



[2017]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Nestle

Country: Ivory Coast

Crop: Cocoa

Production Process: Harvesting

Cooperative: Bio Partnaire

Assessment Locations: Région du Guémon, Préfecture de Duekoué

Monitors: Societal Compliance Initiatives

Assessment Dates: 05-13 Octobr 2017

Number of assessed farms: 60

Total area covered: 174 ha

Number of farmers interviewed: 60

Total number of workers: 127

Number of workers interviewed: 42

To view more about the FLA's work with Nestle, please visit the FLA website [here](#).

To access the FLA Agriculture Monitoring Benchmarks, please visit [this page](#).

Employment Relationship

Compliance Status

Section	Benchmark	Compliance status	Farms
Human Resource Management System	ER.1.1	In compliance	
	ER.2.1 (PR)	In progress	All farms
	ER.2.1.1(PR)	In progress	All Farms
Recruitment and Hiring	ER.3.1	Risk of noncompliance	All farms
	ER.3.1.1	Risk of noncompliance	All farms
	ER.3.1.2	In compliance	
	ER.4	N/A	
	ER.5.1	N/A	
	ER.5.2	N/A	
	ER.5.3	In compliance	
	ER.6 (PR)	Not Initiated	All farms
	ER.7.1	In compliance	
	ER.7.2	In compliance	
	ER.7.3	In compliance	
	ER.7.4	In compliance	
	ER.7.5	In compliance	
	ER.7.6	In compliance	
	ER.7.7	In compliance	
	ER.7.8	In compliance	
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2	0	
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	In compliance	
	ER.9.3	0	
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	In compliance	
	ER.11	In compliance	
	ER.12.1	In compliance	
	ER.12.1.1	In compliance	
	ER.12.2	N/A	
	ER.13.1	In compliance	
	ER.13.2 (PR)	N/A	
	ER.13.3 (PR)	N/A	
Administration	ER.15.1	In compliance	
	ER.15.2	N/A	
	ER.15.2.1	N/A	
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.2 (PR)	N/A	
	ER.17.3 (PR)	N/A	
	ER.17.4 (PR)	In compliance	
Worker Involvement	ER.18.1	In compliance	
	ER.18.2 (PR)	In compliance	
Right to Organize and Bargain	ER.19	In compliance	
Work Rules and Discipline	ER.20.1	In compliance	
	ER.20.2	In compliance	
	ER.20.3 (PR)	In compliance	
	ER.20.4	In compliance	
	ER.20.6	In compliance	

	ER.20.7	In compliance	
	ER.20.8	In compliance	
	ER.20.9 (PR)	N/A	
	ER.20.11	In compliance	
Training	ER.21	In compliance	
HSE Management System	ER.24.1.	In compliance	
	ER.24.2 (PR)	In compliance	
	ER.24.3	In compliance	
	ER.24.4 (PR)	0	
	ER.24.4.1 (PR)	In compliance	
	ER.24.4.2 (PR)	In compliance	
	ER.24.4.3 (PR)	In compliance	
	ER.24.4.4 (PR)	Not Initiated	All farms
	ER.24.4.5 (PR)	Not Initiated	All farms
	ER.24.4.6 (PR)	Not Initiated	All farms
	ER.24.5 (PR)	In compliance	
Grievance Procedures	ER.25.1 (PR)	In compliance	
	ER.25.2 (PR)	In compliance	
	ER.25.3	Noncompliance	All farms
	ER.25.4	In compliance	

Employment Relationship Assessment Summary

Proof of Age Documentation

Benchmarks:

ER.3.1: Employers shall verify proof of age documentation for all young workers in the farm at the time of their employment and work towards collecting and maintaining all documentation necessary to confirm and verify date of birth of all workers, including long term and casual workers.

ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.

**Risk of
Noncompliance
in all farms**

Findings/Noncompliance Explanation

During the assessment visit, six of the interviewed farmers reported to the monitors that they verify the identification documents of the workers before hiring them. But the 54 others said they only base their judgment on the morphology of the people who come to them when they need to recruit workers. In addition, none of the 60 farmers interviewed maintains the necessary documentation to justify and confirm the date of birth of all workers, even the long-term and casual ones.

