

ADDITIONAL RESOURCES

To support human rights due diligence in the cocoa sector, focussing on child labour and forced labour



International
COCOA
Initiative

Introduction

This document, prepared by the International Cocoa Initiative (ICI), complements the Business Handbook on Human Rights Due Diligence in the Cocoa Sector: Addressing Child Labour and Forced Labour (hereafter referred to as “the Handbook”), developed by the Organisation for Economic Co-operation and Development (OECD) and ICI, with co-financing from the German Federal Ministry for Economic Cooperation and Development (BMZ). It outlines resources and tools (Part 1) which can help companies operationalise risk-based due diligence to address human rights risks and impacts in the cocoa supply chain, focusing on child labour and forced labour. It also provides examples on the implementation of corporate due diligence in the cocoa sector (Part 2). The mention of any company or organisation names does not imply endorsement of the said company’s or organisation’s actions by ICI.

It is relevant for companies in the cocoa sector operating at any stage of the supply chain, regardless of location or company size. Given that human rights risks and impacts are present along the full cocoa supply chain, co-operatives and farmer organisations, traders and processors, manufacturers, confectionary brands and retailers who buy and sell cocoa products may all find value in it. Readers should first read the Handbook and then the “Additional Resources” document to supplement their understanding on the issue or to find resources which can provide more in-depth information on how to operationalise risk-based due diligence. The resources and examples listed in this document are not meant to be exhaustive.

Part 1: Resources and Tools

Governments are increasingly legislating to oblige enterprises to conduct due diligence to identify and address human rights and environmental risks in global supply chains. The following tables outline examples of such legislation (in force and pending), along with an overview of national legislation in key cocoa-producing countries.

Table 1. Human rights and environmental due diligence legislation

Country	Legislation	Status	Issue Focus	Reporting Expectation	Due Diligence Obligation	Import Ban
Australia	Modern Slavery Act	In Force	Forced Labour/ Modern Slavery (FL/MS)	Yes	No	No
European Union	Corporate Sustainability Reporting Directive (CSRD)	In Force	Environment Social Anti-corruption & Bribery Diversity	Yes	No	No
	Corporate Sustainability Due Diligence Directive	Pending	Human Rights and Environmental Due Diligence (HREDD)	Yes	Yes	No
	EU Regulation on the Prohibition of Products Made with Forced Labour	Pending	FL/MS	No	Yes	Yes
France	Corporate Duty of Vigilance Law	In Force	HREDD	Yes	Yes	No
Germany	Supply Chain Due Diligence Act	In Force	HREDD	Yes	Yes	No
Netherlands	Child Labour Due Diligence Act	Pending	Child Labour (CL)	Yes	Yes	No
Norway	Norwegian Transparency Act	In Force	HREDD	Yes	Yes	No
Switzerland	Duty of Care and Transparency (ordinance)	In Force	CL + Conflict Minerals	Yes	Yes	No
United Kingdom	Modern Slavery Act	In Force	FL/MS	Yes	No	No
United States	California Transparency in Supply Chains Act	In Force	FL/MS	Yes	No	No
	The Uyghur Forced Labor Prevention Act (UFLPA) and Section 307 of the Tariff Act of 1930	In Force	FL/MS	No	Yes	Yes

Table 2. Ratification of international standards in cocoa growing countries

Country	Forced labour				Child labour		
	ILO C. 29	ILO C.105	Forced Labour Protocol	Palermo Protocol	ILO C. 138	ILO C. 182	UN Convention on the Rights of the Child
Brazil	✓	✓	✓	✓	✓	✓	✓
Cameroon	✓	✓	✓	✓	✓	✓	✓
Côte d'Ivoire	✓	✓	✓	✓	✓	✓	✓
Ecuador	✓	✓		✓	✓	✓	✓
Ghana	✓	✓		✓	✓	✓	✓
Indonesia	✓	✓		✓	✓	✓	✓
Nigeria	✓	✓		✓	✓	✓	✓
Sierra Leone	✓	✓		✓	✓	✓	✓

Source: ILO (n.d.), Ratifications of fundamental instruments by country, https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:1001:0::NO::P10011_DISPLAY_BY:P10011_CONVENTION_TYPE_CODE:1,F. UN (n.d.), Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, https://treaties.un.org/Pages/ViewDetails.aspx?src=IND&mtdsg_no=XVIII-12-a&chapter=18. UN (n.d.), "Convention on the Rights of the Child", United Nations Treaty Collection, https://treaties.un.org/pages/ViewDetails.aspx?src=IND&mtdsg_no=IV-11&chapter=4&clang=en.

