

Tracking sustainability commitments through the supply chain with the 'agribusiness score

Between 2013 and 2016, Oxfam's Behind the Brands campaign sought to drive more sustainable sourcing policies and practices among the 10 biggest food and beverage companies globally (the 'Big 10'). Oxfam is now focused on how those companies are implementing their commitments.

As part of its efforts, Oxfam assessed seven global agribusinesses against key indicators of its Behind the Brands campaign scorecard and additional indicators for best practice, contained in this 'agribusiness scorecard'. The scorecard measures the strength of the agribusinesses' sustainability policies across five key themes: women, land, climate, small-scale producers, and transparency and accountability.

Agribusinesses are powerful supply chain actors. They are also key links in the supply chain between the Big 10 companies, including The Coca-Cola Company, Nestlé, PepsiCo and Unilever, and the people who produce the world's food. Oxfam wanted to know the following: Do agribusinesses' sustainability policies and implementation plans meet standards set by leading Big 10 companies and for best practice? Are the agribusinesses prepared to manage their operations in ways that bring about improved impacts for women, small-scale food producers, and on land and climate?

This Excel file contains the full results of the scorecard assessments conducted in 2018 and 2020. An accompanying report, *Companies Spoke. Did their Suppliers Listen? Tracking Behind the Brands sustainability commitments through the supply chain with the agribusiness scorecard*, introduces the scorecard and presents key findings from 2018. It calls on agribusinesses to strengthen their sustainability policies and implementation plans. The report also makes the case that the Big 10 companies must focus on the policies and practices of agribusinesses in order to meet their responsibilities and implement their own supply chain commitments.

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2018 Scores	ADM	Bunge	Callebau t	Cargill	Louis Dreyfus	Olam
Women (15)	1.125	2.25	3.5	4.75	1.125	7.75
Land (15)	2.5	0.5	2.5	6	1.5	7
Climate (19)	6.5	3.5	10.5	9	3	15
Small-scale producers (13)	0	0	1	3	0	4
Transparency and accountability (	0	0	1	2	0	5
Total	10.125	6.250	18.500	24.750	5.625	38.750

	Max	ADM	Bunge	Barry Callebau t	Cargill	Louis Dreyfus
Women (15)	15	7.5%	15.0%	23.3%	31.7%	7.5%
Land (15)	15	16.7%	3.3%	16.7%	40.0%	10.0%
Climate (19)	19	34.2%	18.4%	55.3%	47.4%	15.8%
Small-scale producers (13)	13	0.0%	0.0%	7.7%	23.1%	0.0%
Transparency and accountability (	17	0.0%	0.0%	5.9%	11.8%	0.0%
Total	79	12.8%	7.9%	23.4%	31.3%	7.1%

Wilmar	Average	Average %
1.25	3.11	21%
6.5	3.79	25%
5.5	7.57	40%
0	1.14	9%
6	2.00	12%
19.250		

Olam	Wilmar
51.7%	8.3%
46.7%	43.3%
78.9%	28.9%
30.8%	0.0%
29.4%	35.3%
49.1%	24.4%

2020 Scores	ADM	Bunge	Callebau t	Cargill	Louis Dreyfus	Olam
Women (16)	1.25	2.375	3.625	5	1.375	9.5
Land (16)	3.5	1.5	5.5	7	2.5	9
Climate (20)	10	7	14	13	2.5	17
Small-scale producers (16)	2	1	7	7.5	1.5	9.5
Transparency and accountability (	3	1	4	3.5	1	8.5
Total	19.750	12.875	34.125	36.000	8.875	53.500

	Max	ADM	Bunge	Barry Callebau t	Cargill	Louis Dreyfus
Women (16)	16	7.8%	14.8%	22.7%	31.3%	8.6%
Land (16)	14	25.0%	10.7%	39.3%	50.0%	17.9%
Climate (20)	20	50.0%	35.0%	70.0%	65.0%	12.5%
Small-scale producers (16)	16	12.5%	6.3%	43.8%	46.9%	9.4%
Transparency and accountability (	17	17.6%	5.9%	23.5%	20.6%	5.9%
Total	83	23.8%	15.5%	41.1%	43.4%	10.7%

Wilmar	Average	Average %
6.625	4.25	27%
10	5.57	35%
6	9.93	50%
4	4.64	29%
11	4.57	27%
37.625		

Olam	Wilmar
59.4%	41.4%
64.3%	71.4%
85.0%	30.0%
59.4%	25.0%
50.0%	64.7%
64.5%	45.3%

2022 Scores	ADM	Bunge	Callebau t	Cargill	Louis Dreyfus	Olam
Women (16)	1.75	3.75	5.625	8	2.375	10.875
Land (16)	3.5	1.5	7	7	3.5	11
Climate	CLIMATE NOT ASSESSED IN 2022					
Small-scale producers (16)	3.5	2	8	8.5	2.5	9
Transparency and accountability (	7	4	6	4.5	4	10.5
Total	15.75	11.25	26.625	28	12.375	41.375

	Max	ADM	Bunge	Callebau t	Cargill	Louis Dreyfus
Women (16)	16	10.9%	23.4%	35.2%	50.0%	14.8%
Land (16)	14	25.0%	10.7%	50.0%	50.0%	25.0%
Climate	CLIMATE NOT ASSESSED IN 2022					
Small-scale producers (16)	16	21.9%	12.5%	50.0%	53.1%	15.6%
Transparency and accountability (	17	41.2%	23.5%	35.3%	26.5%	23.5%

Wilmar	Average	Average %
10.375	6.11	38%
10	6.21	39%
5	5.50	34%
11	6.71	39%
36.375		

Olam	Wilmar
68.0%	64.8%
78.6%	71.4%
56.3%	31.3%
61.8%	64.7%

TOTAL
POSSIBLE
POINTS

WOMEN			
#	Original indicators	2022 indicators	Scoring
	AWARENESS		
16	WOM1 <i>Does the company recognize (or demonstrate awareness of) the various levels of inequality that women producers face, and effective approaches to tackle these barriers, in regards to:</i>		(BLANK)
0.125	WOM1.1 Access to inputs, finance, markets, extension services, or training.	KEPT AS IS	Yes/no

0.125	WOM1.2	Access to and control over land, land use, and land tenure.	KEPT AS IS	Yes/no
0.125	WOM1.3	Discrimination women face as waged workers and unpaid family workers.	KEPT AS IS	Yes/no
0.125	WOM1.4	The importance of women as part of the agricultural workforce, and value they provide to the community and household.	KEPT AS IS	Yes/no
0.125	WOM1.5	Disproportionate food security challenges.	KEPT AS IS	Yes/no

0.125	WOM1.6	Importance of engaging women's civil society organizations.	KEPT AS IS	Yes/no
0.125	WOM1.7	Women's time poverty challenges (i.e. the inability to spend time on personal and professional development due to household obligations).	KEPT AS IS	Yes/no
0.125	WOM1.8	Disproportionate climate change challenges for women (e.g. increasing intensity and frequency of extreme weather events and changing weather patterns).	KEPT AS IS	Yes/no
		KNOWLEDGE AND DISCLOSURE		
1/5	WOM2	Does the company commit to systematically tracking the gender profile of its supply chain to establish which of its suppliers have a high proportion of women represented as small-scale producers, small-scale processors/traders, waged labourers, and unpaid female family labour?	Does the company commit to systematically tracking the gender profile of its supply chain for at least three high-risk commodities in three high-risk food supply chains, down to the co-operatives/producer groups/plantation level , to establish which of them have a high proportion of women represented as small-scale producers, small-scale processors/traders, waged labourers, and unpaid female family labour? (Partial scores available for one or two commodities; full score for three	Yes/partial/no

1/5

WOM3	<p>Does the company systematically track and disclose gender-disaggregated data for three high-risk agricultural commodity supply chains? Examples of data could include: gender wage data, access to benefits, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale producer cooperatives, length of employment, and the proportion of women in low- vs. high-paid positions (e.g. supervisor/management roles).</p>	<p>Does the company systematically track and disclose gender-disaggregated data for three high-risk agricultural commodity supply chains down to the cooperative/producer group/plantation level? Examples of data could include: gender wage data, access to benefits, overtime premiums, annual leave, workers on temporary or informal contracts, membership of trade unions or small-scale producer cooperatives, length of employment, and the proportion of women in low- vs. high-paid positions (e.g. supervisor/management roles). (Partial scores available for one or two commodities; full score for three)</p>	Yes/partial/no
COMMIT			
1 WOM4	<p>Has the company demonstrated that it intentionally sources from women agricultural producers (e.g. by participating in organizations that specifically target women's involvement in supply chains)?</p>	KEPT AS IS	Yes/no

0.5/25	WOM5	Is the company implementing supply-chain-wide initiatives (beyond projects limited in scale and scope) to provide gender-sensitive assistance and professional development to women smallholders and producers across its supply chain (e.g. breastfeeding and childcare provisions, extension services, training, etc.)?	Is the company implementing supply-chain-wide initiatives (beyond projects limited in scale and scope) to provide gender-sensitive assistance and professional development to women smallholders and producers across its supply chain (e.g. breastfeeding and childcare provisions, extension services, training, etc.) for at least three high-risk commodities? (Allow for partial scoring for one or two commodities)	Yes/partial/no
0.5/25	WOM5.1	Does the company publish or communicate lessons learned based on these initiatives?	Partial scoring allowed for	Yes/partial/no

1/5

WOM6	Has the company committed to implementing supply-chain-wide initiatives (beyond projects limited in scale and scope) that provide specific support to women farmers facing external shocks (e.g. extreme weather events, reduced water availability, soil degradation, and food price volatility)? Examples could include training and support on climate change adaptation provided specifically for women, improved access of women farmers to irrigation and water conservation measures, etc.	Has the company committed to implementing supply-chain-wide initiatives (beyond projects limited in scale and scope) that provide specific support to women farmers facing external shocks (e.g. extreme weather events, reduced water availability, soil degradation, and food price volatility) for at least three high-risk commodities ? Examples could include training and support on climate change adaptation provided specifically for women, improved access of women farmers to irrigation and water conservation measures, etc. (Allow for partial scoring.)	Yes/ partial/no
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1	<p>WOM7</p> <p>Has the company signed the UN Women's Empowerment Principles?</p> <ol style="list-style-type: none"> 1. Establish high-level corporate leadership for gender equality. 2. Treat all women and men fairly at work – respect and support human rights and non-discrimination. 3. Ensure the health, safety and wellbeing of all women and men workers. 4. Promote education, training and professional development for women. 5. Implement enterprise development, supply chain and marketing practices that empower women. 6. Promote equality through community initiatives and advocacy. 7. Measure and publicly report on progress to achieve gender equality. 	KEPT AS IS	Yes/no
1	<p>WOM8</p> <p>Does the company demonstrate that it encourages its suppliers to sign the UN Women's Empowerment Principles (e.g. through establishing this criteria in its sourcing specifications or through preferential sourcing policies with companies that have signed these principles)?</p>	KEPT AS IS	Yes/no

1/5

WOM9	Does the company have a gender policy covering hiring, training, promotion, harassment, women's safe and effective access to grievance mechanisms, reporting grievance data, and remedy? Does it request that its suppliers and key business partners have similar policies?	Does the company have a gender policy covering hiring, training, promotion, harassment, women's safe and effective access to grievance mechanisms, reporting grievance data, and remedy? Does it request that its suppliers and key business partners have similar policies? (Partial credit awarded for company policy only; full credit for policy that covers company operations and suppliers/business partners.)	Yes/partial/no
1 WOM10	Do the company's grievance procedures provide and guarantee equal access and representation for women workers and farmers?	KEPT AS IS	Yes/no
1 WOM11	Do the company's systems maintain disaggregated wage data for male and female workers, including wages and contract status?	KEPT AS IS	Yes/no
1 WOM12	New indicator in 2020	The company has committed to publishing at least one human rights impact assessment that focuses on the impact of high-risk food supply chain operations on women. This includes a commitment to demonstrate that there has been meaningful engagement with stakeholders, including civil society organizations that represent women and/or women's rights organizations. To score, the company should commit to publish HRIAs within two years.	
IMPLEMENTATION PLAN			

1	WOM13	Does the company's commitment include a detailed, time-bound, multi-year action plan for how the company will implement – and report on implementation – of all, or at least key elements (such as elements listed in WOM9), of its commitments related to women?	KEPT AS IS	Yes/no
1	WOM14	Does the company provide guidance and implementation support to suppliers on its gender commitments, including on, at a minimum: hiring, training, promotion, harassment, women's safe and effective access to grievance mechanisms, reporting grievance data, and remedy?	KEPT AS IS	Yes/no
PUBLIC ADVOCACY				
1	WOM15	In the last three years, has the company individually engaged or participated in collective advocacy to address the root causes of gender inequality in its supply chains (e.g. unequal gender norms and unpaid care responsibilities)?	KEPT AS IS	Yes/no

1	WOM16 Have senior leadership spoken publicly, e.g. in the media or at public events, on the need for their company and others across the agricultural sector to take action to promote women's economic empowerment and address the root causes of gender inequalities, including unequal gender norms and unpaid care responsibilities (in the last three years)?	KEPT AS IS	Yes/no
16	Total		

	ADM						
Guidance for companies	2018			2020			
	Answer	Score	Reference	Answer	Score	Reference	Answer
	YES	0.125	https://assets.adm.com/Sustainability/2017-CSR-Final-5-14-18.pdf , p26	YES	0.125	https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.40 https://www.adm.com/news/stories/growing-business-alliances-through-bolivian-quinoa https://www.adm.com/news/stories/creating-climate-smart-farming-villages-in-india https://assets.adm.com/Sustainability/2018-Reports/2018-ADM-	YES

	NO	0	NO	0	NO
	NO	0	NO	0	NO
	NO	0	NO	0	NO
	NO	0	YES	0.125 https:// assets.adm.co m/ Sustainability/ 2019-Reports/ 2019-ADM- Sustainability- Report.pdf ,	YES p.39

	NO	0	NO	0	NO
	NO	0	NO	0	NO
	NO	0	NO	0	NO
Please see Notes, Definitions, & Criteria tab for definition of 'systematically'.	NO	0	NO	0	NO

<p>The company must disclose at least three types of data for each of the three supply chains to score.</p> <p>Please see Notes, Definitions, & Criteria tab for definition of 'systematically'.</p>	NO	0	NO	0	NO
	YES	1 https://assets.adm.com/Sustainability/2017-CSR-Final-5-14-18.pdf , p27	YES	1 https://www.adm.com/news/stories/growing-business-alliances-through-bolivian-quinoa	YES

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NO

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NO

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Yes

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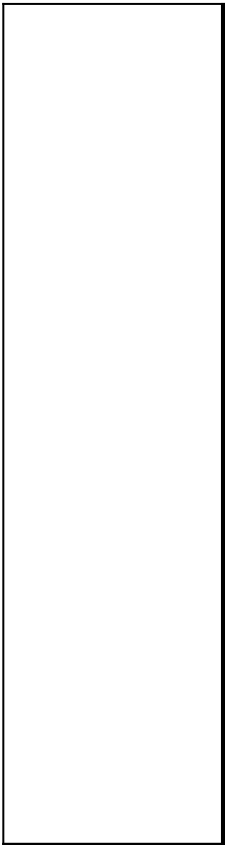
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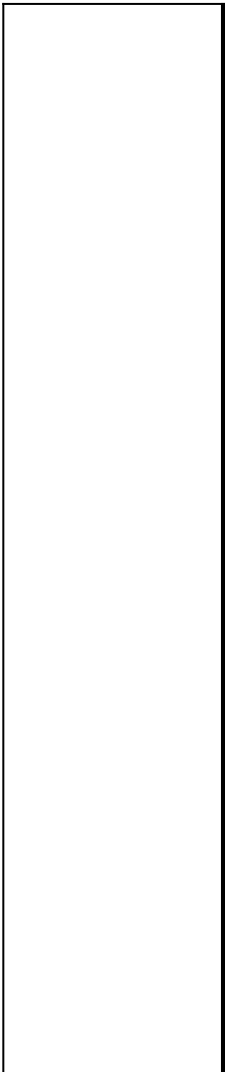
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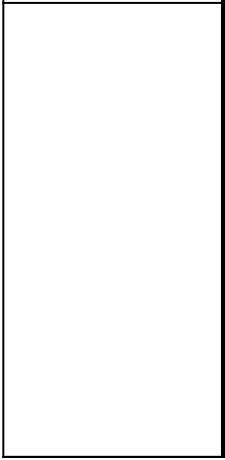
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	NO	0	NO	0	NO
	NO	0	NO	0	NO
	NO	0	NO	0	NO
			NO	0	NO

	NO	0	NO	0	NO
	NO	0	NO	0	NO
	NO	0	NO	0	NO

	NO	0	NO	0	NO
		1.125		1.25	



2022		2018			
Score	Reference	Answer	Score	Reference	Answer



0.125 Soy YES
[https://www.adm.com/globalassets/sustainability-reports/pdfs/4019111_11_archer-daniels-midland_esg_clean-compressed.pdf](https://www.adm.com/globalassets/sustainability/sustainability-reports/pdfs/4019111_11_archer-daniels-midland_esg_clean-compressed.pdf), pg23
https://www.adm.com/globalassets/sustainability/3860041_20_archer-daniels-midland_esg-report_wr.pdf, pg 23
 (Soy) pg 45 (Concern Worldwide)
<https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf>, p.40
<https://www.adm.com/news/stories/growing-business-alliances-through-bolivian-quinoa>
<https://www.adm.com/news/stories/creating-climate-smart-farming-villages-in-india>

0.125 http:// europe.bungeloder s.com/images/applications/Sustainability_New sletter_030718_V2 _FINAL.pdf p5 YES

0

NO

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NO

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YES

0.125 [https://
assets.adm.com/
Sustainability/2019-
Reports/2019-ADM-
Sustainability-
Report.pdf](https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf), p.39

NO

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YES

0.125 http://europe.bungeloder.com/images/applications/Sustainability_New_sletter_030718_V2_FINAL.pdf, p4

YES

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1 <https://www.adm.com/en-us/news/adm-stories/growing-business-alliances-through-bolivian-quinoa/> YES

1 http://europe.bungeloders.com/images/static_pages/August_2017_Updated_Sustainable_Shea_sourcing_practices.pdf YES

0.5 <https://assets.adm.com>

NO

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YES

[https://
globalshea.com/
sustainability/
guidelines](https://globalshea.com/sustainability/guidelines)
[https://
globalshea.com/
sustainability/
projects](https://globalshea.com/sustainability/projects)



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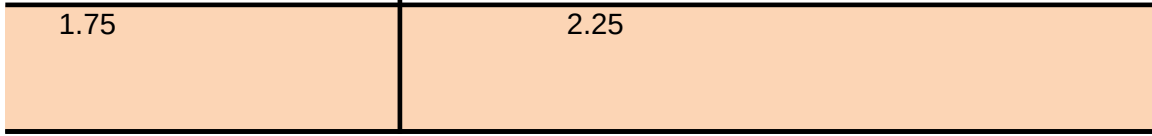
NO

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NO

1.75

2.25



Bunge

2020		2022				
Score	Reference	Answer	Score	Reference	Answer	Score
0.125	http://africa.bungeloders.com/images/static_pages/Bunge_Loders_Crokaan_-_Shea_Sustainability_Projects.pdf , pp. 5-13	YES	0.125	https://www.bunge.com/sites/default/files/2021_global_sustainability_report.pdf pg. 12,24	YES	0.125
	http://europe.bungeloders.com/images/static_pages/53013_Drieluik_Shea_FINAL_V04_webb.pdf , p.3					

0	NO	0	YES	0.125
0	NO	0	YES	0.125
0.125 http://africa.bungeloders.com/images/static_pages/Bunge_Loders_Crooklyn_-_Shea_Sustainability_Projects.pdf , pp. 2 ^a	YES	0.125 https://europe.bungeloders.com/en/material/she	YES	0.125
0	NO	0	NO	0

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YES

0.125 [https://
bungeloders.com/
en/news/story-
dora-torwiseh](https://bungeloders.com/en/news/story-dora-torwiseh)

NO

0

0.125 [http://
africa.bungeloders.
com/images/
static_pages/
Bunge_Loders_Cro
kiaan_-_
_Shea_Sustainabil
ity_Proiects.pdf](http://africa.bungeloders.com/images/static_pages/Bunge_Loders_Cro
kiaan_-_Shea_Sustainabil
ity_Projects.pdf), p.

