



**Certification
Standards for the
Magen Tzedek Service Mark**



Magen Tzedek Mission

The mission of the Magen Tzedek Commission is to bring the Jewish commitment to ethics and social justice directly into the marketplace and the home.

The Magen Tzedek seal of certification will help assure consumers that kosher food products were produced in keeping with Jewish ethical values and ideals for social justice in the areas of labor practices, animal welfare, consumer issues, corporate integrity and environmental impact.

The Magen Tzedek program is a comprehensive ethical certification for retail products and synthesizes the aspirations of a burgeoning international movement for sustainable, responsible consumption and promotes increased sensitivity to the vast and complex web of global relationships that bring food to our tables.

The standards identified in this document reflect the collective wisdom of the Magen Tzedek Board of Directors with the intent of combining Jewish ethics with a realistic, attainable program for implementation. These standards may be revised over time to reflect continual improvements in the certification program and of expectations of the food industry.

Magen Tzedek Standards

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I. INTRODUCTION

1. Magen Tzedek Mission and Background

The kosher food industry has become an important part of the American food industry. It is estimated that over 40% of packaged foods in America have a kosher mark. The focus of kosher standards has historically been solely on the Jewish laws of Kashrut.

Judaism is a religion of many laws, including many involving social justice. For some Jews, both types of laws, kosher laws and social justice/ethical laws are important. For others, the social justice/ethical laws are of primary importance.

Many non-Jews purchase kosher products intentionally and others buy them without knowing it. Assurance that social justice/ethics standards are being met may be very relevant for these purchasers.

The primary goal of the Magen Tzedek comprehensive ethical certification program for retail food products is to establish an exemplary level of social justice expectations for kosher foods to assure consumers that the foods they purchase are consistent with traditional and 21st century Jewish and American values.

2. Scope of Certification

The scope of the Magen Tzedek certification is that only finished food products that are made in the United States shall be evaluated and certified. The Magen Tzedek service mark shall only be appended to products that are already certified as kosher or those foods which the Association of Kashrus Organizations deems do not require kosher certification. Certification for the Magen Tzedek service mark shall be for a period of two years, after which entities must be recertified.

An applicant entity can determine which products it wishes to have considered for the application of the Magen Tzedek service mark. It can include many products on one application or it can break them down into as many different applications as it determines will reflect their products and production practices most accurately.

Products which the Association of Kashrus Organizations determines do not require kosher certification are required to meet all applicable Magen Tzedek requirements other than kosher certification. These foods are generally “single ingredients” and are part of a group of ingredients referred to as “Group A” ingredients in this document.

The Magen Tzedek service mark does not intend to replace any kosher certification agency’s supervision or their certification mark (“hekhsher”). The Magen Tzedek service mark is in addition to the kosher hekhsher mark.

Kosher certification remains the responsibility of a kashrut certification organization and Magen Tzedek leaves it to the consumer to determine the acceptability of a particular mark of kosher certification. Magen Tzedek will provide information concerning the kosher certification of products participating in this program, available at our website, www.magentzedek.org. The Magen Tzedek comprehensive ethical certification program shall promote a more transparent process by encouraging the different kosher supervision agencies to provide more public information about their respective standards.

In addition to kosher food, the Magen Tzedek service mark is also available to producers of dual certified halal and kosher compliant finished foods that are made in the United States. There are a number of reasons for including halal certification work as part of the Magen Tzedek efforts. These include:

1. Entities in the program are asked to be multi-cultural and accepting – the only other major group with dietary food laws is the Muslim community and some of those laws overlap with kosher laws. Therefore it seems appropriate that the Magen Tzedek program may help in meeting these common goals.
2. If an entity has a Muslim supervision agency mark on a kosher product, the issues for Muslim consumers and those buying it for its halal status are very similar to those for the kosher consumers.
3. Many kosher products currently serve the halal market.

For entities that wish to have their products and plants certified, the Magen Tzedek program shall provide for the social justice evaluation of kosher products (or Group A products) and the plants that produce those items to earn the service mark.

The production practices related to those ingredients that together total 51% or more of the finished product by dry weight or any individual ingredient whose weight is 10% or more of the total final product dry weight shall be included in the evaluation.