Table 3. National legislation on child labour and forced labour in cocoa growing countries

Country	Minimum Age for Non-hazardous Work	Minimum Age Hazardous Work	Hazardous Child Labour List	Prohibition of Forced Labour	Prohibition of Child Trafficking
Brazil	16	18	✓	✓	
Cameroon	14	18	✓	✓	
Côte d'Ivoire	16	18	✓	✓	✓
Dominican Republic	14	18	✓		
Ecuador	15	18	✓	✓	✓
Ghana	15	18	✓	✓	✓
Indonesia	15	18	✓	✓	
Nigeria	12	18	✓	✓	✓
Peru	14	18	✓	✓	✓
Sierra Leone	15	18	✓	✓	✓

Source: ILO (n.d.), NATLEX: Database of national labour, social security and related human rights legislation, https://www.ilo.org/dyn/natlex/natlex4.home?p_lang=en. ILAB (2021), Findings on the Worst Forms of Child Labor, <https://www.dol.gov/agencies/ilab/resources/reports/child-labor/findings>

Table 4. Examples of data sources on child labour and forced labour

Source	Issue Focus	URL
NORC	Child Labour & Cocoa	https://www.norc.org/Research/Projects/Pages/assessing-progress-in-reducing-child-labor-in-cocoa-growing-areas-of-c%C3%B4te-d%E2%80%99ivoire-and-ghana.aspx
UNICEF	Child Labour	https://data.unicef.org/topic/child-protection/child-labour/ https://www.childrensrighsatlas.org
ILO	Child Labour Child Labour & Cocoa	https://www.ilo.org/ipec/ChildlabourstatisticsSIMPOC/lang--en/index.htm https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_858641.pdf
ICI Knowledge Hub	Child Labour & Forced Labour & Cocoa	https://www.cocoainitiative.org/knowledge-hub
IFC's GMAP	Child Labour and Forced Labour	https://gmaptool.org/tool
ILO	Forced Labour	https://www.ilo.org/global/topics/forced-labour/publications/WCMS_854733/lang--en/index.htm
Walk Free	Forced Labour & Cocoa	https://www.walkfree.org/news/2018/high-forced-labour-risk-in-cocoa-industry-needs-to-step-up/
Verisk Maplecroft	Forced Labour	https://www.maplecroft.com/risk-indices/forced-labour-index/

Table 5. Main certification initiatives

African Standards (ARS)	https://members.wto.org/crnattachments/2020/TBT/GHA/20_6088_00_e.pdf
ISO Standards 34101 series Sustainable and traceable cocoa	Part 1: https://www.iso.org/standard/64765.html Part 2: https://www.iso.org/standard/64766.html Part 3: https://www.iso.org/standard/64767.html Part 4: https://www.iso.org/standard/70773.html
Rainforest Alliance (merged with Utz in 2018)	https://www.rainforest-alliance.org/utz/
Fairtrade International	https://www.fairtrade.net/product/cocoa
Organic	EU: https://ec.europa.eu/info/food-farming-fisheries/farming/organic-farming/organics-glance_en#aimsoforganicfarming United States National Organic Program: https://www.ams.usda.gov/about-ams/programs-offices/national-organic-program

Table 6. Examples of additional resources on responsible business conduct and human rights due diligence

