

[2016]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Olam Country: Côte d'Ivoire Commodity:Cocoa Production Process: Harvesting Assessment Locations:Region of IndeniéDjuablin, Sous prefecture of Niablé Monitor: Societal Compliance Initiatives Assessment Dates: 21-29 October 2016 Number of assessed farms: 60 Total area covered: 263 ha Number of farmers interviewed: 60 Total number of workers: 181 Number of workers: 181

To access the FLA Agriculture Sector Workplace Code of Conduct and Compliance Benchmarks, please visit <u>this page</u>.

To view more about the FLA's work with Olam, please visit the FLA website here.



Employment Relationship

Compliance Status

Human Resource Management System ER.1.1 In compliance All Farms ER.2.1 (PR) In Progress All Farms All Farms ER.3.1.1 Notcomplance All Farms ER.3.1.2 ER.3.1.1 Notcomplance All Farms ER.3.1.2 ER.3.1.2 In compliance All Farms ER.3 ER.4 N/A ER.3.1.2 In compliance ER.3 ER.4 N/A ER.5.3 In compliance ER.6 ER.7.1 N/A ER.5.3 In compliance ER.7 ER.7.2 In compliance ER.7.3 In compliance ER.7.3 ER.7.2 In compliance ER.7.4 In compliance ER.7.7 ER.7.5 In compliance ER.7.7 In compliance ER.7.7 ER.7.7 ER.7.7 In compliance ER.9.2 ER.9.2 In compliance ER.9.2 ER.9.1 In compliance ER.9.2 In compliance ER.9.2 ER.9.2 ER.9.2 ER.9.2 ER.9.2 ER.9.2 ER.9.2 E	Section	Benchmark	Compliance status	Farms
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		ER.15.2.1	In compliance	
		ER.16.1	In compliance	
ER.16.2 In compliance	Auministration	ER.16.2	In compliance	
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ER.17.3 (PR) In compliance		ER.17.3 (PR)	In compliance	
ER.17.4 (PR) In compliance		ER.17.4 (PR)	In compliance	



Monton Involvement	ER.18.1	In compliance	
Worker Involvement	ER.18.2 (PR)	In compliance	
Right to Organize and Bargain	ER.19	In compliance	
	ER.20.1	Noncompliance	All Farms
	ER.20.2	Noncompliance	All Farms
	ER.20.3 (PR)	Not Initiated	All Farms
	ER.20.4	Noncompliance	All Farms
Work Rules and Discipline	ER.20.6	Noncompliance	All Farms
	ER.20.7	Noncompliance	All Farms
	ER.20.8	Noncompliance	All Farms
	ER.20.9 (PR)	Not Initiated	All farms
	ER.20.11	Noncompliance	All Farms
Access to Training for Family Members	ER.21	In compliance	
	ER.24.1.	In compliance	
	ER.24.2 (PR)	In compliance	
	ER.24.3	In compliance	
	ER.24.4 (PR)	In compliance	
	ER.24.4.1 (PR)	In compliance	
HSE Management System	ER.24.4.2 (PR)	Not Initiated	All Farms
	ER.24.4.3 (PR)	In compliance	
	ER.24.4.4 (PR)	In compliance	
	ER.24.4.5 (PR)	Not Initiated	All Farms
	ER.24.4.6 (PR)	In compliance	
	ER.24.5 (PR)	In compliance	
	ER.25.1 (PR)	In compliance	
Crieveneo Drecodures	ER.25.2 (PR)	In compliance	
Grievance Procedures	ER.25.3	In compliance	
	ER.25.4	In compliance	

Employment Relationship Assessment Summary

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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.								
Findings/Noncompliance Explanation:	During their assessment, monitors noted that farmers of the assesser recruit workers, including young workers, based on their self-declarat appearance. This situation is because of the local culture and the identification documents for majority of the workers. Thereby, no documents for young workers or no collection and maintenance of necessary to confirm and verify the date of birth of workers in farms. is experienced by the cooperative to overcome this issue. <u>Source:</u> Farmer interviews	tions or physical lack of existing age verification documentation						
Company Action Plan:	Olam will sensitize all the suppliers on the importance of collecting a identification documents of workers, by their producers. Olam will							



