

ABC Cocoa & Food Company

website
sustainability report
contact person
PLWF lead

#	UN GP Reference	UN GP Thematic Question	PLWF Specific Question	Weighting	Points	Questions	Score	Elaboration on Score (if required)	Weighted Score
1	C1 - Policies	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Does the company have any specific policies on human rights in their supply chains and, if so, what are they?	tbd	5	The company's human rights goals and targets set on the basis of the human rights policy are measurable and include a timeline/trajectory for implementation. This policy follows key considerations for due diligence under the OECD Guidelines for Multinational Enterprises and/or the UN Guiding Principles or ILO Principles.	0-5		
					4	The company's human rights policy includes concrete goals and targets linked to the prioritised human rights issues. It is not immediately clear how the company intends to measure its progress against these targets or whether there is a timeline/trajectory for implementation. This policy follows key considerations for due diligence under the OECD Guidelines for Multinational Enterprises and/or the UN Guiding Principles or ILO Principles.			
					3	The company has a formal human rights policy, which can also be part of their CSR policy, Code of Conduct, or another policy. This policy follows key considerations for due diligence under the OECD Guidelines for Multinational Enterprises and/or the UN Guiding Principles or ILO Principles.			
					2	The company has a formal human rights policy, which can also be part of their CSR policy, Code of Conduct, or another policy. The policy <u>does not</u> clearly follow key considerations for due diligence under the OECD Guidelines for Multinational Enterprises and/or the UN Guiding Principles.			
					1	The company refers to human rights in their documentation or website, but there is no formal policy or statement.			
					0	The company makes no reference to human rights.			
2	C1 - Policies	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Does the company have any specific living wage/income policies and, if so, what are they?	tbd	5	The company expects that its key supply chain partners progressively implement key considerations outlined in the company's living wage/income policy or statement.	0-5		
					4	The company recognizes that living wage/income connects to other social issues in the supply chain (i.e. child labour, health, excessive overtime, women empowerment, etc.).			
					3	The company refers to quantifiable definitions of living wage/income.			
					2	a) The company recognises that living wage/income is a salient human rights issue in their supply chain. b) The company has a formal living wage/income policy or statement. This may also be integrated in their Code of Conduct, CSR policy, or another policy.			
					1	The company refers to living wage/income in their documentation or on their website, but there is no formal policy or statement.			
					0	The company makes no reference to living wage/income.			
3	C2 - Stakeholder Engagement	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	definition of living wage/income How have the views of farmers, workers, NGOs, Multi-Stakeholder Initiatives (MSIs), unions, farmer representation organisations, or other relevant stakeholders influenced the company's understanding of the issue of living wage/income?	tbd	5	There is evidence that the company has taken concrete action to implement the views of the relevant stakeholders with its key/critical supplying farmers (in terms volume sourced), leading to clearly improving the wage/income situation at the farm level. This may be done individually or in collaboration with others.	0-5		
					4	There is evidence that the company has taken concrete action to implement the views of relevant stakeholders through at least some pilot projects. These are clearly aimed at improving the wage/income situation at the farm level. This may be done individually or in collaboration with others.			
					3	There is evidence that feedback from the relevant stakeholders has been fed into internal discussions and decision-making processes.			
					2	The company is plays an active role in an initiative/s that focuses on the issue of living wage/income.			
					1	There is evidence that the company has engaged with at least some of the relevant listed stakeholders to address the topic of living wage/income, but it is not clear whether the company has taken any steps to integrate the outcomes of these engagements into internal discussions and decision-making processes.			
					0	There is no evidence that the company has engaged with any of the listed stakeholders to address the topic of living wage/income.			
4	C3 - Assessing Impact	How does the company identify any changes in the nature of each salient human rights issue over time?	How does the company measure the issue of living wage/income in its supply chain?	tbd	5	The company is paying a minimum price that is at least sufficient to cover cost of sustainable production and progress is made (based on a timebound plan with clear criteria) towards enabling a living income to farmers/living wage for workers.	0-5		
					4	The company has a broad understanding as to how many farmers in its supply chain earn below a living income and by how much. The company makes use of e.g. the ISEAL GLWC benchmark reports order to determine the wage/income gap.			
					3	The company shows a solid understanding of the living conditions of the farmers in its supply chain as well as their operating and living expenses. <i>For example: The company knows how many revenue sources the farmers have and how these add up (in %; i.e. crops other than cocoa/coffee, non-farming income, etc.).</i>			
					2	The company has rolled out or has presented credible plans to roll out a concrete data-gathering project, individually or in collaboration with others, to survey the living conditions of farmers in its supply chain as well as their operating and living expenses. <i>For example: By gathering either primary or secondary source data on the farm size, household composition, number of dependents, etc. (refer, for example, to the Anker methodology).</i>			
					1	The company has taken concrete steps to map its commodity supply chain/determine the concrete geographic location of the producers by tracking their estates, cooperatives, and/or smallholder farms. <i>For example: The company also has a good overview of the formal vs. informal part of its supply chain.</i>			
					0	The company does not know what the incomes of farmers in its supply chain are, nor does it attempt to research this.			