Organisation	Title	Description	URL	Cocoa Specific
ICI	Community child labour risk calculator	Country specific models respectively for Côte d'Ivoire and Ghana which can be used to identify and target the most vulnerable communities for support.	https://www.cocoainitiative.org/knowledge-hub/resources/community-child-labour-risk-assessment-data-collections-tools	Yes
	Risk models for predicting child labour	Where good quality household level data is already available, predictive models can be used to identify households at higher risk of child labour, allowing them to be prioritised for targeted support and in-person monitoring.	https://www.cocoainitiative.org/knowledge-hub/resources/risk-models-predicting-child-labour	Yes
	ICI's Protective Community Index	A community-level assessment tool that can be used to identify and target communities for support or in-depth assessment, that can be used to help prioritise where support is needed most urgently and to monitor progress.	https://www.cocoainitiative.org/knowledge-hub/resources/protective-community-index	Yes
ILO, IOE	ILO-IOE Child Labour Guidance Tool for Business	This guidance tool was developed as resource for companies to meet the due diligence requirements laid out in the UNGPs, as they pertain to child labour. It is meant to help companies doing business with respect for children's right to be free from child labour.	https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---ipecc/documents/instructionalmaterial/wcms_ipecc_pub_27555.pdf	No
UNICEF	Child Labour and Responsible Business Conduct. A Guidance Note for Action	The report improves on existing literature by placing particular emphasis on holistic, child rights-based approaches to tackling child labour, with responsible business conduct at their core.	https://www.unicef.org/media/122616/file/Guidance-Note-Child-Labour-and-Responsible-Business-Conduct-June-22.1.pdf	No
Danish Institute for Business and Human Rights (DIHR)	Human rights impact assessment guidance and toolbox	This Guidance and Toolbox is modelled on HRIA for large-scale business projects conducted at the project or site level. However, many of the sections will be relevant in other contexts and could usefully be adapted to suit smaller projects or different types of business activities, or be utilised when integrating human rights into environmental, social and health impact assessments.	https://www.humanrights.dk/tools/human-rights-impact-assessment-guidance-toolbox https://www.humanrights.dk/publications/integrating-human-rights-environmental-social-health-impact-assessments	No

Table 6. Examples of additional resources on responsible business conduct and human rights due diligence (continued)

Organisation	Title	Description	URL	Cocoa Specific
Danish Institute for Business and Human Rights (DIHR)	Sector Wide Impact Assessment	A Sector-Wide Impact Assessment (SWIA) is a human rights impact assessment that looks at the actual and potential impacts of a business sector in a particular geographic context through several different levels of analysis, in order to build a complete picture of a sector's impacts on human rights.	https://www.humanrights.dk/sites/humanrights.dk/files/media/document/Sector-wide%20impact%20assessments%20%28EN%29.PDF	No
NomoGaia	A Human Rights Impact Assessment Toolkit	This Toolkit sets forth for practitioners interested in conducting corporate Human Rights Impact assessments (HRIA) a four-phase process of HRIA in a step-by-step manner. The Toolkit also presents a practical format for completing an HRIA that is based on over five years of testing using sample case studies from around the world.	http://nomogaia.org/tools/	No
Edited by Nora Götzmann	Handbook on Human Rights Impact Assessment	Handbook addresses HRIA in the context of business and human rights with case studies from different sectors including Agriculture, Food and Beverage, Mining and ICT.	https://www.e-elgar.com/shop/usd/handbook-on-human-rights-impact-assessment-9781788119993.html	Partial
Oxfam	Community-based Human Rights Impact Assessment tool (COBHRA)	The new COBHRA has refined its lens, examining every issue not only from the perspective of human rights but of gender, with the goal of developing solutions that will work for women, men, and gender-diverse peoples.	https://hria.oxfam.org/	No
Südwind Institute	Guide to conduct risk analysis for cocoa producing countries	Provides background information and guidelines on preparing and conducting risk analysis for companies operating in the coca sector.	https://www.kakaoforum.de/fileadmin/Redaktion/Downloads/Oeffentliche_Downloads/News_verbunden_ab-7-2020/SUEDWIND_risk_analyses_cocoa_sector.pdf	Yes