Source: Interviews, observation and record review

Company Action Plans:

- Cooperatives have a register of certified farmers that also list their workers. Together with the suppliers Nestlé will continue to raise awareness among cooperatives on important factors:
 - Annually updating the register of farmers, by including the ages of the workers.
 - Keeping a copy of workers' identity documents on file to maintain age verification documentation.
 - Having the farmers involve the delegates and the producer relays (PR) in the recruitment of their permanent or temporary workers.
 - For workers with no identity documents, and who are from the same village, two people from the community (i.e., branch delegate and village chief) should certify the worker's age orally or in writing.

	2. Raising farmer's awareness on workers' age verification and keeping a copy of age documentation.
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Deadline Date:	August 2019
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Grievance Procedures

Benchmarks: ER.25.3: FLA-affiliated companies shall make sure that a confidential non-compliance reporting mechanism is available for farmers and workers in the supply chain (such as members of cooperatives or suppliers of seed organizers). Through this channel, any code violation can be communicated to the company if the local and farm level grievance redress mechanisms fail to sufficiently address the issue.	Noncompliance in all farms
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Findings/Noncompliance Explanation	<p>Nestlé published a confidential telephone number to allow anyone to contact them directly to report any grievance or non-compliance in their supply chain. But currently, this number remains inaccessible to farmers and workers in the visited rural areas. To reach the final recipient, the call must pass through at least three levels of interlocutors. Moreover, the language of communication is English, and is, therefore, not understood by farmers or workers. In addition, the phone number is accessible only through landlines, which are rarely available in rural areas, including the communities visited. According to the head of the Nestlé Internal Monitoring System, actions are underway to address this issue. But for the time being, no operational mechanism is available for the use of farmers and workers.</p> <p><u>Source:</u> Interviews, record review, telephone test</p>
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Company Action Plans:	<ol style="list-style-type: none"> 1. Nestlé will ask eight more cooperatives to establish suggestion boxes in all branches and warehouses and to raise the awareness of farmers and workers on a functioning grievance mechanism. 2. In order to test an alternative grievance mechanism, Nestlé cooperatives will involve the RCs in the anonymous collection of complaints. 3. These complaints are analyzed at cooperative level and an action plan is developed to respond. Currently we have this alternative in two cooperatives. Their action plans are monitored with Nestlé's support. <p>Depending on the results, Nestlé will ask suppliers to extend the model to other cooperatives.</p>
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Deadline Date:	December 2019
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Child Labor

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	Noncompliance	Farms 2,3,6,11,13,15,16,20,21
Minimum Age	CL.2	In compliance	
Immediate Family Members	CL.3	Noncompliance	Farms 2,3,6,11,13,15,16,20,21
Right to Education	CL.4.1 (PR)	In compliance	
Young Workers	CL.5	In compliance	
	CL.6.1	In compliance	
	CL.6.2	Risk of Noncompliance	All Farms

	CL.7	Noncompliance	Farms 3,13,15,16,20,21
Apprenticeships and Vocational Training	CL.8.1 (PR)	In compliance	
	CL.8.2 (PR)	In compliance	
Children on Premises	CL.9	In compliance	
Removal and Rehabilitation of Child Laborers	CL.10.1	In compliance	
	CL.10.2 (PR)	In compliance	

Child Labor Assessment Summary

General Compliance / Immediate Family Members

Benchmarks:

CL.1: Employers shall comply with all national laws, ratified international conventions, fundamental labor rights, regulations and procedures concerning the prohibition of child labor.

CL.3: In accordance with national laws and ILO Convention 138, children of farmers not younger than 12 years may be involved in light work on their parents' farm provided that:

- The work is not dangerous and not harmful to their health or development;
- The work does not prejudice their attendance at school and is done within reasonable time limits after school or during holidays
- The work is appropriate to the child's age and physical condition and does not jeopardize the child's social, moral or physical development;

The child's parents provide supervision and guidance.

