



Monitoring Protocol FSI 2025

Reporting year:
1 January 2025 – 31 December 2025

Version 1.0, January 2026

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1. Introduction

The FSI 2025 ambition

As a member of the Floriculture Sustainability Initiative (FSI) you have joined a partnership with the ambition to create a more transparent and responsible supply chain in 2025. The FSI 2025 ambition is centred around three pillars plus the FSI governance framework, providing a comprehensive approach to supply chain sustainability.



The three pillars and the respective objectives are:

- **Responsible production and trade:** 90% responsibly produced and traded volumes by 2025
- **Responsible Conduct:**
 - Environmental Footprinting - Reduction of the product carbon footprint for three priority products by 2025
 - Living wage - Reduction of the living wage gap of workers at farm level by 2025
- **Integrated Reporting:** FSI members report on progress and integrate due diligence reporting by 2025

The purpose of reporting

FSI members strive to keep the floriculture sector futureproof through a focus on data, alignment on methodologies and validation of methodologies. Furthermore, FSI aims to mainstream sustainability through engaging certification schemes and raising standards. This reporting is part of the members commitments on these topics. In this way we can follow-up on and keep track of the different objectives. Through collecting individual reports and aggregating this data, FSI can take stock of the status of the sector and stimulate progress in the sector on the topic of sustainability. The input will be used for agenda-setting and exploring setting up joint projects.

The purpose of this document

This monitoring protocol outlines how FSI members are to report on progress towards the ambitions under each pillar of the 2025 FSI strategy and ensures alignment and quality of reporting across the membership. Chapter 2 describes what data is requested (what is in scope, and what indicators are relevant). Chapter 3 specifies the reporting cycle and rules around non-compliance. Chapter 4 explains how data and reports are verified.

What is new?

While several adjustments have been made to the Monitoring Protocol over recent years, the 2025 reporting marks an important milestone, as it concludes the ambition period set for 2021–2025. For this reporting cycle, the data request will therefore focus on the Responsible Production and Trade target towards 90% in 2025, unchanged from last year.

In 2026, FSI will publish a separate document outlining the updated reporting framework to be applied in the next cycle, covering the full 2026 calendar year (to be reported in Q1 2027). This updated protocol will also introduce the ambitions for the next phase, including a further step towards 100% certification and in line with the updated version of the FSI Basket of Standards as published on the FSI website which is automatically incorporated into the Sustainability Sourcing Scan.

In addition, the scope will be expanded to include separate reporting on wild-harvested products (cut greens) as part of the Wild Harvest project, which will enter its implementation phase in early 2026; members will be informed in due time about the related additional reporting requirements. Finally, for this final year of the current ambition period, the data request on footprinting and due diligence will be streamlined, with a stronger focus on assessing collective progress and outcomes at the end of the 2021–2025 period.

2. Data required: scope, indicators, and means of collection

FSI ask members to submit specific data and information in relation to their Responsible Production & Trade. This chapter outlines the data and information that is to be shared.

2.1 Responsible Production & Trade

The FSI ambition for 2025 is to have 90% of the total volumes of flowers and plants being produced and traded responsibly by 2025.

Members of Production and Trade/Retail individually report to FSI on this topic. Definitions and Scope described below are the same for all members. There are slight differences in methodology requirements, lined out below in chapter II.

Verification is mandatory for all members of Trade & Retail. Each member will be responsible for its own verification, in the future through an external accountant. This year, internal verification is accepted. See Monitoring & Reporting Documents for instructions & Requirements.

I. Responsible Production & Trade Definition

A flower or plant is responsibly sourced when it is produced and/or traded in a way that is compliant with the GAP, environmental, and social criteria that have been set out in the standards accepted in the “FSI Basket of Standards”.