Table 7. Examples of Cocoa initiatives, multilateral organisations or platforms

Title	Description	URL
Cocoa Talks	Launched in 2020, the objective of the EU multi-stakeholder dialogue on sustainable cocoa (also called the “Cocoa Talks”) is to foster progress in the elimination of child labour and child trafficking in cocoa supply chains, enhancing the protection and restorations of forests in cocoa-producing regions, and ensuring a living income for cocoa farmers. A series of roundtables took place in 2021 and 2022, resulting in a roadmap agreed between the various stakeholders involved and published in June 2022 under the new name of “Alliance on Sustainable Cocoa”.	https://knowledge4policy.ec.europa.eu/publication/cocoa-talks-eu-virtual-roundtables-sustainable-cocoa_en
Cocoa and Forest Initiative (CFI)	The governments of Côte d’Ivoire and Ghana and 35 leading cocoa and chocolate companies have joined together in the Cocoa & Forests Initiative to end deforestation and restore forest areas.	https://www.worldcocoaoundation.org/initiative/cocoa-forests-initiative/
International Cocoa Organization (ICCO)	The International Cocoa Organization (ICCO) is an inter-governmental organisation established in 1973 under the auspices of the United Nations and operating within the framework of successive International Cocoa Agreements. ICCO comprises 51 Member countries, of which 22 are cocoa-exporting countries and 29 are cocoa-importing countries. These Member countries together represent 92% of world cocoa exports and 80% of world cocoa imports.	https://www.icco.org/
International Cocoa Initiative (ICI)	ICI is a multi-stakeholder partnership advancing the elimination of child labour and forced labour, by uniting the forces of the cocoa and chocolate industry, civil society, farming communities, governments, international organisations and donors.	https://www.cocoainitiative.org/
World Cocoa Foundation (WCF)	WCF’s members include cocoa and chocolate manufacturers, processors, supply chain managers, and other companies worldwide, representing more than 80 percent of the global cocoa market. WCF’s activities benefit farmers and their communities in cocoa-growing regions of Africa, Southeast Asia, and the Americas.	https://www.worldcocoaoundation.org/

Table 8. Country specific cocoa platforms and regulatory bodies

Country	Name	URL
Belgium	Beyond Chocolate	https://www.idhsustainabletrade.com/initiative/beyondchocolate/
Côte d'Ivoire & Ghana	Côte d'Ivoire-Ghana Cocoa Initiative'	https://www.cighci.org/
Côte d'Ivoire	Conseil du Café-Cacao	http://www.conseilcafecacao.ci/
France	French Initiative for Sustainable Cocoa (IFCD or FRISCO)	https://www.ecologie.gouv.fr/initiative-francaise-cacao-durable
Germany	Forum Nachhaltiger Kakao (German Initiative on Sustainable Cocoa (GISCO))	https://www.kakaoforum.de/en/
Ghana	Ghana Cocoa Board - COCOBOD	https://cocobod.gh/
Japan	Sustainable Cacao Platform for Developing Countries	https://www.jica.go.jp/activities/issues/governance/platform/index.html
Netherlands	Dutch Initiative on Sustainable Cocoa (DISCO)	https://www.idhsustainabletrade.com/initiative/dutch-initiative-on-sustainable-cocoa-disco/
Switzerland	Swiss Platform for Sustainable Cocoa -Kakao Plattform (Swissco)	https://www.kakaoplattform.ch/

Part 2: Examples of corporate due diligence

The examples listed in this section were provided by businesses and organizations involved in the informal consultation process or collected as part of the research conducted to prepare the Business Handbook. The inclusion of an example from a company or an organisation does not imply endorsement of its actions by ICI or the OECD. It is outside the scope of this document to confirm or critically evaluate the information provided here, or the publicly available information that is being referred to. This document should be used for illustrative purposes only.

Step 1: Embed responsible business conduct for human rights into policies and management systems

Examples of policy statements that include human rights and responsible business conduct

Ferrero

<https://www.ferrero.com/sustainability/human-rights-policy-statement>

https://www.ferrerosustainability.com/int/sites/ferrerosustainability_int/files/2022-06/20220406-cocoa-charter-light.pdf

In Ferrero's Human Rights Policy Statement, the company states it is committed to respecting and promoting human rights and preventing and mitigating any adverse impact through a due diligence-based approach. The policy highlights its approach and engagement with employees, business partners and other relevant stakeholders and how it works to implement and govern these Human Rights Principles. This commitment is operationalised in the Code of Business Conduct, the Supplier Code of Conduct and the Cocoa Charter. Furthermore, it has implemented an "Integrity Helpline" where stakeholders can raise concerns.