YES

0.125 <https://europe.bunge>

NO

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0

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1 [http://
europe.bungeloder
s.com/images/
static_pages/
53013_Drieluik_Sh
ea_FINAL_V04_we
b.pdf](http://europe.bungeloder
s.com/images/
static_pages/
53013_Drieluik_Sh
ea_FINAL_V04_we
b.pdf), p.2

Yes

1 [https://
globalshea.com/
gsamain/storage/
img/
marqueeupdater/
2020.01.06.04.30s
ustainability-
program-
english.compresse
d_501_971-2.pdf](https://globalshea.com/
gsamain/storage/
img/
marqueeupdater/
2020.01.06.04.30s
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english.compresse
d_501_971-2.pdf)

YES

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Partial

0.5 <https://globalshea.com> YES

0.5

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Partial

0.25 <https://globalshea.com/sustainability-program?page=NDlyMjYyNzI2LjAyNA==/Sustainability%20Program>
https://globalshea.com/gsamain/storage/img/marqueeupdater/2020.01.06.04.30sustainability-program-english.compressed_501_971-2.pdf YES

0.5

0

Partial

0.5 <https://globalshea.com/sustainability-program?page=NDlyMjYyNzI2LjAyNA==/Sustainability%20Program>

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1 <https://globalshea.com/sustainability-program?page=NDIyMjYyNzI2LjAyNA==/Sustainability%20Program>

YES

1 <https://globalshea.com/sustainability-program?page=NDIyMjYyNzI2LjAyNA==/Sustainability%20Program>

YES

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NO

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NO

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2.375

3.75

3.5

Barry Callebaut

2018	2020		
Reference	Answer	Score	Reference

https://www.barry-callebaut.com/system/files/download/barry_callebaut_chocolate_sustainability_report_2014-15.pdf, p18

YES

<https://www.barry-callebaut.com/stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh-champion-cocoa-farmer>

0.125 <https://www.barry-callebaut.com/en/group/media/news-stories/new-horizons-cocoa>

<https://www.barry-callebaut.com/stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh-champion-cocoa-farmer>

https://www.barry-callebaut.com/system/files/download/barry_callebaut_chocolate_sustainability_report_2014-15.pdf, p18

YES

<https://www.barry-callebaut.com/stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh-champion-cocoa-farmer>

https://www.barry-callebaut.com/system/files/download/barry_callebaut_chocolate_sustainability_report_2014-15.pdf, p.18

YES

https://www.barry-callebaut.com/system/files/download/barry_callebaut_chocolate_sustainability_report_2014-15.pdf, p18

YES

0.125 <https://www.barry-callebaut.com/stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh-champion-cocoa-farmer>

0.125 <https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh>

<https://www.cocoahorizons.org/sites/www.cocoahorizons.org/files/Cocoa%20Horizons%20methodology.pdf>

0.125 <https://www.barry-callebaut.com/sites/default/files/2019-01/barry-callebaut-chocolate-sustainability-report-2014-15.pdf>, p.18

<https://www.cocoahorizons.org/sites/>

NO

0

NO
YES

0
0.125 <https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh>

NO

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NO

0.00

NO

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https://www.barry-callebaut.com/system/files/download/barry_callebaut_chocolate_sustainability_report_2014-15.pdf p18

YES

1 <https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh>

[https://forever-chocolate.barry-callebaut.com/;](https://forever-chocolate.barry-callebaut.com/)

Partial

0.5 Forever Chocolate
Progress Report 2018/19
<https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819>

https://www.barry-callebaut.com/system/files/download/forever_chocolate_progress_report_2017_18_0.pdf

https://www.barry-callebaut.com/system/files/download/forever_chocolate_progress_report_2017_18_0.pdf

Partial

0.5 <https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819>

NO

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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[https://
www.worldcocoafoundation
.org/about-wcf/cocoaaction/](https://www.worldcocoafoundation.org/about-wcf/cocoaaction/)

YES

1 [https://
www.worldcocoafoundation
.org/initiative/cocoaaction/](https://www.worldcocoafoundation.org/initiative/cocoaaction/)

NO

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3.625



2022			2018			
Answer	Score	Reference	Answer	Score	Reference	Answer



YES	0.125	https://www.barry-ca	YES	0.125	https://www.cargill.com/sustainability/cocoa/empowering-women	YES
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YES	0.125	https://www.barry-callebaut.com/stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh-champion-cocoa-farmer	YES	0.125	https://www.cargill.com/sustainability/cocoa/empowering-women ; https://www.cargill.com/news/land-rights-issue	YES
YES	0.125	https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh https://www.cocoahorizons.org/sites/www.cocoahorizons.org/files/Cocoa%20Horizons%20methodology.pdf	YES	0.125	https://www.cargill.com/sustainability/cocoa/empowering-women	YES
YES	0.125	https://www.barry-callebaut.com/sites/default/files/2019-01/barry-callebaut-chocolate-sustainability-report-2014-15.pdf , p.18	YES	0.125	https://www.cargill.com/sustainability/cocoa/empowering-women	YES
No	0	https://www.cargill.com/story/empower-a-woman-transform-her-family-and-community	YES	0.125	https://www.cargill.com/story/empower-a-woman-transform-her-family-and-community	YES

No 0

NO 0

YES 0.125 <https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh>

YES 0.125

YES
YES

No 0

NO 0

YES

No 0

NO 0

NO



No

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NO

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NO

YES

1 <https://www.barry-callebaut.com/en/group/media/news-stories/international-womens-day-barry-callebaut-celebrates-women-marie-tanoh>

YES

1 <https://www.cargill.com/sustainability/cocoa/empowering-women>

YES

PARTIAL
L

0.5 https://www.barry-callebaut.com/system/files/download/forever_chocolate_progress_report_2017_18_0.pdf
https://www.barry-callebaut.com/sites/default/files/2022-07/Forever%20Chocolate%20Progress%20Report%202020-21_3.pdf
pg 13

YES

0.5 <https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf>

PARTIAL

PARTIAL
L

0.5 <https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819>

YES

0.5 <https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf>;

PARTIAL

<https://www.cargill.com/story/decade-of-impact-building-a-better-life-for-ghana-cocoa-farmers>

YES

1 <https://www.barry-callebaut.com/en/manufacturers/sustainability-in-action/cocoa-horizons>

NO

0

NO

YES

1 [https://
www.weps.org/
company/barry-
callebaut-ag](https://www.weps.org/company/barry-callebaut-ag)

NO

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NO

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NO

NO

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NO

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NO



No 0

NO 0

NO

No 0

NO 0

NO

YES

1 <https://www.worldco>

YES

1 <https://www.cargill.com/sustainability/diversity-and-inclusion>;

YES

<https://www.cargill.com/story/cargill-and-one-join-forces-to-lift-women-and-girls>

NO

0

YES

1 [https://
www.cargill.com/
story/sdg-business-
forum-
%E2%80%93-dave-
maclennan-remarks;](https://www.cargill.com/story/sdg-business-forum-%E2%80%93-dave-maclennan-remarks;)

YES

[https://
www.cargill.com/
story/moving-water-
uphill](https://www.cargill.com/story/moving-water-uphill)

5.625

4.75

Cargill

2020		2022				
Score	Reference	Answer	Score	Reference	Answer	Score
0.125	https://www.cargill.com/sustainability/cocoa/empowering-women https://www.cargill.com/doc/1432114784048/celebrating-vital-role-of-women-across-supply-chain-leaflet.PDF	YES	0.125	https://www.cargill.com/sustainability/community-wellbeing/womens-empowerment https://www.cargill.com/doc/1432114784048/celebrating-vital-role-of-women-across-supply-chain-leaflet.PDF https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf	YES	0.125

0.125	https://www.cargill.com/sustainability/cocoa/empowering-women ; https://www.cargill.com/news/land-rights-issue	YES	0.125	https://www.cargill.com/sustainability/community-wellbeing/womens-empowerment ; https://www.cargill.com/sustainability/cocoa/empowering-women - no longer works	NO	0
0.125	https://www.cargill.com/sustainability/cocoa/empowering-women	YES	0.125	https://www.cargill.com/sustainability/cocoa/empowering-women - no longer works https://www.cargill.com/sustainability/community-wellbeing/womens-empowerment	NO	0
0.125	https://www.cargill.com/sustainability/cocoa/empowering-women https://www.cargill.com/doc/1432114784048/celabration-vital	YES	0.125	https://www.cargill.com/doc/1432124826325/india-sustainability-and-corporate-responsibility-report.pdf pg 8; https://www.cargill.com/doc/1432124826325/india-sustainability-and-corporate-responsibility-report.pdf pg 8	NO	0
0.125	https://www.cargill.com/doc/1432124826325/india-sustainability-and-corporate-responsibility-report.pdf , p.8-9 https://www.cargill.com/story/empower-a-	YES	0.125	https://www.cargill.com/doc/1432124826325/india-sustainability-and-corporate-responsibility-report.pdf pg 8	NO	0

0.125	https://www.cargill.com/2019/cargill-and-ifc-announce-coop-academy-2.0-to-empower-cocoa	YES	0.125	https://www.cargill.com/doc/1432213708736/cargill-cocoa-sustainability-	NO	0
0.125	https://www.cargill.com/doc/1432114784048/celebrating-vital-role-of-women-across-supply-chain-leaflet.PDF , p.8	YES	0.125	https://www.cargill.com/doc/1432114784048/celebrating-vital-role-of-women-across-supply-chain-leaflet.PDF , n 8	NO	0
0.125	https://www.cargill.com/2019/cargill-and-care-work-together-to-close-the-gender-gap-in-ag	YES	0.125	https://www.cargill.com	NO	0



0 Partial 0.5 <https://www.cargill.com> NO 0

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NO

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NO

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1 [https://
www.cargill.com/
sustainability/cocoa/
empowering-women](https://www.cargill.com/sustainability/cocoa/empowering-women)

YES

1 [https://
www.cargill.com/
sustainability/
cocoa/empowering-
women](https://www.cargill.com/sustainability/cocoa/empowering-women)

YES

1

<p>0.5 https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf</p>	<p>PARTIAL</p>	<p>0.5 https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf</p>	<p>NO</p>	<p>0</p>
<p>0.5 https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf</p>	<p>PARTIAL</p>	<p>0.5 https://www.cargill.com/doc/1432128050867/cargill-care-a-decade-of-impact-report-pdf.pdf</p>	<p>NO</p>	<p>0</p>
<p>https://www.cargill.com/static/cocoa-sustainability/en/index.html#page=15</p>		<p>https://www.cargill.com/static/cocoa-sustainability/en/index.html#page=15</p>		

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Partial

0.5 <https://www.cargill.com> NO

0



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YES

1 <https://www.weps.com>

NO

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NO

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NO

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No

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NO

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YES

1 [https://
www.cargill.com/
page/grievance-
process](https://www.cargill.com/page/grievance-process)

NO

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NO

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NO

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NO

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0 NO 0 NO 0

0 NO 0 NO 0

1 <https://www.cargill.com/sustainability/diversity-and-inclusion>; YES 1 <https://www.cargill.com/sustainability/diversity-and-inclusion>; NO 0
<https://www.worldcocoafoundation.org/initiative/cocoaaction/> <https://www.worldcocoafoundation.org/initiative/cocoaaction/>

1 <https://www.cargill.com/story/sdg-business-forum-%E2%80%93-dave-maclennan-remarks> YES

1 <https://www.cargill.com/story/sdg-business-forum-%E2%80%93-dave-maclennan-remarks> NO 0

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8

1.125

Louis Dreyfus

2018		2020		
Reference	Answer	Score	Reference	Answer

<http://www ldc.com/blog/in-field/indonesian-grandmother-farms-coffee-future;>

YES

<http://www ldc.com/ldc-review/en/sustainability/sustainable-supply-chain/sustainable-coffee/>

0.125 <https://www ldc.com/stories-insights/indonesian-grandmother-farms-coffee-for-the-future/>

YES

https://www.louisdreyfusfoundation.org/download_file/view/357/273, p.14, 16

<https://www ldc.com/stories-insights/farming-for-a-better-life-in-ghanas-witch-camps/>

NO

0

NO

NO

0

NO

YES

0.125 <https://www ldc.com/sustainability/responsible-supply-chain/sustainable-coffee/>

YES

NO

0

<https://www ldc.com/sustainability/responsible-supply-chain/sustainable-coffee/>

NO

NO

0

NO

YES

0.125 <https://www.ldc.com/stories-insights/biogas-brings-clean-energy-to-farmers-in-kenya-and-rwanda/> YES

NO

0



NO

0

No

NO

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NO

[http://www ldc.com/blog/in-field/indonesian-grandmother-farms-coffee-future/;](http://www ldc.com/blog/in-field/indonesian-grandmother-farms-coffee-future/) YES

<http://www ldc.com/id/en/press-releases/louis-dreyfus-company-and-business-development-collaborate-empower-women-coffee-farmers-in-indonesia>

1 <http://www ldc.com/id/en/press-releases/louis-dreyfus-company-and-business-development-collaborate-empower-women-coffee-farmers-in-indonesia> YES

NO

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NO

NO

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NO

NO

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NO

NO

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NO

NO

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NO

NO

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NO

NO

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YES

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NO

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NO

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NO

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NO

NO

1.375



2022		2018			
Score	Reference	Answer	Score	Reference	Answer



0.125 <https://www ldc com/stories-insights/indonesian-grandmother-farms-coffee-for-the-future/>
 YES

https://www louisdreyfusfoundation org/download_file/view/357/273, p.14, 16

<https://www ldc com/stories-insights/farming-for-a-better-life-in-ghanas-witch-camps/>

0.125 <http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf>, p9; YES

https://www olamgroup com/content/dam/olamgroup/files/uploads/2018/04/Olam-Annual-Report-FY17_Strategy_Report_2017.pdf p33

0	YES	0.125 http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/	YES
0	YES	0.125 http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/meet-women-farmers-supply-chain/ http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/women-olc/ http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/	YES
0.125 https://www ldc.com/sustainability/responsible-supply-chain/sustainable-coffee/ https://www ldc.com/sustainability/	YES	0.125 http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/women-olc/	YES
0 FOR COMPANY ENGAGEMENT Only in company's foundation. Does not score but relevant for engagement with them. See https://www.louisdr eyfusfoundation.org/download_file/view/1357/273_n_14/	YES	0.125 http://olamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/women-olc/	YES

0 Confirm no partners that are women's CSO

NO

0

YES

0.125 <https://www ldc com/stories-insights/biogas-brings-clean-energy-to-farmers-in-kenya-and-rwanda/>

YES

0.125 <http://olamgroup com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/women-olc/>
<http://olamgroup com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-olc/>

NO

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YES



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YES

1 <https://www olamgroup com/> YES

0

YES

1 <https://www.olanamgroup.com/content/dam/olanamgroup/pdf/Olam%20Livelihood%20Charter%20report%202016.pdf> YES

1 <http://www.ldc.com/id/en/press-releases/louis-dreyfus-company-and-business-development-collaborate-empower-women-coffee-farmers-in-indonesia> YES

1 <http://olanamgroup.com/sustainability/focus-areas/livelihoods-2-2/gender-hub/women-farmers/women-olc/> YES

0

YES

0.5 <https://www.olanigroup.com> PARTIAL

0

YES

0.5 https://www.olanigroup.com/content/dam/olanigroup/files/uploads/2014/02/OLC-brochure-2015_screen.pdf PARTIAL

0

NO

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NO

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NO

0 Olam signed on after YES
the Dec 31, 2018
cutoff for new
documents, and will
score for this
indicator in future
assessments.

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NO

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NO

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NO

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PARTIAL

1 <https://www ldc.com>

NO

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NO

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NO

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NO

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NO



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YES

1 https://www.olanamgroup.com/content/dam/olanamgroup/files/uploads/2018/04/OLA007_Strategic_Report_Web.pdf, pg 69;

YES

0

NO

0

https://www.olanamgroup.com/content/dam/olanamgroup/files/uploads/2014/02/OLC-brochure-2015_screen.pdf

NO

0

YES

1 <https://www.worldcocoaactiondata.org/>

YES



0

YES

1 [https://
businessfightspoverty
.org/articles/cop23-
deforestation-and-
gender-responsive-
solutions-for-
agriculture-and-food-
security/](https://businessfightspoverty.org/articles/cop23-deforestation-and-gender-responsive-solutions-for-agriculture-and-food-security/)

YES

2.375

7.75

Olam						
2020		2022			20	
Score	Reference	Answer	Score	Reference	Answer	Score
0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf , pp.95-97	YES	0.125	https://www.olamgroup.com/content/dam/olamgroup/locations/south-america/brazil/brazil-pdfs/coffee-brazil-case-study.pdf	NO	0
	https://www.olamgroup.com/news/all-news/blog/agri-businesses-drivers-equality.html					

0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf , p.96	YES	0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf , p.96	NO	0
0.125	https://stg.olamgroup.com/content/dam/olamgroup/news-press-releases/blog-posts-pdfs/Olam-Cocoa-CFI-Report-2019.pdf	YES	0.125	https://stg.olamgroup.com/content/dam/olamgroup/news-press-releases/blog-posts-pdfs/Olam-Cocoa-CFI-Report-2019.pdf	YES	0.125
	https://www.olamgroup.com/content/olamgroup/en/home-page/news/all-news/blog/re-imagining-the-gender-balance-for-female-cotton-farmers.html			https://www.olamgroup.com/content/olamgroup/en/home-page/news/all-news/blog/re-imagining-the-gender-balance-for-female-cotton-farmers.html		
0.125	https://www.olamgroup.com/content/dam/olamgroup/locations/south-america/brazil/brazil-pdfs/coffee-brazil-case-study.pdf	YES	0.125	https://www.olamspecialtycoffee.com/blog/cafe-delas-equality-and-empowerment-for-women-farmers-in-brazil.html	YES	0.125
				OLD LINK IS BROKEN		
0.125	https://www.olamgroup.com/news/all-news/blog/agri-businesses-drivers-equality.html	YES	0.125	https://www.olamgroup.com/news/all-news/blog/agri-businesses-drivers-equality.html	NO	0

0.125	Hazelnuts: https://www.atsource.io/impact/cracking-female-empowerment-in-the-hazelnut-harvest.html	YES	0.125	Hazelnuts: https://www.atsource.io/impact/cracking-female-empowerment-in-the-hazelnut-harvest.html	NO	0
0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19-20-in-1.pdf	YES	0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19-20-in-1.pdf	NO	0
0.125	https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19-20-in-1.pdf	No	0		NO	0



1	Section on Olam re-organisation in AR: coffee: page 29 - 16% of smallholders supported are women; cotton: page 38 - supporting more than 17,000 female farmers in Africa	YES	1	Section on Olam re-organisation in AR: coffee: page 29 - 16% of smallholders supported are women; cotton: page 38 - supporting more than 17,000 female farmers in Africa	NO	0
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1 <https://www.olamgroup.com/news/all-news/blog/improving-every-day-for-rural-women.html?prevpage=allnews> YES

1 <https://www.olamgroup.com/news/all-news/blog/improving-every-day-for-rural-women.html?prevpage=allnews> NO 0

1 Gender split in secondary (contract / seasonal workforce stated in GRI report - 24%. page 7: <https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-global-reporting-initiative-referenced-standards-report-2019.pdf> Yes

1 <https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-global-reporting-initiative-referenced-standards-report-2019.pdf> NO 0

0.5 Human Capital: page Yes
89 - gives primary
workforce by gender
and by region

1 <https://www.olanmgrd>

NO

0

0.5

PARTIA
L

0.5 [https://
www.olanmgrd.co
m/content/
olanmgrd/en/
home-page/news/
all-news/blog/
untying-gender-
constraints-the-
cooperative-
way.html](https://www.olanmgrd.com/content/olanmgrd/en/home-page/news/all-news/blog/untying-gender-constraints-the-cooperative-way.html)

NO

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[https://
www.olanmgrd.co
m/content/
olanmgrd/en/
home-page/news/
all-news/blog/
gender-](https://www.olanmgrd.com/content/olanmgrd/en/home-page/news/all-news/blog/gender-)

0

NO

0

NO

0



1

YES

1 <https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/position-on-human-and-labour-rights-march.pdf>

NO

0

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NO

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NO

0

0.5	PARTIA	0.5	NO	0
https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/diversity-inclusion.html		https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/diversity-inclusion.html		
https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-ndfs/		https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-ndfs/		
0	YES	1	YES	1

0	NO	0	NO	0
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0	NO	0		
---	----	---	--	--



1 https://www.olanigroup.com/content/dam/olanigroup/files/uploads/2018/04/OLA007_Strategic_Report_Web.pdf, p.69 YES 1 <https://www.olanigroup.com> NO 0

<https://www.olanigroup.com/sustainability/sustainability-framework/priority-areas/diversity-inclusion.html> 0 NO 0 NO 0



1 <https://www.worldcocoafoundation.org/initiative/cocoaaction/> YES 1 <https://www.worldcocoafoundation.org> NO 0

1 <https://www.devex.com/news/3-ways-agri-businesses-can-be-drivers-of-equality-87843> YES

<https://businessfightspoverty.org/articles/cop23-deforestation-and-gender-responsive-solutions-for-agriculture-and-food-security/>

1 <https://www.devex.com/news/3-ways-agri-businesses-can-be-drivers-of-equality-87843> NO 0

<https://businessfightspoverty.org/articles/cop23-deforestation-and-gender-responsive-solutions-for-agriculture-and-food-security/>

9.5

10.875

1.25

Wilmar

2018	2020			2021	
Reference	Answer	Score	Reference	Answer	Score

NO

0

YES

0.125

NO

0

NO

0

<https://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf>, pg 71

YES

0.125

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-sustainability-reports/wilmar-sustainability-report-2019.pdf?sfvrsn=f801a895_2, p.92

YES

0.125

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/wilmar-veritee-programme-update.pdf?sfvrsn=0ad71452_0

YES

0.125

https://www.wilmar-international.com/docs/default-source/default-document-library/wilmar_sustainability_report_2018.pdf, 67

YES

0.125

0.125 Source:

YES

<https://www.wilmar-international.com/sustainability/responsible-operations/diversity-and-inclusion>

0.125

NO 0 YES 0.125

YES 0.125 https://www.wilmar-international.com/docs/default-source/default-document-library/wilmar_sustainability_report_2018.pdf, p.71 YES 0.125

YES 0.125 Source: <https://www.wilmar-international.com/sustainability/responsible-operations/diversity-and-inclusion> YES 0.125



PARTIAL 0.50 https://www.wilmar-international.com/docs/default-source/default-document-library/resource/wilmar-sustainability-reports/wilmar-sustainability-report-2019.pdf?sfvrsn=f801a895_2, p.123 PARTIAL 0.5



PARTIAL

0.5 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/sustainability-brief---women-at-work---final.pdf?sfvrsn=298d07c6_2

0.5

PARTIAL

0.5 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/sustainability-brief---women-at-work---final.pdf?sfvrsn=298d07c6_2

0.5

PARTIAL

0.5 <https://www.wilmar-international.com/sustainability/responsible-operations/diversity-and-inclusion> PARTIAL

0.5

NO

0

NO

0

NO

0

NO

0

	YES		1	https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/women's-charter.pdf	YES	1
				https://www.wilmar-international.com/docs/default-source/default-document-library/sexual-		
http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/08/Wilmar-SR-2016-Final.pdf , p58	YES		1	https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/human-rights-framework.pdf , P.4	YES	1
	NO		0	https://www.wilmar-international.com/	YES	1
	NO		0		NO	0



YES

1 <https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/women's-charter.pdf>

1

<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar->

YES

1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-supplier-guidelines.pdf?sfvrsn=322d5b97_2

1



NO

0

YES

1

6.625

10.375



022

Reference



<https://ir-media.wilm>

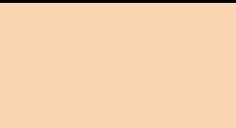
<https://www.wilmar-i>

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<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-sustainability-reports/>
<https://www.wilmar-international.com/sustainability/responsible-operations/diversity-and-inclusion>



<https://www.wilmar-i>

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<https://www.wilmar-i>

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/sustainability-brief---women-at-work---final.pdf?sfvrsn=298d07c6_2

<https://www.wilmar-international.com/sustainability/responsible-operations/diversity-and-inclusion>

<https://www.wilmar-i>

<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/human-rights-framework.pdf>, P.4

<https://www.wilmar-international.com/>
<https://www.wilmar-i>



<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/women's-charter.pdf>

<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar->

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-supplier-guidelines.pdf?sfvrsn=322d5b97_2



<https://ir-media.wilm>

<https://www.wilmar-i>



TOTAL
POSSIBLE
POINTS

LAND

16

#

Original indicators

2022 Indicators

AWARENESS

1 LA1

Does the company recognize (or demonstrate awareness of) the importance of communities' right to access and control of land (.5 point), and/or acknowledge the importance of communities' access to land for food security (.5 point)?