All kosher products that are also certified by Magen Tzedek that use the “Generic K” as their kosher symbol (hekhsher) shall be listed by SKU/UPC/RMC or any other identifying number on the Magen Tzedek website with the name of the rabbi giving the certification and his/her contact information, along with the name of the certification body issuing Magen Tzedek certification. The Magen Tzedek program encourages entities and religious supervision agencies to develop a unique symbol for each kosher supervision agency.

For the purposes of this standard, the term “employee” refers only to non-exempt employees, i.e., they are the ones covered by this standard, unless specifically noted otherwise.

For additional information concerning any clause or requirement of this Standard, refer to the Magen Tzedek Program Guidance Document.

3. Requirements and the Law

All entities seeking certification under this Standard shall comply with all US federal, state and local laws, in addition to the requirements set forth herein. When such US federal, state and local laws address topics covered by the Standard, those requirements most favorable to the rights of workers, animals and/or the environment shall be applied.

4. Terms and Definitions

- a. *Entity*: For the purposes of this Standard, the entirety of any organization, business, facility, factory, plant, or institution responsible for implementing the requirements of this standard as defined in its scope of certification.
- b. *Employee*: For the purpose of this Standard, employee is defined to include all individual non-exempt men and women directly employed or contracted by an entity. If there is a need to identify requirements for an exempt employee, that will be addressed separately.
 1. *Non-exempt employee*: Employees who are subject to US federal wage and hour laws.
 2. *Exempt employee*: Those not subject to US federal wage and hour laws.
 3. *Temporary employee*: Those whose employment with the applicant entity is for a limited period of time.
 4. *Seasonal employee*: Those employees whose temporary employment is for a pre-determined and short-term period of time.

- c. *Tzedakah*: identifies a religious obligation to make donations with standards of justice and other philanthropic acts, which Judaism emphasizes are important parts of living a spiritual life.
- d. *Shall*: identifies a mandatory requirement of the standard.
- e. *Should*: identifies a best practice activity related to the requirements of the standard that is not mandatory but is desired. The requirements identified as *should* indicate the dedication of the entity to provide a workplace that exceeds the minimum requirements, and this will be addressed in the Guidance Document.
- f. *Benefits*: non-cash compensation paid to employees including, but not limited to, paid vacation and any fringe benefits such as health insurance and retirement, which are actually received by the employee.
- g. *AMI* is the American Meat Institute.
- h. *CPI* is Consumer Price Index as calculated by the US Bureau of Labor Statistics.
- i. *USDA FSIS* is the US Department of Agriculture's Food Safety and Inspection Service.
- j. *FMI/NCCR* is the Food Marketing Institute/National Council of Chain Restaurants, two trade associations that have worked together to establish animal welfare standards.
- k. *RbST* is recombinant bovine somatotropin (bovine growth hormone).

II. CERTIFICATION REQUIREMENTS

1. Labor Practices

1.1. General

The labor component of the program applies to non-exempt employees in US-based plants, i.e., employees who are subject to US federal wage and hour laws.

Entities that are certified to Social Accountability International Standard SA8000® are considered to meet the labor requirements of this Standard.

The applicant entity should monitor annual employee turnover as a general indicator of the labor environment at the entity's facilities.

1.2. Living Wages and Benefits (Refer to Section 1.3.1 Collective Bargaining and Grievance Resolution)

1.2.1. Wages

The entity shall respect the right of employees to earn a living wage and ensure that wages paid to the lowest level employee qualified as a legally full-time employee shall always be at least 15% higher than the highest mandated US federal, state or local minimum wage.

Temporary and seasonal workers shall be covered by the requirements of the Magen Tzedek living wage standard and the fringe benefit standard while employed.

The entity should adjust wages on an annual basis to reflect the appropriate US federal CPI or the local or state government's definition of the cost of living for the year while maintaining wages at least 15% higher than the highest applicable legal minimum wage.

1.2.2. Working Hours

The maximum number of hours worked by employees shall not exceed those mandated by US federal, state or local laws.

In cases where overtime is required, overtime shall not exceed 20% beyond normal working hours per week. Additionally, overtime premiums shall be paid in accordance with the most beneficial of the Fair Labor Standards Act, administered by the US Department of Labor, Wage and Hour Division or any state or local laws.

Personnel shall be provided with at least one day off in every seven-day period.

In cases where overtime work is needed to meet short-term business demand, additional overtime work beyond 20% of normal working hours is permissible only where that overtime is voluntary. Under no

circumstances shall all work exceed 60 hours per week, absent an unusual and short-term emergency condition.

