

Tier 3 Guidance

Origin Green Credits System

Food & Drink Manufacturers

2021



An initiative by

BORD BIA
IRISH FOOD BOARD



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1. Background

At the manufacturing level of the Origin Green programme, participating companies are required to develop a comprehensive multi-annual sustainability plan with clear, measurable and time-bound targets across three key areas – Raw Material Sourcing, the Manufacturing Process, and Social Sustainability. To achieve Origin Green membership, all sustainability plans are independently verified for accuracy and robustness by a third-party auditing body. This may include an on-site audit.

To retain ongoing membership of Origin Green, companies must subsequently submit an annual review to demonstrate clear progress against the established targets and initiatives set. Once again, this annual review is subject to an independent third-party review. This ensures minimum programme requirements are consistently met and maintained.

At the beginning of the year 2020, Bord Bia introduced the Origin Green credits system, a points based system which simplifies the verification process for participating companies. Based upon a company's annual revenue/turnover, participants are grouped across five membership tiers with size appropriate requirements.

Table 1 below outlines the five membership tiers within the Origin Green programme and the corresponding sustainability targets required for each respective tier.

Table 1: Origin Green Membership Tiers

Membership Tiers	Revenue/Turnover	Minimum Targets Required
Tier 1	>€250m	8
Tier 2	>€50 – €250m	7
Tier 3	>€10 – €50m	6
Tier 4	>€1 – €10m	5
Tier 5	>€100,000 – €1m	4

The benefit of this system is that it displays a greater level of transparency for how membership of Origin Green is achieved and retained. It also maximises the potential for a member to successfully implement its sustainability targets.

As part of the rollout of the credits system and to familiarise Origin Green members with this new process, companies will be given the Origin Green Credits score for 2019 Annual Reviews. However, these credits will not impact verification outcomes until 2021, following the submission and credits allocation for 2020 Origin Green Annual Reviews.

Table 2 below outlines how Origin Green sustainability targets are assessed and scored by the programme verifiers.

Table 2: Origin Green Verifier Sustainability Target Performance Scorecard

Sustainability Target Performance	Credits Awarded	Target Grading
Target not attempted (no legitimate effort made to achieve target with no viable evidence of progress).	0	Fail
Target not achieved with a poor attempt made and little evidence of progress.	1	Unsatisfactory
Target may or may not have been achieved but a reasonable and clear effort has been made with clear supporting evidence.	2	Satisfactory / Pass
Target achieved with evidence the company has surpassed expectations.	3	Exemplary

In order to determine whether a company attains a sufficient number of sustainability credits to retain Origin Green membership annually, performance for each target is accrued. The total number of credits awarded must meet the predefined minimum threshold for a company's membership tier.

2. Scoring Methodology

Once a company is placed within the appropriate membership tier, sustainability plans are scored based on the minimum number of targets required. This is outlined below for the five Origin Green membership tiers.

Tier 1	To retain ongoing membership of Origin Green, companies at this tier must achieve a minimum score of 16 sustainability credits annually. This is the equivalent of a 'Satisfactory / Pass' grade across the <u>minimum 8 targets</u> required for verification.
Tier 2	To retain ongoing membership of Origin Green, companies at this tier must achieve a minimum score of 14 sustainability credits annually. This is the equivalent of a 'Satisfactory / Pass' grade across the <u>minimum 7 targets</u> required for verification.
Tier 3	To retain ongoing membership of Origin Green, companies at this tier must achieve a minimum score of 12 sustainability credits annually. This is the equivalent of a 'Satisfactory / Pass' grade across the <u>minimum 6 targets</u> required for verification.
Tier 4	To retain ongoing membership of Origin Green, companies at this tier must achieve a minimum score of 10 sustainability credits annually. This is the equivalent of a 'Satisfactory / Pass' grade across the <u>minimum 5 targets</u> required for verification.
Tier 5	To retain ongoing membership of Origin Green, companies at this tier must achieve a minimum score of 8 sustainability credits annually. This is the equivalent of a 'Satisfactory / Pass' grade across the <u>minimum 4 targets</u> required for verification.

Target Scoring Guidance

As well as the minimum number of Origin Green credits required for a participating company to retain membership, the following conditions also apply:

- Each tier's mandatory targets + highest scoring remaining optional targets are accrued to reach the minimum number of targets required. This contributes to a company's overall sustainability credits score each year.
- Companies must achieve a Satisfactory/Pass grading for all mandatory targets as outlined for their tier. Mandatory targets for this tier can be viewed in Section 4 of this guide.
- Companies are allowed to fail one optional target annually if the remaining targets give them a score which reaches the minimum credits threshold set for their tier. This is not permitted for the same target area for two consecutive years.



3. Origin Green Member Removal Process

If an Origin Green member has demonstrated an insufficient level of ongoing progress against the sustainability targets set and/or breached legislative or regulatory requirements, the programme verifiers will recommend whether the company should have its membership downgraded or alternatively, recommend a conditional approval.