FSI 2025 Basket of Standards



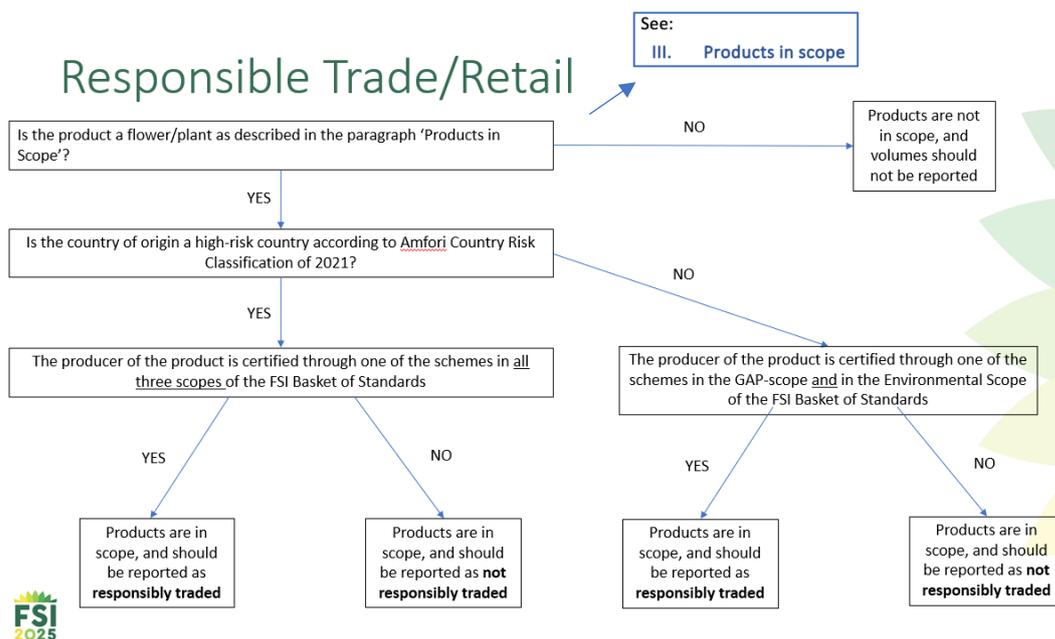
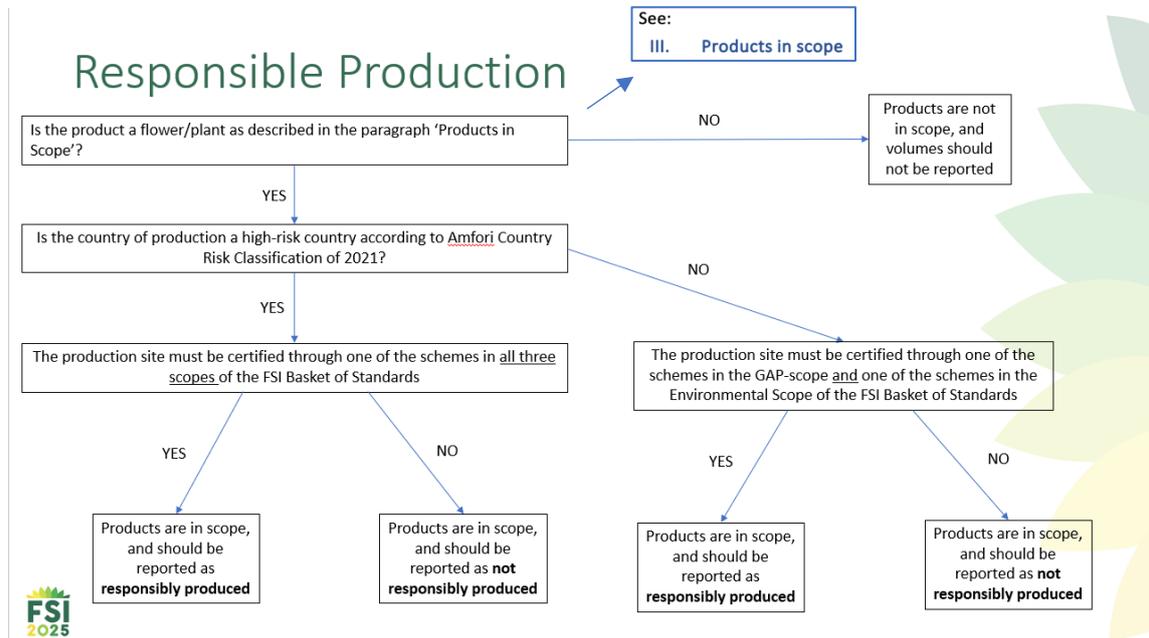
	Gap	Environmental	Social
AMFORI CODE OF CONDUCT			●
OHAS GROWER STANDARD	●		
EHPEA CODE OF PRACTICE	●		●
ETI BASE CODE / SMETA			●
EU ORGANIC FARMING	●		
FAIR TRADE HIRED LABOUR STANDARD			●
FLOR ECUADOR V4.0 + FLORVERDE ADD-ON	●	●	●
FLORVERDE® SUSTAINABLE FLOWERS STANDARD	●	●	●
GLOBALG.A.P. FLORICULTURE STANDARD	●		
GLOBALG.A.P. IDA MODULE/ADD-ON		●	
KENYA FLOWER COUNCIL SILVER STANDARD	●	●	●
MPS-GAP	●	●	
MPS-ABC		●	
MPS-SQ		●	●
RAINFOREST ALLIANCE CERTIFICATE			●
SIZA SOCIAL STANDARD			●
SIZA ENVIRONMENTAL STANDARD		●	
SABODD STANDARD			●
USDA NATIONAL ORGANIC PROGRAM	●		