Records of hours worked, including overtime hours, and any involuntary time-off shall be maintained.

1.2.3. Benefits

1.2.3.1. Benefit Costs

Employee benefits shall be clearly defined and documented and the total documentable value of benefits shall be at least 35% of the base wage for all non-exempt employees. This shall include all US federal, state and local government-mandated benefit deductions. All employee benefits shall be vested within six months of employment.

The applicant entity shall identify the benefits provided and define how the values of the benefits are calculated in a form that is easily understood by the employees. The entity shall ensure that employee wages and benefits are detailed clearly and regularly in writing for each pay period. Wages shall be paid at minimum twice per month to all employees. The entity shall also ensure that all wages and benefits are made available to the employee in full compliance with all applicable laws in a manner that is convenient for the employees.

1.2.3.2. Maternity and Parent Care Leave

The entity shall meet US federal, state or local standards, whichever is most generous, for such unpaid or partially paid leaves. Any employee properly requesting such leave and receiving it shall retain a right to promptly return after the leave to a job at the same salary and skill level.

Records of any complaints under the Family Medical Leave Act and their disposition shall be maintained by the entity.

1.2.3.3. Bereavement Leave

The entity shall permit its employees to take unpaid leave for the death of a family member as defined by Jewish law: Mother, Father, Brother, Sister, Son, Daughter, Wife or Husband. The minimum leave shall be three days for local leave or five days for out-of-state leave. However, entities should permit one full week, consistent with Jewish practices.

The entity should also permit unpaid leave for the death of additional family members, including: Grandfather, Grandmother, Grandson, Granddaughter, Aunt, Uncle, Nephew, Niece, Sister-in-Law, Daughter-in-Law, Brother-in-law, Son-in-Law, Father-in-Law and Mother-in-Law. (The status of “step” in any of the above relationships shall not preclude taking the above unpaid leave.)

1.2.3.4. Child Care

The entity should provide child day care arrangements for employees as appropriate.

1.2.3.5. Non-Expensed Benefits

1.2.3.5.1. Lunch and Break Provisions

The entity shall provide for at least a minimum 20-minute unpaid lunch break and two 10-minute paid breaks, one before and one after the lunch break, during the course of an 8-hour shift for all full time employees (i.e., employees working over 32 hours per week). The compensated work day shall include time for donning and doffing of safety equipment or special uniforms where applicable. Where there is an applicable law concerning lunch and break times, its standards shall control only insofar as they require breaks equal to or greater than the minimum stated above.

The entity should ensure that employee needs for daily comfort are being adequately met. This includes providing break room space, toilets (including the right to privacy), changing rooms, etc. The entity should also permit employees reasonable additional time for personal relief as appropriate. Where there are applicable laws concerning these amenities, the law shall be met.

1.2.3.5.2. Training Benefits

The entity should permit non-exempt employees to take training off site or provide assistance in covering the cost of academic courses in an accredited teaching institution.

1.2.3.6. Cafeteria-Style Benefit Programs

The entity should provide a cafeteria-style benefit program, with counseling, such that employees may tailor the available benefits to their specific needs.

1.3. Freedom of Association and the Right to Collective Bargaining

1.3.1. Collective Bargaining and Grievance Resolution

For those entities covered by a freely negotiated collective bargaining agreement covering at least a majority of its production and maintenance employees with a recognized international union, the wages and benefits negotiated under the contract shall be considered to meet the requirements of this standard in Clause 1.2.1, above.

If the entity does not have a negotiated contract with a recognized international union, it shall have, nevertheless, a recognized and effective grievance resolution procedure for the benefit of its employees.

1.3.2. Right to Organize

The entity shall develop and implement a policy of non-interference by unlawful means with the employee's right to organize. Verified evidence of actively opposing the organization of the workforce by the management of the entity by unlawful means will disqualify the entity from the certification process.

1.3.3. Labor Complaints

The entity shall maintain notices of complaints from any National Labor Relations Board or state/local labor relations agency violations. The entity shall also maintain records of any action taken as a result of the complaint, including disposition of charges, and include any Cease and Desist orders, charges of violation of the wage and hour laws or of Union election rules, and provide those records to the Magen Tzedek program third party auditing organization.

1.4. Health and Safety

1.4.1. Safety Inspections

All entities shall have an annual independent health and safety inspection and shall maintain these as records indicating that the facility is in compliance with their insurance carrier's health and safety requirements.