KEPT AS IS

1 LA2

Does the company recognize the importance of communities' right to land for cultural, spiritual, and ceremonial purposes?

KEPT AS IS

1	LA3	Does this recognition include specific reference to the complexity of land tenure rights (informal, traditional, and customary land rights)?	KEPT AS IS
KNOWLEDGE AND DISCLOSURE			
1	LA4	Has the company identified countries it sources from where (i) land rights of small-scale food producers and land-dependent communities and groups are insecure, (ii) weak land governance has an impact on people's ability to claim and protect their land rights, and/or (iii) there are still persisting discriminatory legal, social, and/or cultural barriers to strengthening communities' and/or women's land rights?	KEPT AS IS
1	LA5	Does the company disclose the total area of land in its land banks? Does it request that its suppliers and key business partners do the same?	KEPT AS IS

1 LA6	Does the company commit to publicly disclosing contracts for concession agreements – prior to transfer of land rights or finalization of leasehold arrangements – when it is buying, leasing, holding, or developing new land? Does it request that its suppliers and key business partners do the same?	KEPT AS IS
1 LA7	NEW INDICATOR IN 2020	Can the company provide at least one example of where it has engaged land rights focused civil society organizations to understand and identify solutions to addressing land inequalities in its food supply chains, and to understand and identify solutions to the root causes of these inequalities?
	COMMIT	

1/5	LA8	<p><u>FPIC</u>: Does the company commit to adhering to the principle of Free, Prior, and Informed consent (FPIC) when it is buying, leasing, or developing on land belonging to, used by, and managed by indigenous peoples? Does it request that its suppliers and key business partners do the same?</p>	<p>Updated guidance for companies (see cell F) and introduction of parital scoring)</p>
1/5	LA9	<p><u>FPIC</u>: Does the company commit to apply the principle of Free, Prior, and Informed Consent (FPIC) when it is buying, leasing, or developing on land belonging to, used by, and managed by potentially affected local communities? Does it request that its suppliers and key business partners do the same? To score, the company must go beyond a commitment to adhere to the right of FPIC in regards to indigenous peoples to apply this principle more broadly.</p>	<p>Updated guidance for companies (see cell F) and introduction of parital scoring)</p>
1	LA10	<p><u>Involuntary resettlement and expropriation</u>: Does the company commit to refraining from causing or contributing to involuntary resettlement or being an immediate beneficiary of expropriation by a host government to acquire land? Does it request that its suppliers and key business partners do the same? Companies should reference international guidance on the topic, such as IFC Performance Standard 5 and the United Nations Declaration on the Rights of Indigenous Peoples.</p>	<p>KEPT AS IS</p>

1 LA11	<p>Alternative investment models: Does the company commit to seek to avoid production and business models that involve the transfer of land rights (including in cases where land rights are not formally registered) away from small-scale producers, and instead seek models which strengthen the land rights of small-scale food producers? Does it request that its suppliers and key business partners do the same?</p>	KEPT AS IS
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1	LA12	Remedy: Does the company commit to providing for or cooperating in remediation of adverse impacts related to land tenure that it has caused or contributed to, in line with its responsibilities under the UN Guiding Principles on Business and Human Rights? In cases where the company contributed to or is linked to adverse impacts related to land tenure, does the company commit to using leverage (before cutting ties with the supplier) to help ensure access to remedy?	KEPT AS IS
		IMPLEMENTATION PLAN	
1	LA13	Does the company's commitment include a detailed, time-bound, multi-year action plan for how the company will implement – and report on implementation of – its land rights commitments?	KEPT AS IS
1	LA14	Supplier support: Does the company provide guidance and support to suppliers on implementing land rights commitments?-	KEPT AS IS
		PUBLIC ADVOCACY	
1	LA15	Have senior leadership spoken publicly, e.g. in the media or at public events, on the need for their company and others across the agricultural sector to take action to address the systemic challenges of secure land rights (within the last three years)?	KEPT AS IS

1 LA16	Has the company individually engaged or participated in collective advocacy to help strengthen the recognition of land rights of small-scale food producers and land-dependent communities and groups linked to its operations, in consultation with communities and in partnership with local NGOs/civil society (within the last three years)?	KEPT AS IS
14	Total	

		2018		
Scoring	Guidance for companies	Answer	Score	Reference
Yes/ partial/no		PARTIAL	0.5	https://assets.adm.com/Sustainability/ADM-Soy-Progress-Report_draft_2015_12_02_CorpComm_120315_r1.pdf , p.6
Yes/no		YES	1	https://assets.adm.com/Sustainability/ADM-No-Deforestation-Policy.pdf , p.1

Yes/no	See Land Rights Now and resources on the Interlaken Group website for more information on land tenure rights (http://www.landrightsnow.org/en/home/) and (http://www.interlakengroup.org/).	YES	1	https://assets.adm.com/Sustainability/ADM-Soy-Progress-Report_draft_2015_12_02_CorpComm_120315_r1.pdf , p.6
Yes/no	To score, the company's disclosures must relate to at least three high-risk commodities.	NO	0	NO
Yes/no	Not all companies have a landbank. If a company has a landbank, the company must meet both elements of this indicator to score. If the company does not have its own landbank, it must meet the second element of this indicator (i.e. request that its suppliers/key business partners disclose this information).	NO	0	NO

Yes/no	See Open Land Contracts for further information and examples (http://www.openlandcontracts.org/). The section on 'Why is this needed' discusses the importance of contract transparency and lists many of the international guidelines and principles that encourage disclosure (http://www.openlandcontracts.org/about).	NO	0	NO
Yes/no	To score, the company must have engaged with a local organization in a country from which it sources. An example of engagement with Oxfam or other international organizations alone is not sufficient for a company to score for this indicator.			NO
	To score in the 'Commit' section of this theme, the companies' commitments must cover all of the following commodities that the company produces or sources: sugar, palm, cocoa, soy, pulp and paper, timber, and cattle.			

Yes/ partial/no	To score, a company must have an FPIC policy that covers all high-risk commodities. Partial scoring is available for policies that cover one or two high-risk commodities. Full score for policies that cover ALL high-risk commodities.	NO	0	
Yes/ partial/no	To score, the company must go beyond a commitment to adhere to the principle of FPIC in regards to indigenous peoples and this policy must extend across all high-risk commodities. Partial scoring is available for policies that cover one or two commodities.	NO	0	NO
Yes/no	For further background on the topic, see work from the World Resources Institute (https://www.wri.org/tags/expropriation). The company must have an explicit commitment that applies across its operations and supply chains to score (i.e. the commitment must go beyond being certified to assessments with criteria	NO	0	NO NO

Yes/no	<p>See Oxfams report: <i>Fair Value: Case studies of business structures for a more equitable distribution of value in food supply chains</i> https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620452/dp-fair-value-food-supply-chains-110418-en.pdf?sequence=7) and <i>Who Will Feed the World</i> https://www.oxfam.org/sites/www.oxfam.org/files/who-will-feed-the-world-rr-260411-en.pdf) for discussions on alternative investment models, outgrower schemes, and making large-scale investments pro-poor. For an example of an initiative to design an alternative model, see Oxfam's FAIR Partnerships https://www.oxfamnovib.nl/donors-partners/about-oxfam/projects-and-programs/fair-company-community-partnerships).</p>	NO	0										NO
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Yes/no	Adverse impacts related to land tenure' include a wide range of potential human rights violations that relate to land rights, use, access, etc. See Shift's overview: https://www.shiftproject.org/sdgs/land-rights/ . See the United Nations Guiding Principles on Business and Human Rights, Principle #22 (http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf). Also see questions #30, 32, and 38 of <i>Frequently Asked Questions About the Guiding Principles on Business and Human Rights</i> (https://www.ohchr.org/documents/publications/faq_principlesbusinesshr.pdf).	NO	0	NO
Yes/no	This should include plans for addressing land tenure risks/impacts across the company's supply chains for more than one commodity, and not only in its own operations.	NO	0	NO
Yes/no		NO	0	NO
Yes/no		NO	0	NO

Yes/no		NO	0	NO
			2.5	

ADM						
2020		2022			2	
Score	Reference	Answer	Score	Reference	Answer	Score
0.5	https://assets.adm.com/Sustainability/ADM-Soy-Progress-Report_draft_2015_12_02_CorpComm_120315_r1.pdf , p.6 https://assets.adm.com/Sustainability/HumanRights.pdf , p.4	PARTIAL	0.5	https://www.adm.com/globalassets/sustainability/reports/2019-adm-sustainability-report-compressed.pdf , pg25 Limited reference https://assets.adm.com/Sustainability/ADM-Soy-Progress-Report_draft_2015_12_02_Co	PARTIAL	0.5
1	https://assets.adm.com/Sustainability/ADM-No-Deforestation-Policy.pdf , p.1	YES	1	https://assets.adm.com/Sustainability/ADM-No-Deforestation-Policy.pdf	NO	0

1 See
<https://assets.adm.com/Sustainability/ADM-No-Deforestation-Policy.pdf>, p.2 and
<https://assets.adm.com/Sustainability/HumanRights.pdf>, p.4

YES

1 <https://assets.adm.com/Sustainability/ADM-No-Deforestation-Policy.pdf>, p.2

NO

0

0

NO

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NO

0

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NO

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NO

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NO

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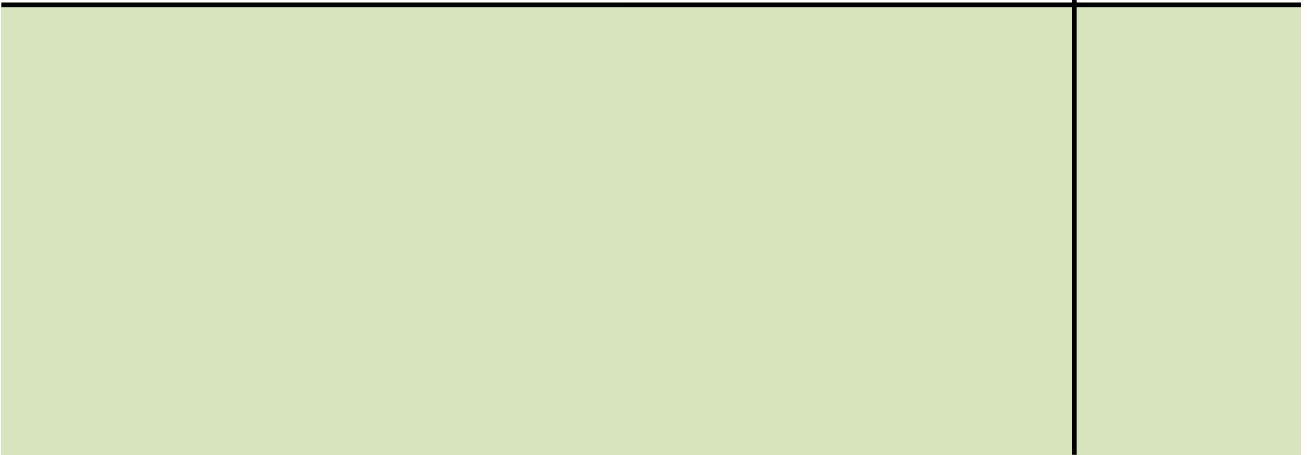
NO

0

0

NO

0



	YES	1	https://assets.adm.com/Human-Rights-Policy-2021-update.pdf , pg 3	NO	0
			https://assets.adm.com/Sustainability/HumanRights.pdf , p.4		
1	NO	0	https://assets.adm.com/Sustainability/ADM-	NO	0
0 0.00	NO	0		NO	0

0.00

NO

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NO

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NO

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3.5

3.5

0.5

Bunge

2018	2020			202	
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Reference	Answer	Score	Reference	Answer	Score
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https://www.bunge.com/sustainability2016/conserve-sustainable-agriculture.html	PARTIAL	0.5	https://www.bunge.com/sustainability/palm-oil-sourcing-policy https://www.bunge.com/sustainability/non-deforestation	PARTIAL	0.5
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NO

0

NO

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NO

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NO

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NO

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NO

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NO

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NO

0

NO

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NO

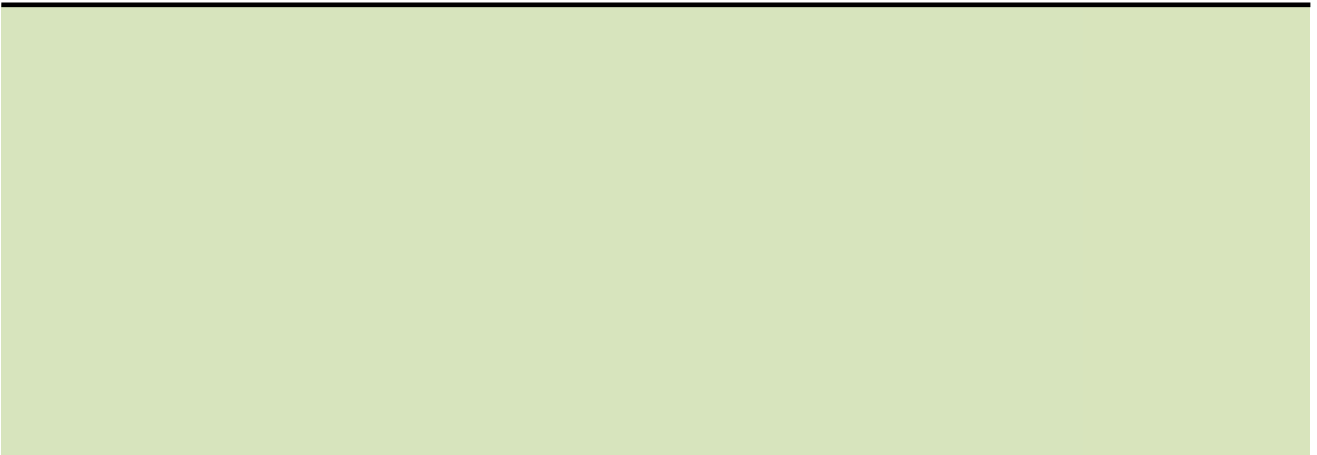
0

NO

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NO

0



Partial 0.5

YES

[https://
www.bunge.com/
sustainability/palm-
1 oil-sourcing-policy](https://www.bunge.com/sustainability/palm-1-oil-sourcing-policy)

Partial 0.5

NO
NO

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0.00

NO 0

NO

0.00

NO

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NO

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NO

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NO

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NO

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NO

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NO

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NO

0

NO

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NO

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NO

0

1.5

1.5

Barry Callebaut

22	2018		2020		
Reference	Answer	Score	Reference	Answer	Score
https://www.bunge.com/sustainability/palm-oil-sourcing-policy	PARTIAL	0.5	https://www.barry-callebaut.com/system/files/download/5_environmental_policy_sep_1_2018.pdf, p. 6	PARTIAL	0.5
https://www.bunge.com/sustainability/non-deforestation	NO	0		NO	0

NO 0 YES 1



NO 0 NO 0

NO 0 NO 0

NO

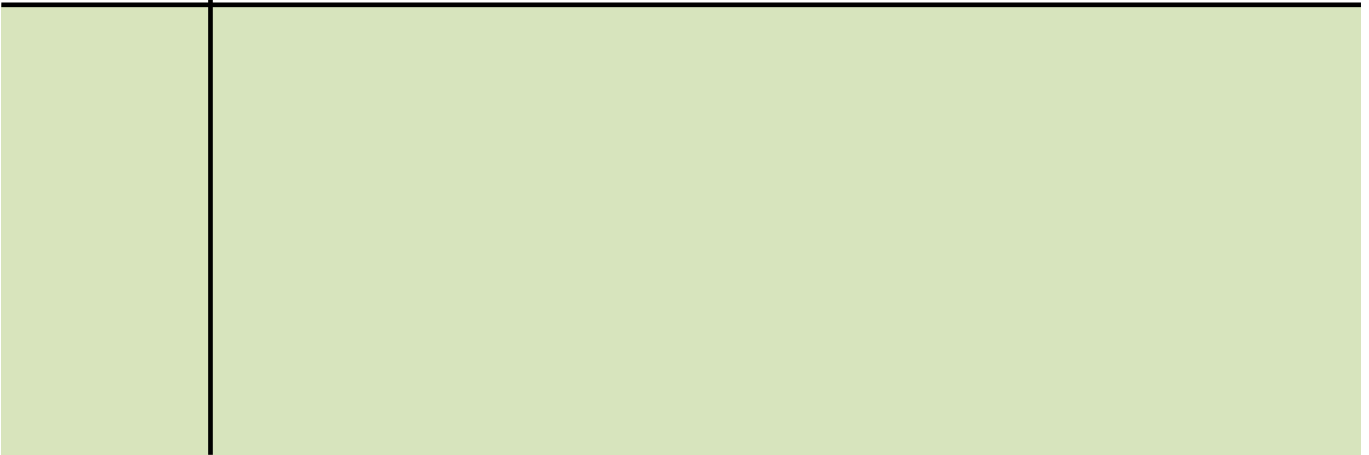
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NO

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NO

0



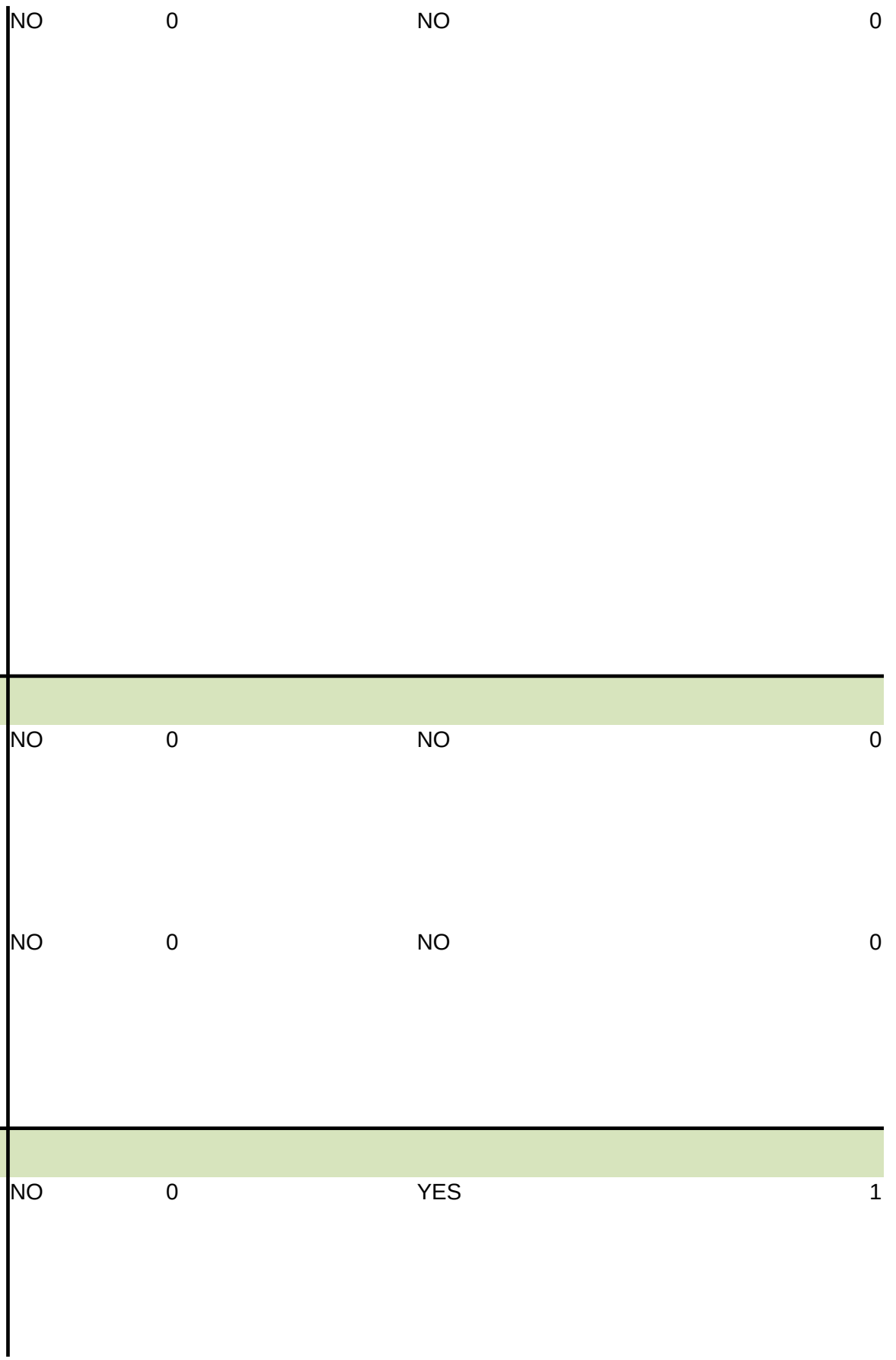
https://www.bunge.com/sustainability/palm-oil-sourcing-policy	YES	1 https://www.barry-callebaut.com/system/files/download/barry_callebaut_supplier_code_en_final.pdf , p.7	YES	1
https://www.bunge.com/sites/default/files/2021-cdp_forests.pdf	YES	1 https://www.barry-callebaut.com/system/files/download/barry_callebaut_supplier_code_en_final.pdf , p.7	YES	1
https://www.bunge.com/sites/default/files/2021-cdp_forests.pdf	NO	0	NO	0.00