Fuji Oil Holdings Inc.

<https://www.fujioilholdings.com/en/sustainability/cocoa/>

Fuji Oil Holdings Inc's Responsible Cocoa Beans Sourcing Policy focuses on raising farmers' income, ending child labour, restoring forests and promoting agroforestry by planting trees and improving supply chain transparency. The company set itself a public target to eliminate child labour in the Fuji Oil Group's supply chain of cocoa beans and products by 2030, with an earlier goal of eradicating the worst forms of child labour (WFCL) by 2025. To reach these goals, the company announced specific actions it would take, such as implementing Child Labour Monitoring and Remediation Systems (CLMRS) in 100% of the Group's direct supply chain for cocoa beans coming from high-risk countries in West Africa and introducing a new cocoa farmer support program to end child labour in Ghana.

Examples from SMEs

Shift project: SMEs and the Responsibility to Respect Human Rights

<https://shiftproject.org/wp-content/uploads/2020/01/index.pdf>

SMEs reported in a workshop run by Shift advancing human rights due diligence by establishing a cross-functional human rights committee chaired by the CEO and/or senior directors; establishing a sustainability function that is given an equal footing with the buying team; and participating in peer learning networks to advance human rights knowledge.

Small cocoa trading company in Côte d'Ivoire

Interview undertaken as part of the Handbook preparation:

A small cocoa trading company based in Côte d'Ivoire does not have its own sustainability team. The company joined the International Cocoa Initiative (ICI) to better understand how to adopt practices and systems that have a real impact on the ground for children, families and workers. The cocoa trading company has been working with ICI to develop its first set of responsible sourcing policies to roll out within its own organization and then to cooperatives.

Step 2: Identify, assess, prioritise human rights risks in the supply chain

Examples of traceability in the cocoa supply chain

Barry Callebaut

<https://www.barry-callebaut.com/en/group/media/news-stories/big-picture-approach-cocoa-traceability>

According to Barry Callebaut, the company is working to transfer its traceability know-how from its direct to its indirect supply chain. In 2021, it conducted a pilot program with three key indirect suppliers in Côte d'Ivoire. This initiative involved training suppliers to enable precise and timely data collection. As a result of this program, nearly 35,000 farmers were engaged, with polygon data collected for over 18,000 farmers representing around 20,000 cocoa plots covering 45,000 hectares in total. The project has helped Barry Callebaut gain insights into the current maturity level of traceability among local indirect suppliers and how best to assist them and scale up their traceability efforts. As a next step, Barry Callebaut plan to onboard an additional 9 suppliers and the cooperatives they source from.

Cargill

https://www.idhsustainabletrade.com/uploaded/2021/04/Cocoa-Traceability-Study_Highres.pdf

According to an IDH Technical Brief, Cargill is working with a Kenyan fintech, Capture Solutions, to digitise the role of middlemen or intermediaries (délégués) in Côte d'Ivoire helping to bring greater visibility to the supply chain. Each délégué is issued with a personal digital assistant (PDA) that integrates technologies including digital weighing scales; unique bar codes; and a biometric fingerprint sensor. When the farmer arrives at the field warehouse to deliver cocoa to the délégué, they scan their fingerprint which identifies the farmer and allows the délégué to see all the relevant information, such as the farm size and payment details. Using this system, when the cooperative sends the beans to Cargill, each bag can be traced back to the farmer who produced it.

Examples of assessing human rights risks and impacts, including child labour and forced labour

Nestlé

<https://www.nestle.com/sites/default/files/2021-12/nestle-human-rights-framework-roadmap.pdf>

According to Nestlé's Human Rights Framework and Roadmap (2021), since 2009 the company has carried out 13 Human Rights Impact Assessments (HRIA). The results of the HRIA strengthened its audit and monitoring processes covering both its own operations and upstream supply chains. Its updated methodology evaluates the risks posed to rights holders across the countries where it operates and in its supply chains. It is based on publicly available information from UNICEF, the World Bank, the ILO, the United Nations Development Programme and the US Department of Labor, among others, in addition to Verisk Maplecroft indicators.