**Noncompliance
in Nine farms**

Findings/Noncompliance Explanation

On all the assessed farms, the monitors did not meet any cases of hired child workers at the time of the assessment. However, they have identified on some farms, violations of national laws and international conventions on child labor, including provisions on schooling and hazardous work. Monitors identified four children between the ages of 11 and 14 and eight teenagers between the ages of 16 and 18. They all work in the family context and participate in all production activities on the farms. These activities include those presented as dangerous by Ivorian legislation such as weeding with a machete. Regarding the four children, one is out of school, one other refuses to continue school and the last two were removed from school by their mother because of lack of financial means.

Source: observation, record review, interviews

Company Action Plans:

Since 2017, there have been two new law decrees on hazardous work and light work. With these changes, producer training and awareness tools are being updated. Through the CLMRS:

- ASR and RC are being trained on two new law decrees and new awareness tools.
- We will continue the refreshing and training of all Nestlé partners on the new law on child labor.
- We will continue to raise awareness of child labor among farmers and their workers.

Regarding identified children, in cooperation with the cooperative, we continue to monitor their conditions.

Deadline Date:

December 2018

Young Workers

Benchmarks:

CL.6.2: Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.

**Risk of
Noncompliance
in all farms**

CL.7: No person under the age of 18 shall undertake hazardous work, i.e., work which, by its nature or the circumstances in which

Noncompliance

it is carried out, is likely to harm the health, safety or morals of persons under the age of 18. Such work includes, but is not limited to, the application of agricultural chemicals, pesticides, and fertilizers, use of farm equipment tools and machinery, lifting or moving of heavy materials or goods, or carrying out hazardous tasks such as underground or underwater or at dangerous heights. Every activity performed by a young worker must be supervised by an adult.

in six farms

Findings/Noncompliance Explanation

During the assessment, monitors did not meet any hired young workers in the visited farms apart from the young workers who are members of the farmer's family. Farmers do not keep any list of young workers. However, they told the monitors that they had never received specific recommendations stating that in case of employment of young worker, they should keep a list, with evidence of age justification. In addition, the monitors found evidence that young workers, family members of the farmers, were involved in hazardous work such as harvesting and weeding, in violation of the requirements on child labor. They even observed some children working on the farms at the time of the assessment.

Source: Interviews, observation

Company Action Plans:

1. Nestlé will engage with two cooperatives to have farmers record a list of workers of all farmers including young and pregnant workers, if any.
2. The farmers will keep a copy of the list of their workers including young and pregnant workers at farm level.
3. The cooperatives will raise farmers' awareness of workers' age verification and keeping a copy of age documentation.
4. For workers with no identity documents, and who are from the same village, two people from the community (i.e., branch delegate and village chief) should certify the worker's age orally or in writing.
5. This program, if successful, will be extended to other suppliers and cooperatives.
6. Since 2017, there have been two new law decrees on hazardous work and light work. Faced with these changes, producer training and awareness tools are being updated. Through the CLMRS:
 - ASR and RC are being trained on two new law decrees and new awareness tools.
 - We will continue the refreshing and training of all Nestlé partners on the new law on child labor.
 - We will continue raising awareness of child labor among farmers and their workers.
7. Regarding the children, in cooperation with the cooperative, we continue the monitoring of their conditions.

Deadline Date:

August 2019

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	Farms 1,6,15,17,18,21,29,44,47,59,60
Documents, Permits and Certificates	HSE.2 (PR)	In compliance	
	HSE.3.1	N/A	
	HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	In compliance	
	HSE.5.2	Noncompliance	All Farms
Safety Equipment and First Aid	HSE.6.1 (PR)	Not Initiated	All Farms
	HSE.6.2 (PR)	Not Initiated	All Farms
	HSE.16.3 (PR)	Not Initiated	All Farms
Personal Protective Equipment	HSE.7 (PR)	In Progress	All Farms
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	N/A	
	HSE.9.2.1	N/A	
	HSE.10	Noncompliance	Farms 1,15,55,59,60
	HSE.11.1	In compliance	
	HSE.11.2	In compliance	
Protection Reproductive Health	HSE.12.1	In compliance	
	HSE.12.2 (PR)	In compliance	
Infrastructure	HSE.13 (PR)	N/A	
	HSE.17.1	Noncompliance	Farms 1 to 20
	HSE.17.2 (PR)	N/A	
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	N/A	
Machinery Safety	HSE.14.1	Noncompliance	Farms 17,29
	HSE.14.2	Noncompliance	Farms 3,44,59,60
	HSE.14.3	N/A	
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	All Farms
	HSE.16.2	Noncompliance	All Farms