	(Group Administrators) to develop a mechanism for the tracking and identification of employees, at each level of the cooperative.
	Olam will encourage suppliers to make all producers aware of the importance of keeping copies of workers' identification documents. In addition, Olam will continue to encourage its suppliers to also sensitize their farmers to establish identification documents for all their children and support their workers who don't have identification documents during the establishment process.
Deadline Date:	31 December 2018

Noncompliance

in all farms

Work Rules and Discipline

Benchmarks :

ER.20.1: Employers shall have disciplinary rules and practices that embody a system of progressive discipline(e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination).

ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.

ER.20.4: The disciplinary system shall be applied in a fair and non discriminatory manner and include a management review of the actions by someone senior to the manager who imposed the disciplinary action.

ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.

ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.

ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.

ER.20.11: The disciplinary system shall include a third-party witness during imposition, and an appeal process. In case of small holder settings, exist in gap peal mechanism at community level is acceptable.

Findings/Noncompliance Explanation:	The disciplinary rules put in place in the assessed supply chain, covers only the relationship between the cooperative and its farmers. No disciplinary rules are available; neither at the cooperative nor at the level of the farms, to regulate the relationship between farmers and their workers. <u>Source:</u> IMS staff, farmers and workers interviews, Procedures review
Company Action Plan:	Olam will sensitize all the suppliers in its supply chain on the importance of setting up a disciplinary procedure to handle the relationship between producers and their workers in order to avoid abusive sanctions and the abuse of power. Suppliers with the aid of Olam, will extend their disciplinary procedures to the relationship between producers and their workers.
	Producers and workers will be trained and sensitized through farmer-field schools on the functioning of disciplinary measures in the relationship between producers and workers. Producers and workers will also be sensitized on the respect and application of these disciplinary measures under the supervision of the Group Administrator and the disciplinary committees of suppliers.
Deadline Date:	31 December 2018



Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	Farms 13,54,55,58,59
Decumente Dermite en d	HSE.2 (PR)	In compliance	
Documents, Permits and Certificates	HSE.3.1	N/A	
Certificates	HSE.4 (PR)	In compliance	
Evacuation Requirements	HSE.5.1 (PR)	N/A	
and Procedure	HSE.5.2	In compliance	
Cofety Fauinment and	HSE.6.1 (PR)	In compliance	
Safety Equipment and First Aid	HSE.6.2 (PR)	In compliance	
FIISCAIU	HSE.16.3 (PR)	In compliance	
Personal Protective	HSE.7 (PR)	In progress	All Farms
Equipment	HSE.8	In compliance	
	HSE.9.1	In compliance	
	HSE.9.2	In compliance	
Chemical Management	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
	HSE.11.2	In compliance	
Protection Reproductive	HSE.12.1	In compliance	
Health	HSE.12.2 (PR)	In compliance	
	HSE.13 (PR)	N/A	
	HSE.17.1	In compliance	
Infrastructure	HSE.17.2 (PR)	Not Initiated	All Farms
lillastructure	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	N/A	
	HSE.14.1	In compliance	
Machinery Safety	HSE.14.2	In compliance	
wachillery Salety	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
Ergonomics and Medical	HSE.15.2 (PR)	Not Initiated	All Farms
Facilities	HSE.16.2	In compliance	

HSE Assessment Summary

General Compliance								
Benchmarks: HSE.1: Employers shall comply wi environment.	th all national laws, regulations and procedures concerning health, safety, and the	Noncompliance in 5 farms						
Findings/Noncompliance Explanation:	During farm visits, monitors observed empty chemical containers farms of two of the assessed farmers. These containers could be a who use them as toys, as well as for families; given that they households used as cans.	a risk for children						