NO

0

NO

0.00



NO

0

YES

1

2.5

5.5

		2022		2018		
Reference	Answer	Score	Reference	Answer	Score	Reference
https://www.cocoahorizons.org/sites/www.cocoahorizons.org/files/COH%20program%20summary_0.pdf, p.5	YES	1	https://www.coc	YES	1	https://www.cargill.com/news/land-rights-issue
	NO	0		YES	1	https://www.cargill.com/static/release-resource/wcm/groups/public/@ccom/documents/document/na31709187.pdf, p.7

https://
www.cocoa Horizons.org/sites/
www.cocoa Horizons.org/files/Cocoa
%20Horizons
%20methodology.pdf,
p.7

YES

1 <https://www.cocoa Horizons.org/sites/www.cocoa Horizons.org/files/Cocoa%20Horizons%20methodology.pdf>

YES

1 <https://www.cargill.com/news/land-rights-issue>;

<https://www.cargill.com/sustainability/palm-oil/palm-policy-commitment>

NO

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NO

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NO

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NO

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NO

0

NO

0

YES

1 <https://www.me>



https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf, p.9

YES

1 https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf, p.9

YES

1 <https://www.cargill.com/doc/1432080791419/cargill-statement-on-human-rights.pdf>, p.2

<https://www.cargill.com/about/supplier-code-of-conduct>

https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf, p.9

YES

1 https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf, p.9

YES

1 <https://www.cargill.com/doc/1432080791419/cargill-statement-on-human-rights.pdf>, p.2

<https://www.cocoahorizons.org/sites/www.cocoahorizons.org/files/Cocoa%20Horizons%20methodoloav.pdf>

NO

0 <https://www.cocoahorizons.org/sites/www.cocoahorizons.org/files/Cocoa%20Horizons%20methodoloav.pdf>

NO

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NO

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NO

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NO 0

NO 0

NO 0

NO 0

NO 0

NO 0

YES 1

NO 0

<https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-position-paper-on-the-EUs-policy-and-regulatory-approach->

<https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-position-paper-on-the->

<https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-position-paper-on-the-EUs-policy-and-regulatory-approach-to-cocoa.pdf>

YES

1 <https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-position-paper-on-the-EUs-policy-and-regulatory-approach-to-cocoa.pdf>

YES

1 https://rightsandresources.org/en/our_impact/interlaken-group-pilots-first-country-level-initiatives-kenya-cameroon/#.XC4xcWI7IQI

7

6

Cargill

2020			2022		
Answer	Score	Reference	Answer	Score	Reference
YES	1	https://www.cargill.com/news/land-rights	YES	1	https://www.cargill.com/news/land-rights

YES

1 <https://www.cargill.com/static/release-resource/wcm/groups/public/@ccom/documents/document/na31709187.pdf>, p.7

YES

1 <https://www.cargill.com/static/release-resource/wcm/groups/public/@ccom/documents/document/na31709187.pdf>, p.7

YES

1 [https://
www.cargill.com/
doc/
1432076149492/
palm-oil-policy-
statement-pdf.pdf](https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf)

[https://
www.cargill.com/
news/land-rights](https://www.cargill.com/news/land-rights)

YES

1 [https://
www.cargill.co
m/doc/
143207614949
2/palm-oil-
policy-
statement-
pdf.pdf](https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf)

[https://
www.cargill.co
m/news/land-
rights](https://www.cargill.com/news/land-rights)

NO

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NO

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NO

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NO

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NO

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NO

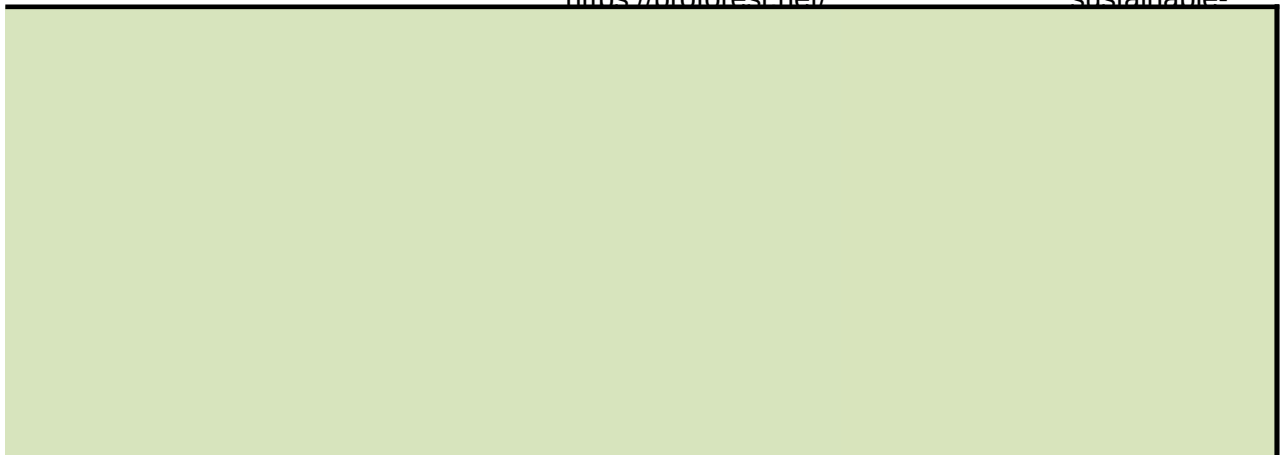
0

YES

1 <https://www.cargill.com/sustainability/sustainable-soy/community-partnerships>; <https://www.cargill.com/2020/marking-progress-cargill-releases-sustainable-palm-oil-report> - see work with Proforest and Landesa country staff
<https://proforest.net/>

YES

1 <https://www.cargill.com/sustainability/sustainable-soy/community-partnerships>; <https://www.cargill.com/2020/marking-progress-cargill-releases-sustainable->



YES

1 [https://
www.cargill.com/
doc/
1432136529974/
cargill-commitment-
on-human-rights.pdf](https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf),
p.2

YES

1 [https://
www.cargill.co
m/doc/
143213652997
4/cargill-
commitment-
on-human-
rights.pdf](https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf), p.2

YES

1 [https://
www.cargill.com/
doc/
1432136529974/
cargill-commitment-
on-human-rights.pdf](https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf),
p.2

YES

1 [https://
www.cargill.co
m/doc/
143213652997
4/cargill-
commitment-
on-human-
rights.pdf](https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf), p.2

NO

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NO

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[https://
www.cargill.com/
doc/
1432076149492/
palm-oil-policy-
statement-pdf.pdf](https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf)
[https://](https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf)

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www.cargill.co
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143207614949
2/palm-oil-
policv-](https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf.pdf)

NO

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NO

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NO 0

NO 0

NO 0 NO 0

NO 0 NO 0

NO 0 NO 0

YES

1

https://rightsandresources.org/en/our_impact/interlaken-group-pilots-first-country-level-initiatives-kenya-cameroon/#.XC4xcWI7IQI

YES

1

<https://www.mer>

7

7

Louis Dreyfus

2018			2020			202	
Answer	Score	Reference	Answer	Score	Reference	Answer	Score
PARTIAL	0.5	http://www ldc.com/files/1315/3441/7730/LDC_SR2017_FINAL.pdf , p.11	PARTIAL	0.5	https://www ldc.com/sustainability/our-approach/governance/ https://www ldc.com/wp-content/uploads/LDC-Palm-Sustainability_Policy_Nov_2016.pdf , p.2	PARTIAL	0.5
NO	0		NO	0		YES	1

YES	1	http://www ldc.com/files/2715/0038/0504/LDC_SR_2016.pdf , p.39	YES	1	https://www ldc.com/wp-content/uploads/LDC-Palm-Sustainability_Policy_Nov_2016.pdf , p.2	YES	1
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NO	0		NO	0		NO	0
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NO	0		NO	0		NO	0
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NO

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NO

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NO

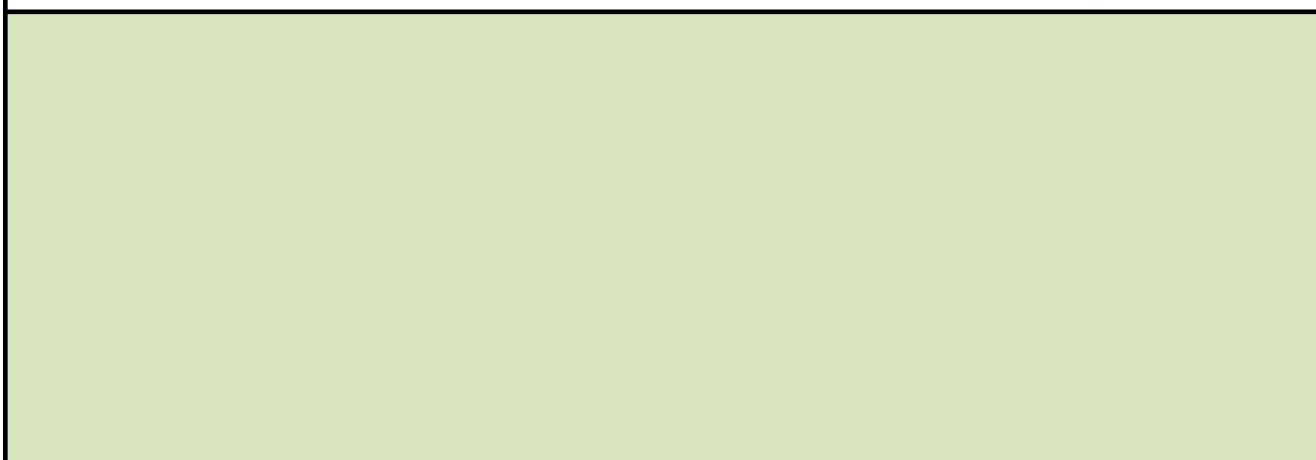
0

NO

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NO

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NO	0	YES	1	https://www ldc c	Partial	0.5
NO	0	NO	0		Partial	0.5
NO	0	NO	0		NO	0

NO

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NO

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NO

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NO 0 NO 0 NO 0

NO 0 NO 0 NO 0

NO 0 NO 0 NO 0

NO 0 NO 0 NO 0

NO

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NO

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NO

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1.5

2.5

3.5

Olam						
22	2018			2020		
Reference	Answer	Score	Reference	Answer	Score	Reference
https://www ldc com/ sustainability/ our approach/ governance/ https://www ldc com/ wp content/ uploads/ LDC- Sustainability- Report-2021- Double- Pages pdf pg 72 https://www ldc com/ wp content/ uploads/ LDC- Sustainability- Report-2021- Double- Pages pdf pg 72	YES	1	http://49tmko49h46b4e0czy3rlqaye1b wpengine netdna cdn com/wp content/uploads/ 2014/02/16474_ Olam Code Of Conduct final web pdf, p 8; See Gabon case study for land rights/food security: http://olamgroup com/investor relations/annual report 2016/olam code of conduct final web pdf, p 8	YES	1	https://www olamgroup com/content/ dam/olamgroup/ about-olam/ ethics-and-compliance/ ethics-and-compliance-pdfs/ olam-code-of-conduct-eng pdf, p 9 https://www olamgroup com/content/ dam/olamgroup/ sustainability/ olam-code-of-conduct-eng pdf, p 9
https://www olamgroup com/investors/ investor library/ olam insights/ issue-1-2016- olam-palm-gabon-sets-benchmark-for-sustainable-large-scale-palm-plantation-in-africa/more-than-a-social-license-taking-the-lead-in-sustainable-	YES	1	https://www olamgroup com/investors/ investor library/ olam insights/ issue-1-2016- olam-palm-gabon-sets-benchmark-for-sustainable-large-scale-palm-plantation-in-africa/more-than-a-social-license-taking-the-lead-in-sustainable-	YES	1	https://www olamgroup com/content/ olamgroup/en/ home-page/ products-services/olam-international/ wood-products/ engaging-and-supporting-communities htm https://www olamgroup com/investors/ investor library/ olam insights/ issue-1-2016- olam-palm-gabon-sets-benchmark-for-sustainable-large-scale-palm-plantation-in-africa/more-than-a-social-license-taking-the-lead-in-sustainable-

https://www.ldc.com	YES	1 http://49tmko49h46b4e0czy3rlqaye1b.wpengine.netdna-cdn.com/wp-content/uploads/2018/04/Olam-Living-Landscape-Policy_ENG-FINAL.pdf , p.15	YES	1 https://www.olamgroup.com/content/dam/olamgroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-
	NO	0	NO	0
	NO	0	NO	0

NO

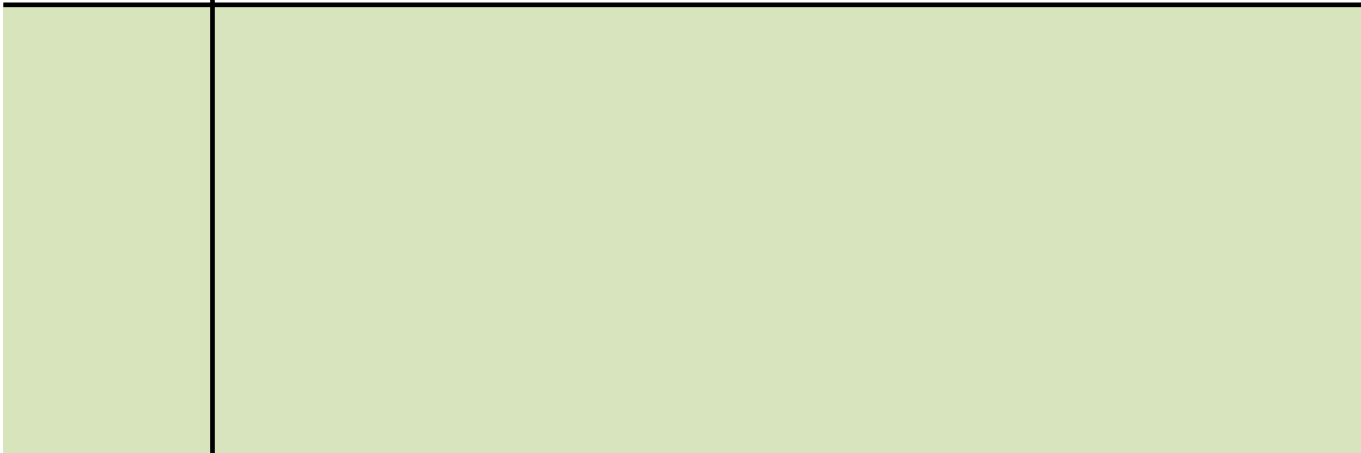
0

NO

0

YES

1 https://www.olanigroup.com/content/dam/olanigroup/files/uploads/2017/04/Olam_Annual_Report_FY16.pdf, p.58



https://www ldc.	YES	1 http://49tmko49h46b4e0czy3rlqaye1b.wpengine.netdna-cdn.com/wp-content/uploads/2018/04/Olam-Supplier_Code__APR2018.pdf , p.48;	YES	1 https://www.olamgroup.com/content/dam/olamgroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-Landscapes-Policy_English.pdf , p.15
https://www ldc.com/wp-content/uploads/LDC-Palm-Sustainability_Policy_Nov_2016.pdf	YES	1 http://49tmko49h46b4e0czy3rlqaye1b.wpengine.netdna-cdn.com/wp-content/uploads/2018/04/Olam-Supplier_Code__APR2018.pdf , p.48	YES	1 https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/Olam%20Supplier%20Code__English.pdf , p.4
	NO	0	YES	1.00 https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/Olam%20Supplier%20Code__English.pdf

NO

0

NO

0

YES

1 https://www.olanigroup.com/content/dam/olanigroup/pdffiles/Olam-Living-Landscapes-Policy_English.pdf, pgs. 9, 11

YES

1 https://www.olanigroup.com/content/dam/olanigroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-Landscapes-Policy_English.pdf, p.11

NO

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NO

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NO

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NO

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NO

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NO

0

YES

1 <http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf>, pgs. 48, 81;

YES

1 <https://www.interlakengroup.org/about>

https://rightsandresources.org/wp-content/uploads/InterlakenGroupGuide_web1.pdf

[https://www.ifc.org/wps/wcm/connect/31bcd8049facb229159b3e54d141794/InterlakenGroupGuide_web_final.pdf?](https://www.ifc.org/wps/wcm/connect/31bcd8049facb229159b3e54d141794/InterlakenGroupGuide_web_final.pdf?MOD=AJPERES)

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9

2022			2018			
Answer	Score	Reference	Answer	Score	Reference	Answer
YES	1	https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/code-of-conduct/Olam-Code-of-Conduct-2020-English.pdf , p.9	PARTIAL	0.5	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf p 83;	YES
YES	1	https://www.olamgroup.com/content/olamgroup/en/home-page/products-services/olam-international/wood-products/engaging-and-supporting-communities.html https://www.olamgroup.com/investors/	YES	1	https://www.wilmar-international.com/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf , p.3	YES

YES

1 dam/
olamgroup/
about-olam/
ethics-and-
compliance/
ethics-and-
compliance-
pdfs/code-of-
conduct/Olam-
Code-of-
Conduct-2020-
English.pdf,
pp.8

YES

1 https://
www.wilmar-
international.com/
wp-content/
uploads/2012/11/
No-Deforestation-
No-Peat-No-
Exploitation-
Policy.pdf, p.1;

http://
www.wilmar-
international.com/

YES

NO

0

NO

0

NO

YES

1 <https://www.olam.com>

NO

0

YES

NO

0

NO

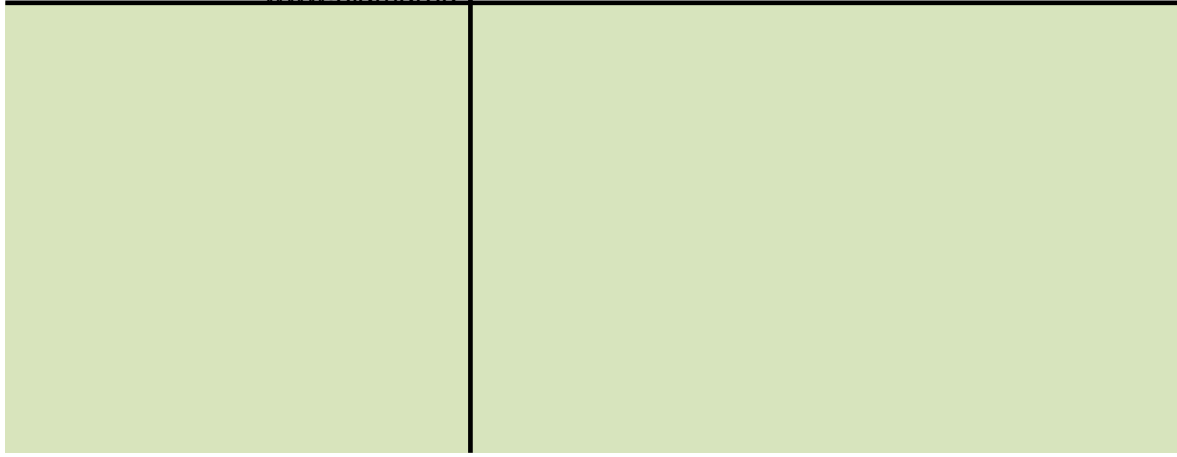
0

NO

YES

1 https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/2021/olam_strategy_report_2021.pdf, pg 99; https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/2021/olam_strategy_report_2021.pdf

YES



YES	1 https://www.olamgroup.com/content/dam/olamgroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-Landscapes-Policy_English.pdf . p.15	YES	1 http://www.wilmar-international.com/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf ;	YES
YES	1 https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/code-of-conduct/Olam-Code-of-Conduct-2020-English.pdf .	YES	1 http://www.wilmar-international.com/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf ;	YES
YES	1 Section 5 of the Olam Supplier Code: https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/Olam-2020-Supplier	NO	0	NO

NO

0

NO

0

NO



YES

1 https://www.olamgroup.com/content/dam/olamgroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-Landscapes-Policy_English.pdf, p.11

YES

1 <https://www.wilmar-international.com/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf>, p1, 7;

YES

https://www.wilmar-international.com/docs/default-source/default-document-library/highlights/sustainability/2017/03/grievance-procedure-updated.pdf?sfvrsn=683d41d1_2;

https://www.wilmar-international.com/docs/default-source/default-document-library/highlights/sustainability/2017/03/grievance-procedure-updated.pdf?sfvrsn=683d41d1_2;

NO

0

NO

0

NO

YES

1 <https://www.olamgroup.com/sustainability/governance/policies-and-positions.html>

YES

1 <http://www.wilmar-international.com/wp-content/uploads/2016/01/4Q-2017-Sustainability->

YES

NO

0

NO

0

NO

YES

1 [https://
www.interlaken
group.org/
about](https://www.interlaken-group.org/about)

NO

0

YES

[https://
rightsandresour
ces.org/wp-
content/
uploads/
InterlakenGrou
pGuide_web1.
pdf](https://rightsandresources.org/wp-content/uploads/InterlakenGroupGuide_web1.pdf)

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6.5

Wilmar

2020		2022		
Score	Reference	Answer	Score	Reference
1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-sustainability-reports/wilmar-sustainability-	YES	1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy https://ir-media.wilmar-international.com/app/uploads/2022/05/Wilmar-SR-2021.pdf pg 112, 113 https://www.wilmar-
1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?	YES	1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-

1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy	YES	1	https://www.wilmar-international.com/sustainability/policies#ndpe-policy
	https://www.wilmar-international.com/docs/default-source/default-document-library/			https://www.wilmar-international.com/docs/default-

0	NO	0
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1	https://www.spott.org/palm-oil/wilmar-international-ltd/#landbank-maps-and-traceability	YES	1	https://www.spott.org/palm-oil/wilmar-international-ltd/#landbank-maps-and-traceability
	https://www.rspo.org/file/acop2015/submissions/wilmar%20international%20ltd-ACOP2015.pdf			https://www.rspo.org/file/acop2015/submissions/wilmar%20international%20ltd-ACOP2015.pdf
	and this initiative of requesting it			...

