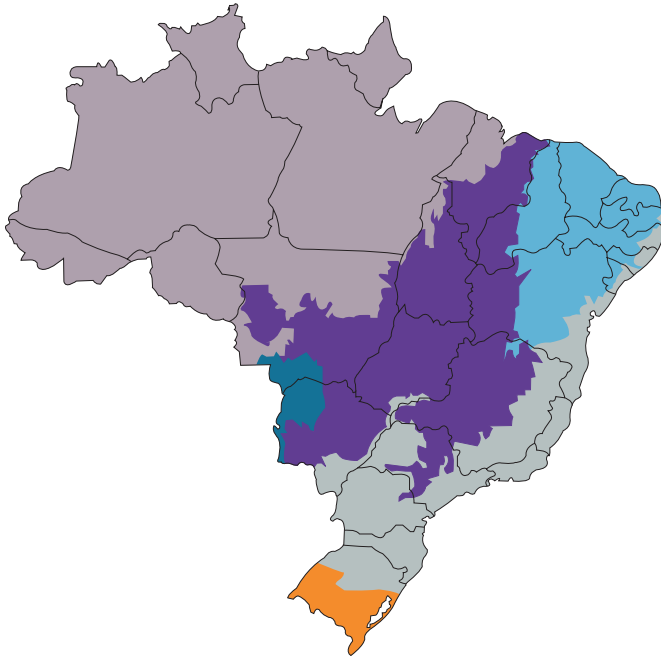
Do you know the difference between Legal Amazonia and Amazonia Biome?

Legal Amazonia is an area that takes in nine Brazilian States belonging to the Amazonian Basin and, consequently, include in their territory tranches of Amazonian Biome. Based on structural and group analysis, the Brazilian government, uniting regions with identical economic, political and social problems, has instituted the concept of Legal Amazonia, in order to better plan the social and economic development of the Amazonian region.



Source: BGE

Brazilian Biome



Source: IBGE

Brazilian Continental Biome	Approximate Aproximada(Km ²)	Area/ Total Brazil(%)
Amazonian Biome	4.196.943	49,29
Savannah Biome	2.036.448	23,92
Atlantic Forest Biome	1.110.182	13,04
Caatinga Biome	844.453	9,92
Pampa Biome	176.496	2,07
Pantanal Biome	150.355	1,76
Area Total Brazil	8.514.877	100,00

Source: IBGE

Brazil's territory is occupied by six large land Biomes:

- **Amazonia**, which takes up 49.29% of the national territory, and is part of the States of Amazonia, Pará, Roraima, Amapá, Rondônia, Acre, Maranhão, and Mato Grosso and is characterized by tropical forest.
- **Savanna (Cerrado)**, which takes up 23.92% of the national territory, in the Central Region, in the States of Mato Grosso, Mato Grosso do Sul, Goiania, Tocantins, Bahia, Minas Gerais, Maranhão, and São Paulo and which comprises mainly savanna.
- **Atlantic Forest**, which takes up 13.04% of the national territory, present throughout the Brazilian coast and which is also comprised mainly of tropical forest. The vegetation in the Atlantic Forest may be cut down in special situations. **It is protected by Law 11.428/06 and Decree 6.660/08.**
- **Caatinga**, which takes up 9.92% of the national territory, present in the States in the Northeast region, comprised mainly of steppe savanna.
- **Pampa or Southern Fields**, present in the Southern region, which takes up 2.07% of the national territory and is comprised mainly of steppe and steppe savanna.
- **Pantanal**, which takes up 1.76% of the national territory, present in the central region, in the States of Mato Grosso and Mato Grosso do Sul, and which is comprised mainly of steppe savanna.

Did you know?

Legal Reserve vegetation can be ser worked in a sustainable manner, generating profit for farmers. For further information go to www.ibama.gov.br/manejosustentavel



Go to www.rabobank.com.br/social/social.html for the frequently asked questions on compliance with the Legal Reserve in areas which have already been opened up!

Permanent Preservation Area (APP)

These are areas that may or may not be covered by vegetation in the banks of rivers, streams, lakes, springs and artificial reservoirs, on slopes of more than 45° (forty-five degrees) and at the top of hills.

The main aim of APPs is to protect water resources, with APPs preventing erosion, the loss of soil fertility and silting, and protecting against the erosion bodies of water.

The importance of APPs is also recognized in the formation of ecological corridors, conserving the native fauna and flora.



Permanent preservation forests and other forms of natural vegetation are situated:

- a) besides rivers or any water courses from their highest level along the banks whose minimum breadth is:
 - 30 (thirty) meters for the water courses of less than 10 (ten) meters breadth;
 - 50 (fifty) meters for water courses which have a breadth of 10 (ten) to 50 (fifty) meters;
 - 100 (one-hundred) meters for the water courses which have a breadth of 50 (fifty) to 200 (two-hundred) meters;
 - 200 (two-hundred) meters for water courses which have a breadth of 200 (two-hundred) to 600 (six-hundred) meters;
 - 500 (five-hundred) meters for water courses which have a breadth of more than 600 (six-hundred) meters.
- b) around natural or artificial lagoons, lakes, or reservoirs ;
- c) in springs, even if intermittent, whatever the topography, with a minimum radius of 50 (fifty) meters;
- d) on the top of hills and mountains;
- e) on slopes above 45° (forty-five degrees), equivalent to 100% on the steepest slope;
- f) on sand bars
- g) on the borders of plains from the line where the relief breaks, in a band not less than 100 (one-hundred) meters long in horizontal projections;
- h) above 1,800 (one thousand eight hundred) meters in altitude, whatever the vegetation is.



Remember. Any alteration in rivers or water courses that you need to make on your property (dams, weirs, collection for irrigation) must be licensed by the environmental body for your State.

Did you know?

Dumping trash on your property in the Permanent Preservation Area can cause problems such as the contamination of water on your property and also on neighboring properties.

To make sure that the Legal Reserve Area and Permanent Preservation Area comply with legislation, contact IBAMA in your State: See page 54 of this manual.

- **Ibama**
Brazilian Environment and Natural Resource Institute – IBAMA
www.ibama.gov.br/licenciamento

Georeferencing your property

Law 10.267/2001 made the georeferencing of the property mandatory in order to change information in the deeds, such as:

- change in ownership;
- regrouping of lots;
- division of land;
- subdivision of land;
- lots;
- environmental alterations.

In 2005 the deadline for georeferencing was **put back** for properties smaller than 1,000 hectares, with the new dates being:

For properties of 500 to 1,000 hectares -> 10/31/2010
And for properties smaller than 500 hectares -> 10/31/2013

For the registration of the property with the National Rural Property Register (CNIR), the owner must do it with the georeferenced map according to the specific legal norm. This service cannot be done by satellite image and it must be carried out by precision equipment (topographic GPS, Geodesic equipment, and so on) and with set marks on the limits of the property. Only companies registered with the National Colonization and Agrarian Reform Institute (INCRA) can provide the service.

Did you know?

Georeferencing of your property is important for you to be aware of the areas that must be conserved or recovered with native vegetation, and so that springs, streams and rivers do not disappear.

Rural land tax (ITR)

How do you write off Rural Land Tax (ITR) on preservation areas?

Farmers with areas given over to preservation must declare it to IBAMA, through an Environmental Declaratory Act (ADA), which recognizes preservation areas (in their various forms).



Who needs to make the declaration:

Every producer who has declared on the DIAT/ITR Information and Assessment Document in environmental preservation areas (Permanent Preservation, Legal Reserve, Private Natural Reserve of Ecological Interest and Forestry Easement) and also, in cases of areas under sustained forestry management and/or reforestation exotic or native species.

The ADA must be presented annually between January 1st and the end of September.

The ADA must be filed one at a time. In the event of alteration to the environmental preservation areas, a new ADA must be filed.

The purpose of the ADA is to prove exemption from Rural Land Tax (ITR) for areas given over to preservation and protection of forests. The documentation required to fill out the ADA is as follows:

- Legislation – manual and form at: www.ibama.gov.br;
- Proof of existence of APPs with notes on technical responsibility (ART) by a skilled professional (CREA);
- Registered Legal Reserve with notes in the margin of the property's registration;
- ITR declaration;
- Identify Card.