HSE Assessment Summary

General Compliance / Chemical Training / Machinery Safety	
<p>Benchmarks:</p> <p><i>HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</i></p> <p><i>HSE.10: Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.</i></p> <p><i>HSE.14.1: All production machinery, equipment and tools shall be properly guarded and regularly maintained.</i></p> <p><i>HSE.14.2: Where appropriate, workers shall receive training in the proper use and safe operation of machinery, tractors, equipment and tools they use.</i></p>	
<p>Findings/Noncompliance Explanation</p> <p>The visited company trains applicators who are responsible for agrochemical treatment of farmers' farms. However, some farmers, as it has been noted on five farms, carry out the chemical treatment of their farms themselves without adequate training.</p> <p>In four other farms, the monitors observed the presence of empty pesticide containers. Finally, in the yard of one farmer, as well as on the farm of one other, the monitors observed machines for agrochemical product application that were within the reach of children. All of these constitute violations of the health, safety and environmental requirements of the company.</p> <p><u>Source:</u> interviews, observation</p>	
<p>Company Action Plans:</p> <ol style="list-style-type: none"> 1. As part of the CLMRS, the farmers/workers and their families have been trained by the RCs on a module of risks associated with the use of phytosanitary and pharmaceutical products. These awareness-raising actions will continue within communities and families. 2. The flyers and posters on the Nestlé Code of Conduct contain images on the use of phytosanitary products and proper equipment. 3. The cooperative has a team of eight sprayers with personal protective equipment, who are trained on the rational use of agrochemicals and farm treatment. This number will be increased to 32. 4. Awareness-raising sessions will be conducted by the lead farmers and the RCs to educate farmers and their laborers on: <ul style="list-style-type: none"> ○ the use of the applicators of the cooperative for the agrochemical treatment of farms; ○ the importance of the proper storage of spraying machines and the proper management of empty chemical containers. 5. Code of conduct will emphasize on the safe use of chemicals and collection of empty containers. These recommendations are reported against when a non-conformity is identified. The cooperative has to put proper measures in place in cases of non-compliance. 6. In addition, Nestlé has developed a video related to the use of Argo chemicals. These videos will be shown in the villages and will serve as a basis for raising the awareness of the farmers. 7. Nestlé will ask two cooperatives who will be trained with the digital material to implement a process to report on the presence of empty containers during internal inspection. 8. In addition to certification audits, we will also pilot the monitoring aspect in two 	

**Noncompliance
in Eleven Farms**

	cooperatives that are involved in the video training.
Deadline Date:	August 2019
Evacuation Requirements and Procedure	
Benchmarks: <i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i>	
Noncompliance in all farms	
Findings/Noncompliance Explanation	<p>Although the assessed farms are not closed areas that require an evacuation plan, it can be noted that bushfires are common and can at any time surprise farmers, workers and members of their families on the farms, or even in the camps. Despite this, the monitors note that no worker or farmer is able to demonstrate knowledge of any evacuation procedure appropriate to this specific context.</p> <p><u>Source:</u> interviews, observation</p>
Company Action Plans:	<p>As part of the CLMRS, the module on bushfire, provided by the RCs to the farmers/workers and their families, considers this issue. These awareness-raising actions will continue within the communities and families.</p> <p>In addition, Nestlé will develop a series of videos, one of which will focus on bushfire. This video will be shown in some sections as a test and will serve as a basis for raising the awareness of the farmers. Depending on its success we will extend the video to other communities and cooperatives.</p>
Deadline Date:	August 2019
Access to Water	
Benchmarks: <i>HSE.17.1: Safe and clean potable water for drinking shall be freely available at all times, within reasonable distance of the workplace. For farm settings in water-stressed regions where access to potable water is not always guaranteed, employers shall work with local authorities and other partners to provide clean water in sufficient volume and quality to guarantee the wellbeing of hired and family workers.</i>	
Noncompliance in twenty farms	
Findings/Noncompliance Explanation	<p>The monitors note that globally, access to drinking water is guaranteed in the region visited. Two of the communities visited have village pumps that provide drinking water for farmers and workers. However, in one of the communities visited, where people source water only from wells due to lack of a village pump, there is no awareness program on water sanitation for farmers and their workers.</p> <p><u>Source:</u> interviews, observation</p>
Company Action Plans:	<p>Nestlé will send an email to the cooperatives to continue raising awareness among farmers, workers, and their families on water purification techniques, including boiling water before drinking it.</p> <p>In addition, Nestlé will develop a series of videos, of which one will relate to water treatment. These videos will be shown in the sections and will serve as a basis for raising farmers' awareness of the issue.</p>
Deadline Date:	August 2019
Medical Facilities	
Benchmarks: <i>HSE.16.2: Medical facilities shall be established and maintained as required by applicable laws. In case of no local law, the employer shall ensure that the workers are able to utilize local service providers in case of medical emergencies and have the local medical officer's contact address available to the workers. In the case of a medical emergency, e.g., injury or sudden</i>	
Noncompliance in all farms	

