



[2017]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Olam

Country: Ivory Coast

Commodity: Cocoa

Production Process: Harvesting

Cooperative: ECEAGN

Assessment Locations: Région du Bas Sassandra, Département de Tabou, Sous-préfecture de Grabo, Village de Gnato

Monitors: Societal Compliances Initiatives

Assessment Dates: 17–25 September 2017

Number of assessed farms: 60

Total area covered: 174 Ha

Number of farmers interviewed: 60

Total number of workers: 104

Number of workers interviewed: 40

To view more about the FLA's work with Olam, 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)	Not Initiated	All Farms
	ER.2.1.1 (PR)	Not Initiated	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		
ER.8.1	In compliance		
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	In compliance	
	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)	N/A		
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.24.4.1 (PR)	In compliance	
	ER.24.4.2 (PR)	Not Initiated	All Farms
	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
Grievance Procedures	ER.24.5 (PR)	In compliance	
	ER.25.1 (PR)	Not Initiated	All Farms
	ER.25.2 (PR)	Not Initiated	All Farms
	ER.25.3	Non-compliance	All Farms
	ER.25.4	Non-compliance	All Farms

Employment Relationship Assessment Summary

Proof of Age Documentation	
<p>Benchmarks:</p> <p>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.</p> <p>ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p>	<p>Risk of Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>During their farm visits, monitors did not meet a young hired worker. However, at the end of interviews, they note that the farmers of the cooperative visited rely primarily on the physical appearance or statements of the people they employ. They do not collect any documents necessary for checking and confirming the date of birth of the workers present on their farms. No mechanism is tested by the cooperative to compensate for this gap of farmers who operate in the informal sector.</p> <p><u>Source:</u> Interviews with farmers, workers and the cooperative IMS</p>	
<p>Company Action Plan:</p> <p>Olam will continue to sensitize all its suppliers on the importance for their members to ensure that the workers they employ are, at least, the minimum working age. For this purpose, Olam will sensitize its suppliers to engage their members to avoid hiring any person whose age could not be established with evidence and collect and maintain age documentation for each hired young worker.</p>	
<p>Deadline Date:</p> <p>December 2019</p>	
Grievance Procedures	
<p>Benchmarks:</p> <p>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.</p> <p>ER.25.4: The company shall create awareness of this communication and non-compliance reporting mechanism to its service providers and suppliers.</p>	<p>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>On the flyer format of its code of conduct distributed to farmers, Olam mentioned a toll-free number from which interested parties can reach them to confidentially report any non-compliance and grievance situation. However, this information is not explained to farmers and workers. So, they are not aware of this procedure.</p>	

	Source: Interviews, phone test
Company Action Plan:	<ul style="list-style-type: none"> Olam has implemented a toll-free number mentioned on all the Olam Code of Conduct flyers distributed last year to producers and workers in its supply chain. Through the farmers' field school, Olam will explain to workers and producers the instructions to use the toll free. Since it was set up, the management of the Olam hotline has been under the control of the Community Development Officer in charge of child labor issues. This year, Olam has recorded: 5 calls from farmer trainers reporting non-payment of salaries. 1 cooperative supplier member denounced the discrimination at the supplier level regarding the free distribution of fertilizer and 1 cooperative laborer denounced the involvement of children in some hazardous tasks.
Deadline Date:	December 2019

Nondiscrimination

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	In compliance	
Recruitment and Employment Practices	ND.2.1	In compliance	
	ND.2.3	In compliance	
Compensation Discrimination	ND. 3	Noncompliance	Farm 52
Discrimination in Training and Communication	ND. 4	In compliance	
Marital or Pregnancy-Related Discrimination	ND.5.1	In compliance	
	ND.5.2	In compliance	
	ND.5.3	In compliance	
	ND.6.1	In compliance	
	ND.6.1.1	In compliance	
Health-Related Discrimination	ND. 7	In compliance	
	ND.8	In compliance	
	ND. 9	In compliance	
Respect of Culture and Religion	ND.11	In compliance	