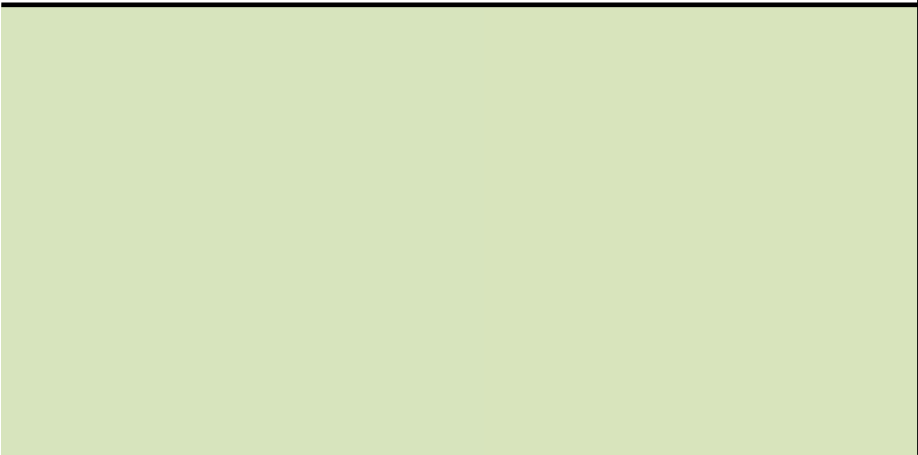
0

NO

0

1 Source: YES
<https://www.wilmar-international.com/sustainability/partnerships-collaborations>

1 <https://www.wilmar-international.com/sustainability/partnerships-collaborations>



1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2 YES

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2 YES

0.00 NO

1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2

0

0.00

NO

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1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2

YES

1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2_2

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NO

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1 <http://www.wilmar-international.com/wp-content/uploads/2016/01/4Q-2017-Sustainability->

YES

1 <https://www.wilmar-international.com/wp-content/uploads/2016/01/4Q-2017-Sustainability->

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NO

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1

Yes

1 <https://www.wilma>

Source:
<https://www.wilmarinternational.com/sustainability/partnerships-collaborations>

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10

TOTAL
POSSIBLE
POINTS

CLIMATE		
#	Original indicators	2020 indicators
AWARENESS		
1	CC1 Does the company recognize the need to reduce Scope 3 agricultural emissions (purchased goods and services)?	KEPT AS IS
1	CC2 Does the company recognize the need to reduce emissions from food waste and loss?	KEPT AS IS
1	CC3 Does the company recognize the need to support small-scale producers in its supply chain and local communities as they adapt to climate change?	KEPT AS IS
KNOWLEDGE AND DISCLOSURE		

20

1	CC4	<u>Emissions</u> : Does the company report and disclose Scope 3 emissions associated with purchased goods and services, including agricultural emissions, in its Carbon Disclosure Project report?	KEPT AS IS
1	CC5	<u>Emissions</u> : Does the company report and disclose emissions associated with food waste and loss?	KEPT AS IS
1	CC6	Does the company report on climate change risks throughout its supply chain?	KEPT AS IS
1	CC7	<u>Deforestation</u> : Does the company report comprehensively on palm, soy, pulp and paper, cattle, cocoa and/or other commodities linked to deforestation (through the Carbon Disclosure Project's annual forest information request or an equivalent measure)?	KEPT AS IS

1 CC8	<u>Assessment of risks to climate:</u> Does the company have a strategy to assess climate risks, and a comprehensive plan to address those risks across its value chain in collaboration with local stakeholders?	KEPT AS IS
COMMIT		
1 CC09	<u>Emissions:</u> Does the company set GHG reductions targets (absolute or intensity based)?	KEPT AS IS
1 CC10	<u>Emissions:</u> Has progress been reported in the past two years towards meeting those targets?	KEPT AS IS

1	<p>CC11</p> <p><u>Emissions</u>: Has the company committed to adopt or already adopted an emissions reduction target that is based on a science-based assessment that limits long-term temperature change to 2°C and covers Scope 1, 2 and 3 emissions, including upstream agricultural emissions?</p>	<p>Emissions: Has the company committed to adopt or already adopted an emissions reduction target that is based on a science-based assessment that limits long-term temperature change to 1.5°C and covers Scope 1, 2 and 3 emissions, including upstream agricultural emissions?</p>
1	<p>CC12</p> <p><u>Deforestation</u>: Does the company have a policy commitment to achieve zero net deforestation across its supply chains by 2020? Does the policy refer to the avoidance of plantings on HCV, HCS and peat areas, and Free, Prior, and Informed consent (FPIC), smallholder inclusion, and adherence to the UN Guiding Principles on Business and Human rights? To score, the commitment must cover all of the following that the company produces or sources: palm, cocoa, soy, pulp and paper, timber, and cattle.</p>	<p>KEPT AS IS</p>
1	<p>CC13</p> <p><u>Resilience</u>: Has the company established a policy or strategy across the supply chain to invest in the climate change resilience of small-scale farmers?</p>	<p>KEPT AS IS</p>

1	CC14	NEW INDICATOR	Does the company provide support/incentives for low carbon and regenerative agricultural approaches to enhance climate mitigation and resilience?
IMPLEMENTATION PLAN			
1	CC15	<u>Emissions:</u> Does the company's commitment include a detailed, time-bound, multi-year action plan for how the company will implement – and report on implementation of – its commitments related to reducing GHG emissions across its supply chain? Does the commitment include a plan to reduce emissions from a) upstream agriculture, b) meat and dairy production, and c) food waste and loss?	Emissions: Does the company's commitment include a detailed, time-bound, multi-year action plan for how the company will implement – and report on implementation of – its commitments related to reducing GHG emissions across its supply chain? Does the commitment include a plan to reduce emissions from a) upstream agriculture, b) meat and dairy production (where applicable), and c) food waste and loss?
1	CC16	<u>Resilience:</u> Does the company's commitment include a detailed, time-bound, multi-year action plan for how the company will implement – and report on implementation of – its strategy related to resilience?	KEPT AS IS

1	<p>CC17</p> <p><u>Suppliers/emissions:</u> Does the company require suppliers to measure and disclose emissions? Does it require suppliers to respond to the CDP Supply Chain questionnaire?</p>	<p>KEPT AS IS with additional guidance</p>
1	<p>CC18</p> <p>Suppliers: Does the company provide guidance and support to suppliers on mitigating GHG impact and implementing sustainable land use practices?</p>	<p>KEPT AS IS</p>
<p>PUBLIC ADVOCACY</p>		

1	CC19 Has the company individually engaged or participated in collective advocacy to address climate change? (To score, advocacy must be geared toward climate policy, beyond the company's own operations, and within the last three years).	KEPT AS IS
1	CC20 Have senior leadership spoken publicly, e.g. in the media or at public events, on the need for their company and others across the agricultural sector to take action to address climate change, reduce emissions from agriculture and linked deforestation, and provide support to smallholder farmers for resilience (within the last three years)?	KEPT AS IS
20	Total	

2022 Indicators		Scoring	Guidance for companies	Answer	Score
NOT ASSESSED		Yes/no		YES	1
NOT ASSESSED		Yes/no		YES	1
NOT ASSESSED		Yes/no		NO	0

NOT ASSESSED	Yes/no	See Know the Chain's F&B benchmark.	YES	1
NOT ASSESSED	Yes/no		NO	0
NOT ASSESSED	Yes/no		YES	1
NOT ASSESSED	Yes/partial/ no	To score a full yes, the company must report on all forest risk commodities that the company sources.	PARTIAL	0.5

NOT ASSESSED	Yes/no		NO	0
NOT ASSESSED	Yes/no		YES	1
NOT ASSESSED	Yes/no		YES	1

NOT ASSESSED	Yes/no	Distinguish between a commitment and an actual target, and a target that includes Scope 3 emissions.	NO	0
NOT ASSESSED	Yes/no	The key word here is 'refer'. The deforestation policy might not directly include a reference to the UNGPs, but if the company has an overarching commitment to the UNGPs, this will be considered a yes.	NO	0
NOT ASSESSED	Yes/no	To score, the company must have a strategy that applies to all key geographies and commodities that it sources from.	NO	0

NOT ASSESSED	Yes/no		
NOT ASSESSED	Yes/partial/ no		NO 0
NOT ASSESSED	Yes/no		NO 0

NOT ASSESSED	Yes/no	Suppliers' refers to tier 1 suppliers.	NO	0
NOT ASSESSED	Yes/no	To score, a company that sources multiple commodities in significant quantities must provide support for climate-smart agricultural practices in at least three high-risk supply chains that are material to the company. Climate-smart practices are those that both reduce GHG emisissions and/or support productivity and adaptation. Examples include agroforestry, fertilizer management, development of land use plans, etc.	NO	0

NOT ASSESSED	Yes/no		NO	0
NOT ASSESSED	Yes/no		NO	0
				6.5

ADM				
2018		2020		
Reference	Answer	Score	Reference	Answer
www.cdp.net http://assets.adm.com/ Sustainability/ ADM_Sustainability_Cor porateSustainabilityRepo rt_2016.pdf (p.23, Sustainable Mint to Reduce Scope 3)	YES		1 https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , pp.25, 30	NO
CDP Climate Change 2018 forms	YES		1 CDP Climate 2019 https://www.cdp.net/en/responses/912? https://www.adm.com/news/news-releases/adm-announces-aggressive-new-goals-to-reduce-water-intensity-landfill-waste	YES
	YES		1 https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.19 https://www.adm.com/news/stories/creating-climate-smart-farming-villages-in-india	NO

https://www.cdp.net/en/ YES
formatted_responses/
pages?
locale=en&organization_
name=Archer+Daniels+
Midland&organization_nu
mber=912&program=Inv
estor&project_year=2017
&redirect=https%3A%2F
%2Fwww.cdp.net
%2Fsites
%2F2017%2F12%2F912
%2FClimate+Change+20
17%2FPages

NO

1 CDP Climate 2019
https://www.cdp.net/en/re
sponses/912?

NO

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NO

https://www.cdp.net/en/ YES
formatted_responses/
pages?
locale=en&organization_
name=Archer+Daniels+
Midland&organization_nu
mber=912&program=Inv
estor&project_year=2017
&redirect=https%3A%2F
%2Fwww.cdp.net
%2Fsites
%2F2017%2F12%2F912
%2FClimate+Change+20
17%2FPages
%2FDisclosureView.aspx
;

1 CDP Climate 2019
https://www.cdp.net/en/re
sponses/912?

NO

http://
49tmko49h46b4e0czy3rl
cgv1h.wmccain.net/doc
https://www.cdp.net/en/ YES
formatted_responses/
pages?
locale=en&organization_
name=Archer+Daniels+
Midland&organization_nu
mber=912&program=For
est&project_year=2017&
redirect=https%3A%2F
%2Fwww.cdp.net
%2Fsites
%2F2017%2F12%2F912
%2FForests+2017%2FP
ages
%2FDisclosureView.aspx

1 CDP Forests 2019
https://www.cdp.net/en/re
sponses/912?

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NO

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NO

https://assets.adm.com/Sustainability/2017-CSR-Final-5-14-18.pdf , p.9	YES	1	https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.12	YES
https://assets.adm.com/Sustainability/2017-CSR-Final-5-14-18.pdf , p.9;	YES	1	https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.12	YES
https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Archer+Daniels+Midland&organization_number=912&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F12%2F912%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx			CDP Climate 2019 https://www.cdp.net/en/responses/912?	

NO

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NO

NO

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NO

NO

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NO

YES

1 Source:
<https://www.adm.com/sustainability/responsible-sourcing>
<https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf>,
p.25-26



NO

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NO

NO

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NO

NO

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NO

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NO



NO

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NO

YES

1 [https://
www.businesswire.com/
news/home/
20200331005719/en/
ADM-Advances-
Sustainability-
Commitments-Ambitious-
New-Plan](https://www.businesswire.com/news/home/20200331005719/en/ADM-Advances-Sustainability-Commitments-Ambitious-New-Plan)

NO

[https://
www.foodnavigator.com/](https://www.foodnavigator.com/)

10

Bunge					
2018		2020			
Score	Reference	Answer	Score	Reference	Answer
0		YES	1	https://www.bunge.com/sites/default/files/2020_global_sustainability_report.pdf , p.9	YES
1	https://www.bunge.com	YES	1	https://www.bunge.com/sustainability/environmental-goals	NO
0		NO	0		YES

0	YES	1 CDP Climate 2019: https://www.cdp.net/en/responses/2407?	YES
0	NO	0	NO
0	YES	1 https://www.bunge.com/2019ar.pdf , p.8	YES
0.5	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Bunge&organization_number=2407&program=Forest&project_year=2016&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2016%2F07%2F2407%2FForests+2016%2FPages	YES	1 https://www.cdp.net/en/responses/2407? PARTIAL

0

NO

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NO



1 <https://www.bunge.com/sustainability/climate> YES

1 <https://www.bunge.com/sustainability/environmental-goals> YES

1 <https://www.bunge.com/sustainability/climate>; YES

1 <https://www.bunge.com/sustainability/environmental-goals> YES

https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Bunge&organization_number=2407&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F07%2F2407%2FClimat&Ch

CDP Climate 2019:
<https://www.cdp.net/en/responses/2407?>

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NO

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YES

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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YES

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NO

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NO



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NO

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YES

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NO

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YES

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7

Barry Callebaut

2018		2020	
Score	Reference	Answer	Score
1	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Barry+Callebaut+AG&organization_number=23318&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F18%2F23318%2FClimate+Change+2017%2FPages	YES	1
0		YES	1
1	https://www.barry-callebaut.com/sustainability/forever-chocolate/thats-what-forever-chocolate-all-about	YES	1

1	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Barry+Callebaut+AG&organization_number=23318&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F18%2F23318%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx	YES	1
0		NO	0

1	https://www.barry-callebaut.com/system/files/download/gri_standards_core_option_report.pdf , p.6;	YES	1
---	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----	---

0.5	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Barry+Callebaut+AG&organization_number=23318&program=Forest&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F18%2F23318%2FForests+2017%2FPages%2FDisclosureView.aspx	YES	1
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NO

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1	https://www.barry-callebaut.com/system/files/download/progress_report_2016_17.pdf	p3	YES	1
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1	http://forever-chocolate.barry-callebaut.com/sites/default/files/docs/2017/GRI%20Standards%20Core%20Option%20Report.pdf	p8	YES	1
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1 <https://www.barry-callebaut.com/en/group/media/news-stories/less-2-degrees-please>

YES

1

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NO

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NO

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YES

1



0

NO

0

1 https://www.barry-callebaut.com/system/files/download/barry_callebaut_supplier_code_en_final.pdf p6 YES

1

0

YES

1



1	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Barry+Callebaut+AG&organization_number=23318&program=Investor&project_year=2017&redirect=https://www.cdp.net/sites/2017/18/23318/Climate+Change+2017	YES	1
1	https://www.barry-callebaut.com/stories/financing-transition-climate-smart-agriculture	YES	1

Cargill

2018

Reference	Answer	Score	Reference	Answer
CDP Climate 2019 https://www.cdp.net/en/responses/23318	YES	1	https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Cargill&organization_number=2802&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F02%2F2802%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx CC14.1	YES
Please See Barry Callebauts Annual Report (published 11 Nov 2020: https://www.barry-callebaut.com/en/group/investors/results-publications)	YES	1	https://www.cargill.com/doc/1432121010998/cargill-sustainable-shipping-2017.pdf , p.8; https://www.cargill.com/salt-in-perspective/salts-role-in-reducing-food-waste	YES
https://www.barry-callebaut.com/en/group/forever-chocolate/forever-chocolate-strategy/thats-what-forever-chocolate-all-about	YES	1	https://www.cargill.com/sustainability/palm-oil/palm-smallholder-programs	YES

CDP Climate 2019 <https://www.cdp.net/en/responses/23318>

NO

0 https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Cargill&organization_number=2802&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F02%2F2802%2FClimate+Change+2017%2FPages%2FDisclosureView.aspxCC14.1

YES

NO

0

NO

<https://www.barry-callebaut.com/sites/default/files/2019-12/Barry%20Callebaut%20Global%20Reporting%20Initiative%20%28GRI%29%20Report%202018-19.pdf>, p.7

YES

1 CDP Climate Change 2018 form;

YES

<https://www.cargill.com/sustainability/priorities/climate-change>

https://www.cdp.net/en/responses/23318?page=1&per_page=5&sort_by=project_year&sort_dir=desc

YES

1 CDP Climate Change 2018 form YES

NO

0

NO



<https://www.barry-callebaut.com/en/group/media/news-stories/capping-global-warming-15deg-c>

YES

1 https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Cargill&organization_number=2802&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F02%2F2802%2FClimate+Change+2017%2FPages%2FDisclosureView.aspxCC3.1b

YES

<https://www.cdp.net/en/responses/23318>

CDP Climate 2019 <https://www.cdp.net/en/responses/23318>

YES

1 https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Cargill&organization_number=2802&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F02%2F2802%2FClimate+Change+2017%2FPages%2FDisclosureView.aspxCC3.1e

YES

<https://www.barry-callobaut.com/en/group/media/news-stories/capping-global-warming-15de>

NO

0 <https://www.cargill.com/story/cargill-sets-new-goal-to-address-climate-change>

NO

<https://sciencebasedtargets.org/companies-taking-action/>

NO

0

NO

NO

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NO

<https://www.barry-callebaut.com/en/group/forever-chocolate/forever-chocolate-strategy/agroforestry-barry-callebaut>

YES

<https://www.barry-callebaut.com/sites/default/files/2019-11/Forever%20Chocolate%20Progress%20report%20201819.pdf>, p.8

<https://www.cocoahorizons.org/environment>

NO

0

NO

NO

0

NO

https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf, p.8

NO

0

YES

Supplier Code and Policy: <https://www.barry-callebaut.com/en/group/for-ever-chocolate/ethical-sourcing-and-business/sustainable-sourcing>

NO

0

YES



<https://www.worldcocoafoundation.org/initiative/cocoa-forests-initiative/>

YES

1 <http://foodchainreaction.org/index.php/about/>; YES

<https://riskybusiness.org/about/>

<https://www.barry-callebaut.com/stories/financing-transition-climate-smart-agriculture>

<https://www.barry-callebaut.com/stories/financing-transition-climate-smart-agriculture>

YES

1 <https://www.cargill.com/story/hunger-game-lessons-for-feeding-9-billion-people> YES

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2020		2018		
Score	Reference	Answer	Score	Reference
	1 CDP Climate 2019: https://www.cdp.net/en/responses/2802	NO	0	
	1 https://www.cargill.com/2020/wri-and-cargill-partner-on-tools-and-best-practices-to-advance https://www.cargill.com/salt-in-perspective/salts-role-in-reducing-food-waste	NO	0	
	1 https://www.cargill.com/sustainability/palm-oil/palm-smallholder-programs	YES	1	http://www.ldc.com/blog/in-field/producing-coffee-future-generations/; https://www.ldc.com/global/en/our-stories/in-field/ldcs-sustainability-efforts-inseparable-corporate-strategy/; http://www.ldc.com/au/en/our-stories/in-horizon/climate-change-our-social-responsibility-and

1	https://www.cdp.net/en/formatted_responses/responses?campaign_id=70692136&discloser_id=855955&locale=en&organization_name=Cargill&organization_number=2802&program=Investor&project_year=2020&redirect=https%3A%2F%2Fcdp.credit360.com%2Fsurveys%2F6sc15v4h%2F97050&survey_id=68887525	NO	0
0		NO	0
1	https://www.cargill.com/sustainability/priorities/climate-change https://www.cargill.com/2019/cargill-expands-climate-change-commitments	YES	1 http://www ldc.com/files/2715/0038/0504/LDC_SR_2016.pdf , p.10
1	CDP Forests 2019 https://www.cdp.net/en/responses/2802?	YES	1 http://www ldc.com/files/2715/0038/0504/LDC_SR_2016.pdf , pgs. 5, 31, 43