identifying the wage gap

5	C4 - Integrating Findings and Taking Action	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	How does the company align its procurement practices to enable improvements in farm-level income?	tbd	1	Aligning procurement practices: The company has taken concrete steps to engage the different actors throughout its supply chain (such as traders, buying groups, cooperatives, etc.) to align procurement practices in such a way it enables payment of a living income/wage. <i>For example: This could be in the form of a pricing and human rights due diligence dialogue with preferred suppliers.</i>
					1	Strengthening leverage: The company has taken concrete steps to streamline/consolidate the supply chain of the addressed commodity/ies.
					1	Responsible purchasing practices: The company commits to long-term purchasing practices. <i>For example, the company prioritizes long-term purchasing contracts with farmers, farmer associations and/or cooperatives; the company's purchasing contracts with farmers, farmer associations and/or cooperatives include a clause referring to a minimum price connected to the production cost for the specific situation of the producers; and/or the company has taken steps to prevent outsourcing when wages go up.</i>
					1	Shorter-term payment practices: The company has taken concrete steps to ensure that producers/farmers receive a payment for their crop in a timely manner.
					1	Longer-term relationships: The company has committed to building long term, collaborative relationships with producers/farmers and/or farmer associations/cooperatives (whichever applicable) to enable them to plan ahead and create a more equal relationship between supply chain actors.
					0	The company has not taken any concrete steps to align its procurement practices to enable improvements in farm-level income.

6	C4 - Integrating Findings and Taking Action	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Does the company pursue long-term relationships with the supplying farmers/farmer associations/cooperatives? (applicable only for supply chains in which investee companies have direct relationships with farmers/farmer associations/cooperatives)	tbd	5	a) The company's relationship with farmers/farmer associations/cooperatives usually exceeds a planning horizon of 3 years. b) The relationship is heavily focused on at least three of the relevant interventions listed in the appendix, such as technical assistance, formalizing farm-level financial administration, crop planning, training on good agricultural practices, etc.
					4	a) The company's relationship with farmers/farmer associations/cooperatives usually exceeds a planning horizon of 3 years. b) The relationship goes beyond the exchange of goods/money and involves long-term planning, support, mutual understanding of business issues.
					3	a) The company has short-to-medium terms relationships (up to 3 years) with farmers/farmer associations/cooperatives. b) The relationship goes beyond the exchange of goods/money and involves long-term planning, support, mutual understanding of business issues, addressing of these issues.
					2	The company has short-to-medium terms relationships (up to 3 years) with farmers/farmer associations/cooperatives. These relationships are limited to questions directly related to procurement (i.e. medium-term procurement contracts).
					1	a) The company has committed to building long-term relationships with farmers/farmer associations/cooperatives and b) has laid out a plan how to achieve this.
					0	The company does not share any information regarding its typical relationships with farmers.

7	C4 - Integrating Findings and Taking Action	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	How does the company support income diversification initiatives of farmers (if applicable)?	tbd	5	The company has a track-record of supporting income diversification efforts of farmers on a large and structural scale.
					4	The company has credible plans to support income diversification efforts of farmers on a large and structural scale. These plans will be implemented within the next 12 months and be scaled up in due time.
					3	The company is running or supporting at least some pilot projects on income diversification.
					2	The company plans to intensify its efforts in this area within the next 24 months and has introduced credible plans to substantiate its commitment.
					1	The company recognises that income diversification of farmers must be of high priority and it communicates this to the farmers/farmer associations/cooperatives.
					0	The company does not support income diversification of farmers in any way.