Information on filling out and filing the ADA can be obtained at the IBAMA website: <http://www.ibama.gov.br>

Burning



Before doing any burning on your property, check other alternatives. All burning is harmful to the soil, the vegetation, animals and the air we breathe.

Did you know?

Brazil is the 4th largest issuer of carbon into the atmosphere, due to its burning of the Amazon Forest, contributing to global warming.

If it were not for this burning Brazil would be one of the best placed nations on the list of lowest polluters!

Burning is prohibited! Nevertheless, if local or regional peculiarities justify it, permission will be established by the government, circumscribing the areas and establishing precautionary norms.

The government considers burning to be most serious when:

- seeds are being released or damaged vegetation is recovering; at nighttime, on Sundays or holidays, during droughts or floods;
- burning is in permanently preserved forests or of material from it.

Chainsaw license

If you use a chainsaw on your property, it must be registered and licensed for use by IBAMA.

To register your chainsaw, go to www.ibama.gov.br.

Did you know?

Chainsaw dealers must inform buyers of the need to register and license them for use.

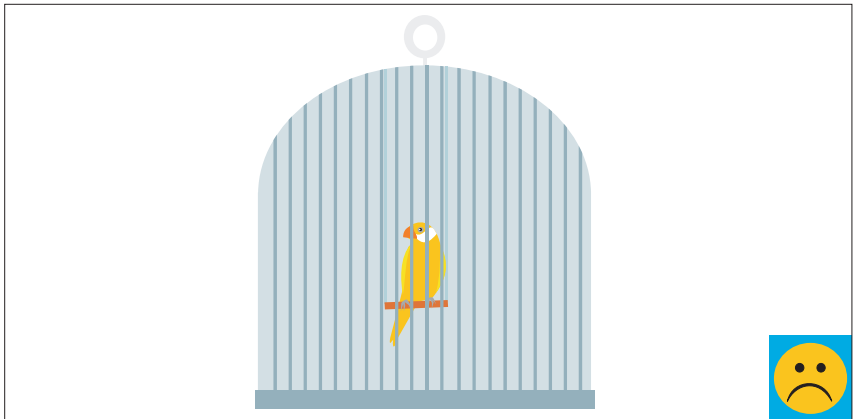
Did you know?

If your chainsaw is stolen, you must go to a police station to file a report (BO), stating the theft of the equipment. This will prove the fact when the environmental inspection is carried out, if necessary.

Animais Silvestres

Inform your employees and visitors that it is very important to keep wild animals free and in their natural habitat, as only in this way will they be able to develop their roles in nature.

If on your property you keep, use or transport eggs, larvae or specimens of wild fauna, native or migratory, or products and objects originating in them, from unauthorized breeders or without due permission, license or authorization, you may have problems with the environmental authorities, facing administrative penalties (fines and shutdowns) and criminal penalties (detention)



Illegal fishing

The same applies to fish. You must never allow fishing on your property off-season or in places where it has been prohibited.

Do not allow the following on your property:

- fishing of species that must be conserved or specimens of sizes less than those permitted;
- fishing in quantities above those permitted or using banned equipment, techniques and methods;

- transporting, trading, or processing of specimens from prohibited fishing.

Forestry origin document (DOF)

If you buy wood (and other forestry products) to burn to generate heat or to use as posts, fences, or stakes, and so on, you must ask the company you buy it from for its environmental license for production and/or felling and the Forestry origin document (DOF), which guarantees that the wood is of a legal origin, authorized by the proper environmental body.

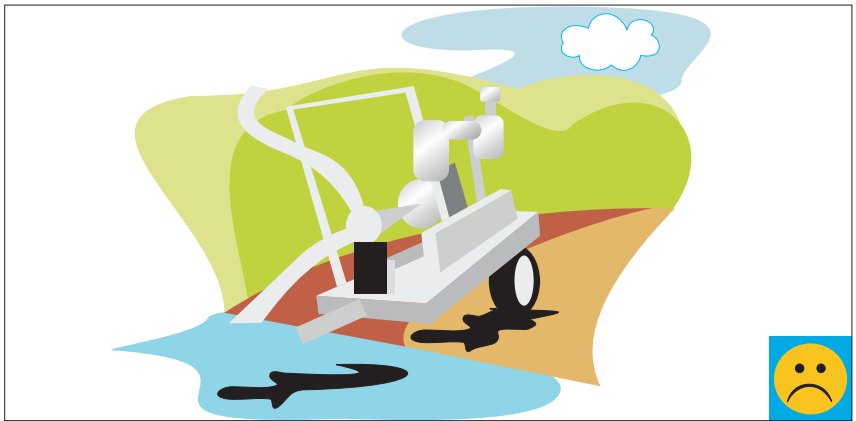
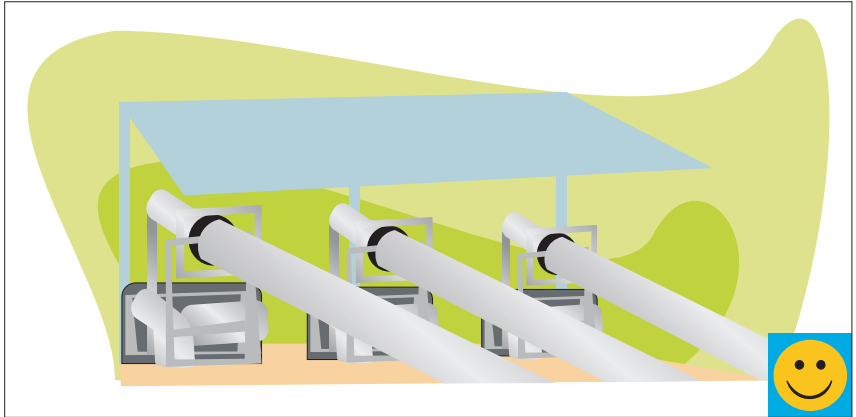
The DOF is not required for the transport of wood from the elimination of crops, orchards, pruning of urban trees, the waste from processing wood, or finished and manufactured sub-products (IBAMA 112/06, art. 9).

Use of water

Water is probably the most precious asset on your property. Since 1997, and the Water Law (Law 9.433/97, which instituted the National Water Resource Policy- PNRH), water has been a public good – that is to say, it does not belong to only one owner!

Hence, it is important to understand and apply the Water Law, as all the springs, rivers and natural reservoirs must be declared and authorized for use through a Water Use License!

If someone wants to make use of the water from a river, lake, or even underground source, they have to have authorization, a concession or license from the Government.



What is the License?

The license authorizing the use of or interference with water resources is an administrative authorization through which the Government licenses the use of water for a certain time, purpose, and condition expressed in the license itself.

The license is also an instrument of the National Water Resources Policy, essential to the compatibility between the concerns of society and the responsibilities and duties that must be exercised by the Government.

Below there follow the circumstances in which the License is required:

- In the establishment of any venture that requires the use of water resources (surface or underground).
- In the execution of construction work or services that may alter the system (dams, canals, crossings, riverbed protection, etc.).
- In the execution of construction work extracting underground water (deep wells).
- In the derivation of water from its course or stand, surface or underground (taking it for urban or industrial supply, irrigation, mining, energy generation, commerce and services, etc.).
- The ejection of effluent into bodies of water.

License for the use of water

The license must be requested of the competent body. Every State has one.

The Federal license for water rights (rivers and federal aquifers) must be requested from the National Water Agency (ANA) www.ana.gov.br.

In the States:

- **Amazonas** – Environmental Protection Institution in the State do Amazonas (IPAAM)
www.ipaam.gov.br
- **Bahia** – Water Resource Department (SRH)
<http://www.srh.ba.gov.br/>
- **Distrito Federal** – Water and Sanitation Regulatory Agency (ADASA)
<http://www.adasa.df.gov.br/>
- **Goiás** – Environment and Water Resources Department (SEMARH)
<http://www.without arh.goias.gov.br/>
- **Mato Grosso** – State Environment Department (SEMA)
<http://www.without a.mt.gov.br/>
- **Mato Grosso do Sul** – Mato Grosso do Sul Environment Institute IMASUL -
www.imasul.ms.gov.br
- **Minas Gerais** – Minas Water Management Institute (IGAM)
<http://www.igam.mg.gov.br/>
- **Pará** – State Water Resource Council (CERH)
www.sectam.pa.gov.br/cerh.php.br
- **São Paulo** – Water and Electrical Energy Department (DAEE)
<http://www.dae.sp.gov.br/>
- **Tocantins** – Tocantins Nature Institute (NATURATINS)
www.naturatins.to.gov.br

Did you know?