Nondiscrimination Assessment Summary

Compensation Discrimination	
Benchmarks:	
<i>ND.3: There shall be no differences in compensation for workers performing equal work or work of equal value on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, ethnic origin, employment status (e.g. local workers vs. migrant workers), or membership in unions or other workers' representative bodies.</i>	Noncompliance in 1 farm
Findings/Noncompliance Explanation:	In their assessment, monitors noted that a farmer employs two workers for the same types of tasks and on the basis of the same working time. However, according to interviews with the farmer and confirmed by one of the workers, there is a big difference between the wages paid to the two workers. One is paid at 150,000 FCFA a

	<p>year, while the other receives 250,000 FCFA the year. These two workers have no logical differentiation in terms of belonging to any socio-professional category. According to the farmer, this difference in salary is justified by the place of recruitment of the two workers. Indeed, the least paid worker was recruited in Abidjan while the most paid was recruited in Guiglo.</p> <p>Source: Interviews</p>
Company Action Plan:	<ul style="list-style-type: none"> • Olam will look very closely at this issue and will discuss with the farmer, with the support of the cooperative, the areas to fix the issue. • In addition, as payment to workers becomes a persistent issue, Olam will encourage its cooperative's partners to focus during their farmers' field schools, on topics regarding workers' wage payment including non-discrimination in payment among workers. • Olam will engage the cooperatives and its own internal staff, with emphasis on workers' wage payment, as well, during the producers' proximity sensitization on the Olam code of conduct throughout the coming campaign.
Deadline Date:	December 2019

Forced Labor

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	F.1	Noncompliance	Farm 9
Freedom in employment and movement	F.2	In compliance	
	F.3	In compliance	
	F.4.1	N/A	
	F.4.2	In compliance	
	F.5.3	In compliance	
	F.7.1	In compliance	
	F.7.2	In compliance	
	F.7.3	In compliance	
	F.7.4	In compliance	
	F.7.5	In compliance	
	F.7.6	In compliance	
Work of Family Members	F.6.1	In compliance	
	F.6.2	In compliance	
	F.6.3	In compliance	
	F.6.4	In compliance	
Personal Workers Identification and Other Documents	F.9	Noncompliance	Farm 9

General Compliance / Personal Workers Identification and Other Documents

Benchmarks:

F.1: Employers shall comply with all national laws, regulations and procedures concerning the prohibition of forced labor and human trafficking in any stage of the agriculture production process.

F.9: Workers shall retain possession or control of their passports, identity papers, travel documents, and other personal

**Noncompliance
in 1 farm**

legal documents. Employers may obtain copies of original documents for record-keeping purposes, or as ID substitute.

Findings/Noncompliance Explanation:	On one of the visited farms, the farmer retains the identification document of his workers instead of making a copy. According to this farmer, his attitude is a preventive measure, to prevent the worker from committing flat rates and disappearing without any information. <u>Source:</u> Interviews
Company Action Plan:	<ul style="list-style-type: none"> After the IEM, the producer proceeded to return the worker's identification documents. Forced labor forms part of the proximity awareness program decided by Olam for the campaign 2018/2019. So, producers will be deeply sensitized on what constitutes forced labor and will be engaged to comply with the requirements.
Deadline Date:	December 2019

Child Labor

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	Noncompliance	Farms 13, 44, 59
Minimum Age	CL.2	In compliance	
Immediate Family Members	CL.3	Noncompliance	Farms 13, 44, 59
Right to Education	CL.4.1 (PR)	Not Initiated	All Farms
Young Workers	CL.5	In compliance	
	CL.6.1	In compliance	
	CL.6.2	Risk of Noncompliance	All Farms
	CL.7	Noncompliance	Farm 44, 59
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	Risk of Noncompliance	All Farms
	CL.10.2 (PR)	In Progress	All Farms

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 producers 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 3 farms**