	Source: Observation, Review of the Olam Code of Conduct.
Company Action Plan:	Olam will support its suppliers and all other suppliers in its supply chain to increase the awareness of producers, workers and their households about the dangers of poor management of empty chemical containers and cocoa plantation spraying tools.
	Olam will redistribute its supplier code of conduct leaflet to all producers and workers to remind them on the implementation of good behaviors, regarding Health & safety measures; especially chemical application and empty containers management. With the support of Olam, training on the management of empty chemical containers will be repeated in all the farmer-field schools.
Deadline Date:	December 2018

Overview - Farms vs.Noncompliances										
Total number of Farm	s:60									
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	Employment Relationship	Non-discriminatio	Harassment or Abu	Forced Labor	Child Labor	Freedom of Association and Collective Bargaini	Health, Safety an Environment	Hours of Work	Compensation	Total
% of farms with non- compliances or risk of non-compliances	100%	0%	0%	0%	0%	0%	100%	0%	0%	
Farm 1	9	0	0	0	0	0	1	0	0	10
Farm 2	9	0	0	0	0	0	1	0	0	10
Farm 3	9	0	0	0	0	0	1	0	0	10
Farm 4	9	0	0	0	0	0	1	0	0	10
Farm 5	9	0	0	0	0	0	1	0	0	10
Farm 6	9	0	0	0	0	0	1	0	0	10
Farm 7	9	0	0	0	0	0	1	0	0	10
Farm 8	9	0	0	0	0	0	1	0	0	10
Farm 9	9	0	0	0	0	0	1	0	0	10
Farm 10	9	0	0	0	0	0	1	0	0	10
Farm 11	9	0	0	0	0	0	1	0	0	10
Farm 12	9	0	0	0	0	0	1	0	0	10
Farm 13	9	0	0	0	0	0	2	0	0	11
Farm 14	9	0	0	0	0	0	1	0	0	10
Farm 15	9	0	0	0	0	0	1	0	0	10