- Companies that drill wells must be authorized to do so on their property.
- Ordinance MS 518 of March 25 2004 establishes the procedures and responsibilities regarding control and monitoring of the quality of water for human consumption.

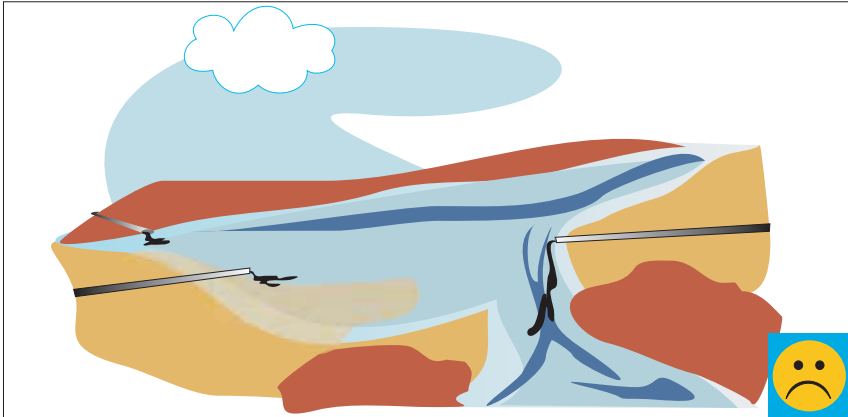
Do you monitor the quality of the drinking water on your property?

- Brazil has the largest fresh water supply in the world – the Guarani Aquifer. Its water is in the States of Goiás, Mato Grosso do Sul, Minas Gerais, São Paulo, Paraná, Santa Catarina and Rio Grande do Sul. It also reaches into Argentina, Uruguay and Paraguay.
- Use of this water is controlled, following a series of criteria and having to be authorized in advance by the environmental body.
- The classification of underground water and the guidelines for its use are to be found in CONAMA Resolution 396, from April 3rd 2008.

The ejection of effluent into bodies of water

If on your property there is effluent that enters rivers, streams springs or lakes, you must be aware of the composition and frequency of this ejection, as it may be contaminating the bodies of water. CONAMA Resolution 357/05 establishes the conditions and standards for the ejection of effluent.





Tip: Carry out a survey of all the activities on your property which produce contaminated water. Where does this effluent go? It may be necessary to prepare a technical plan for the correct disposal of this effluent!

Disposal of effluent from washing vehicles

CONAMA 357/05 prohibits the disposal of oil in the bodies of water above an established quantity per volume of water. In the case of processes that result in effluent containing oil and water, such as from washing vehicles, floors of workshops and tools, these liquids must be separate before being disposed of. Many separations of oil and water are done by merely physical processes, but others require physical-chemical processes. In any case, special projects have to be carried out to achieve the required effectiveness under legislation.

Disposal of effluent from washing agricultural aircraft and sprayers

Brazilian legislation specifies cesspools for the disposal of water from washing agricultural aircraft and sprayer. The norms on agricultural aircraft work are provided in Ministry of Agriculture (MAPA) Normative Instruction nº 2, of January 3rd 2008.

Resolution 357/05 by Brazil's National Environment Council (CONAMA) establishes acceptable parameters for the disposal of waste water. This makes it possible to ask a specialized technician to build a septic tank that allows the emission of waste water that complies for said parameters.

Disposal of sanitary effluent

To dispose of sanitary effluent there are two main options: septic tanks complying with Brazil's Technical Norm Association (ABNT) NBR 7.229/1993 and bio-digesters that comply with ABNT NBR 13.969/1997.

Contact a specialized consultancy to adopt a suitable effluent treatment system. The register of technical consultancies can be found at the Industry Federation for your State.

Technical consultancies hired must be technically trained and must be duly registered with the proper environmental body.

Atmospheric emissions

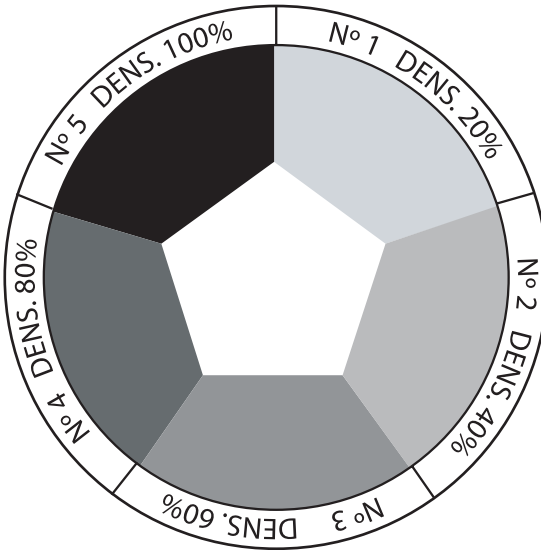
Atmospheric emissions from diesel vehicles on your property can be significant, as coloration indicates if there is an excessive consumption of fuel, meaning the vehicle requires maintenance.



Also according to the coloration of the smoke, you can establish a preventive maintenance program for your vehicles, so avoiding breakdowns or fuel consumption being higher than recommended.

Caring for nature is also good for your wallet!

- Ask CETESB (www.cetesb.sp.gov.br) for your Ringelmann scale.
- With the Ringelmann scale you can check the coloration of the smoke from your vehicles and, if necessary, make improvements.



Source:CETESB

- This is a graphic scale for colorimetric assessment of the density of smoke emitted by diesel vehicles, made up of six standards with uniform variations of tonalities from white to black. The standards are presented in rectangles, with defined line-thickness and spacing on a white background. The standards in the Ringelmann scale are numbered from 0 to 5
- CETESB recommends that emissions not exceed standard 2 on the scale!

You can find more information on this topic in the available legislation at: www.rabobank.com.br/social/social.html – CONTRAN Resolution Nº 510, of February 15th 1977 and IBAMA Ordinance Nº 85, of October 17th 1996 and CONAMA 08/90.

Warehousing liquid fuel and inflammable gas

All inflammable materials stockpiled on your property must strictly follow the requirements of applicable legislation.

The criteria regulating the installations for the warehouse of inflammables are provided for in Regulatory Norm NR 20 and ABNT NBR 17.505.

The main care that must be taken in the installation of warehouses is described in the norms and regard the following aspects:

- distance between the warehouse and the other properties, installations, residential buildings and movement of people.
- brickwork paving to prevent contamination in the event of leaks.
- suspended tanks, which facilitate monitoring in the event of leaks and reduce the need for water tightness testing.
- covered and well-ventilated installation.
- parking area for tanker trucks to fill up the tanks.
- visual identification of each kind of product stocked, as well as of safety measures and emergency measures.
- emergency equipment described in Norm NR 20.
- container tank around the installation to prevent liquid from spreading around a large area in the event of significant leaks.
- always buy fuel from companies registered at the National Petroleum Agency as they provide greater safety in the transport and handling of inflammable liquids.



Remember

- Always require your employees to never leave gas canisters inside their living quarters and canteens.
- Canisters must be installed outside, in a covered place, of restricted access, and hoses must be authorized by the National Institute of Metrology, Standardization and Industrial Quality (INMETRO).
- In canteens, depending on the volume of gas stocked, the company responsible for the installation shall recommend what safety and emergency measures to follow, as well as the correct warning signs.

Acquisition and use of Agrochemicals

Agronomic Prescriptions

Agrotoxins and suchlike may only be sold directly to the user upon presentation of the proper prescription issued by a legally licensed professional.

The prescription must be issued in at least two copies of equal value, the first for the user and the second for the commercial establishment to keep for inspectors for a period of two years as of the date of its issue.