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NO

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1 https://www.cargill.com/sustainability/priorities/climate-change https://www.cdp.net/en/responses/2802	NO	0
1 CDP Climate 2019 https://www.cdp.net/en/responses/2802	NO	0

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NO

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NO

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NO

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1 <https://www.cargill.com/2020/cargill-commits-to-restoring-600-billion-liters-of-water-by-2030>

<https://www.cargill.com/2019/cargill-expands-climate-change-commitments>

<https://www.cargill.com/story/bridges-over-barriers>

0

NO

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NO

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1 <https://www.cargill.com/sustainability>

NO

0

1 <https://www.cargill.com/sustainability/priorities/farmer-prosperity>;

NO

0

<https://www.cargill.com/sustainability/cocoa/protect-our-planet>;

<https://www.cargill.com/2020/cargill-to-advance-regenerative-agriculture-practices-across-10>;



1 <https://www.cargill.com/story/wsj-ceo-letter-paris-climate>

NO

0

<http://foodchainreaction.org/index.php/about/>;

<https://riskybusiness.org/about/>

1 <https://www.cargill.com/story/bridges-over-barriers>

NO

0

<https://www.cargill.com/story/safeguarding-our-planet-wef-marcel-smits>

13

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Louis Dreyfus				
2020				
Answer	Score	Reference	Answer	Score
NO	0		YES	1
NO	0		YES	1
YES	1	https://www ldc.com/stories-insights/agronomy-at-the-heart-of-sustainable-coffee/ http://www ldc.com/blog/in-field/producing-coffee-future-generations/	YES	1

NO	0	YES	1
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NO	0	NO	0
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NO	0	YES	1
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PARTIAL	0.5	YES	1
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https://www ldc.com/wp-content/uploads/Palm-traceability-and-Progress-Implementation-report_Feb-2020_externals.pdf

https://www ldc.com/wp-content/uploads/Brazil-and-Argentina-Deforestation-Risk-Profile_24.6.2020_final.pdf

NO

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YES

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NO

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YES

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NO

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YES

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NO

0

YES

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NO

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NO

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NO

0

YES

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YES

1 https://www ldc.com/wp-content/uploads/LDC_2019-Sustainability-Report_secured.pdf, pp. 57, 59, 67

<https://www ldc.com/stories-insights/strengthening-coffee-farmers-resilience-to-climate-change-in-ethiopia-uganda/>

NO

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YES

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NO

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NO

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NO

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NO

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NO

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YES

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NO	0	YES	1
NO	0	YES	1
2.5		15	

Olam

2018	2020		
Reference	Answer	Score	Reference

<http://olamgroup.com/wp-content/uploads/2014/02/10.-Climate-Change-Corporate-Responsibility-and-Sustainability-Report-2015-final-10.pdf>, p.79

YES

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>

CDP Climate 2019: <https://www.cdp.net/en/responses/21403>

<http://olamgroup.com/wp-content/uploads/2014/02/10.-Climate-Change-Corporate-Responsibility-and-Sustainability-Report-2015-final-10.pdf>, p.86;

YES

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/reduced-waste.html>

<https://www.olamgroup.com/content/olamgroup/en/home-page/news/all-news/news-bites/chris-brown-announces-new-board-membership>

https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf, p.12

<http://olamgroup.com/wp-content/uploads/2014/02/10.-Climate-Change-Corporate-Responsibility-and-Sustainability-Report-2015-final-10.pdf>, p.73

YES

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>

CDP Climate Change 2018 YES forms

1 CDP Climate 2019: <https://www.cdp.net/en/responses/21403>

YES

1 <https://www.olamgroup.com>

https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx; YES

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>

https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf pp. 64-66

CDP Climate 2019
<https://www.cdp.net/en/responses/21403>

<http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-fiscal.pdf>
https://www.cdp.net/en/responses/21403?back_to=https%3A%2F%2Fwww.cdp.net%2Fen%2Fresponses%3Fpage%3D2%26per_page%3D5%26queries%255Bname%255D%3Dolam%26sort_by%3Dproject_year%26sort_dir%3Ddesc%26utf8%3D%25E2%259C%2593&queries%5Bname%5D=olam YES

1 CDP Forests 2019: <https://www.cdp.net/en/responses/21403>

<https://stg.olamgroup.com/content/dam/olamgroup/news-press-releases/blog-posts-pdfs/Olam-Cocoa-CFI-Report-2019.pdf>

<http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf>, p.84;

YES

<http://olamgroup.com/investor-relations/annual-report-2016/strategy-report/environmental/climate-change/#Promoting>;

https://www.olamgroup.com/content/dam/olamgroup/files/uploads/2018/04/Olam-Annual-Report-FY17_Strategy_Report_2017.pdf, p.92

1 https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olam-annual-report-fy19_3-in-1.pdf, pp.66-68

<https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>

[https://www.cdp.net/en/formatted_responses/pages?](https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403)

YES

[locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403](https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403)

1 CDP Climate 2019: <https://www.cdp.net/en/responses/21403>

[https://www.cdp.net/en/formatted_responses/pages?](https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx)

YES

[locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx](https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx)

1 CDP Climate 2019: <https://www.cdp.net/en/responses/21403>

https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Olam+International&organization_number=21403&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F03%2F21403 YES
NO

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>
<https://www.olamgroup.com/content/dam/olamgroup/investor-relations/ir-library/annual-reports/annual->
0

<http://olamgroup.com/blog/supporting-cocoa-smallholders-transcend-boundaries-climate-change-2/> YES

<http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf>, p.10

1 <https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html>
<https://stg.olamgroup.com/products-services/olam-food-ingredients/coffee/tackling-deforestation-and-building-resilience-to->

YES

1 <https://www.olumgroup.com/sustainability/sustainability-framework/priority-areas/healthy-soils.html>

<https://www.atsource.io/infinity-page.html>

https://stg.olumgroup.com/content/dam/olumgroup/sustainability/policies-codes-and-standards/living-landscapes-policy/living-landscapes-policy-pdfs/Olam-Living-Landscapes-Policy_English.pdf, p.3

https://www.olumgroup.com/content/dam/olumgroup/files/uploads/2018/04/Olam-Annual-Report-FY17_Strategy_Report_2017.pdf

YES

1 https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf, pp.106-117

NO

0

<http://olamgroup.com/products-services/confectionery-beverage-ingredients/coffee/sustainability/tackling-deforestation-building-resilience-climate-change/>
<http://olamgroup.com/news/olam-anticipates-access-finance-gender-bias-climate-change-resilience-will-still-major-issues-beyond-2020-smallholders/#sthash.45CRFiEm.dpbs>

YES

1 <https://www.atsource.io/impact/circular-coffee-cultivation-from-farm-to-cup.html>

<https://www.atsource.io/impact/incentivising-cocoa-farmers-to-protect-and-restore-forest-ghana.html>

<https://www.atsource.io/impact/fostering-sustainable-coffee-production-to-save-lake-apanas.html>

http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf_pp_82_82

<https://www.atsource.io/impact/blending-coffee-with-agroforestry-for-sustainable>



<https://www.wbcsd.org/Programs/Food-Land-Water/Food-Land-Use/Climate-Smart-Agriculture/News/Leading-Companies-Commit-to-Action-in-Climate-Smart-Agriculture-Essential-to-Achieving-Paris-Agreement-Goals>
<https://lctpi.wbcsd.org/wp-content/uploads/2016/11/LCTPi-progress-report.pdf>

YES

<http://49tmko49h46b4e0czy3rlqaye1b.wpengine.netdna-cdn.com/wp-content/uploads/2015/12/Olams-2-Degree-C-Call-to-World-Leaders-and-Industry-3-Dec-2015.pdf>, p.1

YES

<https://www.youtube.com/watch?v=cSmRilGnQes>

1 <https://ethicalcorp.com/achieve-sdgs-warming-climate-we-will-have-change-how-we-produce-our-food>

<https://www.wbcsd.org/Programs/Food-and-Nature/Food-Land-Use/Climate-Smart-Agriculture/News/Leading-Companies-Commit-to-Action-in-Climate-Smart-Agriculture-Essential-to-Achieving-Paris-Agreement-Goals>

1 <https://www.foodnavigator.com/Article/2019/11/08/Olam-Group-CEO-Sunny-George-Verghese-calls-on-food-companies-to-address-climate-emergency>

<https://ethicalcorp.com/achieve-sdgs-warming-climate-we-will-have-change-how-we-produce-our-food>

NO 0 NO 0

NO 0 NO 0

YES 1 2017 CDP Climate; YES 1
https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Wilmar+International+Limited&organization_number=20664&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F64%2F20664%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx

PARTIAL 0.5 2017 CDP Forests; YES 1
https://www.cdp.net/en/cdp2/redirect?discloser_id=129142&organization_name=Wilmar+International+Limited&organization_number=20664&program=Forest&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F64%2F20664%2FForests+2017%2FPages

NO

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NO

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YES 1 2017 CDP Climate; YES 1

https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Wilmar+International+Limited&organization_number=20664&program=Investor&project_year=2017&redirect=https%3A%2F

YES 1 2017 CDP Climate; YES 1

https://www.cdp.net/en/formatted_responses/pages?locale=en&organization_name=Wilmar+International+Limited&organization_number=20664&program=Investor&project_year=2017&redirect=https%3A%2F%2Fwww.cdp.net%2Fsites%2F2017%2F64%2F20664%2FClimate+Change+2017%2FPages%2FDisclosureView.aspx

NO 0 NO 0

YES 1 <http://www.wilmar-international.com/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf> YES 1

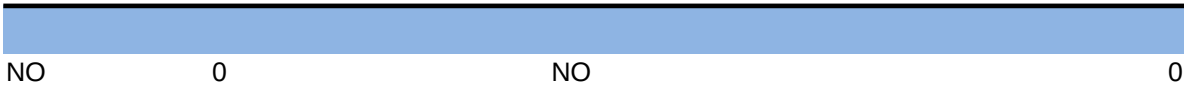
<http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf>

<http://www.wilmar-international.com/sustainability/wp-content/uploads/2016/10/Making-Progress-on-No-Exploitation-Commitments-Ongoing-work-within-Wilmar->

NO 0 NO 0

NO

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NO

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NO

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NO

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NO

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YES

1 <http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf>, p.80

YES

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NO

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NO

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NO

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NO

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Reference



CDP Climate 2019:
<https://www.cdp.net/en/responses/20664>

CDP Forests 2019:
<https://www.cdp.net/en/responses/20664>



CDP Climate 2019:
<https://www.cdp.net/en/responses/20664>

CDP Climate 2019:
<https://www.cdp.net/en/responses/20664>

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2



https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-sustainability-reports/wilmar-sustainability-report-2019.pdf?sfvrsn=f801a895_2, p.25

https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2, p.6



POSSIBLE POINTS	SMALL-SCALE PRODUCERS		
16	#	Original indicators	2022 Indicators
AWARENESS			
1	SP1	<u>Value distribution:</u> Does the company recognize the importance to small-scale producers of a fair system of value distribution, and provide examples of where it is innovating and exploring better ways of sharing value?	KEPT AS IS
1	SP2	Does the company recognize the importance of contract transparency throughout the supply chain (in terms of quality requirements, quantity control, terms of pricing, dispute resolution mechanisms)?	KEPT AS IS
KNOWLEDGE AND DISCLOSURE			
1	SP3	Does the company disclose the total number of small-scale producers in its supply chain?	KEPT AS IS
1	SP4	<u>Value distribution:</u> Does the company measure and disclose the share of value going to small-scale producers in its sourcing of three high-risk agricultural commodity supply chains?	KEPT AS IS

1	SP5	<p><u>Sourcing practices and fair deals:</u> Does the company provide examples across three high-risk agricultural commodity supply chains of sourcing practices that go beyond regular sourcing relationships in transferring value to small-scale producers?</p>	KEPT AS IS
		COMMIT	
1	SP6	<p><u>Support for small-scale producers:</u> Does the company have an explicit commitment to support small-scale producers in its agricultural commodity supply chains to increase their resilience and income and assets?</p>	KEPT AS IS

1	SP7	<p><u>Support for small-scale producers via third party suppliers:</u> Does the company provide guidance for third party suppliers to support small-scale producers in its agricultural commodity supply chains to increase their resilience?</p>	KEPT AS IS
1	SP8	<p><u>Sourcing practices and fair deals:</u> Does the company have an explicit commitment to ensuring fair, transparent, stable and long-term sourcing from small-scale food producers?</p>	KEPT AS IS with additional guidance
1	SP9	<p><u>Sourcing practices and fair deals through third party suppliers:</u> Does the company take steps to ensure that sourcing practices support and encourage suppliers to provide fair, transparent, stable and long-term deals to small-scale producers through appropriate pricing that takes into account all the costs and risks associated with food production?</p>	KEPT AS IS

1	SP1 0	<u>Living income:</u> Has the company committed to improve the ability of small-scale producers across all of its agricultural commodity supply chains to earn a living income?	Living income: Has the company committed to improve the ability of small-scale producers across all of its agricultural commodity supply chains to earn a living income? (Partial credit available per commodity in the absence of a company-wide policy; full score for company-wide policy.)
1	SP1 1	NEW INDICATOR	The company has made commitments to support small-scale farmers to organize collectively.
IMPLEMENTATION PLAN			
1	SP1 2	<u>Living incomes:</u> Has the company published and does it demonstrate that it is implementing action plans and time-bound milestones to improve the ability of small-scale producers in three high-risk agricultural commodity supply chains to earn a living income, and does it report progress at least annually, recognizing challenges and lessons learned?	Living incomes: Has the company published and does it demonstrate that it is implementing action plans and time-bound milestones to improve the ability of small-scale producers in three high-risk agricultural commodity supply chains to earn a living income, and does it report progress at least annually, recognizing challenges and lessons learned? (Partial credit available per commodity.)

1	SP1 3	<u>Value distribution:</u> Has the company published and demonstrated that it is implementing action plans with time-bound milestones for increasing the share of value received by small-scale producers across three high-risk agricultural supply chains, and does it report progress at least annually, recognizing challenges and lessons learned, e.g. by channelling a portion of the margin currently retained by the company and/or by preventing value from being captured by actors in the chain who do not add value, at least until living income benchmarks are reached?	Value distribution: Has the company published and demonstrated that it is implementing action plans with time-bound milestones for increasing the share of value received by small-scale producers across three high-risk agricultural supply chains, and does it report progress at least annually, recognizing challenges and lessons learned, e.g. by channelling a portion of the margin currently retained by the company and/or by preventing value from being captured by actors in the chain who do not add value, at least until living income benchmarks are reached? (Partial credit available per commodity.)
PUBLIC ADVOCACY			
1	SP1 4	Has the company made commitments to advocate towards governments (including sourcing country governments) or to join existing advocacy initiatives to ensure that small-scale producers are resilient and prosperous, earn a living income and receive a fair share of the value accumulated in the food supply chain, or does the company demonstrate that it has already engaged in such activities?	KEPT AS IS
1	SP1 5		Senior leadership have spoken publicly, e.g. in the media or at public events, on the need for action to support small-scale farmers to be resilient and prosperous, earn a living income and receive a fair share of the value accumulated in food supply chains (in the last three years).
1	SP1 6	NEW INDICATOR (from Behind the Barcodes campaign)	The company actively participates in multi-stakeholder initiatives which address issues concerning small-scale farmers
16		Total	

Scoring	Guidance for companies	2018		
		Answer	Score	Reference
Yes/no	Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator.	NO	0	
Yes/no		NO	0	
Yes/partial/no	To score the full point, the company must disclose the total number of small-scale producers in all of its relevant value chains; partial credit is available for one or two value chains	NO	0	
Yes/partial/no	To score the full point, the company must disclose the total number of small-scale producers in all of its relevant value chains; partial credit is available for one or two value chains	NO	0	

Yes/partial/no	This could include the sale of products (within these three high-risk supply chains) that are certified by a standards body that has a mechanism to deliver an enhanced share of value to women and men producers and workers, e.g. Fairtrade.	NO	0
Yes/no	Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Examples of relevant support include: (1) Training for improved growing techniques, including crop diversification, soil conservation, water capture, seed varieties; and/or (2) Developing business and negotiation skills or assessing and accessing market information; and/or (3) Access to credit and/or the provision of risk management tools; and/or (4) Pre-competitive activities to build capacity for the effective functioning of cooperatives and other spaces for producers to engage in collective action.	NO	0

Yes/no	<p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator. Examples of relevant support include reference in its supplier codes to:</p> <p>(1) Training for improved growing techniques, including crop diversification, soil conservation, water capture, seed varieties; and/or</p> <p>(2) Developing business and negotiation skills or assessing and accessing market information; and/or</p> <p>(3) Access to credit and/or the provision of risk management tools.</p>	NO	0
Yes/no	<p>This should be a company-wide policy applicable to all of the company's agricultural commodity sourcing, not something that applies to a single product or a selection of products. Fair sourcing practices refers to those practices that empower farmers and workers to take control of their lives, businesses and communities through trade.</p>	NO	0
Yes/no	<p>To score, the company needs to be transparent in explaining the steps it is taking. Score 'yes' if the company includes all of the components, 'partial' if the company includes at least two of the components.</p> <p>Solely sourcing certified products or being a passive member of a multi-stakeholder initiative would not be sufficient to score for this indicator.</p>	NO	0

Yes/partial/no	2022 Guidance: Living Income commitments must specifically follow the definition of living income advanced by the Living Income Community of Practice, establishing specific benchmarks which are appropriate based on the location in which the producers are located.	NO	0
Yes/no	For example, through: (a) commitments to source from small-scale farmer cooperatives, unions, or farmer groups-owned social enterprises; (b) offering better contract terms to small-scale farmer cooperatives or unions; or (c) by providing assistance to cooperatives or unions to enable them to gain technical and organizational expertise (thereby increasing the resilience and negotiating power of members). Company could also join MSI through which the company supports farmers to organize collectively. While solely sourcing certified products would not be sufficient to score for this indicator, a commitment to support smallholder farmers to organize collectively could be made in the framework of a partnership with a sustainable standard organization or certification body (e.g. Fairtrade).		
Yes/partial/no	2022 Guidance: Living Income commitments must specifically follow the definition of living income advanced by the Living Income Community of Practice, establishing specific benchmarks which are appropriate based on the location in which the producers are located.	NO	0

Yes/partial/no		NO	0
Yes/no		NO	0
Yes/no			
Yes/no			
			0

ADM

2020			2022			
Answer	Score	Reference	Answer	Score	Reference	Answer
YES		1 https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.23	YES	1	https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.23	NO
NO	0		NO	0		NO
NO	0		NO	0		NO
NO	0		NO	0		NO

NO

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PARTIAL

0.5 <https://www.adm.com> NO

YES

1 <https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf>, pp.19, 21, 23

YES

1 https://www.adm.com/globalassets/sustainability/reports/pdfs/4019111_11_archer-daniels-midland_esg_clean-compressed.pdf, pg 46 water conservation case study; <https://www.adm.com/globalassets/sustainability/reports/pdfs/2021-human-rights-update-2-compressed.pdf>

NO

<https://www.adm.com/news/stories/empowering-smallholder-farmers-with-locally-made-technology>

<https://www.adm.com/news/stories/creating-climate-smart-farming-villages-in-india>

<https://www.adm.com/news/>

NO

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NO	0	NO	0
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NO	0	YES	1 https://www.adn
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Bunge

2018		2020			
Score	Reference	Answer	Score	Reference	Answer
0		NO	0		NO

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YES

1 http://europe.bungeloders.com/images/applications/Fortuna_Small_Grower_Socialization_Program.pdf

http://europe.bungeloders.com/images/applications/Smallholder_program_Kampung_Monopod.pdf

http://africa.bungeloders.com/images/static_pages/Bunge_Loders_Croklaan_-_Shea_Sustainability_Projects.pdf

YES

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Barry Callebaut

2022		2018			2020	
Score	Reference	Answer	Score	Reference	Answer	Score
0		NO	0		YES	1
0		NO	0		NO	0
0		NO	0		NO	0
0		NO	0		NO	0

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NO

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YES

1

1 http://europe.bungelorders.com/images/applications/Fortuna_Small_Grower_Socialization_Program.pdf

YES

1 <https://www.barry-callebaut.com/sustainability/forever-chocolate/2025-we-will-lift-more-500000-cocoa-farmers-out-poverty>

YES

1

http://europe.bungelorders.com/images/applications/Smallholder_program_Kampung_Monopod.pdf

<http://africa.bungelorders.com/images/>

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NO

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YES

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YES

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1 <https://europe.b>

YES

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		2022		2018		
Reference	Answer	Score	Reference	Answer	Score	Reference
https://www.barry-callebaut.com/en/forever-chocolate/sustainability-reporting/prospering-farmers-201920	YES	1	https://www.barry-callebaut.com/en/forever-chocolate/sustainability-reporting/prospering-farmers-201920	YES	1	https://www.cargill.com/story/traceability-through-mobile-banking
	NO	0		NO	0	
	NO	0		NO	0	
	NO	0		NO	0	

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/cocoa>

YES

1

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/cocoa>

NO

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<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/vanilla>

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/vanilla>

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/coconut>

<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/coconut>

<https://www.barry-callebaut.com/en/group/forever-chocolate/forever-chocolate-strategy/2025-we-will-lift-more-500000-cocoa-farmers-out-povertyhttps://www.barry-callebaut.com/en/group/forever-chocolate/sustainability-reporting/forever-chocolate-progress-report-2018-19/forever-chocolate-prospering-farmers>