The entity should:

Participate in the OSHA Voluntary Protection Program ("VPP") for safety; or

Implement a safety program that has worker selected representatives meeting with management representatives in a joint safety committee.

1.4.2. Safety Metrics

The company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to workers' health arising out of associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the workplace environment, and bearing in mind the prevailing knowledge of the industry and of any specific hazards.

The company shall appoint a senior management representative to be responsible for ensuring a safe and healthy workplace environment for all personnel, and for implementing the Health and Safety elements of this standard.

The company shall establish systems to detect, avoid, or respond to potential threats to the health and safety of personnel. The company shall maintain written records of all accidents that occur in the workplace and in company-controlled residences and property.

All personnel shall have the right to remove themselves from imminent serious danger without seeking permission from the company.

1.4.3. Safety Training

The entity shall provide appropriate safety training to personnel on a regular basis. Such instructions shall be repeated for new and reassigned personnel and repeated in cases where accidents have occurred.

The entity shall ensure that training is provided during regular working hours in each language which is spoken by more than 5% of the non-exempt workforce, or where more than 5 employees speak a language. A recognized non-language based training system may be used as an alternative.

Records of all training, including the language used for each training program, shall be maintained for each employee.

1.4.4. On-Site Emergency Health Care

The entity shall have an onsite emergency healthcare plan in place and shall provide emergency response training to employees. The entity shall maintain the appropriate level of emergency first aid equipment as required by federal, state, or local laws, whichever is greatest.

In the event of a work related injury the company shall provide first aid and assist the worker in obtaining follow-up medical treatment.

1.4.5. Safety Equipment

The entity shall provide at no cost to the employee, safety equipment that is required by law and/or identified on Material Safety Data Sheets (MSDS) as required personal protection equipment (PPE) for materials an employee will use or come in contact with.

Material Safety Data Sheets for all covered materials used in the entity's facilities shall be accessible to employees on all shifts.

The entity should provide sources where workers can purchase additional, non-mandatory safety equipment at discount rates.

1.5. Discrimination

The entity should, to the extent possible, promote gender diversity in the workplace and shall not engage in or support illegal discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, immigration status, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions or age.

1.6. Child Labor

The entity shall not employ child labor. The term "child" refers to a person younger than 15 (or 14 where local law allows). The entity having any employed

person under 18 years of age shall comply with all applicable law including properly authorized work permits.

1.7. Forced Labor

The entity shall not engage in the use of forced or trafficked labor under any circumstances nor shall it allow the use of forced or trafficked labor within its supply chain.

2. Animal Welfare

2.1. Applicable Standards

An entity may meet the Magen Tzedek animal welfare requirements by providing evidence that it participates in and complies with a Magen Tzedek-approved protective animal welfare audit program. Such Magen Tzedek-approved audit programs shall address, in auditable language, facilities, veterinary care, human oversight, humane conditions, and appropriate diets on-site. In addition to the traceability requirements outlined in Section 6 below, all slaughtered animal products shall come from a plant meeting a Magen Tzedek-approved audit program for both kosher and non-kosher slaughter processes, no matter where that process falls in the supply chain. For additional information concerning animal welfare, including a list of Magen Tzedek-approved audit programs, refer to the Magen Tzedek Program Guidance Document as well as www.magentzedek.org/animal.

2.2. Incremental Improvement Requirement

The Magen Tzedek Standard applies a developmental approach to animal welfare requirements whereby the entity shall define specific conditions for improvement, document said improvements, and show progress in carrying out such improvement at each certification cycle. The plan shall define specific conditions to be achieved with timing identified for the achievement of those conditions.

3. Consumer Issues

3.1. General

3.1.1. Third Party Food Safety and Nutritional Certification

The entity shall have a food safety audit conducted by a recognized second or third party auditing firm or should be certified to voluntary food safety standards such as GFSI and/or SQF 1000/2000. Such programs cover issues pertaining to nutritional information labeling and compliance with food safety standards.

3.1.2. Consumer Recognized Product Attributes

The applicant entity should communicate any specific standards related to the consumer's perception of the product as it relates to current issues such as organic, rbST free, etc. that are validated by a recognized second or third party audit program. This shall include allergen free claims or proper indication of allergens.