The prescription, specific for each crop or problem, must contain:

- I - user name, property and location;
- II - diagnóstico;
- III - recommendation that the user carefully read the product label;
- IV - technical recommendation containing the following information:
 - a) name of the commercial product(s) that must be used and equivalent products(s);
 - b) crops and areas where it will be applied;
 - c) number of doses and quantities to be acquired;
 - d) mode of application, with specific instructions when necessary and mandatorily in cases of aerial application;
 - e) time of application;
 - f) safety interval;
 - g) guidance as regards integrated handling of weeds and resistance, precautions in use;
 - h) guidance as regards mandatory use of individual protective equipment.
- V - date, name, taxpayers number and signature of the professional that issued it, as well as their registration at the professional inspectorate.

The products can only be prescribed upon observance of the recommendations for approved use on the label.



Do not buy or use agrochemicals without an agronomic prescription – so avoiding damage to your crop!

Handling of Agrochemicals



According to instruction from Brazil's National Vegetable Defense Association (ANDEF), the preparation of liquids requires a lot of care, as it is the moment when workers are handling the concentrated product (www.andef.com.br).

- The packaging must be opened carefully to prevent spillage of the product.
- Use scales, graduated scoops, specific buckets and funnels for the preparation of the liquid. Never use the same equipment for other activities.
- Triple-wash or pressure wash empty packaging soon after it has been emptied.
- After preparation of the liquid, wash the utensils and dry them in the fresh air.
- Use only the sprayer's mixer to mix the liquid.
- Always use clean water to prepare the liquid and prevent blockages of the sprayer's nozzles.
- Check that all the used packaging has been closed and keep it in the warehouse.
- Handle the products far from children, animals and unprotected people.



Visit the ANDEF website and download the specially prepared manuals on the use of phytosanitary products. There you can learn in detail about:

- Safety and Health for the Applier
- Product Application Technology
- The Correct and Safe Use of Products
- Correct Use of Individual Protection Equipment
- Final Disposal of Packaging
- Warehousing Manual – 2005 edition
- Transport Manual

These manuals are also available at
www.rabobank.com.br/social/social.html

Aerial Spraying of Agrochemicals

Agricultural aviation involves:

- a) emprego de defensivos;
- b) use of fertilizers;
- c) sewing seeds;
- d) colonization of water;
- e) tackling fires in fields or forests;
- f) other activities as advised.

If you use aviation for the application of products, check when you hire a service providing company if it is registered, as this means the company:

- I. is authorized by the Aeronautical Ministry;
- II. has an agronomical engineer responsible for the coordination of activities to be developed using aviation, duly registered at the Regional Engineering and Agronomy Council (CREA).
- III. has pilots that have been duly licensed by the Aeronautical Ministry and who have graduated from the Agricultural Aviation course, run or recognized by the Ministry of Agriculture and duly homologated by the Department of Civil Aviation (DAC).
- IV. has people responsible for the execution of field work, that must be technicians in farming, intermediate level, having done technical courses in agricultural aviation, run by or recognized by the Ministry of Agriculture.
- V. have aircraft equipped to technical standards established by the Ministry of Agriculture and the Aeronautical Ministry.

And if you on agricultural aircraft you must employ duly licensed pilots, with agricultural qualifications required by the Aeronautical Ministry.

Did you know?

Farmers who own agricultural aircraft may only use them on their own property, and must not under any circumstances provide services to third parties.

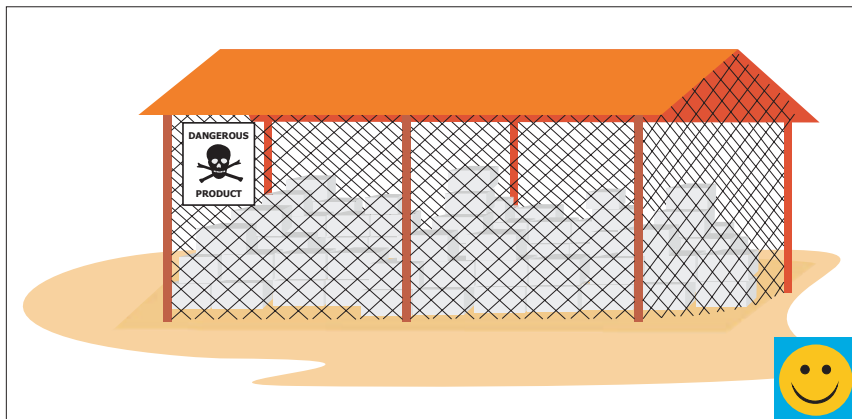
Warehousing of Agrochemicals

According to the recommendation of ANDEF and NBR 9843 from the Brazilian Association of Technical Norms, warehousing in small deposits on the property must follow some basic rules, as described below:

- The construction must be of brickwork, with good ventilation and natural illumination, not allowing access by animals. Warning signs must be affixed. If the products are kept in a machinery shed, the area must be walled off and kept locked.
- The floor must be of cement and the roof resistant and without leaks, to allow the deposit too remain dry at all times.
- The electrical installations must be in a good state of repair to avoid short-circuits and fires.
- The warehouse must be in a place free of floods and separate from water sources and other buildings, such as living quarters and installations for animals (at least 30 meters - NR 31).
- The doors must remain locked to prevent the entrance of children, animals and unauthorized people.
- Packaging must be placed on platforms, avoiding contact with the floor. The piles must be stable and far from the walls and ceiling.
- Do not warehouse phytosanitary products along with food, feed, seeds, or drugs. They must be warehoused separately, with walls made of fireproof material. Inflammable products will be kept in a ventilated place, protected against sparks and other sources of combustion.
- Do not stockpile products in excess of the quantities to be used in the short term, such as one harvest.
- All products must be kept in the original packaging. After partial removal of the content, the packaging must be closed again.
- Never warehouse the remains of products in packaging without a top, which is leaking or not identified.
- In the event of packaging being ripped, it must be patched, preferably with transparent plastic, to prevent leaking of the product. It is important that the label remain visible to users at all times.

Return of Empty Agrochemical Packaging

Empty packaging and leftover agrototoxin and suchlike must comply with the technical recommendations on the label or leaflet.



Warehousing of Empty Packaging on the Property

Even in keeping washed empty packaging, some basic rules must be observed devem ser observadas para garantir o armazenamento seguro:

- The washed packaging must be warehoused with its respective tops and labels and preferably kept in the original cardboard box, in a covered place, out of the rain, ventilated or in the warehouse itself for the full packaging.
- Do not warehouse the packaging in quarters used by people or animals.
- Do not warehouse the packaging with food or feed.

- Check that the packaging has been properly washed and the bottom perforated, so preventing reuse.

The empty packaging and respective tops must be returned to the authorized establishments in your region. There are collection points for empty agrochemical packaging, licensed by environmental bodies! Further information is available at: www.inpev.org.br



When returning packaging to the commercial establishments or collection points you must get a receipt which must state:

- I – the name of the private individuals or companies that returned it
- II – the date of receipt, and
- II – the quantities and types of packaging received.

Always keep the receipts for empty packaging for at least 1 (one) year, as they can be requested by the proper authorities.

If you have on your property packaging containing agrochemicals unfit for use, because they are out of date or because they may no longer be applied, contact the manufacturer and find out how to get the product taken away.

Disposal of waste



Pay attention to the kind of empty agrochemical packaging!

Did you know?

There are different kinds of packaging: washable and non-washable. Not all the packaging must be triple-washed. Pay attention to the label instructions to know what the correct procedure is.

Note the Kind of Packaging:

- Primary flexible packaging (which is in direct contact with the agrotoxins), such as plastic, paper, metallic, or mixed bags, must be kept in standardized packaging (transparent plastic bags) all duly closed and identified. This standardized packaging must be acquired by users from the agrotoxin trade
- Secondary flexible packaging, not contaminated, such as collective cardboard boxes, foldable boxes, and tubes, must be warehoused separately from contaminated packaging and can be used for keeping washed packaging in, to be sent to the collection units
- Rigid primary packaging (whose products do not use water to be sprayed) must be kept in collective cardboard boxes, all duly closed and identified. They must be completely emptied, closed and with no visible signs of external contamination
- All the non-washable packaging must be warehoused in an isolate place, identified with warning signs, sheltered, with paved flooring, ventilated, closed, and of restricted access. They can be warehoused in the same place as full packaging, as long as duly identified and separated from washed packaging.