Findings/Noncompliance Explanation:	<p>At the end of their assessment, monitors note that some of the farmers do not comply with some national and international legal requirements regarding child labor, particularly those concerning compulsory schooling and hazardous work.</p> <p>During the visits, the monitors interviewed a farmer whose 8-year old daughter did not attend school and lives in his household. The farmer could not give any particular reason that would explain his behavior.</p> <p>Similarly, two other farmers reported to the monitors that they associate three of their children, aged 14 for one and 16 for the two others, in their production activities, including hazardous tasks such as clearing and picking pods with sharp tools. The two 16-year old children confirmed these statements during the interviews with the monitors</p> <p><u>Source:</u> Interviews, observation</p>
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Company Action Plan:	<ul style="list-style-type: none"> • Olam will assist the cooperative to send the girl to school this school year 2018-2019 • This campaign 2018/2019, Olam is working with its business partners to intensify its child labor monitoring and remediation system in force in its cocoa supply chain in Côte d'Ivoire by ensuring its effective functioning and its extension to all cooperatives participating in the supply chain. • For this purpose, we have partnered with FLA to conduct CLMRS capacity building sessions for all the group administrators and build the awareness of the managers of the cooperatives involved in its supply chain, to increase their involvement in the overall effort to address child labor issue. • Going forward, the household profiling and the internal inspections at farm level will be intensified in all our partner cooperatives and findings will be deeply analyzed in order to provide sustainable remediation for proven cases and prevent potential risks of child labor.
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Deadline Date:	December 2019
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Young Workers

<p>Benchmarks: <i>CL.6.2: Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.</i></p>	<p>Risk of Noncompliance in all farms</p>
<p><i>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 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.</i></p>	<p>Noncompliance in 2 farms</p>

Findings/Noncompliance Explanation:	<p>During the assessment, the monitors did not meet any young hired workers employed on the visited farms. Therefore, farmers do not establish any list of young workers and do not maintain proof of age verification. The informal nature of the assessed farms and the illiteracy of the majority of farmers make this activity difficult for them. But monitors note that there is no specific provision or instruction given to farmers on the keeping of a list and proof of age justification, in case of employment of young workers.</p> <p>In addition, two other farmers reported to them that they associate three of their children, aged 14 for one and 16 for the two others, in their production activities, including hazardous tasks such as clearing and picking pods with sharp tools. The two 16-year old children confirmed these statements during the interviews with the</p>
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	monitors. <u>Source:</u> Interviews
Company Action Plan:	<ul style="list-style-type: none"> • See CL.1& 3 • In addition, during the farmers’ and workers’ sensitization and training sessions, focus will be put on specific benchmarks of child labor, such as keeping of proof of age documentation for young workers, hazardous tasks for young workers. For this purpose, the list of light work authorized for children and hazardous work prohibited, will be widely communicated.
Deadline Date:	December 2019
Removal and Rehabilitation of Child Laborers	
<p>Benchmarks: <i>CL.10.1: If a child laborer is found working on a farm, all relevant downstream suppliers, including the participating company, shall immediately assess the situation at the child’s household level and shall engage with relevant stakeholders to find a sustainable remediation solution that is in the best interest of the child.</i></p>	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>Olam has set up in some of its cooperatives, such as this one, a Child Labor Monitoring and Remediation Committee made up of the Farmers’ Relay, the Section Delegates and the Village Authorities, in order to monitor child labor, and raise awareness with parents. According to the IMS of the cooperative, if they meet a child working on a farm, the members of the Committee undertake to raise awareness among the parents concerned so that they remove the child from the field. Apart from this provision, which does not appear in any documentation, no other mechanism is provided by Olam and its partner to facilitate the effective and sustainable remediation of child labor.</p> <p><u>Source:</u> Interviews</p>
Company Action Plan:	<ul style="list-style-type: none"> • Olam has designed a new CLMRS procedure to guide the monitoring and the remediation actions. This will allow CLMRS to be more active in profiling producer households and farm inspection visits to identify all cases of child laborers in plantations. This procedure is being distributed to all cooperatives in the supply chain through the MoU signed at the beginning of the campaign. These remediation actions encompass women empowerment activities like VSLA, IGR as well as school and health center construction. • Olam will also increase proximity awareness of producers on child labor and health and security through its revised image box. • Olam has designed a new CLMRS procedure to guide the monitoring and the remediation actions. This procedure is being distributed to all cooperatives in the supply chain through the MoU signed at the beginning of the campaign. These remediation actions encompass women empowerment activities like VSLA, IGR as well as school and health center construction.
Deadline Date:	December 2020