YES

1

<https://www.barry-callebaut.com/en-CA/node/3035>, pg 17
<https://www.barry-callebaut.com/en/group/forever-chocolate/forever-chocolate-strategy/2025-we-will-lift-more-500000-cocoa-farmers-out-povertyhttps://www.barry-callebaut.com/en/group/forever-chocolate/sustainability-reporting/forever-chocolate->

YES

1 <https://www.cargill.com/sustainability/priorities/farmer-livelihoods>

YES

1 <https://www.barry>

NO

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NO

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NO

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NO

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NO

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<https://www.barry-callebaut.com/en/forever-chocolate/sustainability-reporting/prospering-farmers-201920>

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NO

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Yes

1 <https://www.barry-callebaut.com/en/forever-chocolate/sustainability-reporting/prospering-farmers-201920>

<https://www.barry-callebaut.com/en/forever-chocolate/sustainability-reporting/prospering-farmers-201920>

NO

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NO

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NO

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NO

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https://www.voicenetwork.eu/2019/12/cocoa-companies-call-for-human-rights-and-environmental-due-diligence-requirements/	YES	1	https://www.voicenetwork.eu/2019/12/cocoa-companies-call-for-human-rights-and-environmental-due-diligence-requirements/	YES	1
https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-https://www.barry-callebaut.com/en-GB/group/media/news-stories/barry-callebaut-joins-two-initiatives-smallholder-farmers-and-biodiversity	YES	1	https://www.voicenetwork.eu/wp-content/uploads/2019/12/Joint-https://www.barry-callebaut.com/en-GB/group/media/news-stories/barry-callebaut-joins-two-initiatives-smallholder-farmers-and-biodiversity		
https://www.barry-callebaut.com/en-GB/group/media/news-stories/barry-callebaut-joins-two-initiatives-smallholder-farmers-and-biodiversity	YES	1	https://www.barry-callebaut.com/en-GB/group/media/news-stories/barry-callebaut-joins-two-initiatives-smallholder-farmers-and-biodiversity		
8			3		

Cargill

2020			2022		
Answer	Score	Reference	Answer	Score	Reference

YES	1	https://www.cargill.com/story/traceability-through-mobile-banking	YES	1	https://www.cargill.com/story/traceability-through-mobile-banking
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NO	0		NO	0	
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NO	0		Partial	0.5	https://www.cargill.com/story/traceability-through-mobile-banking
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NO	0		NO	0	
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YES

1 <https://www.cargill.com/nr> YES

1 <https://www.cargill.com/sustainability/cocoa/cocoa-sustainability-progress-report>

YES

1 <https://www.cargill.com/sustainability/priorities/farmer-livelihoods> YES

1 <https://www.cargill.com>

NO

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YES

1 <https://www.carc>

NO

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NO

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NO

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PARTIAL

0.5 <https://www.cargill.com/doc/1432076281104/ccp-making-a-living.pdf> NO

0

<https://www.cargill.com/sustainability/cocoa/cocoa-productivity>

YES

1 <https://www.cargill.com/2019/cargill-and-ifc-announce-coop-academy-2.0-to-empower-cocoa> YES

1 <https://www.cargill.com/2019/cargill-and-ifc-announce-coop-academy-2.0-to-empower-cocoa>

<https://www.cargill.com/doc/1432163170573/cargill-cocoa-sustainability-progress-report-2018-2019.pdf>, p.22

<https://www.cargill.com/doc/1432163170573/cargill-cocoa-sustainability-progress-report-2018-2019.pdf>, p.22

NO

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YES

1 <https://www.cargill.com/story/new-us-global-food-security-act-boosts-efforts-to-fight-hunger>

YES

1 <https://www.cargill.com/story/new-us-global-food-security-act-boosts-efforts-to-fight-hunger>

YES

1 <https://www.cargill.com/story/bridges-over-barriers>

YES

1 <https://www.cargill.com/story/bridges-over-barriers>

YES

1 <https://www.idhsustainabletrade.com/initiative/cocoa-and-forests/?gclid=EAlaIqobChMI-lvK7vjq7AIVE1SzCh1T8>

YES

1 <https://www.idhsustainabletrade.com/initiative/cocoa-and-forests/?>

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Louis Dreyfus

2018			2020		
Answer	Score	Reference	Answer	Score	Reference

NO	0		NO	0	
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NO	0		NO	0	
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NO	0		NO	0	
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NO	0		NO	0	
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NO	0	PARTIAL	0.5 Juice (fruits): https://www ldc com/wp-content/uploads/2019-Juice-SR_FINAL_lores-secured pdf , p.45 Coffee: https://www ldc com/br/wp-content/uploads/sites/3/2020/02/LDC_Coffee_Report_2018-2 pdf
----	---	---------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

NO	0	YES	1 https://www ldc com/sustainability/investing-in-communities/ https://www louisdreyfusfoundation org/our-work/micro-farming-2/overview-2 https://www ldc com/stories-insights/training-financial-inclusion-empowerment-for-improved-livelihoods/ https://www ldc com/stories-insights/strengthening-coffee-farmers-resilience-to-climate-
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2022			2018			
Answer	Score	Reference	Answer	Score	Reference	Answer
NO	0		YES	1	http://olamgroup.com/wp-content/uploads/2014/02/Corporate-Responsibility-and-Sustainability-Report-2015-final.pdf , p.150 http://olamgroup.com/sustainability/crs-report-2015/material-areas/livelihoods/support-small-scale-farmers/ http://olamgroup.com/products-services/confectionery-beverage-ingredients/cocoa/	YES
NO	0		NO	0		NO
NO	0		YES	1	https://www.olamgroup.com/content/dam/olamgroup/files/uploads/2018/04/Olam-Annual-Report-FY17_Strategy_Report_2017.pdf	YES
NO	0		NO	0		NO

PARTIAL	<p>0.5 Juice (fruits): https://www.lfdc.com/wp-content/uploads/LDC-Sustainability-Report-2021-Double-Pages.pdf pg. 60 https://www.lfdc.com/wp-content/uploads/2019-Juice-SR_FINAL_lores-secured.pdf, p.45</p> <p>Coffee: https://www.lfdc.com/blog/wp-content/uploads/sites/3/2020/02/LDC_Coffee_Report_2018-2.pdf</p>	YES	<p>1 http://olamgroup.com/products-services/confectionery-beverage-ingredients/cocoa/sustainability/</p> <p>https://www.olamgroup.com/content/dam/olamgroup/pdffiles/Olam-Cocoa-Sustainability-Overview-2017.pdf, p.8</p> <p>https://www.olamgroup.com/products/food-staples/sugar/sustainability.html</p> <p>https://www.olamgroup.com/content/dam/olamgroup/pdffiles/Olam%20Livelihood%20Charter%20report%202016.pdf</p>	YES
YES	<p>1 https://www.lfdc.com/wp-content/uploads/LDC-Sustainability-Report-2021-Double-Pages.pdf pg. 21,22, 24, 27, 30, 51 https://www.lfdc.com/sustainability/investing-in-communities/</p> <p>https://www.louisdreyfusfoundation.org/our-work/micro-farming-2/overview-2</p> <p>https://</p>	YES	<p>1 http://olamgroup.com/sustainability/olam-livelihood-charter/</p> <p>https://www.olamgroup.com/content/dam/olamgroup/files/uploads/2018/04/Olam-Annual-Report-FY17_Strategy_Report_2017.pdf, p.72</p>	YES

Yes

1 https://www ldc.com/wp-content/uploads/LDC_Palm-Sustainability-Policy_Feb2022_EN.pdf

NO

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2020		2022			2021	
Score	Reference	Answer	Score	Reference	Answer	Score
1	https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf , pp.74, 94 https://www.atsource.io/impact/circular-coffee-cultivation-from-farm-to-cup.html	YES	1	https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf , pp. 74, 94	NO	0
0		NO	0	https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf	NO	0
1	https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf	YES	1	https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olum-annual-report-fy19_3-in-1.pdf	NO	0
0		NO	0		NO	0

1	https://www.atsource.io/impact/circular-coffee-cultivation-from-farm-to-cup.html https://www.atsource.io/impact/incentivising-cocoa-farmers-to-protect-and-restore-forest-ghana.html https://www.olumgroup.com/products-services/olum-food-ingredients/edible-nuts/hazelnuts/Commitment-to-Responsible-Hazelnuts-Supply-Chain.html https://www.olumgroup.com/content/dam/olumgroup/investor-relations/ir-library/	YES	1	https://www.atsource.io/impact/circular-coffee-cultivation-from-farm-to-cup.html https://www.atsource.io/impact/incentivising-cocoa-farmers-to-protect-and-restore-forest-ghana.html https://www.olumgroup.com/products-services/olum-food-ingredients/	NO	0
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1	https://www.olumgroup.com/sustainability/sustainability-framework/priority-areas/economic-opportunity.html https://www.olumgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html	YES	1	https://www.olumgroup.com/sustainability/sustainability-framework/priority-areas/economic-opportunity.html https://www.olumgroup.com/sustainability/sustainability-framework/priority-areas/climate-action.html	NO	0
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NO

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NO

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NO

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NO

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1	https://stg.olamgroup.com/content/dam/olamgroup/news-press-releases/blog-posts-pdfs/Olam-Cocoa-CFI-Report-2019.pdf , p.2 https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/economic-opportunity.html	Partial	0.5	https://stg.olamgroup.com/content/dam/olamgroup/news-press-releases/blog-posts-pdfs/Olam-Cocoa-CFI-Report-2019.pdf , p.2	NO	0
1	https://www.olamgroup.com/content/olamgroup/en/home-page/news/all-news/blog/building-cooperative-capacity-in-smallholder-farming-communities.html https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/economic-opportunity.html	YES	1	https://www.olamgroup.com/content/olamgroup/en/home-page/news/all-news/blog/building-cooperative-capacity-in-smallholder-farming-communities.html https://www.olamgroup.com/sustainability/sustainability-framework/priority-areas/economic-opportunity.html		
0.5	https://stg.olamgroup.com/olam-cocoa-compass.pdf https://www.olamgroup.com/products-services/olam-food-ingredients/cocoa/sustainability-in-cocoa.html	PARTIAL	0.5	https://stg.olamgroup.com/olam-cocoa-compass.pdf https://www.olamgroup.com/products-services/olam-food-ingredients/cocoa/sustainability-in-cocoa.html	NO	0

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NO

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NO

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1 https://www.olanamgroup.com/content/dam/olanamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olanam-annual-report-fy19_3-in-1.pdf, p.94

YES

1 https://www.olanamgroup.com/content/dam/olanamgroup/investor-relations/ir-library/annual-reports/annual-reports-pdfs/olanam-annual-report-fy19_3-in-1.pdf, p.94

NO

0

1 <https://www.confectioneryproduction.com/news/27760/olanam-commits-to-living-income-for-cocoa-farmers-with-cocoa-compass-initiative/>

YES

1 <https://www.confectioneryproduction.com/news/27760/olanam-commits-to-living-income-for-cocoa-farmers-with-cocoa-compass-initiative/>

<https://www.cnbc.com/2020/08/03/sunny-verghese-co-founder-and->

1 <http://www.sustainableice.org/Get-Involved/#members-list>

YES

1 <http://www.sustainableice.org/Get-Involved/#members-list>

<https://>

9.5

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Wilmar

2018	2020			202	
Reference	Answer	Score	Reference	Answer	Score
	NO	0		Yes	1

NO 0 NO 0

YES 1 SR2019, p.102 YES 1

NO 0 NO 0

NO

0

NO

0

YES

1 <https://www.wilmar-international.com/sustainability/smallholder-programmes/smallholder-empowerment-initiatives>

Yes

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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NO

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YES

1 Source: SR2019, p.
104

YES

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NO

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NO

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NO

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NO

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NO

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YES

1 <https://www.wilmar-international.com/sustainability/smallholder-programmes/smallholder-empowerment->

YES

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2

Reference



<https://www.wiln>



<https://www.wiln>



[https://
www.wilmar-
international.co
m/
sustainability/
smallholder-
programmes/
smallholder-
empowerment-
initiatives](https://www.wilmar-international.com/sustainability/smallholder-programmes/smallholder-empowerment-initiatives)
[https://www.wil
mar-
international.co
m/docs/default-
source/default-
document-
library/
sustainability/
resource/
wilmar-
sustainability-
reports/
sustainability-
report.pdf?](https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/resource/wilmar-sustainability-reports/sustainability-report.pdf)

|

<https://www.wiln>





TOTAL
POSSIBLE
POINTS

TRANSPARENCY AND ACCOUNTABILITY

17

#	Original indicators	2022 Indicators	Scoring
	Policy and governance: Does the company have foundations in place for effectively managing human rights across its operations and supply chains?		(BLANK)
1 TA1	Has the company made an explicit commitment to upholding the UN Guiding Principles on Business and Human Rights and to regular reporting against them?*	KEPT AS IS	Yes/no
1 TA2	Does the company identify who within the senior executive team has operational responsibility for ensuring human rights are respected?	KEPT AS IS	Yes/no
1 TA3	Does the company disclose which governance structure (e.g. Board sub-committee) has responsibility for the oversight of human rights and discloses its reports and statements (e.g. targets, achievements) where they cover human rights issues?	KEPT AS IS	Yes/no
1 TA4	Does the company have a policy on protection of human rights defenders that requires it and its suppliers to ensure zero tolerance for threats, intimidation and/or attacks against human rights defenders?	KEPT AS IS	Yes/partial/no

	Due diligence: Is the company actively assessing and managing human rights risks in its supply chains, and being transparent about challenges?		(BLANK)
1	TA5 Does the company recognize the limitations of social audits in its agricultural commodity supply chains, and has it made a commitment to move beyond a reliance on social audits and to take action to complement social audits by taking at least one of the following actions: a) pooling pre-competitive data and human rights risk assessments to understand salient human rights risks at country and sector levels; b) mapping where risk, value and power lie; and/or c) monitoring workers', small-scale food producers', and communities' wellbeing in a range of other ways?	KEPT AS IS	Yes/no
1	TA6 Does the company identify and disclose salient human rights risks across its supply chains, regularly reporting trends over time?	KEPT AS IS	Yes/no
1	TA7 Has the company outlined a management strategy for ceasing, preventing or mitigating actual and potential adverse impacts on people in its agricultural commodity supply chains, which includes a process for monitoring the effectiveness of the strategy and regular meaningful engagement with stakeholders?	KEPT AS IS	Yes/no

1	TA8	<p>Has the company committed to publishing at least three human rights impact assessments that focus on the impact of its agricultural supply chain activities on small-scale food producers? Land, women, and/or climate must be included in the scope of the assessment. This must also include a commitment to consult peers, governments, and relevant local stakeholders, including civil society organizations and women's rights organizations, and to engage female and male workers/community members through participatory processes.</p>	KEPT AS IS	Yes/no
1	TA9	<p>Has the company published at least one human rights impact assessment in the last three years, which assesses the impact of its agricultural supply chain activities on small-scale food producers, and has the company published an action plan for addressing the root causes of negative impacts in the impact assessment? Land, women, and/or climate must be included in the scope of the assessment. This must also include a commitment to consult peers, governments, and relevant local stakeholders, including civil society organizations and women's rights organizations, and to engage female and male workers/community members through participatory processes.</p>	KEPT AS IS	Yes/no

1	TA10	<p>Has the company published at least three relevant (looking at issues including land, climate, and/or gender) impact assessments and associated action plans it has started implementing in the last three years? This includes consultation with peers, governments, and relevant local stakeholders, including civil society organizations and women's rights organizations, and engaging female and male workers/community members through participatory processes.</p>	KEPT AS IS	Yes/no
		<p>Grievance mechanisms: Does the company ensure that people affected by its supply chain activities have access to grievance</p>		(BLANK)
1	TA11	<p>Does the company publicly recognize that all people affected by activities in its supply chains, including supply chain workers and host communities, need to have access to grievance mechanisms that comply with the United Nations Guiding Principles on Business and Human Rights, and does it have time-bound plans in place to work with suppliers and stakeholders to achieve this?</p>	KEPT AS IS	Yes/no

1	TA12	Has the company established a grievance mechanism that receives complaints from internal and external stakeholders related to sourcing of its commodities that complies with the United Nations Guiding Principles on Business and Human Rights?	KEPT AS IS	Yes/ partial/no
		Supply chain: Does the company trace and disclose information about its suppliers and update this information regularly?		(BLANK)
1	TA13	Does the company: (1) have a process to trace its supply chain to origin; and (2) publicly disclose the names and locations of its first-tier suppliers for at least three high-risk commodities?	Does the company: (1) have a process to trace its supply chain to origin; and (2) publicly disclose the names and locations of its first-tier suppliers for at least three high-risk commodities? A company can earn a partial score if it fulfills parts 1 and 2 for one high-risk commodity.	Yes/ partial/no
1	TA14	Does the company disclose the names and locations (site level) of suppliers along all tiers of its highest-risk commodities (beginning with at least three high-risk commodities)?	Does the company disclose the names and locations (site level) of suppliers along all tiers of its highest-risk commodities (beginning with at least three high-risk commodities)? A company can score partially if it meets the indicator for one high-risk commodity.	Yes/ partial/no
		Supplier support: Does the company support suppliers in respecting human rights and providing benefits for workers and small-scale producers?		(BLANK)

1	TA15	Does the company integrate sustainability and human rights commitments into supplier selection and contracts? (This could include triggers for exiting sourcing relationships with suppliers that are in violation of commitments.)	KEPT AS IS	
1	TA16	Does the company assess suppliers' compliance with its policies on: women, land rights, and climate and deforestation as part of its regular supplier performance reviews, assessments, or audits?	KEPT AS IS	Yes/no
1	TA17	Does the company provide evidence that it gives preference to suppliers whose business forms give greater power to workers, small-scale producers, and local communities, including giving examples, numbers, and other details?	KEPT AS IS	Yes/no
17	Total			

*Oxfam will monitor for continuous improvement and strong alignment with the UNGPs in subsequent assessments.

STABILITY

Guidance for companies	2018			
	Answer	Score	Reference	Answer
Commitment must go beyond participation in/membership of the UN Global Compact.	NO	0		NO
	NO	0		NO
	NO	0		NO
Full score if policy covers all commodity sourcing, partial score if the policy covers at least one high-risk commodity.	NO	0		NO

	NO	0	YES
To score, the company must demonstrate that key stakeholders, including civil society organizations, have been consulted as part of the process.	NO	0	NO
Stakeholder engagement should include, at a minimum, trade unions and civil society organizations. Relevant guidance can be found in the OECD Due Diligence Guidance for Responsible Business Conduct and the OECD-FAO Guidance for Responsible Agricultural Supply Chains.	NO	0	NO

<p>Assessments of human rights issues should include, as per UNGP guidance, 'all internationally recognized human rights as a reference point'. See Implementing the United Nations "Protect, Respect and Remedy" Framework, p.20: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</p> <p>Small-scale food producers could include workers, smallholder farmers producing for the company's value chain, and/or community members.</p>	NO	0	NO
<p>HRIAs should include, as per UNGP guidance, 'all internationally recognized human rights as a reference point'. See Implementing the United Nations "Protect, Respect and Remedy" Framework, p. 20: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</p> <p>The company must demonstrate that it has consulted peers, governments, and relevant local stakeholders, such as trade unions, civil society organizations and women's rights organizations, as well as female and male workers during the process of completing the impact assessment.</p> <p>To score, the impact assessment must differentiate between impacts on women and men, and recognize specific impacts on migrant workers.</p> <p>"Peers" refers to other food companies.</p>	NO	0	NO

<p>HRIAs should include, as per UNGP guidance, 'all internationally recognized human rights as a reference point'. See Implementing the United Nations "Protect, Respect and Remedy" Framework, p.20: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf</p> <p>The company must demonstrate that it has consulted peers, governments, and relevant local stakeholders, such as trade unions, civil society organizations and women's rights organizations, as well as female and male workers during the process of completing the impact assessment.</p> <p>To score, the impact assessment must differentiate between impacts on women and men, and recognize specific impacts on migrant workers.</p> <p>'Peers' refers to other food companies. Small-scale food producers could include workers, smallholder farmers producing for the company's value chain, and/or community members.</p>	NO	0	NO
<p>To comply with the UNGPs, grievance mechanisms should be 'legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of learning, and based on engagement and dialogue'. See the UNGPs: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf, pp.33–34.</p>	NO	0	NO

<p>To score a full point, the grievance mechanism must cover at least three high-risk commodities. Partial will be given for one or two high-risk commodities. To comply with the UNGPs grievance mechanisms should be 'legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of learning, and based on engagement and dialogue'. See the UNGPs: http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf, pgs. 33–34.</p>	NO	0	NO
<p>High-risk commodities for the purposes of this indicator are: sugar, palm, cocoa, soy, pulp and paper, timber, and cattle.</p>	NO	0	PARTIAL
<p>High-risk commodities for the purposes of this indicator are: sugar, palm, cocoa, soy, pulp and paper, timber, and cattle.</p>	NO	0	PARTIAL

<p>This could include: formalizing expectations in supplier code, publishing buyer incentives or non-compliance policies, etc.</p>	NO	0	YES
	NO	0	NO
<p>This could be demonstrated through a commitment to increase the number of products sourced from such suppliers, offering such suppliers more favourable terms of trade, or supporting suppliers in transitioning to producer- or worker-governed models. Ideally, the company would be aiming to convert sourcing of whole categories of product to suppliers, and/or ensuring that inclusive business models are incorporated into supplier selection criteria along with cost and quality criteria.</p>	NO	0	NO
		0	