Did you know?

Administrative, civil and penal responsibility for damage caused to people's health and to the environment are the employer's in the event that the use, transport and disposal of empty agrochemical packaging, their components and suchlike do not comply with the provisions of pertinent legislation. That is, when the employer does not provide and maintain suitable equipment to protect the health of workers or does not provide the equipment for the production, distribution and application of such products, the employer will be held responsible.

Disposal of solid waste

The resolutions of CONAMA on solid waste are based on norm ABNT NBR 10.004/2004.

This norm classifies solid waste as regards its potential risk to the environment and public health, in order that it be properly managed.

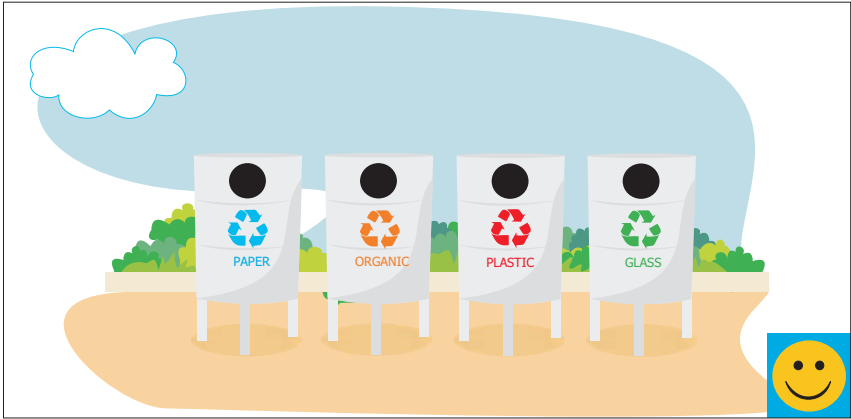
The norm defines solid waste as: waste in a solid and semi-solid state, resulting from the activities below:

- industrial;
- domestic;
- hospital;
- commercial;
- agricultural;
- services and variations;
- mud from water-treatment systems;
- liquids whose particularities make their disposal in the public drainage network or bodies of water impossible, or which require the best possible economically viable technical solutions.

The Solid Waste Management Plan aims to minimize and eliminate the impact waste can have on the environment, classifying it and properly disposing of it.

This plan is normally required during the environmental licensing processes where licensing is applicable.

On the rural properties where environmental licensing is not required, the Solid Waste Management Plan is not mandatory.



Your awareness that something can be done to improve the final disposal of waste will determine the control of soil and water contamination on your property!

Solid waste is classified as:

Class I – Dangerous

- Risk to public health, causing mortality and diseases.
- Risk to the environment if not properly managed.
- Inflammability.
- Corrosiveness.
- Reactivity.
- Toxicity.
- Pathogenicity.

Some Waste Classified as Dangerous:

- Solvents.
- Effluent treatment slush.
- Mercury vapor light bulbs.
- Used lubricant oil.
- Agrochemicals.

Class II – Non-Dangerous

Class II A – Non-inert

Class II B – Inert

Some Waste Classified as Non-Dangerous:

- Restaurant waste (leftovers).
- Ferrous material scrap.
- Non-ferrous material scrap (brass, etc.).
- Scrap paper and cardboard..
- Polymerized plastic waste.
- Rubber waste.
- Wood waste.
- Textile waste..
- Non-metallic mineral waste.
- Sand used in casting.
- Sugarcane bagasse.

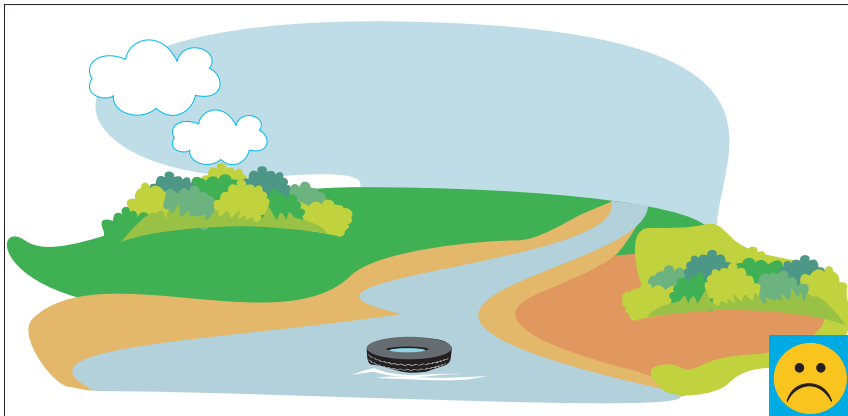


Class II material is classified in this way as long as not contaminated by dangerous waste (Class I).



To prevent contamination by inert waste (non-dangerous) by dangerous waste, separate oils, greases, solvents, paints and fluorescent light bulbs. These are dangerous waste and must be specifically warehoused, disposed of and treated.

Disposal of Tires





Tires from your property must **NEVER** be burned, as the smoke is highly toxic and will cause health problems for anyone nearby.

Since 1999, Brazilian legislation has required that end users of tires, in conjunction with manufacturers, importers and the government, must collaborate in adopting procedures that implement the collection of useless tires in Brazil. (CONAMA Resolution 258/99 - norm undergoing revision). This means you must contact a reliable reseller and deliver your used tires to them.

In some municipalities, the health agency is responsible for the final disposal of tires.

Check which form of disposal is recommended in your municipality!

Disposal of Batteries



Do not throw batteries away on your property! You could be contaminating the soil forever!

After they have run out, all batteries containing lead, cadmium, mercury and their compounds necessary to the operation of any kind of device must be delivered to the establishments

That sell them of the technical network authorized by the companies responsible (CONAMA Resolution 401/08 – revoking CONAMA Resolution 257/99).

They will be passed onto the manufacturers or importers for them to adopt, directly or through third-parties, the procedures involved in reuse, recycling, treatment or final proper environmental disposal.

Disposal of Burned Lubricant Oil



If you normally use burned oil for protecting wood that will be used in fences, troughs, bridges or corrals, you must know that this procedure is highly dangerous and represents a risk to the health of whoever is handling the oil.

In addition, the reuse of burned oil is prohibited throughout Brazil, as it is a highly carcinogenic and mutagenic compound.

All used or contaminated lubricating oil must be collected and properly disposed of, in order not to have a negative impact on the environment. There are specialized companies that collect burned oil, which collect from your property and pay by volume.

Contact the National Petroleum, Natural Gas and Biofuel Agency (ANP) or go to www.anp.gov.br and find a company that can best serve your needs.

Disposal of other Solid Waste

Attention for other waste, such as:

- Fluorescent light bulbs – contain mercury. When finished, they must not be broken or thrown away in regular trash – they require specific disposal and treatment.
- Waste from civil construction – in place since 2005, CONAMA Resolution 307/02 bans the use of clear outs. Waste such cables, tins of paint, solvents and so on must be disposed of in a proper sanitary landfill.

Consult the environmental body in your State to ensure proper disposal of this waste!



Your property cannot become a dump!

The common practice on rural properties for waste created in day-to-day activities is the disposal of waste in specially dug holes for large volumes which over time are completely filled.

The trash is then burned, the location covered and a new hole dug to begin a new disposal cycle.

Normally places are chosen near Legal Reserve or Permanent Preservation Areas, as these areas are not normally visited by people. To change this activity, which over time can contaminate the natural resources on your property, you must plan selective collection and evaluate the best options for the disposal of materials that can be reused in other places for other activities.

Check in your municipality and those nearby if there are small scrap businesses that buy metal, glass, plastic, paper and cardboard and other materials.

Organize bays on your property as temporary deposits for these materials, which must be separated and organized, to help in loading and transport.

Organic waste from employee houses and canteens must be separated into specific bins, and then turned into fertilizer through **composting**. Dry leaves, straw and ash can also be added.



Attention to joint responsibility

The company you hire to take away, transport, dispose of and treat waste must be technically capable for these operations and be licensed by the proper environmental body.