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	Farms 3,7,10,11,14 to 19,23,25 to 28, 31,36,38,41,44 to 46, 53,55,56,59 (26 farms)
Document Maintenance, Permits and Certificates	HSE.2 (PR)	In compliance	
	HSE.3.1	N/A	
	HSE.4 (PR)	N/A	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	N/A	
	HSE.5.2	Noncompliance	All Farms
Safety Equipment and First Aid	HSE.6.1 (PR)	In Progress	All Farms
	HSE.6.2 (PR)	Not Initiated	All Farms
	HSE.16.3 (PR)	In Progress	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	In compliance	
	HSE.9.2.1	In compliance	
	HSE.10	Noncompliance	Farms 3,7,10,11,14 to 19,23,25 to 28, 31,36,38,41,44 to 46, 53,55,56,59 (26 farms)
	HSE.11.1	In compliance	
	HSE.11.2 (PR)	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	All Farms
	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, 18, 19, 44, 59
	HSE.14.2	Noncompliance	Farms 3; 12; 14; 15; 16; 18; 19; 23; 24; 25; 26; 27; 28; 31; 34; 35; 36; 38; 41; 42; 44; 46; 53; 54; 55; 59; 60(27)
	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	All Farms
	HSE.16.2	In compliance	

HSE Assessment Summary

General Compliance / Chemical Management / Machinery Safety	
Benchmarks: <i>HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</i>	Noncompliance in 26 farms
Benchmarks: <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> <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>	Noncompliance in 27 farms
Benchmarks: <i>HSE.14.1: All production machinery, equipment and tools shall be properly guarded and regularly maintained.</i>	Noncompliance in 5 farms
Findings/Noncompliance	During the assessment, the monitors noted violations of health, safety and

Explanation:	<p>environmental requirements in 27 of the 60 visited farms. Contrary to the regulations in force in the visited cooperative, the monitors observed empty packaging of agrochemical products disseminated in 17 of the visited farms. Similarly, according to the statements of nine farmers, they dispose of these packages in lowlands or in fallows, without taking any particular measure of destruction.</p> <p>In addition, even though the applicators in charge of agrochemical treatment of farms are trained in this way, 27 farmers interviewed reported that they carry out this activity themselves without adequate training or suitable equipment. The monitors have also identified 16 of them who do not mark their farms, at the time of treatment, to inform people of the risks of intoxication as required by FLA and sustainability initiatives in the cooperative.</p> <p>In addition, they observed four farmers whose agrochemical application machines were poorly stored and left open to all, including children. Finally, one other farmer kept the same kind of machine, after use, in the bedroom of his younger brother and his son.</p> <p><u>Source:</u> Interviews, observations</p>
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Company Action Plan:	<p>To avoid such violation of health safety and environment requirements, the cooperatives participating in Olam’s supply chain have selected, trained and equipped applicators to carry out all application needs in communities. Given the persistent violations,</p> <ul style="list-style-type: none"> • Olam will engage the cooperatives to guarantee the availability of a sufficient number of farm applicators in the communities and focus on the sensitization of farmers to use these trained and equipped applicators for their chemical applications. • Furthermore, the refreshment training of farm’s applicators will take into account the safe disposal of empty chemical containers in order to avoid the negative impact on the environment and on human beings. • Finally, during the proximity awareness building, Olam and its partner cooperatives will focus on the sensitization about chemical management and the use of applicators.
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Deadline Date:	December 2019
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Evacuation Requirements and Procedure