illness, growers will not unreasonably delay allowing a worker to have access to medical treatment.

Findings/Noncompliance Explanation	<p>Access to health is a challenge in all rural areas in Côte d'Ivoire, including in the communities visited during the assessment. Only one of the three visited communities have a rural health center. In the other two, the inhabitants have to travel between six and seven kilometers to receive care in the neighboring villages that have health centers. Despite this fact, no first aid kit is available to farmers and workers to face their health emergencies.</p> <p><u>Source:</u> interviews, observations</p>
Company Action Plans:	<p>Nestlé will send an email to all NCP cooperatives to emphasize the importance of:</p> <ul style="list-style-type: none"> ○ Providing all the sections with first aid kits, ○ Identifying focal points and training them on health and safety in each section, <p>RC and PR continuing to raise awareness of first aid kits to farmers and farm workers.</p>
Deadline Date:	December 2018

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	Farms 21,29,33,34,36,46,47,49,52,57,59
	C.1.2	Noncompliance	Farms 21,29,33,34,36,46,47,49,52,57,59
	C.1.3	In compliance	
	C.1.4 (PR)	In compliance	
Minimum Wage/Fair Compensation	C.2.1	Risk of Noncompliance	Farms 6,41,60
	C.2.2	N/A	
	C.2.3	In compliance	
	C.2.5 (PR)	Not Initiated	All Farms
	C.2.6 (PR)	Not Initiated	All Farms
	C.3	In compliance	
Farmer/Producer Income	C.4 (PR)	In Progress	All Farms
Wage Payment and Calculation	C.6	In compliance	
	C.7.1	In compliance	
	C.7.2	In compliance	
	C.7.3 (PR)	Not Initiated	All Farms
	C.7.4 (PR)	In compliance	

	C.7.5	In compliance	
	C.8.1	In compliance	
	C.8.2	In compliance	
	C.8.3	N/A	
	C.8.4 (PR)	N/A	
	C.9 (PR)	N/A	
	C.10.1	N/A	
	C.10.1.1	N/A	
	C.10.2	N/A	
	C.10.3	N/A	
Workers Awareness	C.11.1.1	In compliance	
	C.11.1.2	In compliance	
	C.11.1.3	In compliance	
	C.11.1.4	In compliance	
	C.11.1.5	In compliance	
	C.13 (PR)	Not Initiated	All Farms
Fringe Benefits	C.12.1	Noncompliance	
	C.12.2 (PR)	In compliance	
	C.12.3	Risk of Noncompliance	
	C.12.4	Risk of Noncompliance	
	C.12.5	Noncompliance	

Assessment Summary

General Compliance / Fringe Benefits

Benchmarks:

- C.1.1:** Employers shall comply with all national laws, Collective Bargaining Agreements in force, regulations and procedures concerning the payment of compensation to workers.
- C.1.2:** Other than lawfully required deductions, no other deductions may be made from a worker's compensation without the written consent of the worker. Financial disciplinary measures are prohibited.
- C.12.1:** All workers have a right to use or not to use services provided by employers, such as housing or meals.
- C.12.5:** Employers must be able to demonstrate the accuracy or reasonableness of these charges.
- C.12.3:** Employers must provide goods and services at fair and reasonable prices, comparable to local market prices.
- C.12.4:** Deductions for services to workers shall not exceed the cost of the service to employers.