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8	C4 - Integrating Findings and Taking Action	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Besides income diversification, what other action does the company take to address the issue of farm-level living income?	tbd	5	The company continues to intensify its efforts.
					4	The company pursues these initiatives at scale and its key/critical supplying farmers (in terms volume sourced) can benefit from them: the company can show positive effect on farm-level income.
					3	The company has credible plans to scale up these initiatives and it explicitly states that they relate to the topic of living income/wage.
					2	The company is already running or financially supporting pilot projects (i.e. crop yield increases, agricultural techniques, sustainable agriculture, etc.) and/or it has taken steps to support the organization of farmers into farmer groups and/or strengthen farmer associations.
					1	The company is planning to start running or financially supporting projects in the areas of crop yield increases, agricultural techniques, sustainable agriculture, etc.
					0	The company does not take nor is planning to take any action to support projects in the areas of crop yield increases, agricultural techniques, sustainable agriculture, or similar.

9	C5 - Tracking Performance	How does the company know if its efforts to address each salient human rights issue are effective in practice?	How does the company track & measure its efforts to support improvement in farm-level income?	tbd	5	The company can showcase how farm-level income has developed over time and how its own efforts have contributed to the improvement in farm-level income. <i>For example: With respect to income diversification, the company can show how much (in %) income the farmers receive from crops other than those the company purchases from them and how this has changed over time.</i>
					4	The company has leveraged its tracking system and concrete qualitative and quantitative indicators to track the effectiveness of its efforts and the outcomes show income improvement. It is however unclear whether the company has contributed to the improvement in farm-level income or whether this would have occurred regardless.
					3	There is evidence that the company has reasonable data collection processes for qualitative and quantitative indicators in place.
					2	The company undertakes on-the-ground research on its own or through reliable external parties. It therefore does not rely on assumptions or generic calculation, but tracks actual findings.
					1	The company makes generic calculations (averages of all farmers, assumptions, etc.) about the impact of its projects aimed at supporting improvements in farm-level income.
					0	The company has no data collection processes or indicators.

10	C6 - Remediation	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	Through what means can the company receive complaints or concerns and how does the company assure that people are aware of the complaints mechanism and feel empowered to use it.	tbd	5	There is evidence that the company responds appropriately to all complaints and that effective remedy is provided.
					4	The company can provide structured data on how many farmers, farm-level workers and other stakeholders involved in commodity production have used the complaints mechanism and what human rights grievances have been raised.
					3	There is evidence that the complaints mechanism is being promoted and used by farmers or farm-level workers to submit human rights grievances.
					2	There is evidence that the complaints mechanism can be used by farmers and farm-level workers to submit human rights grievances.
					1	The company has its own or facilitates an external (e.g. local, certification-related) complaints mechanism. However, it is not clear whether this mechanism can be accessed by external stakeholders, particularly farmers and farm-level workers, or whether any human rights complaints have been received from them.
					0	There are no formal processes for receiving complaints and no evidence that complaints have been received.

Appendix

List of relevant collaborations

List of relevant interventions

Examples:

African Development Bank; NewForesight; CLFZ; Beyond Chocolate partnership for sustainable Belgian chocolate (Dutch government and industry actors want to work toward a similar concrete sector agreement in NL); IDH, e.g. IDH's Working Group on Chocolate (aka Chococo); RBC Agreements in the Netherlands; Project Aspire/Inspire of the Dutch government; CSO; ISEAL; FLA; collaborations

Examples:

- Initiatives to support collective bargaining and social dialogue
- Actively engaging with local governments to support more robust minimum wage regulation
- Supporting producers/farmers in formalizing farm-level financial administration, including appropriate wage management systems and formally banking farm-level employees
- Advancing financial literacy of farmers/farm-level workers
- Assistance with financial and crop planning
- Other forms of technical advice
- Training on good agricultural practices
- Providing interest-free loans