Olam

<https://www.nestle.com/sites/default/files/2021-12/nestle-human-rights-framework-roadmap.pdf>

According to an IDH Technical Brief, Olam's Farmer Information System (OFIS) collects farm level data from 100,000 farmers via a smartphone to identify where vital social infrastructure like schools are lacking, in addition to details of farming families, the number and age of children, if they are attending school or if they are living within proximity of one. Working with cooperatives, Olam use this data to identify issues and find solutions.

Examples from SMEs

Shift project: SMEs and the Responsibility to Respect Human Rights - Workshop

<https://shiftproject.org/wp-content/uploads/2020/01/index.pdf>

One SME found that as a result of the open relationship they'd developed with their suppliers, these suppliers proactively brought up issues of child labour, rather than hiding the problem. This can be more effective than penalising suppliers for non-compliance.

Another SME found that suppliers were sometimes reluctant to share information on their supply chains due to concerns that the buyer might try and source directly. Building trust and being clear that their objective was to address human rights risks was key.

Step 3: Cease, prevent or mitigate human rights risks

National Steering Committee on Child Labour (NSCCL) of Ghana

<https://melr.gov.gh/storage/2022/05/Child-Labour-Free-Zone-Final-Document-pdf-2.pdf>

In Ghana, the NSCCL recently developed Protocols and Guidelines for establishing Child Labour Free Zones (CLFZs) in Ghana. The CLFZ concept is designed to enhance national efforts to achieve SDGs by reducing to insignificant levels, all forms of child labour in a given locality over a specific period of time. The idea behind this concept is to systematically remove children from child labour and reintegrate them into formal, full-time schools. In creating CLFZs, the focus is therefore not only on children who work in a specific sector or the Worst Forms of Child Labour (WFCL), but on all children within that area who do not attend school.

The Protocols and Guidelines seek to provide a set of standardised conditions, structures, support systems and child development facilities that must be put in place in a zone (both at the district and community levels) to facilitate the monitoring, prevention, identification, removal, referral as well as provision of needed social services support to affected children and or their parents/guardians to ensure that incidence of child labour in the area is progressively eradicated. The Protocols and Guidelines also provide criteria for assessing the conditions of the zone.

Mondelēz

<https://www.cocoalife.org/the-program/child-protection>

According to Mondelēz International, its Cocoa Life programme was launched in 2012 to secure supply of more sustainable cocoa by pioneering an integrated approach to help protect the planet and respect human rights across its value chain. Cocoa Life's 2030 goal is to enhance child protection systems and improve access to quality education in Cocoa Life communities. To work towards this end, the program supports a systems approach, working holistically with communities to help tackle the interconnected challenges that contribute to child labour. Cocoa Life's strategic approach focuses on three primary areas of response: prevention efforts, monitoring and remediation through community-based CLMRS, and helping enable systemic solutions with a focus on collaboration with others in multi-stakeholder landscape initiatives, such as through investing 3 million Swiss francs in early childhood development via the 'Child Learning and Education Facility (CLEF)'.

Nestlé

<https://www.nestle.com/sustainability/human-rights/living-income/cocoa>

In 2022, Nestlé announced an income accelerator program, which it says aims to improve the livelihoods of cocoa-farming families, while also advancing regenerative agriculture practices and gender equality. The programme also offers financial incentives for the farmer's spouse, who is typically responsible for household expenses and childcare. By dividing the payments between the farmer and the spouse, the programme helps empower women and improve gender equality. The cash incentive supports: School enrolment for all children in the household ages 6-16; Implementing good agricultural practices, such as pruning, which increase crop productivity; Performing agroforestry activities to increase climate resilience, like planting shade trees; Generating diversified incomes, for example through growing other crops, raising livestock such as chickens, beekeeping or processing other products like cassava.