**Noncompliance
in Eleven Farms**

Findings/Noncompliance Explanation

No interviewed worker revealed to the monitors a deduction from his salary by his employer. However, at the supplier (trader) level, some grievances related to abusive deductions have been registered. The coaches of the company reported to the monitors that a deduction of 15,000 FCFA is made from their salary for the reimbursement of their work motorcycle, so that they become the owners at the end of the process. However, even if they agree with the deduction, they haven't received any information on the amount of the motorcycle's purchase and the duration of this deduction.

In addition, farmers in one of the visited communities denounced a retention of 15 FCFA on their certification premium, which represents a shortfall of 37.5%. They receive 25F FCFA/kg instead of 40 FCFA/kg set in the agreement. In the three visited communities, some farmers also denounce abusive deduction made by the supplier on their income for the reimbursement of fertilizer. These fertilizers were provided to farmers in the context of a project initiated by the supplier and its partners. According to the farmers concerned, the levies are not made in accordance with the terms of the initial agreement, which states that the reimbursement would be spread over two

	years. <u>Source:</u> interviews, observation, record review
Company Action Plans:	<p>With the tier 1 supplier, Nestlé is monitoring the situation. In the knowledge that lack of information is the main problem, the cooperative committed to:</p> <ul style="list-style-type: none"> - Raising employees' and all farmers' awareness on existing projects. - Explaining the conditions of each project's implementation to the farmers, and gaining their consent before involving them in the projects. <p>For the coaches, Nestlé will ask the supplier to clarify the amount of the deductions and the duration.</p>
Deadline Date:	December 2019
Minimum Wage/Fair Compensation	
<p>Benchmarks:</p> <p><i>C.2.1: Employers shall pay workers at least the legal minimum wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher, for regular working hours (not including overtime). Hourly or daily compensation shall be calculated based on the basis of the legal minimal wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher. Workers should also be informed by the employer about the legal minimum wage applicable to them.</i></p>	
Risk of Noncompliance in three farms	
Findings/Noncompliance Explanation	<p>On the visited farms, farmers pay their hired workers at least the prevailing wage, which is practiced in the region for their sector of activity. However, these wages may be lower than the legal minimum wage for workers in the agricultural sector if farmers are not providing in-kind benefits such as housing, food, and support in cases of illness. It can be noted that it would be difficult for farmers to pay higher wages to their hired workers given the low level of their own income and the high fluctuation of cocoa price. Solutions to improve the income of farmers must be found before workers' compensation can be increased.</p> <p><u>Source:</u> interviews, record review</p>
Company Action Plans:	<ol style="list-style-type: none"> 1. Since 2009, Nestlé is implementing projects through the better farming pillar to increase farmers' productivity. In this pillar we have currently: <ul style="list-style-type: none"> ○ The cocoa nurseries project: more than 10.5 million cocoa plantlets with high-yield have been distributed to farmers since 2009 to improve their income. ○ The demo plots project: currently we have 12 demonstration farms operating to good agricultural practices. ○ The establishment of 10 professional pruning gangs in cooperatives trained by our agronomists to help farmers implement pruning techniques. ○ The Elite Farmer Project: 70 elite farmers are being trained in good agricultural practices and entrepreneurial skills. They serve as examples in good agriculture practices of their peers. 2. Nestlé will: <ul style="list-style-type: none"> ○ Continue to train them in good agricultural practices, ○ Increase awareness during farm workers' training. 3. In addition, Nestlé is developing a series of videos. Some of the videos focus on good agriculture practices, they are to be shown in the sections.