The FSI Basket of Standards includes three scopes: GAP, environmental and social. To comply with the FSI Basket requirements, the following is required:

- All producers will need certification by at least one of the accepted standards in both GAP and Environmental scope
- Currently FSI differentiates between risk countries and low-risk countries. Going forward a risk base approach will be introduced, in line with upcoming diligence legislation. For the current reporting cycle we will therefore still use the Amfori country risk classification. Producers in risk countries will need additional certification by at least one of the accepted standards for the Social scope. The reference for the determination of risk-countries for the 2021-2025 period is the Amfori Country Risk Classification of 2021¹. (Country-of-origin always refers to the country where the flowers and plants are produced.)

¹ https://www.amfori.org/sites/default/files/amfori-2020-11-12-Country-Risk-Classification-2021_0.pdf

- When using risk assessment schemes, some additional requirements are set as the outcomes are monitoring reports rather than a certificate of compliance. Please refer to the decision tree in **Annex 1 for Additional BSCI and ETI/SMETA requirements regarding non-conformances**



Please visit the FSI website for the current overview and more details on the Basket of Standards, which standards are part of it, and how you can make use of these standards.

<https://www.fsi2025.com/basket/>

II. Methodology and tools

To aid data collection and ensure completeness, data collection should be done through the:

- The Sustainable Sourcing Scan (SSS) <https://sustainablesourcingscan.eu/en/get-started/>

The SSS is a professional dashboard with many advantages. For the reporting companies it saves time, the reporting quality improves significantly, and the focus can be on improvements rather than on data collection. Furthermore, using the SSS platform, FSI members co-invest in additional tooling supporting risk analyses and data driven reporting supporting their own due diligence and reporting to stakeholders.

For Trade and Retail members the SSS is the required tool for FSI reporting.

Production companies can still use the DCS.

III. Products in scope

Flowers and plants are in scope as per the below definition.

- For members of production:
 - All produced cuttings, young plants and flowers/plants at farm(s) are within scope.
 - Products originating from tissue culture and laboratories are out of scope.
- For members of trade and retail:
 - Cut flowers, cut greens and plants that are sourced for direct sale at retail or consumers according to the GPC-definitions (Global Product Classification) for cut flowers, cut greens and live plants. This includes dried flowers, herbs and fruit and vegetable plants that are retail-ready.
 - Out of scope are:
 - Bulbs, seedlings, and young plants (non-exhaustive)
 - Cut flowers/greens that are harvested in their natural environment (In scope from 2026).
 - Bouquets and plant arrangements are only in scope if all ingredients are produced and sold by the grower.
 - Other categories like hardware sold by wholesalers to retail are out of scope.

IV. Volumes in scope

Total volumes in number of stems (flowers) and number of plants (pot plants) produced/sourced.

The following should be considered with regards to reporting total volumes:

- Measurement is in volumes, for flowers in stems, in number of pots for plants or number of (young) plants.
- If both plants and flowers are produced/sourced, amounts must be separated.
- FSI members will report individually yearly, covering their production/trade of the full previous calendar year.