Tony's Chokolonely

<https://www.tonysopenchain.com/sourcing-principles/>

Tony's Chokolonely's five sourcing principles, include paying a living income premium on top of farmgate prices, and instituting five year commitments with cooperatives which it claims gives income security and enables better choices with regard to investments and recouping costs.

Step 4: Track implementation and results

Barry Callebaut

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainability-reporting/forever-chocolate-progress-report-202122>

Barry Callebaut publishes an annual progress report aligned with its sustainability strategy "[Forever Chocolate](#)". Key metrics include: number of child labour cases identified; number of child labour cases in the process of being remediated; farmer groups it directly sources from that have systems in place to prevent, monitor and remediate child labour; cocoa and non-cocoa volume sourced from third-party suppliers covered by equivalent child labour monitoring systems; farmers that have received support for income diversification; number of cocoa farmers above the World Bank International Poverty Line. The reported Key Performance Indicators are reviewed by PricewaterhouseCoopers LLP (PwC) at Barry Callebaut's offices, cocoa communities in the countries where Forever Chocolate activities are implemented, as well as at Barry Callebaut sites.

Philip Morris International

<https://www.pmi.com/sustainability/improve-the-quality-of-life-of-people-in-our-supply-chain>

Philip Morris International tracks the company's progress in eradicating child labour as part of its Agricultural Labour Practices (ALP) Program in its integrated Report. In its 2021 Report the company reported a "reduced prevalence of child labour among contracted farmers supplying tobacco to PMI from 3.5% in 2020 to 1.8% in 2021, of which 99% of identified cases have been resolved." PMI also undertakes third-party assessments of their ALP program, conducted by Control Union. The assessments evaluate the current status of farm-labour practices and risk areas on a given tobacco growing geography, and include comprehensive plans prepared by the suppliers to address the findings. The results of these assessments and the action plans are disclosed on their website.

Step 5: Communicate and report on human rights due diligence

Hershey

https://www.thehersheycompany.com/en_us/home/sustainability/policies-and-reports.html

Hershey's Sustainability Report contains details of its human rights due diligence activities, including the number of children identified in child labour, the number of children supported with education interventions, and capacity building support being provided. In 2021 102,942 children were monitored by Hershey's CLMRS, with 11519 being found doing inappropriate work and in process of remediation.

Olam International

<https://www.ofi.com/sustainability/responsible-and-sustainable-sourcing/sustainability-in-cocoa.html>

Olam reports on metrics including the number of children identified in child labour, the number of children receiving support, details of the type of support provided and the number of child labour cases resolved in its Cocoa Compass Sustainability Report. Olam states that "Cocoa Compass is our ambition to make the future of cocoa more sustainable. A future where farmers are earning a living income, child labour is eliminated, and the natural world is protected," with 2030 objectives including, eliminating child labour from its supply chain and helping all children of cocoa farmers in its supply chain access education.

Nestlé

<https://www.nestle.com/sustainability/sustainable-sourcing/cocoa>

<https://www.nestle.com/investors/annual-report/creating-shared-value>

Nestlé reports on its work on tackling human rights risks in its Creating Shared Value Sustainability Report. Indicators relating to child labour include the number of children who have received support, the number of children who are no longer in child labour and the households covered by the CLM its CLMRS. It has also publicized its commitment to sourcing 100% of its cocoa through the Nestlé Cocoa Plan by 2025. The Cocoa Plan includes three pillars of Better Farming (providing training and resources to farmers); Better Lives (tackling child labour, empowering women and improving education); and Better Cocoa (enhancing supply chain traceability and tackling deforestation).

Tony's Chocolonely

<https://tonyschocolonely.com/int/en/annual-fair-reports/annual-fair-report-2021-2022>

Tony's Chocolonely reports on its progress in its annual Fair Labour Report. Information reported on includes the percentage of cocoa farmers earning at least a living income, the number of children in child labour, the support provided and the number of cases resolved. The company reports that at the farmer cooperatives it partners with in the long term (more than 5 years), this rate drops to less than 5%. The company aims to provide remediation support to all children identified in child labour, and to 'close' all cases within a maximum of 12 months after identification.

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