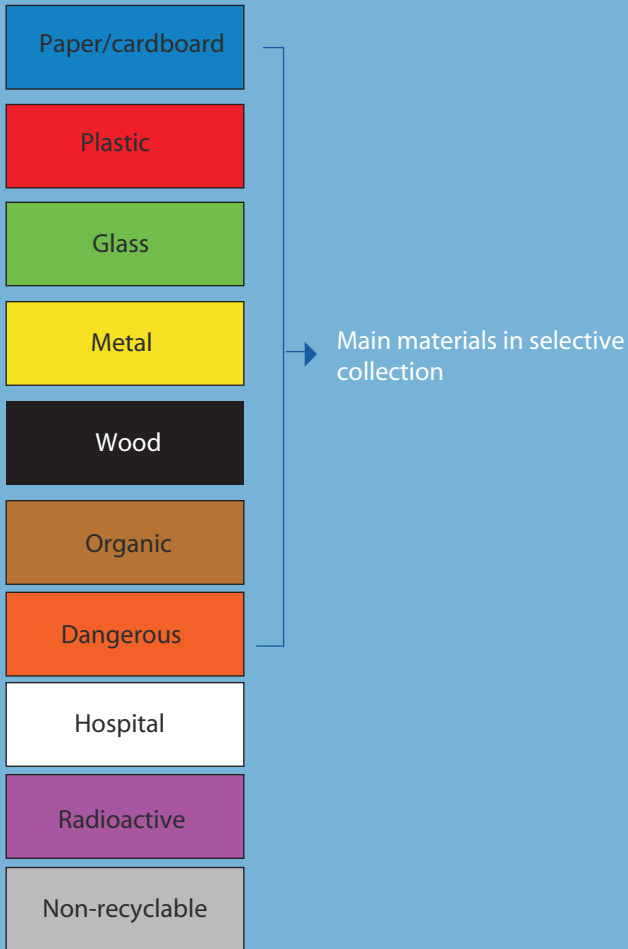
The creator of the waste is responsible for the waste from its generation to final disposal. If the company you hire makes any mistake and damages the environment, you will also be jointly responsible for repairing the damage.

For **selective collection** of waste on your property, you can begin with basic separation of materials. Over time you can improve this process if necessary. The colors for separation of materials must be in accord with the standards in CONAMA Resolution 275/01.



Tip: Before beginning waste separation, contact companies that buy the material as it can be turned into cash for the property.

How to comply on your property and avoid environmental risks



Source: CONAMA 275/01

Dispose of waste in different and separate receptacles.

Management of waste must be part of the farmers' routine activities.

Best agricultural practices

Best agricultural practices also contribute to the sustainable development of your property.

Best Agricultural and Social and Environmental Practices, when implemented in conjunction, complete each other and can promote the ideal conditions for your business to achieve economic, environmental and social balance!

Given its agricultural vocation, Brazil has been establishing itself as a reference for certain crops, using best agricultural practices for the use of its soil. The main soil conservation and usage practices are:

- Direct Planting.
- Crop and Livestock Integration.
- Green Fertilizer.
- Crop Rotation.
- Erosion Control.
- Integrated Management of Pests and Disease.

Contact your official State bodies in farming research and schedule a visit by a specialized technician to guide you as to the best agricultural practices for your property.

Go to the Brazilian Farm Research Company (EMBRAPA) site <http://www.embrapa.br/> to find the units that serve the different States.



Diagnosis: Environmental Situation

Classification of your property

What is your property's environmental situation?

So far, have you had to deal with an environmental issue on your property?

Think about a situation that clearly exemplifies an environmental problem you face or you could face.

Below you can classify your property in regard to environmental aspects. See what the colors and letters below indicate and classify each aspect now:

A

Aspect completely dealt with. I only need to carry out the necessary year-to-year maintenance.

B

Aspect identified as requiring improvement, which is now being carried out.

C

Aspect identified, but nothing is being done to improve it. Aspect never identified, this is the first time I have noticed it.

How to comply on your property and avoid environmental risk

Environmental Aspect	Level of Compliance		
	A	B	C
Environmental license			
Legal Reserve Area (LRA)			
Permanent Preservation Area (PPA)			
Georeferencing			
Environmental Declaratory Act (EDA)			
Authorization for burning			
Transport of Forestry Products			
Chainsaw License			
Wild animals			
Fishing			
License for the use of water			
Effluent - water from washing machinery			
Effluent - water from washing sprayers			
Effluent - waste from bathrooms			
Aerial Application of Agrochemicals			
String agrochemicals (full packaging)			
Storing agrochemicals (empty packing)			
Return of agrochemical packaging			
Disposal of tires			
Disposal of batteries			
Atmospheric emissions			
Deposits of inflammable fuels			
Farm prescription			
Handling of agrochemicals			
Disposal of burned oil			
Disposal of solid waste (trash)			



The costs of non-compliance

The amounts and the applicable legislation

Fines labor Legally Regulated		
Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Unfit cafeterias (In the establishments and workplaces with fewer than 30 (thirty) workers, at the discretion of the competent authority, in matters of Safety and Medicine at Work, workers must be provided with the proper conditions of comfort for meals in place that meets the requirements as regards cleanliness, ventilation, illumination and the provision of drinking water).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28, available at www.rabobank.com.br/social/html.</p>	<p>NR24 – 24.3.15.2</p>
<p>(In the establishments and workplaces with 30 (thirty) workers or fewer, at the discretion of the competent authority, in matters of Safety and Medicine at Work, meals must be allowed in the places de work, under the following conditions: respecting legal provision as regards Safety and Medicine at Work; allowing the interruption of activities at the establishment, in meal periods; not being activities which are dangerous or incompatible with bodily hygiene).</p>		<p>Nr24 – 24.3.15.5, subsections "a" to "c"</p>
<p>Not providing the basic infrastructure for rural workers and their families</p>	<p>Fine de 1/10 (one tenth) to 10 (ten) minimum regional salaries, depending on the nature of the infraction</p>	<p>Art. 9, § 5 of Law no. 5.889 of June 8 1973</p>

Fines Labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Employer's provision of a place to live and basic infrastructure and the equipment for subsistence production are not included in the worker's salary, characterized as such in a written contract agreed between the parties, with witnesses and mandatory notification to the respective rural workers' union).</p>	<p>and its seriousness, doubled in the event of reoccurrence, opposition to inspection or contempt for authority.</p>	<p>Fine as in Art. 18 of Law no. 5.889 of June 8 1973</p>
<p>Presence of child labor - fan(Any work done by those under 16 years of age is banned, except as an apprentice, as of 14years old. Work by minors cannot be done in places that are prejudicial to their education, to their physical, psychological, moral and social development, and at times and in places that do not allow them to attend school).</p>	<p>Fine of 378.2847 Fiscal Reference Units (UFIRs) (corresponding to R\$403.00) for minor irregularity to a maximum of 1,891.4236 UFIRs (corresponding to R\$2,012.66), doubled in the event of recurrence.</p>	<p>Art. 403 main section and sole paragraph of the CLT. Fine as in Art. 434 of the CLT.</p>
<p>Absence of the PCMSO (Establishes mandatory preparation and implementation by all employers and institutions that hire workers of the Medical Occupational Health Control Program – PCMSO – in order to promote and preserve the health of their workers).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	<p>NR7 – 7.1.1</p>

Fines labor Legally Regulated		
Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Absence of periodical exams (The PCMSO must include mandatory medical exams: on hiring, periodical, return to work, change of function, and on leaving).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	<p>NR7 – 7.4.1, subsections “a” to “e”</p>
<p>Unfit and insufficient changing rooms (In all industrial establishments and in those in which the activity requires a change of clothes or the wearing of a uniform or overalls, there will be a suitable place for a changing room with individual closets, separated by sex. The location of the changing room, respecting the provisions made by the competent regional authority in Safety and Medicine at Work, will take account of the proximity of the establishment).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	<p>NR24 - 24.2.1 e 24.2.2</p>
<p>Unfit installations for baths and showers (The areas used for bathrooms must meet with the minimum dimensions required).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine</p>	<p>NR24 – 24.1.2</p>