Conditional Approval


If an Origin Green member scores below the minimum credits required for its tier within a given year, remedial measures must be put in place and approved by the programme verifiers before a company can regain its membership status. In this scenario, corrective action(s) is outlined with a clear timeline for implementation. This progress is then subsequently assessed via a dedicated follow-up or close-out procedure to determine whether the member in question has implemented the requested action. Progress is also assessed in the subsequent annual review or via a spot audit on-site where necessary. The process above may also be repeated where a member has been found to have breached legislative or regulatory requirements.

Downgrading Membership

Each year, companies that fail to meet the minimum standards required for Origin Green verification have their membership of the programme downgraded. This may include instances where a member has made a poor attempt to implement sustainability targets and hence did not attain a sufficient number of Origin Green credits; failed to adequately address corrective actions attached to a conditional approval; irrevocably breached national legislative or regulatory requirements; or finally, did not submit an Origin Green annual review in a given year by the agreed final deadline date.

In instances such as the above where membership is downgraded, companies will receive correspondence outlining the rationale for this decision. The member is also informed that it must immediately cease all usage of the Origin Green logo, along with any associated promotional material being used.

Companies can regain membership of Origin Green by striving to meet the necessary credits required to achieve membership annually. Ongoing support and mentorship is provided by programme partners in this regard to ensure minimum requirements are met on a consistent basis.



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4. Sustainability Targets & Credits Required to Achieve Origin Green Verification


Tier 3 Member Companies - Revenue >€10 – €50m

Minimum Targets Required		Verifier Target Performance Scorecard			Member Performance			Annual Credits Requirement	Gold Member*
		Unsatisfactory	Satisfactory	Exemplary	Min	Avg.	Max		
Tier 3	6	1	2	3	6	12	18	12	15

Members at this tier will have to reach the minimum level of target performance annually to achieve verification.

*Gold Origin Green members are those that have reached a sufficient number of credits within a given year to demonstrate exceptional performance. This can be attained at this tier by achieving an exemplary performance in 3 out of the 6 minimum targets required and a satisfactory/pass performance in the remaining 3 targets. **Please note that the credit requirements needed to attain Gold Membership are subject to change. Please see Section 5 of this guide for further details.**

Minimum Targets Required	Raw Material Sourcing			Manufacturing Process				Social Sustainability				
6	Supplier Certification	Primary Producer Sustainability Initiatives	Packaging	Energy / Emissions	Water	Waste	Biodiversity	Health & Nutrition	Employee Wellbeing	Community Engagement	Diversity & Inclusion	Approved Sector Specific Target
	1 from 2				1 from 3				1 from 3			optional

 Mandatory (target must be passed for verification)

 Target must be attempted

5. Identifying Leading or Gold Members

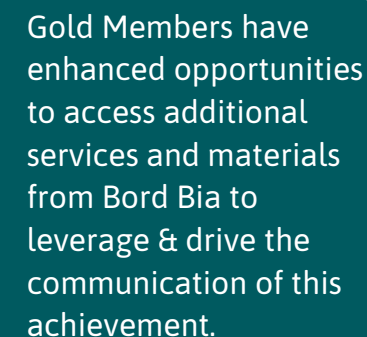
With the introduction of the Origin Green credits system, it is now easier to identify members who are performing at a high level or excelling in their sustainability performance. Previously, all companies were given the designation of being a verified member. However, this was a broad categorisation in a large membership cohort which did not reflect the ambition of individual companies who are making significant strides in their sustainability efforts.

Companies are eligible for Gold Membership where they have demonstrated an overall exceptional performance in the minimum number of credits required to achieve this designation within the appropriate membership tier. At Tier 3, this milestone can be reached by achieving an exemplary grading in 3 out of the 6 minimum targets required for verification and a satisfactory/pass grading in the remaining 3 targets.

Should a company exceed the minimum number of targets within its sustainability plan and fail an optional target, they are still eligible for Gold Membership. This ensures that Bord Bia does not discourage proactive companies from establishing optional targets. As outlined previously, companies must pass all mandatory targets as prescribed for their respective tier to retain membership of Origin Green annually.

Companies that outsource production are not eligible to access Gold Membership. In addition, where a sustainability plan has not reached the programme verifiers by the agreed annual deadline date, they are also ineligible.

With appropriate benchmarks set throughout the five membership tiers, companies of all sizes have a reasonable opportunity to achieve Gold Membership each year. Finally, Gold Members also have enhanced opportunities to access additional services and materials from Bord Bia to leverage and drive the communication of this achievement.



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6. Summary of Sustainability Credits Required for Origin Green Verification

Membership Tiers	Revenue/Turnover	Minimum Targets Required	Annual Credits Required	Gold Membership
Tier 1	>€250m	8	16	21
Tier 2	>€50 – €250m	7	14	18
Tier 3	>€10 – €50m	6	12	15
Tier 4	>€1 – €10m	5	10	12
Tier 5	>€100,000 – €1m	4	8	10



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