Ferm 16 9 0 0 0 0 1 0 0 10 Farm 17 9 0 0 0 0 0 1 0 0 10 Farm 18 9 0 0 0 0 0 1 0 0 10 Farm 20 9 0 0 0 0 0 1 0 0 10 Farm 21 9 0 0 0 0 0 1 0 0 10 Farm 22 9 0 0 0 0 0 1 0 0 10 Farm 25 9 0 0 0 0 0 1 0 0 10		_	-	_	-	-	_		-	_	
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Farm 1990000010010Farm 20900000010010Farm 21900000010010Farm 22900000010010Farm 2390000010010Farm 2590000010010Farm 2690000010010Farm 2790000010010Farm 2890000010010Farm 3090000010010Farm 3190000010010Farm 3290000010010Farm 339000010010Farm 349000010010Farm 359000010010Farm 349000010010Farm 359 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
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Farm 22 9 0 0 0 0 0 1 0 0 10 Farm 23 9 0 0 0 0 0 0 1 0 0 10 Farm 24 9 0 0 0 0 0 0 1 0 0 10 Farm 24 9 0 0 0 0 0 0 0 1 0 0 10 Farm 25 9 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 10 Farm 25 9 0 0 0 0 0 0 0 1 0 0 10 Farm 35 9 0 0 0 0 0 0 1 0 0 10 Farm 31 9 0 0 0 0	Farm 20	9	0	0	0	0	0	1	0	0	10
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Farm 24 9 0 0 0 0 0 1 0 0 10 Farm 25 9 0 0 0 0 0 1 0 0 10 Farm 25 9 0 0 0 0 0 1 0 0 10 Farm 27 9 0 0 0 0 0 1 0 0 10 Farm 28 9 0 0 0 0 0 1 0 0 10 Farm 30 9 0 0 0 0 0 1 0 0 10 Farm 32 9 0 0 0 0 1 0 0 10 Farm 33 9 0 0 0 0 1 0 10 10 Farm 34 9 0 0 0 0 1 0 10 10	Farm 22	9	0	0	0	0	0	1	0	0	10
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Farm 26900000010010Farm 27900000010010Farm 28900000010010Farm 299000001001010Farm 309000001001010Farm 319000001001010Farm 329000001001010Farm 33900000100101010Farm 3590000010010101010Farm 359000001001	Farm 24	9	0	0	0	0	0	1	0	0	10
Farm 279000001010Farm 2890000001010Farm 29900000010010Farm 309000001001010Farm 319000001001010Farm 329000001001010Farm 339000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 359000001001010Farm 37<	Farm 25	9	0	0	0	0	0	1	0	0	10
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Farm 3090000010010Farm 319000001001010Farm 329000001001010Farm 3390000010001010Farm 3490000010001010Farm 3590000010001010Farm 3690000010001010Farm 379000001001010Farm 389000001001010Farm 409000001001010Farm 419000001001010Farm 429000001001010Farm 439000001001010Farm 449000001001010Farm 459000001001010	Farm 28	9	0	0	0	0	0	1	0	0	10
Farm 31 9 0 0 0 0 1 0 0 10 Farm 32 9 0 0 0 0 0 10 10 0 10 Farm 32 9 0 0 0 0 0 0 11 0 0 10 Farm 33 9 0 0 0 0 0 0 11 0 0 10 Farm 34 9 0 0 0 0 0 0 11 00 00 10 Farm 35 9 0 0 0 0 0 0 11 00 00 10 Farm 37 9 0 0 0 0 0 0 11 00 00 10 Farm 38 9 0 0 0 0 0 0 11 00 01 10 Farm 39 9 0 0 0 0 0 0 11 00 01 10	Farm 29	9	0	0	0	0	0	1	0	0	10
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Farm 41900000010010Farm 4290000010010Farm 4390000010010Farm 4490000010010Farm 4590000010010Farm 4590000010010Farm 4590000010010Farm 4590000010010Farm 4590000010010Farm 4790000010010Farm 4890000010010Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010	Farm 39	9	0	0	0	0	0	1	0	0	10
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Farm 4390000010010Farm 4490000010010Farm 4490000010010Farm 4590000010010Farm 4690000010010Farm 4790000010010Farm 4890000010010Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010Farm 5390000010010	Farm 41	9	0	0	0	0	0	1	0	0	10
Farm 44900000010010Farm 4590000010010Farm 4690000010010Farm 4790000010010Farm 4890000010010Farm 4990000010010Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010Farm 5390000010010	Farm 42	9	0	0	0	0	0	1	0	0	10
Farm 4590000010010Farm 4690000010010Farm 4790000010010Farm 4890000010010Farm 4890000010010Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010	Farm 43	9	0	0	0	0	0	1	0	0	10
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Farm 479000001010Farm 489000001010Farm 499000001010Farm 509000001010Farm 519000010110010Farm 52900000110010Farm 5390000010110010	Farm 45	9	0	0	0	0	0	1	0	0	10
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Farm 499000001010Farm 5090000101010Farm 519000010010Farm 529000010010Farm 539000010010	Farm 47	9	0	0	0	0	0	1	0	0	10
Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010	Farm 48	9	0	0	0	0	0	1	0	0	10
Farm 5090000010010Farm 5190000010010Farm 5290000010010Farm 5390000010010	Farm 49	9	0	0	0	0	0	1	0	0	10
Farm 51 9 0 0 0 0 0 1 0 0 10 Farm 52 9 0 0 0 0 0 0 1 0 0 10 Farm 53 9 0 0 0 0 0 0 1 0 0 10	Farm 50	9	0	0	0	0	0	1	0	0	10
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Farm 54	9	0	0	0	0	0	2	0	0	11
Farm 55	9	0	0	0	0	0	2	0	0	11
Farm 56	9	0	0	0	0	0	1	0	0	10
Farm 57	9	0	0	0	0	0	1	0	0	10
Farm 58	9	0	0	0	0	0	2	0	0	11
Farm 59	9	0	0	0	0	0	2	0	0	11
Farm 60	9	0	0	0	0	0	1	0	0	10
	540	0	0	0	0	0	65	0	0	605