V. Countries in scope

The following should be considered with regards to origin:

- All production countries are in scope.
- All flowers and plants produced/sourced are in scope, regardless of volumes that are re-exported to other countries, or directly delivered to other countries without going through a traders' facilities at all.

- Any number of flowers and plants that are sourced by and sold to other parties within FSI can be counted as responsibly sourced if they are traceable to the specific source which meets the definitions of this protocol.
- Country-of-origin always refers to the country where the products are grown.

VI. Matching procedures

- Selling and buying parties can agree to use the matching principle to match volumes that are sourced from other reporting FSI members.
- The preferred way is to use the SSS Proof of Purchase document that users of the SSS can exchange.
- In other cases, the selling party reports the volume and sustainable percentage of the total amount that is sold to the relevant buying party. Using the matching principle, the buying party can limit its reporting to the volume that was bought from the relevant selling party.
- If one of the parties does not agree to use this method, the traditional reporting method should be used. In this case, the buying party is responsible for the underlying documentation. The matching principle will hold two main assumptions:
 - In case of unresolved mismatches, the lowest level reported by the two parties reporting a 'match' will be used (e.g. company A confirms delivery to company B and vice versa, but company A reports a lower volume than company B).
 - In case company A is not able to distinguish the % of sustainable volume sold to company B, a mass balance principle is used in which the sustainable % of all sourced volume reported by company A is assigned to the volume delivered to company B. If both members use the SSS, they can indicate this during reporting.

3. Reporting cycle and non-compliance

This chapter outlines the reporting timelines and aspects of compliance.

3.1 Reporting cycle: Timelines (year & multi-year)

Reporting is mandatory and done on a yearly basis, looking back on the previous year. The reporting period covers the full previous calendar year, from January 1st to December 31st. The deadline for submission of the report is the 31 March 2026. FSI will review and generate an overall report by the end of May for the FSI Board to review in June. All FSI members will receive the annual report, which is based on their input, after external validation and Board approval.

3.2 Non-compliance

Monitoring on FSI targets:

- Deadline: deliver report on the previous year on 31 March (from the calendar year prior)
- Shortcomings can be categorized as: Too late, Incomplete, not in compliance with the requirements / goals set, Identified shortcomings found in the previous monitoring report are not corrected. These findings will be shared with the respective member of FSI. The aggregated non-compliances will be reported to the FSI Board.

Conditions for continuation of FSI membership:

- Shortcomings on reporting (as mentioned above) are corrected within one year (year x).
- If shortcomings are not corrected after one year, a review/audit will be done on the report (cost for member) (year x+1).
- If shortcomings are still not corrected after two years, proposal for FSI membership termination will be submitted to the FSI Board (year x+2).

3.3 Data security & confidentiality

All data needs to be submitted to the FSI Secretariat, and a Non-Disclosure Agreement (NDA) is available upon request to guarantee further confidentiality. Only aggregated data will be shared amongst the membership and only after securing that the reports cannot be tracked back to individual members. Individual data will only be used as basis for aggregation and to monitor action plans and progress.

4. Quality assurance

4.1 Self-assessment of data quality

To maximize the quality of the data year-on-year, the reporting companies are required to self-assess the differences between the reported data for this year as compared to the data of the previous reporting year. For this purpose, a paragraph is added to the yearly Action Plan.

- In case there is a difference of more than 10% in the total reported volume, the reporting company is required to submit an explanation of the difference
- In case there is a difference of more than 10% in the reported sustainable volume, the reporting company is required to submit an explanation of the difference

4.2 Reconciliation of data

To ensure valid data and reconciliation, FSI requires verification by the FSI Secretariat. In addition, FSI will have the possibility to ask for independent, external review of a selection of the FSI reporting members.

The selection of these members will be based on:

- All those companies that didn't report according to the protocol
- Newly reporting members
- Randomly selected members. All visits are announced.