3.1.3. Magen Tzedek Ingredients

The applicant entity should maintain records showing the proportion of ingredients that are compliant with recognized social justice agreements such as the Fair Trade Agreement, Rainbow Alliance, Immokalee Workers Program, Food Alliance or other programs that are approved by the Magen Tzedek program. Applicant entities should actively support and encourage their suppliers to obtain such certifications and to provide them to the Magen Tzedek program to increase the percentage of the applicant entity's ingredients that are covered by the Magen Tzedek program requirements.

3.1.4. Kosher and Halal Requirements

This clause only applies to products that are dual certified, i.e., that have both a kosher and halal mark.

The entity should identify the halal mark (trademark) that is traceable to the responsible halal supervision agency on the product, as applicable.

3.2. Product Safety and Recalls

The entity shall maintain records of product recalls at any level, be it federal, state and local, including the class and scope of the recall. Records shall include the cause and any actions resulting from the recall, including any disciplinary actions.

The entity should use interventions beyond those required by law to assure the safety of raw products or products that do not normally receive a recognized heat treatment leading to microbial lethality.

3.3. Kosher Related Recalls

The entity shall maintain records of any kosher alerts and/or recalls that have occurred within the past three years and records of any actions taken as a result of the alerts/recalls.

3.4. Halal-related Recalls

The entity shall maintain records of any halal alerts and/or recalls for products that are dual certified (kosher and halal) that have occurred within the past three years and records of any actions taken as a result of the alerts and/or recalls.

4. Corporate Integrity

4.1. General

The applicant entity shall have appropriate anti-bribery and whistle-blower policies and shall not act as a willing party to wrongdoing, corruption, kickbacks, bribery, financial impropriety or other illegal acts.

The entity shall take prompt and firm action whenever wrongdoing of any kind is found among its employees, and ensure that there is no retaliation against employees who utilize complaint mechanisms.

4.2. Legal Compliance

The entity shall maintain records of any notice of investigations and/or settlements with the following agencies within the past three years, including pending investigations and/or settlements: the Securities and Exchange Commission, the US Department of Justice, the US Attorney's Office, and/or any State Attorney General's Office.

The entity shall adhere to the principles of the Financial Accounting Standards Board or other equivalent accounting principles, and shall maintain records of any and all accounting violations within the past three years, including pending investigations.

As discussed in Section I above, all entities seeking certification under this Standard shall comply with all federal, state and local laws, in addition to the requirements set forth herein. When such federal, state and local laws address topics covered by the Standard, those requirements most favorable to the rights of workers, animals and/or the environment shall be applied.

4.3. Corporate Charity

The entity should participate in charitable giving, or Tzedakah, to the extent of its ability to do so without affecting the wages and benefits of the workforce.

5. Environment Impact

5.1. Legal Compliance

The applicant entity shall have obtained all required environmental and land use permits and be in compliance with them.

The entity shall also provide any notices of violations of US EPA or the state/local authority's rules related to environmental compliance.

5.2. Waste Reduction, Recovery and Recycling

5.2.1. Environmental Management Plan

The entity shall have an environmental management plan in place which includes reduction goals of at least 2% (by volume) per year for each issue identified below. The entity shall provide data for each of the six areas of

consumption and waste indicated below for at least the three years prior to application for certification as baseline data. The entity shall implement the environmental management plan within the first two years of certification with quantitative evidence of compliance with reduction goals per unit of production for each of the following issues:

1. Energy consumption
2. Water consumption
3. Solid waste
4. Hazardous waste
5. Air pollution
6. Water pollution

Alternatively, in cases where an entity has previously undertaken significant reductions in the aforementioned areas, an entity may receive credit for such reductions and thus be in compliance with paragraph 5.2.1. To qualify for such an alternative, the entity must provide documentation demonstrating such reductions in a given period of time prior to its application for certification.

5.2.2. Recycling and Reuse

The entity shall have established programs to promote the recovery, reuse, recycling and related activities. The entity shall establish and track metrics for the amount of materials saved/recycled through each method.

5.3. Supply Chain Environmental Improvement

The entity shall develop and implement programs to encourage ingredient manufacturers to participate in the Magen Tzedek program. The supplier program shall include the issues identified in Clause 5.2 above, as appropriate. Food packaging materials should also be able to qualify for Magen Tzedek certification if they comply with the normative mainstream US kashrut standards and/or all materials used are currently on the AKO list of Group A ingredients. These packaging material programs shall also address recyclability and quantity reduction in packaging, shipping, and other areas in the supply chain.