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>The competent regional authority in Safety and Medicine at Work can, at the request of the local authority, demand alterations to the dimensions and levels of comfort. One square meter for each fixture is considered satisfactory per 20 (twenty) workers).</p>	<p>according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	
<p>Presence of cooperatives without all labor rights (Any kind of cooperative with no employment relationship between the company and its members. However, cooperatives are the same as other companies in regard to their employees for the purposes of labor and welfare legislation).</p> <p>(The Statement and Reports the cooperatives must deliver every year to the control bodies will be accompanied, at the bodies' sole discretion, by a report issued by an independent audit service registered by the Organization of Brazilian Cooperatives).</p>	<p>Fine of 378.2847 UFIRs (corresponding to R\$403.00)</p>	<p>Art. 90 and 91 of Law no. 5.764 of December 16 1971</p> <p>Art. 112 of Law no. 5.764 of December 16 1971</p>
<p>Discrimination against women (The precepts that regulate work done by</p>	<p>Fine of at least 75.6569 UFIRs (corresponding to R\$81.00) and a maximum</p>	<p>Fine as in Art. 401 of the CLT.</p>

Fines labor Legally Regulated		
Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
men are applicable to work done by women, as long as they do not clash with any special protection established).	of 756.5964 UFIRs, (corresponding to R\$805.00) being the maximum in the event of recurrence, fraud, or simulation Art. 372 and according to the Consolidated Labor Law (CLT).	Art. 59 of the CLT
Non-payment of overtime (The normal duration of work can be added to by a maximum of 2 (two) supplementary hours, by way of written agreement between the employer and the employee, or collective labor agreement. The agreement of the collective labor contract must include the remuneration per supplementary hour, which will be at least 50% (fifty) percent more than the normal hour).	Fine of at least 37.8285 UFIRs (corresponding to R\$40.00) and a maximum of 3,782.8472 UFIRs (corresponding to R\$4,025.00), doubled in the event of recurrence, opposition or contempt.	Fine as in Art. 75 of the CLT
Non-payment for Dangerous Work (Working in hazardous conditions, beyond the limits established by the Labor Ministry, assures an additional 40% (forty) percent, 20% (twenty) percent, and 10% (ten) percent of the minimum salary for the region for maximum, medium, and minimum degrees, respectively).	Fine of at least 630.4745 UFIRs (corresponding to R\$671.00) and a maximum of 6.304.4745 UFIRs (corresponding to R\$6,709.00), being the maximum in the event of reoccurrence, obstruction, resistance, or simulation.	Art. 192 of the CLT Fine as in Art. 201 of the CLT

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Workers without proper IPE (The company is required to provide employees, free of charge, with IPE suited to the risk involved and in perfect condition whenever collective protection measures are technically unviable or do not offer complete protection against the risk of accident at work and/or professional and workplace illnesses).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p> <p>See table "Fine for Infractions against Labor Legislation" at http://sitracom.com.br/site/escritorios/tabelas_e_planilhas/</p>	<p>NR6 – 6.3, subsection "a"</p>
<p>Companies not providing appropriate IPE, or not correctly maintaining it (The employer is required: a) to acquire IPE suited to the employee's activity; b) to require use of the IPE; c) to provide the employee only with IPE approved by the Ministry of Labor and Employment (MTE) and companies registered at the National Occupational Health and Safety Department (DNSST)/Ministry of Labor and Administration (MTA); d) to train employees in its proper use, storage and maintenance; e) to replace it immediately when damaged; f) to be responsible for its cleaning and periodical maintenance g) to inform the MTE of any irregularity noted in the IPE.</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	<p>Nr6 – 6.6.1, subsections "a" to "g"</p>

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Absence of ERPP (establishes the mandatory preparation and implementation by all employers and institutions that take on workers as employees of the Environmental Risk Prevention Program (ERPP), to protect the health and safety of the workers, through anticipation, recycling of knowledge, assessment and consequent control of environmental risks or those which may come into being in the workplace, bearing in mind protection of the environment and natural resources).</p>	<p>The infractions against legal and/or regulatory precepts on workers' health and safety will be fined according to the provision in the fine chart (Annex I), obeying the infractions stipulated in the classification chart for infractions (Annex II) of Regulatory Norm 28.</p>	<p>NR9 – 9.1.1</p>

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Absence of environmental license (Building, refurbishing, extending, installing or operating establishments, activities, construction work or services which use environmental resources considered to be effectively or potentially polluting without license or authorization from the competent environmental bodies, outside the scope of the license obtained or breaking pertinent legal and regulatory norms).</p>	<p>Fine of R\$ 500.00 (five-hundred reais) to R\$ 10,000,000.00 (ten million reais).</p>	<p>Art. 66 of Decree no. 6.514 of 07/22/08.</p>
<p>Erosion /damage of forest areas considered to be areas of permanent preservation (Felling trees in forests considered to be permanent preservation areas, or whose species are specially protected, without permission from the competent authority).</p>	<p>Fine of R\$ 5,000.00(five thousand reais) to R\$ 50,000.00 (fifty thousand reais), per hectare or fraction thereof Fine of R\$ 5,000.00(five thousand reais) to R\$ 20,000.00 (twenty thousand reais), per hectare or fraction thereof, or R\$ 500.00 (five-hundred reais), per cubic meter, fraction or tree.</p>	<p>Art. 43 of Decree no. 6.514 of 07/22/08. Art. 44 of Decree no. 6.514 of 07/22/08.</p>
<p>Deforestation of Legal Reserve Area (Commercially exploiting Legal Reserves, forests and the formation of native successors, both in the public and private domain, without prior authorization from the competent environmental body or outside the scope of the license obtained, including sustainable forest management plans).</p>	<p>Fine of R\$ 5,000.00(five thousand reais), per hectare or fraction thereof.</p>	<p>Art. 51 of Decree no. 6.514 of 07/22/08.</p>

Fines labor Legally Regulated		
Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
Not registering Legal Reserve.	Warning and daily fine of R\$ 50.00 (fifty reais) to R\$ 500.00 (five-hundred reais) per hectare or fraction thereof of Legal Reserve area.	Art. 55, §1 of Decree no. 6.514 of 07/22/08 (with wording of Decree 6.686 of 12/10/08).
Receiving, acquiring and storing wood for commercial use without requesting a license and without acquiring the product accompaniment document (Forestry Origin Document - FOD).	Fine of R\$ 300.00 (three hundred) per unit, kilo, or cubic meter.	Art. 47 of Decree no. 6.514 of 07/22/08.
Destroying of damaging protected native forests and vegetation.	Fine of R\$ 5,000.00 (five thousand reais) per hectare or fraction thereof.	§ 2 of art. 50 of Decree no. 6.514 of 07/22/08.
Pollution of any nature in levels that result or may result in damage to human health.	Fine of R\$ 5,000.00 (five thousand reais) to R\$ 50,000,000.00 (fifty million reais), or daily fine.	Art. 61, caput do Decree no. 6.514 of 07/22/08.
Improper disposal of waste (disposal of solid, liquid or gaseous waste, oil or oily substances without obeying the requirements established in laws or regulations).	Fine of R\$ 5,000.00 (five thousand reais) to R\$ 50,000,000.00 (fifty million reais), or daily fine.	Art. 62, item V of Decree no. 6.514 of 07/22/08.
Improper disposal of tires (End consumers or tires, together with manufacturers, importers and the government, must collaborate in adopting procedures to implement the collection	Minimum fine of R\$50.00 (fifty reais) and maximum of R\$50,000,000.00 (fifty million reais).	Arts. 11 and 12 of CONAMA Resolution no. 258 of August 26 1999 Note: resolution being revised, about to be revoked.