ADM

2020		2022			2	
Score	Reference	Answer	Score	Reference	Answer	Score

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0		YES	1	https://assets.adm.com/	NO	0
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0		YES	1	https://assets.adm.com/Human-Rights-Policy-2021-update.pdf	NO	0
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0		YES	1	https://assets.adm.com/Human-Rights-Policy-2021-update.pdf	NO	0
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0		YES	1	https://assets.adm.com/	NO	0
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1	YES	1	NO	0
See: https://assets.adm.com/Sustainability/2019-Reports/2019-Human-Rights-Implementation.pdf , p.6		https://assets.adm.com/Sustainability/2019-Reports/2019-Human-Rights-Implementation.pdf , p. 6		
https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p.22		https://assets.adm.com/Sustainability/2019-Reports/2019-ADM-Sustainability-Report.pdf , p. 22		
0	NO	0	NO	0
0	NO	0	NO	0

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0.5 Palm oil: https://www.adm.com/sustainability/sustainability-progress-tracker/palm-oil/supply-chain-map	PARTIAL	0.5 Palm Oil: https://www.adm.com/sustainability/sustainability-progress-tracker/palm-oil/supply-chain-map	NO	0
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Soy: https://www.adm.com/sustainability/sustainability-progress-tracker/		www.adm.com/globalassets/sustainability/sustainability-reports/pdfs/adm-		
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0.5 Palm oil: https://www.adm.com/sustainability/sustainability-progress-tracker/palm-oil/supply-chain-map	PARTIAL	0.5 Palm Oil: https://www.adm.com/sustainability/sustainability-progress-tracker/palm-oil/supply-chain-map	NO	0
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1	YES	1	NO	0
https://assets.adm.com/Our-Company/Procurement/SupplierExpectations.pdf		https://assets.adm.com/Our-Company/Procurement/SupplierExpectations.pdf		
Human Rights policy: https://assets.adm.com/Sustainability/HumanRights.pdf , pp.4-5		Human Rights policy: https://assets.adm.com/Sustainability/HumanRights.pdf , pp.4-5		

0	NO	0	NO	0
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0	NO	0	NO	0
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Bunge

2018

2020

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Reference	Answer	Score	Reference	Answer	Score
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NO

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NO

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YES

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YES

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NO

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PARTIAL

0.5 <http://europe.bungeloders.com/taking-responsibility/list-of-mills/>

PARTIAL

0.5

PARTIAL

0.5 http://europe.bungeloders.com/images/applications/BLC_Global_Mill_List.pdf

PARTIAL

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NO

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Barry Callebaut

22

2018

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Reference

Answer

Score

Reference

Answer

Score

NO

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NO

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<https://www.bunge.com>

NO

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NO

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https://www.bunge.com/sites/default/files/2022_global_sustainability_report.pdf

NO

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NO

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NO

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<https://bunge.com/> NO 0 YES 1

NO 0 NO 0

NO 0 NO 0

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NO 0 NO 0



<http://europe.bungeloders.com/taking-responsibility/list-of-mills/> NO 0 PARTIAL 0.5

http://europe.bungeloders.com/images/applications/BLC_Global_Mill_List.pdf NO 0 PARTIAL 0.5



YES	1	https://www.barry-callebaut.com/system/files/download/barry_callebaut_supplier_code_en_final.pdf , pp.5, 6, 7	YES	1
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NO	0		YES	1
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NO	0		NO	0
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	1			4
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		2022		2018			
Reference	Answer	Score	Reference	Answer	Score	Reference	Answer
	NO	0		NO	0		NO
	NO	0		YES	1	https://www.cargill.com/doc/1432080791419/cargill-statement-on-human-rights.pdf	NO
	YES	1	https://www.barry.com	NO	0		NO
	NO	0		NO	0		NO

Forever Chocolate Progress Report: https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819	YES	1 Forever Chocolate Progress Report: https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819	NO	0	YES
	YES	1 https://www.barry-callebaut.com/en/download-center-forever-chocolate-progress-report-201819	NO	0	NO
	NO	0	NO	0	NO

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YES



Cooperative map is published:
<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/transparency-and-traceability-our-cocoa-supply-chain>

PARTIAL

0.5 <https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/transparency-and-traceability-our-cocoa-supply-chain>

NO

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Partial

Cooperative map is published:
<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/transparency-and-traceability-our-cocoa-supply-chain>

PARTIAL

0.5 Cooperative map is published:
<https://www.barry-callebaut.com/en/group/forever-chocolate/sustainable-range/transparency-and-traceability-our-cocoa-supply-chain> ;

NO

0

Partial



https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf

YES

1 https://www.barry-callebaut.com/sites/default/files/2020-05/Barry%20Callebaut%20Supplier%20Code_EN_2020.pdf

YES

1 https://www.cargill.com/doc/1432101078794/supplier-code-of-conduct-pdf_en.pdf, pp.1, 2

YES

https://www.barry-callebaut.com/sites/default/files/2020-05/GHR%20Labor%20Policy%202020.pdf and Supplier Code: https://www.barrv-

YES

1 https://www.barry-callebaut.com/sites/default/files/2020-05/GHR%20Labor%20Policy%202020.pdf and Supplier Code:

NO

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NO

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Cargill

2020		2022			2018		
Score	Reference	Answer	Score	Reference	Answer	Score	Reference
0		NO	0		NO	0	
0		YES	1	https://www.cargill.com	NO	0	
0		NO	0		NO	0	
0		NO	0		NO	0	



1	https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf	YES	1	https://www.cargill.com/doc/1432076149492/palm-oil-policy-statement-pdf	NO	0
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0		NO	0		NO	0
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0		NO	0		NO	0
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0.5	YES	0.5	https://www.cargill.com/doc/1432135747848/cargill-palm-grievance-procedure.pdf	NO	0
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0.5	PARTIAL	0.5	https://www.cargill.com/sustainability/palm-oil/palm-traceability	NO	0
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0.5	PARTIAL	0.5	https://www.cargill.com/page/cargill-mill-locations	NO	0
			https://www.cargill.com/doc/1432132443976/cargill-palm-mill-list.pdf		



1 https://www.cargill.com/doc/1432101078794/supplier-code-of-conduct-pdf_en.pdf YES

1 https://www.cargill.com/doc/1432101078794/supplier-code-of-conduct-pdf_en.pdf NO

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Louis Dreyfus							
2020			2022			201	
Answer	Score	Reference	Answer	Score	Reference	Answer	Score
NO	0		NO	0		YES	1
NO	0		Yes	1	https://www ldc.com/sustainability/our-approach/governance/	YES	1
YES	1	https://www ldc.com/sustainability/our-approach/governance/	YES	1	https://www ldc.com/sustainability/our-approach/governance/	YES	1
NO	0	https://www ldc.com/wp-content/uploads/LDC_Human_Rig...	NO	0	https://www ldc.com/wp-content/uploads/LDC_Human_Rig...	NO	0



NO 0 YES 1 <https://www ldc.com> NO 0

NO 0 NO 0 NO 0

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PARTIAL

0.5 https://www ldc.com/wp-content/uploads/Palm-traceability-and-Progress-Implementation-report_Feb-2020_externals.pdf

NO

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NO

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PARTIAL

0.5 <https://www ldc.com/wp-content/uploads/H2-2019-Palm-Traceability-to-Mill-03Mar20.pdf>

NO

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NO	0	NO	0	YES	1
NO	0	NO	0	NO	0
NO	0	NO	0	NO	0
		1	4	5	

Olam

Olam						
8	2020			2022		
Reference	Answer	Score	Reference	Answer	Score	Reference
https://www.olamgroup.com/content/dam/olamgroup/pdffiles/Olam-Fair-Employment-Policy.pdf	NO	0		YES	1	https://www.olamgr
https://www.olamgroup.com/content/dam/olamgroup/pdffiles/policies/%2C-codes-%2C-standards/Olam%20Codes	YES	1	https://www.olamgroup.com/content/dam/olamgroup/pdffiles/gri-reports/GRI-Report-Olam-International-Ltd-2017.pdf	YES	1	https://www.olamgr
https://www.olamgroup.com/content/dam/olamgroup/pdffiles/gri-reports/GRI-Report-Olam-International-Ltd-2017.pdf	YES	1	https://www.olamgroup.com/content/dam/olamgroup/pdffiles/gri-reports/GRI-Report-Olam-International-Ltd-2017.pdf	YES	1	https://www.olamgr
	PARTIAL	0.5	https://www.olamgroup.com/content/olamgroup/en/home-page/sustainability/sustainable-supply-chains/sustainable-palm-oil/	PARTIA	0.5	https://www.olamgroup.com/content/olamgroup/en/home-page/sustainability/sustainable-supply-chains/sustainable-palm-oil/engaging-and-



YES

1 Published in 2020:
https://www.fairlabor.org/sites/default/files/documents/reports/2018_executive_summary_olam_final.pdf

YES

1 Published in 2020:
https://www.fairlabor.org/sites/default/files/documents/reports/2018_executive_summary_olam_final.pdf

NO

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NO

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NO

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NO

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NO

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YES
<http://www.fairlabor.org/report/2017-assessments-shared-hazelnut-supply-chain-turkey-nestle-balsu-and-olam>; <http://www.fairlabor.org/affiliate/olam>

1 YES
<https://www.fairlabor.org/report/are-companies%E2%80%99-programs-impacting-change-lives-hazelnut-workers>

1
<http://www.fairlabor.org/report/2017-assessments-shared-hazelnut-supply-chain-turkey-nestle-balsu-and-olam>; <http://www.fairlabor.org/affiliate/olam>

NO

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YES

1 <https://www.olamgroup.com/sustainability/grievance.html>

YES

1 <https://www.olamgroup.com/sustainability/grievance.html>

YES

1 <https://www.olamgroup.com/sustainability/grievance.html>

YES

1 <https://www.olamgroup.com/sustainability/grievance.html>

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0.5 <https://www.olamgroup.com/content/olamgroup/en/home-page/sustainability/reimagine/olam-farmer-information-system.html>

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0.5 <https://www.olamgroup.com/content/olamgroup/en/home-page/sustainability/reimagine/olam-farmer-information-system.html>

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Palm: <https://www.olamgroup.com/content/dam/olamgroup/products/food-staples/edible-oils/edible-oils-pdfs/Mill-Lists.zip>

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Palm: <https://www.olamgroup.com/content/dam/olamgroup/products/food-staples/edible-oils/edible-oils-pdfs/Mill-Lists.zip>

Cocoa:

Cocoa: <https://www.olamgroup.com/content/dam/olamgroup/products/food-staples/edible-oils/edible-oils-pdfs/Mill-Lists.zip>

http://49tmko49h46b4e0czy3rlqaye1b.wpengine.netdna-cdn.com/wp-content/uploads/2018/04/Olam-Supplier_Code__APR2018.pdf, pp.3, 4

YES

1 https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/Olam%20Supplier%20Code__English.pdf

YES

1 https://www.olamgroup.com/content/dam/olamgroup/about-olam/ethics-and-compliance/ethics-and-compliance-pdfs/Olam%20Supplier%20Code__English.pdf

NO

<https://www.olamgroup.com/content/dam/olamgroup/sustainability/>

YES

<https://www.olamgroup.com/content/dam/olamgroup/sustainability/policies-codes-and-standards/>

NO

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NO

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Wilmar

2018			2020			20	
Answer	Score	Reference	Answer	Score	Reference	Answer	Score
NO	0		YES		1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/human-rights-framework.pdf	YES	1
YES	1	https://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf , p.28	YES	1	https://www.ungpreporting.org/database-analysis/explore-disclosures/	YES	1
YES	1	https://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf , p.28	YES	1	https://www.wilmar-international.com/sustainability/policies/sustainability-governance-structure	YES	1
NO	0		YES		1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-	YES	1



YES	1	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf , p.66	YES	1	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf , p.66	YES	1
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NO	0		NO	0		NO	0
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NO	0		YES	1	https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-no-exploitation-protocol.pdf?sfvrsn=e2b8c921_2	YES	1
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NO

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YES

1 https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?sfvrsn=7670cea2

YES

1

YES	1	http://media.corporate-ir.net/media_files/IROL/16/164878/News-Release-10-Dec-18-Wilmar-Leads-Palm-Oil-Industry-to-be-Deforestation-Free.pdf	YES	1	https://www.wilmar-international.com/sustainability/supply-chain-transformation/supplier-group-compliance-(sgc)	YES	1
YES	1	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/05/Wilmar-Sustainability-Report-2017.pdf	YES	1	https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?	YES	1
NO	0		NO	0	https://www.wilmar-international.com/sustainability/supply-chain-transformation	NO	0

Reference

<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/human-rights-framework.pdf>

<https://www.ungpreporting.org/database-analysis/explore-disclosures/>

<https://www.wilmar-international.com/sustainability/policies/sustainability-governance-structure>


<https://www.wilmar-international.com>

<https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance->



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https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?

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procedure_final.p
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cfvrsn=7670ccc2](https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/grievance/grievance-sop/grievance-procedure_final.pdf?cfvrsn=7670ccc2)



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compliance-\(sgc\)](https://www.wilmar-international.com/sustainability/supply-chain-transformation/supplier-group-compliance-(sgc))

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sustainability/
policies/wilmar-
ndpe-policy---
2019.pdf?](https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?)

[https://
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international.com/
sustainability/
supply-chain-
transformation](https://www.wilmar-international.com/sustainability/supply-chain-transformation)

<https://>



Version 1.1: Published March

This is the first publication of Oxfam

Overview of assessment process

Our expert assessors, Oxfam staff, reviewed available policies, frameworks, and Oxfam shared initial assessment

Oxfam staff and consultants conducted the assessment period, as well as during a subsequent period. Oxfam only assessed documents that may no longer be active. Any relevant

Structure of the assessment tool

Under each of the five themes the

Approach to assessing parent

The assessment applies to the full range of company (parent and subsidiaries)

Scope of the assessment:

The assessment tool is not limited to identifying meaningful change in the way that Oxfam operates and commercially rewarding the


Alignment with existing stand:

In developing these indicators, C include Oxfam's Behind the Brar and Human Rights) Reporting Fr Human Rights Due Diligence Fra

Focus on specific commoditie

paper, timber, and cattle for the 1 small-scale farmers and food pro companies. In addition, their pro policies by companies that cover agribusinesses are involved in th

Partial scoring: Oxfam chose to practice. This differs from Oxfam tried to limit the availability of a 'p



Certification schemes
Critical supplier

Due diligence process

High-risk supply chains

**Human Rights Impact
Assessments (HRIAs)**

Living income
Small-scale producers
Supply chain
Systematically

Oxfam's agribusiness scorecard methodology notes

1, 2019

Oxfam's agribusiness scorecard methodology and assessments.

ESS:
Oxfam and consultants with many years of experience of engagement with the private sector on human rights issues, have reviewed publicly available codes of conduct, etc. They have used these to answer yes or no (and in select cases, partial) against the indicators in the assessment tool. Oxfam has discussed the findings with companies for discussion and feedback, with Oxfam making necessary updates accordingly.

Oxfam conducted the assessments during the second half of 2018. Website links provided in the reference columns were accessed during this time through frequent consultation period with companies. Oxfam set a final cut-off date for assessing new materials of December 31, 2018. That is: only materials that were publicly available by this date. Companies may subsequently have changed what is published on their websites, and weblink relevant changes made by the companies after December 31, 2018 will be considered in a subsequent scorecard assessment.

Goal:
There are up to 19 indicators. A small number of indicators have sub-indicators which represent increasing levels of challenge.

Parent and subsidiary companies:
The assessment covers the company as a whole; where parent companies and subsidiaries are covered by the assessment, only policies that apply to the whole group (or subsidiaries) will merit a full point.

Oxfam is interested in the impact of a company's own operations. Agribusinesses may work in collaboration with the companies that supply to them to bring about positive change for rural communities, workers, and small-scale food producers in/impacted by those supply chains are treated, for instance by giving preference to those companies which demonstrate transparency and a high level of corporate responsibility.

ards:

Oxfam has reviewed existing standards and methodologies and sought alignment where possible. Relevant documents and approaches include the UN Guiding Principles (on Business and Human Rights), Oxfam's Behind the Price scorecard, Oxfam's Steps Towards a Living Wage report, the UN Guiding Principles (on Business and Human Rights), Corporate Human Rights Benchmark, KnowTheChain, OECD–FAO Guidance on Responsible Agricultural Supply Chains, ETI Ethical Sourcing Framework, OECD Due Diligence Guidance for Responsible Business Conduct, and the GRI.

Focus: At times, Oxfam asks the agribusinesses to focus on specific high-risk commodities, such as: sugar (cane), palm, cocoa, soy, pulp and paper. The themes of land rights, climate, and transparency and accountability. Oxfam selected these commodities because of their relevance to producers and local communities, and because they are important commodities for many of the agribusinesses and the Behind the Brands scorecard. Production is associated with risks and opportunities regarding key issues within each of the corresponding themes. Overall, Oxfam is seeking to assess the production and sourcing of all of their high-risk supply chains (defined below). Oxfam acknowledges that not all seven of the above-listed commodities are produced or traded by all of the above-listed companies.

Oxfam will allow 'partial' scoring only for a small number of indicators where Oxfam deemed it important to recognize progress and emerging good practices. Oxfam's approach in other scorecards, where 'partial' was only used for certain companies to show progress by subsidiary companies. Oxfam will not award a 'partial' score, as it is important for agribusinesses to fully meet the indicators.

Definitions and criteria

Certification schemes that empower and share value with affected communities, producers, and workers – such as Fairtrade – are particularly relevant to this assessment; Oxfam recognizes that agribusinesses sourcing such certified products are making a good start in committing to fair trading practices, but expects that they will go beyond this first step and seek ways to ensure that their own operating and purchasing practices support and enhance empowerment of and shared value with affected communities, workers, and producers.

A supplier that is very important for the company's business, because of the volume sourced, the level of spend, or other stated reason.

Oxfam shares the UN's definition of a credible due diligence process, i.e. 'An ongoing risk management process that a reasonable and prudent company needs to follow in order to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts. It includes four key steps: assessing actual and potential human rights impacts; integrating and acting on the findings; tracking responses; and communicating about how impacts are addressed.'

<http://www.ungreporting.org/glossary/human-rights-due-diligence/>

For relevant guidance please see:

OECD Due Diligence Guidance for Responsible Business Conduct: <http://mneguidelines.oecd.org/OECD-Due-Diligence-Guidance-for-Responsible-Business-Conduct.pdf>, p.21

OECD–FAO Guidance on Responsible Agricultural Supply Chains: <https://mneguidelines.oecd.org/oecd-fao-guidance.pdf>, p.31

UN Guiding Principles on Business and Human Rights: https://www.ohchr.org/documents/publications/GuidingprinciplesBusinessshr_eN.pdf

Oxfam follows the criteria for high-risk supply chains given in the OECD–FAO Guidance for Responsible Agricultural Supply Chains.

Examples of situations that warrant enhanced due diligence: Red flags:

- Red flag locations: Operations are planned in or agricultural products originate from areas:
 - Affected by conflicts or considered as high-risk areas.
 - Considered as weak governance areas.
 - Where national or local governments do not observe internationally agreed responsible business conduct standards or do not provide support to the enterprise to ensure the observance of these standards, such as by proposing agricultural land on which local communities have legitimate tenure rights and have not been consulted, or which is located in protected areas.
 - Where violations of human rights or labour rights have been reported.
 - Where tenure rights are weakly defined or contested.
 - Where communities face food insecurity or water shortages.
 - Affected by environmental degradation or defined as protected areas.
- Red flag products:
 - The production of the agricultural commodity is known to have adverse environmental, social, or human rights impacts in certain contexts.
 - The agri-food product does not conform to health and food safety standards.
- Red flag business partners:
 - Business partners are known not to have observed the standards contained in this Guidance.
 - They are known to have sourced agricultural products from a red flag location in the last 12 months.
 - They have shareholder or other interests in enterprises that do not observe the standards contained in this Guidance or that supply agricultural products from or operate in a red flag location.

<http://mneguidelines.oecd.org/OECD-FAO-Guidance.pdf>

See also ETI's Human Rights Due Diligence Framework: <http://www.ethicaltrade.org/resources/human-rights-due-diligence-framework>

HRIAs are studies that show the impact that a company's own supply chain activities, including its purchasing practices and supply chain policies, are having on the human rights of the workers and producers within its supply chains. Needs assessments or risk analyses are not equivalent to impact assessments, unless they very specifically address the impact of the company's actions rather than broader human rights risks and wellbeing needs.

For our 2022 assement, Oxfam used the definition of living income advanced by the Living Income Community of Practice, which defines living income as:

"The net annual income required for a household in a particular place to afford a decent standard of living for all members of that household."

"Elements of a decent standard of living include: food, water, housing, education, healthcare, transport, clothing, and other essential needs including provision for unexpected events". <https://www.living-income.com/the-concept>

This refers to small-scale farmers, small-scale fishermen and women, and other food producers within the supply chains of agribusinesses. Small-scale producers typically engage in farming, fishing, etc. as a business, combining family labour with hired labour.

For more information, see IFAD (2007), quoted on p.8 of A. Fraser (2009) *Harnessing Agriculture for Development*, Oxford: Oxfam International, <http://www.oxfam.org/sites/www.oxfam.org/files/bp-harnessing-agriculture-250909.pdf>; and OECD (2006), quoted on p.15 of L. Wegner and G. Zwart (2011) *Who Will Feed the World? The production challenge*, Oxford: Oxfam International, <http://www.oxfam.org/sites/www.oxfam.org/files/who-will-feed-the-world-rr-260411-en.pdf>

All stages and workers linked to the supply of inputs, through production to distribution, that involves a particular agricultural commodity, raw material/ingredient or product line from a particular country.

Goes beyond ad hoc disclosure and regularly updates relevant information, e.g. publishes pay and gender gaps not just once but on an