5.4. Energy Efficiency and Alternative Fuels

5.4.1. Energy Consumption Reporting

The entity should establish and report via one or more of the following formal data collection systems, or acceptable equivalent:

AF21: Amount of energy consumed and percentage energy from renewable source per unit of product;

EN3: Direct energy consumption broken down by primary energy source per unit of product;

EN4: Indirect energy consumption broken down by primary energy source per unit of production.

An alternate approach would be to monitor percentage reduction in energy consumption per unit of production from the prior year.

5.4.2. Alternative Fuels

The entity should utilize alternative energy sources as appropriate in its operations.

5.4.3. Energy Efficiency

The entity should minimize energy usage including the use of energy efficient machinery and equipment, including transportation of final product and ingredients.

5.5. Carbon Footprint Analysis

The entity should obtain a carbon footprint analysis. The measurement should be on the basis of carbon footprint per product produced. The measurement should be obtained through completion of a PAS2050 analysis (or acceptable equivalent) for the initial certification and for each recertification.

5.6. Water Footprint Analysis

The entity should conduct a water footprint analysis that identifies total water input, how the water is used, and water use per product produced.

5.7. Hazardous Wastes and Other Discharges

5.7.1. Hazardous Discharge Reductions

The entity shall implement programs to reduce hazardous discharges, including reductions on their Toxic Release Inventory (TRI) reportable compounds. TRI reductions shall be recorded on the basis of per product produced and be reported for the past reporting time to the current reporting time.

5.7.2. Regulatory Violations

The entity shall maintain records of any US federal, state or local violations that have led to fines or other legal action for environmental law violations.

Violations of US federal, state, and civil laws can also be raised in civil complaints that result in settlement and/or court orders compelling the payment of a forfeiture, and/or remediation work and these shall be included in the maintained records.

Records of new violations and their disposition shall be maintained and reported to the certification authority within thirty (30) days of the notice of violation.

5.7.3. Illegal Dumping

The entity shall maintain records of any convictions for illegally releasing toxic waste, dumping materials illegally and similar breaches of local, state or US federal law within the past five (5) years.

6. Traceability

The entity shall develop, document and implement a traceability plan to ensure that key ingredients provided by their supply chain are sourced in compliance with the requirements of this Standard. This plan shall be designed and implemented as defined in the Guidance document for this Standard.

The status of the plan's implementation shall be reviewed by the management of the entity at regular intervals not to exceed annual reviews.

The results of these reviews and any actions taken as a result of the reviews shall be recorded.

6.1. Key Ingredients

Key ingredients are defined as those constituent ingredients whose combined dry weight makes up at least 51% by weight of the total final product dry weight or any individual ingredient whose weight is 10% or more of the total final product dry weight.

6.2. Slaughterhouses

Slaughterhouses in the supply chain shall have priority status in the traceability plan, and all covered slaughtered animal products shall be properly sourced, beginning with the first certification cycle. Proper sourcing within this paragraph requires that all slaughtered animal products shall come from a plant meeting a Magen Tzedek-approved audit program for both kosher and non-kosher slaughter processes, no matter where that process falls in the supply chain. In addition to meeting approved slaughter processes, the slaughterhouse should comply with the labor requirements of the Magen Tzedek Standard.

6.2.1. Covered Products

Covered slaughtered animal products include all meat products constituting 2% or more of the final product and all poultry products constituting 3% or more of the final product.

6.3. Traceability Implementation Plan

Implementation of a traceability plan shall be developed in three phases, each phase representing one certification cycle as defined in the Guidance document. During phase one, all covered slaughtered animal products shall be properly sourced in accordance with paragraph 6.2 of this Standard and the Guidance document. During phase two, all tier one suppliers of key ingredients as defined in paragraph 6.1 should also be properly sourced. During phase three, all tier two suppliers of key ingredients as defined in paragraph 6.1 should also be properly sourced.

7. Records

The entity shall maintain appropriate records to demonstrate conformance to all requirements of this standard. Records shall be in hard copy or electronic media

and stored in a location and environment to protect them from damage or loss. No record shall be altered unless there is evidence of the authority and date of the change and the reason for the change. All records shall be retained for at least the period of certification and shall be readily available for review by Magen Tzedek program auditors.