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>of used tires. Non-compliance will result in administrative, civil, and penal sanctions.</p>	<p>Fine according to Art. 75 of Law no. 9.605 of February 12 1998</p>	
<p>Improper disposal of batteries (Batteries containing lead, cadmium, mercury and their compounds, needed in any kinds of device, vehicle or system, fixed or mobile, as well as electronic products that contain them, having run out, will be delivered by users to the establishments that trade them or the technical network authorized by the respective companies to pass them onto the manufacturers or importers for them to adopt, directly or through third parties, procedures for environmentally sound reuse, recycling, treatment or disposal. Non-compliance with the requirements in the Resolution will subject the parties responsible to administrative, civil and penal sanctions.</p>	<p>Minimum fine of R\$50.00 (fifty reais) and maximum of R\$50,000,000.00 (fifty million reais).</p> <p>Fine according to Art. 75 of Law no. 9.605 of February 12 1998</p>	<p>Art. 1 and Art. 27 of CONAMA Resolution no. 401 of 11/04/08</p>

Fines labor Legally Regulated		
Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Absence of chainsaw registration (Using a chainsaw in a forest or other form of vegetation without a license or registration from the competent environmental body).</p>	<p>Simple fine of R\$ 1,000.00 (one thousand reais), per unit sold.</p>	<p>Art. 57 of Decree no. 6.514 of 07/22/08.</p>
<p>Use of water without a license (Using water resources for any purpose, without the respective license).</p>	<p>Simple or daily fine proportional to the seriousness of the infraction of R\$100.00 (one-hundred reais) to R\$10,000.00 (ten thousand reais).</p>	<p>Art. 49, item I and Art. 50, item II of Law no. 9.433 of 01/08/97.</p>
<p>Improper disposal of burned oil (All used or contaminated lubricating oil must be collected and properly disposed of, in order not to have a negative impact on the environment. Non-compliance with the provision in this Resolution will result in the sanctions stipulated in Law 6.938, of August 31 1981, and its regulation by Decree 99.274, of June 6 1990).</p>	<p>Currently the party responsible for the pollution is subject to a fine that varies from R\$5,000.00(five thousand reais) to R\$50,000,000.00 (fifty million reais).</p>	<p>Art. 61, of Decree no. 6.514 of 07/22/08.</p>
<p>Burning without authorization (Burning in rural areas without authorization from the competent body or not complying with that obtained). (Burning in forests or undergrowth).</p>	<p>Fine of R\$ 1,000.00 (one thousand reais), per hectare or fraction thereof. Possibility of 50% increase.</p>	<p>Art. 58 of Decree no. 6.514 of 07/22/08 Art. 60 item I and II of Decree no. 6.514 of 22/07/08</p>

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Improper handling of agrochemicals (When the employer does not provide and/or maintain proper equipment to protect the health of the workers they are responsible for the administrative, civil and penal responsibilities for any damage caused to human health and the environment in the production, trade, use, transport and disposal of empty agrochemical packaging, its components and suchlike).</p>	<p>Penalty of from 2 (two) to 4 (four) years in prison, plus a fine of 100 (one hundred) to 1,000 (on thousand) LRV* (= R\$19.000.00)</p> <p>(* Largest Reference Value – LRV – eradicated by Law 8.177/91 and was converted by Law 8.178/91. Successive conversions for the LRV into the Real have been made thus: 1 LRV = Cr\$ 2,266.17/ Cr\$ 126.8621 = 17.8633 UFIR. The latest data for the UFIR: \$ 1.0641. Hence, 17.8633 X R\$ 1.0641 = R\$ 19.0083, that is to say, 1 LRV = R\$ 19.0083.</p>	<p>Art. 14, subsection “<i>f</i>” and Art. 16 of Law no. 7.802 of 07/11/89</p>
<p>Caged wild animals (Whoever keeps, uses or transports larva or specimens of wild fauna, native or migratory, as well as products and objects originating from it, from non-authorized breeders and without due permission, license or authorization from the competent body).</p>	<p>Fine of R\$ 500.00 (five-hundred reais), per unit with additions per example excess of R\$ 5.000.00(five thousand reais) per unit of species on the official list of Brazilian fauna threatened with extinction.</p> <p>Possibility of penalty being doubled.</p>	<p>Art. 24, item I and II do Decree no. 6.514 of 07/22/08</p> <p>§ 1 of art. 24 of Decree no. 6.514 of 07/22/08</p>

Fines labor Legally Regulated

Labor-related Infractions	Fines (in R\$)	Federal Legislation Applied
<p>Illegal fishing (Fishing unauthorized by the competent body).</p> <p>(Fishing in the off-season or in places cordoned off by the competent body, fishing species that are preserved or at sizes below those permitted; fishing quantities above those allowed or using equipment, techniques and methods not allowed; and transporting, trading, or processing specimens caught by banned fishing techniques).</p>	<p>Fine of R\$ 300.00 (three hundred reais) to R\$ 10,000.00 (ten thousand reais).</p> <p>Fine of R\$ 3,000.00 (three thousand reais) to R\$ 50,000.00 (fifty mil reais), with R\$ 20.00 (twenty reais) added per kilo of product fished.</p>	<p>Art. 37 of Decree no. 6.514 of 07/22/08</p> <p>Art. 38 of Decree no. 6.514 of 07/22/08</p>

Action Plan

How to identify priorities and begin implementing them



Based on the results you have had from the Diagnosis, prioritize the items that were graded C! See below an example that shows how you can draw up your Action Plan!

Action Plan – How to identify priorities					
Objective	Score	Actions	Deadline	Resources	In charge
Registered Workers					
Housing					
Changing rooms					
Sanitary installations					
Sanitary installations in the workplace					
Places for meals					
Places for meals in the workplace					
Laundry					
Drinking water					
Worker transport					
Family dwellings					

At www.rabobank.com.br/social/social.html you will find an Action Plan mode you can put your data on!

Based on the results you have had, prioritize the items that were graded C!

Action Plan – How to identify priorities					
Objective	Score	Actions	Deadline	Resources	In charge
Training for use of agrochemicals					
Provision of PPE					
Medical Occupational Health Program (PCMSO NR 7)					
Environmental Risk Prevention Program ERPP NR 9					
Service providers					
Cooperative Workers					
Overtime					
Dangerous work bonus					
Child labor					
Discrimination at work					

Based on the results you have had, prioritize the items that were graded C!

Action Plan – How to identify priorities					
Objective	Score	Actions	Deadline	Resources	In charge
Environmental License					
Legal Reserve Area (LRA)					
Permanente Preservation Area (PPA)					
Georeferencing					
Environmental Declaratory Act (EDA)					
Authorization for burning					
Transport of Products					
Forestry License for chainsaw					
Wild Animals					
Fishing					
License for the use of water					

Based on the results you have had, prioritize the items that were graded C!

Action Plan – How to identify priorities					
Objective	Score	Actions	Deadline	Resources	In charge
Effluent – water from washing machinery					
Effluent – water from washing sprayers					
Effluent – bathroom waste					
Atmospheric emissions					
Inflammable fuel deposits					
Farming prescription					
Handling agrochemicals					
Agrochemical Application Area					
Stocking of agrochemicals (full packaging)					

Based on the results you have had, prioritize the items that were graded C!

Action Plan – How to identify priorities					
Objective	Score	Actions	Deadline	Resources	In charge
Stocking of agrochemicals (empty packaging)					
Returning agrochemical packaging					
Disposal of tires					
Disposal of batteries					
Disposal of burned oil					
Disposal of solid waste (trash)					

Action Plan

Draw up your social and environmental policy

The social and environmental policy will establish an overall sense of orientation and will set the action principles for your property.

Normally, the property's policy is the responsibility of the establishment's owner, the manager or administrator being responsible for implementing the policy and providing elements that allow it to be formulated and modified.

It is recommended that your social and environmental policy considers the following:

- mission, vision, essential values and beliefs of the property's;
- requirements of the parties interested and communication with them;
- continuous improvement;
- prevention of labor and environment-related non-compliances;
- coordination with other existing policies (such as quality, occupational health and safety at work);
- specific local or regional conditions;
- compliance with regulations, laws and other pertinent labor and environment-related criteria subscribed to by the property.

The social and environmental policy of the Farm **“Those Who Believe Always Achieve” is the following:**



Social and environmental policy of the Farm “Those Who Believe Always Achieve”

The Farm “Those Who Believe Always Achieve,” seeking continuous improvement in its processes is doing its utmost to implement Social and Environmental Best Practices. It has the following objectives:

- to align all its activities with labor legislation, such as the registration of all employees;
- to keep all the children at school;

- to provide employees and their families with appropriate and safe dwellings;
- to provide adequate training and equipment for the handling of agrochemicals;
- to promote environmental awareness among all employees and residents on the farm;
- to use proper protection equipment, triple washing and returning of agrochemical packaging;
- to reduce the consumption of electrical energy, water and fuels;
- in this way, the Farm "Those Who Believe Always Achieve" seeks to maintain its mission to produce the best beef cattle, harmonizing its activities with the environment and people.