Deadline Date:

August 2019

Overview - Farms vs. Non-compliances

Total number of Farms: 60

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
% of farms with non-compliances or risk of non-compliances	100%	0%	0%	0%	100%	0%	100%	0%	23%	
Farm 1	3	0	0	0	1	0	5	0	0	9
Farm 2	3	0	0	0	3	0	3	0	0	9
Farm 3	3	0	0	0	4	0	4	0	0	11
Farm 4	3	0	0	0	1	0	3	0	0	7
Farm 5	3	0	0	0	1	0	3	0	0	7
Farm 6	3	0	0	0	3	0	4	0	1	11
Farm 7	3	0	0	0	1	0	3	0	0	7
Farm 8	3	0	0	0	1	0	3	0	0	7
Farm 9	3	0	0	0	1	0	3	0	0	7
Farm 10	3	0	0	0	1	0	3	0	0	7
Farm 11	3	0	0	0	3	0	3	0	0	9
Farm 12	3	0	0	0	1	0	3	0	0	7
Farm 13	3	0	0	0	4	0	3	0	0	10
Farm 14	3	0	0	0	1	0	3	0	0	7
Farm 15	3	0	0	0	4	0	5	0	0	12
Farm 16	3	0	0	0	4	0	3	0	0	10
Farm 17	3	0	0	0	1	0	5	0	0	9
Farm 18	3	0	0	0	1	0	4	0	0	8
Farm 19	3	0	0	0	1	0	3	0	0	7
Farm 20	3	0	0	0	4	0	3	0	0	10
Farm 21	3	0	0	0	4	0	3	0	2	12
Farm 22	3	0	0	0	1	0	2	0	0	6
Farm 23	3	0	0	0	1	0	2	0	0	6
Farm 24	3	0	0	0	1	0	2	0	0	6
Farm 25	3	0	0	0	1	0	2	0	0	6
Farm 26	3	0	0	0	1	0	2	0	0	6
Farm 27	3	0	0	0	1	0	2	0	0	6
Farm 28	3	0	0	0	1	0	2	0	0	6

Farm 29	3	0	0	0	1	0	4	0	2	10
Farm 30	3	0	0	0	1	0	2	0	0	6
Farm 31	3	0	0	0	1	0	2	0	0	6
Farm 32	3	0	0	0	1	0	2	0	0	6
Farm 33	3	0	0	0	1	0	2	0	2	8
Farm 34	3	0	0	0	1	0	2	0	2	8
Farm 35	3	0	0	0	1	0	2	0	0	6
Farm 36	3	0	0	0	1	0	2	0	2	8
Farm 37	3	0	0	0	1	0	2	0	0	6
Farm 38	3	0	0	0	1	0	2	0	0	6
Farm 39	3	0	0	0	1	0	2	0	0	6
Farm 40	3	0	0	0	1	0	2	0	0	6
Farm 41	3	0	0	0	1	0	2	0	1	7
Farm 42	3	0	0	0	1	0	2	0	0	6
Farm 43	3	0	0	0	1	0	2	0	0	6
Farm 44	3	0	0	0	1	0	5	0	0	9
Farm 45	3	0	0	0	1	0	2	0	0	6
Farm 46	3	0	0	0	1	0	2	0	2	8
Farm 47	3	0	0	0	1	0	3	0	2	9
Farm 48	3	0	0	0	1	0	2	0	0	6
Farm 49	3	0	0	0	1	0	2	0	2	8
Farm 50	3	0	0	0	1	0	2	0	0	6
Farm 51	3	0	0	0	1	0	2	0	0	6
Farm 52	3	0	0	0	1	0	2	0	2	8
Farm 53	3	0	0	0	1	0	2	0	0	6
Farm 54	3	0	0	0	1	0	2	0	0	6
Farm 55	3	0	0	0	1	0	2	0	0	6
Farm 56	3	0	0	0	1	0	2	0	0	6
Farm 57	3	0	0	0	1	0	2	0	2	8
Farm 58	3	0	0	0	1	0	2	0	0	6
Farm 59	3	0	0	0	1	0	5	0	2	11
Farm 60	3	0	0	0	1	0	5	0	1	10
TOTAL	180	0	0	0	84	0	162	0	25	451