The objectives of the data reconciliation exercise are:

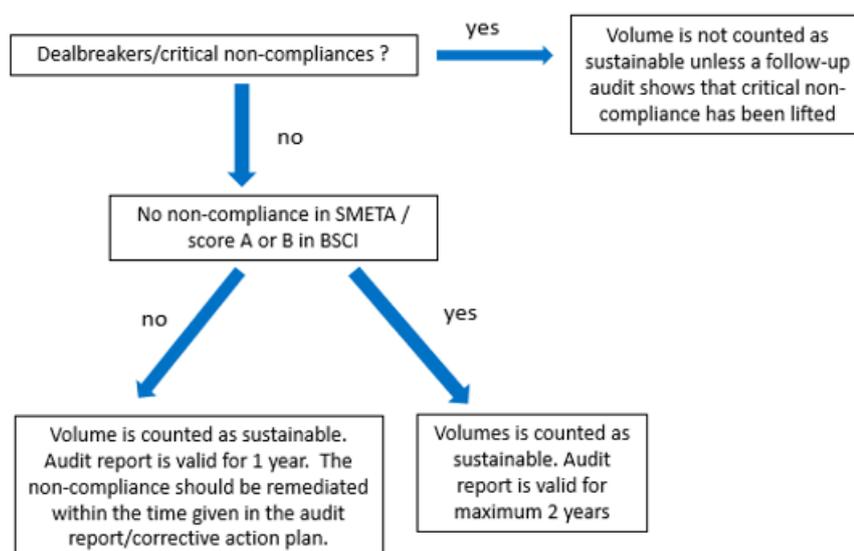
1. Obtain a general impression on data handling within the organization;
2. Reconcile the certifications and monitoring schemes used by the organization;
3. Understand the administrative process of the data within the organization (data flow);
4. Assess the completeness of volumes reported (including total volumes and total sustainable volumes);
5. Assess the accuracy of the sustainable sourced volumes reported.
6. Assess the quality of the data year-on-year

The reconciliation check will be performed either on site or online and will take approximately 2 hours per company depending on its complexity. In order to make the visit most meaningful, every

participating organization is requested in preparation to the visit to provide the completed Action Plan, Validation Report and the SSS proof of purchase in advance.

After the visit and validity checks, every participating organization will receive a management letter with observations and areas of improvement (if applicable) to prepare for the next reporting period.

5. Annex 1 – Additional BSCI and ETI/SMETA requirements regarding non-conformances, please refer to the decision tree below:



- The time between full audits should be of maximum two years; If non-compliances are reported in ETI/SMETA and if these are rated C, D or E in BSCI, the audit report is valid for maximum one year, after which an audit should be conducted to verify that the non-compliances have been remediated;
- If a farm has followed up the non-conformities from a previous audit, but other non-conformities are noted, the sourced volumes can still be marked as sustainably sourced, unless the requirement noted above has not been met;
- In case of critical non-compliances: the non-compliance should be remediated within the time given in the audit report and/or corrective action plan, after which an audit should be conducted to verify that the non-compliances have been remediated;

Following dealbreakers or critical non-compliances result in counting the reported volumes of a producer as non-sustainable:

Criterion	BSCI	SMETA
Child labour: Workers who are younger than 15 years old (or the legal minimum age defined by the country)	8.1.	4.1.
forced labour / bonded labour	11.1.	1.1 & 1.2
Using violence or the threat of violence to intimidate workers to force them to work	11.3.	9.1
Inhumane or degrading treatment, corporal punishment	11.1., 11.3.	9.1

(including sexual violence), mental or physical coercion, and/or verbal abuse		
Occupational health and safety violations that pose an imminent and critical threat to workers' health, safety, and/or lives & safety of the buildings <ul style="list-style-type: none"> - No structural problems that are cause for concern (building safety) (only valid for packaging units) - Sufficient emergency exits. (only valid for packaging units) - Workers have the right to remove themselves from imminent danger without permission 	7.12., 7.15.	3.1. (code) – measurement criterium 3.9 C – 3.9 D – 3.9 U – 3.9 Z
Attempted bribery of auditors	Upon auditors judgement	Upon auditors judgement
Intentional misrepresentation in the supply chain (e.g. hiding production sites, lacking a business licence, and purposefully under-declaring the size of the workforce)	Upon auditors judgement	Upon auditors judgement