<p>Benchmarks: HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</p>	<p>Noncompliance in all farms</p>
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Findings/Noncompliance Explanation:	<p>The assessed farmers are not trained on evacuation procedures, whereas, even if the assessed farms are not closed areas that require an evacuation plan, bushfire are common risk. In addition, intoxication, reptilian bites and wounds are often recorded on farms and camps.</p> <p><u>Source:</u> Interviews</p>
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Company Action Plan:	<ul style="list-style-type: none"> • In order to equip farmers and workers with a procedure for evacuation in case of emergency in the farms or in the camps, Olam will work with specialists to develop an evacuation procedure applicable to farms and camps and develop necessary training and sensitization material accordingly to build the awareness of farmers and workers.
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	<ul style="list-style-type: none"> This topic will, then, be added to the existing training and sensitization's content to build the awareness of farmers and their workers.
Deadline Date:	December 2020
Access to Water	
<p>Benchmarks:</p> <p>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.</p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>Although the communities visited had potable drinking water, the surrounding camps where most of the farmers and workers live lack potable water. The dispersion of these camps in different geographical areas makes any program of provision of drinking water in all these camps complex.</p> <p>No other training and awareness program on water sanitation is being implemented by Olam and its partners to allow farmers and their workers in these communities to clean the water from wells and streams they consume in their camps and on their farms.</p> <p>Source: Interview, Observation</p>
Company Action Plan:	<ul style="list-style-type: none"> Olam will support the cooperative to develop training on how to treat water and awareness on the importance of treating water before drinking. With the support of Olam, the cooperative will also rehabilitate the main wells in the communities Olam will also support the cooperative to construct a hydraulic pump in the community with high need of potable water.
Deadline Date:	December 2022

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	In compliance	
	C.1.2	In compliance	
	C.1.3	In compliance	
	C.1.4 (PR)	In compliance	
Minimum Wage/Fair Compensation	C.2.1	Risk of Noncompliance	Farms 9,13,20,22,25,26,27,28,35,36,37,40,42,43,44,45, 46,47,49,51,52,53,54,55,58,59,60 (28 farms)
	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	
Fringe Benefits	C.12.1	In compliance	
	C.12.2 (PR)	In compliance	
	C.12.3	In compliance	
	C.12.4	In compliance	
	C.12.5	In compliance	

Compensation Assessment Summary

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>	<p>Risk of Noncompliance in 28 farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>On the assessed farms which employ contract workers, the farmers pay 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 were not providing in-kind benefits such as housing, food and support in the event of illness.</p> <p>Anyway, it would be difficult for farmers to pay higher wages to their hired workers given the level of their own income and the high fluctuation of the cocoa price. Increasing workers' compensation must first go through solutions to improve the income of farmers.</p> <p><u>Source:</u> Interviews</p>	
<p>Company Action Plan:</p>	<p>The purchase price of cocoa in Côte d'Ivoire is set by the government and Olam always complies with the prevailing price.</p> <p>However, in order to support improved farmers' income, Olam and its business partners collaborate to ensure to farmers, distribution of high productivity cocoa yield</p>

	<p>(when it was authorized by the cocoa and cocoa council), training on Good Agricultural Practices for them to increase their productivity. In addition, Olam will recruit, for this campaign, around 150 (agronomics) to work closely with farmers for coaching to provide them with guidance and advices.</p> <p>Moreover, Olam and its certification and sustainability program partners ensure to their suppliers, the payment of additional premiums. All these efforts are made in the spirit of supporting the improvement of farmers' income and subsequently, improving the income of farm workers.</p> <p>Olam and its partners will continue to explore supplement initiatives to do more.</p>
Deadline Date:	December 2020

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%	2%	0%	2%	100%	0%	100%	0%	47%	
Farm No. 1	4	0	0	0	2	0	2	0	0	8
Farm No. 2	4	0	0	0	2	0	2	0	0	8
Farm No. 3	4	0	0	0	2	0	5	0	0	11
Farm No. 4	4	0	0	0	2	0	2	0	0	8
Farm No. 5	4	0	0	0	2	0	2	0	0	8
Farm No. 6	4	0	0	0	2	0	2	0	0	8
Farm No. 7	4	0	0	0	2	0	4	0	0	10
Farm No. 8	4	0	0	0	2	0	2	0	0	8
Farm No. 9	4	0	0	2	2	0	2	0	1	11
Farm No. 10	4	0	0	0	2	0	4	0	0	10
Farm No. 11	4	0	0	0	2	0	4	0	0	10
Farm No. 12	4	0	0	0	2	0	3	0	0	9
Farm No. 13	4	0	0	0	4	0	2	0	1	11
Farm No. 14	4	0	0	0	2	0	5	0	0	11
Farm No. 15	4	0	0	0	2	0	5	0	0	11
Farm No. 16	4	0	0	0	2	0	5	0	0	11
Farm No. 17	4	0	0	0	2	0	5	0	0	11

Farm No. 18	4	0	0	0	2	0	6	0	0	12
Farm No. 19	4	0	0	0	2	0	6	0	0	12
Farm No. 20	4	0	0	0	2	0	2	0	1	9
Farm No. 21	4	0	0	0	2	0	2	0	0	8
Farm No. 22	4	0	0	0	2	0	2	0	1	9
Farm No. 23	4	0	0	0	2	0	5	0	0	11
Farm No. 24	4	0	0	0	2	0	3	0	0	9
Farm No. 25	4	0	0	0	2	0	5	0	1	12
Farm No. 26	4	0	0	0	2	0	5	0	1	12
Farm No. 27	4	0	0	0	2	0	5	0	1	12
Farm No. 28	4	0	0	0	2	0	5	0	1	12
Farm No. 29	4	0	0	0	2	0	2	0	0	8
Farm No. 30	4	0	0	0	2	0	2	0	0	8
Farm No. 31	4	0	0	0	2	0	5	0	0	11
Farm No. 32	4	0	0	0	2	0	2	0	0	8
Farm No. 33	4	0	0	0	2	0	2	0	0	8
Farm No. 34	4	0	0	0	2	0	3	0	0	9
Farm No. 35	4	0	0	0	2	0	3	0	1	10
Farm No. 36	4	0	0	0	2	0	5	0	1	12
Farm No. 37	4	0	0	0	2	0	2	0	1	9
Farm No. 38	4	0	0	0	2	0	5	0	0	11
Farm No. 39	4	0	0	0	2	0	2	0	0	8
Farm No. 40	4	0	0	0	2	0	2	0	1	9
Farm No. 41	4	0	0	0	2	0	5	0	0	11
Farm No. 42	4	0	0	0	2	0	3	0	1	10
Farm No. 43	4	0	0	0	2	0	2	0	1	9
Farm No. 44	4	0	0	0	5	0	6	0	1	15
Farm No. 45	4	0	0	0	2	0	4	0	1	11
Farm No. 46	4	0	0	0	2	0	5	0	1	12
Farm No. 47	4	0	0	0	2	0	2	0	1	9
Farm No. 48	4	0	0	0	2	0	2	0	0	8
Farm No. 49	4	0	0	0	2	0	2	0	1	9
Farm No. 50	4	0	0	0	2	0	2	0	1	9
Farm No. 51	4	0	0	0	2	0	2	0	1	9
Farm No. 52	4	1	0	0	2	0	2	0	1	10
Farm No. 53	4	0	0	0	2	0	5	0	1	12
Farm No. 54	4	0	0	0	2	0	3	0	1	10
Farm No. 55	4	0	0	0	2	0	5	0	1	12
Farm No. 56	4	0	0	0	2	0	4	0	0	10
Farm No. 57	4	0	0	0	2	0	2	0	0	8
Farm No. 58	4	0	0	0	2	0	2	0	1	9
Farm No. 59	4	0	0	0	5	0	6	0	1	15
Farm No. 60	4	0	0	0	2	0	4	0	1	10
TOTAL	240	1	0	2	128	0	205	0	28	604