



Independent External Monitoring Agriculture Report, 2024

The Fair Labor Association (FLA) conducts an Independent External Monitoring (IEM) assessment when a company has begun implementation of its internal monitoring and remediation program. An IEM allows the assessment of labor conditions at the farm level and first level processing if it overlaps with the farms based on the [FLA Agriculture Workplace Code of Conduct and Monitoring Benchmarks for the Agriculture Sector](#). FLA gathers further data through community stakeholder interviews with civil society organizations, government officials, community leaders, and supply chain actors. FLA examines internal monitoring systems at the country level against [FLA's Principles of Fair Labor and Responsible Sourcing for Agricultural Supply Chains](#).

Company	Nestlé Nespresso S.A.	
Country	Brazil	
Crop	Coffee	
Year	2024 formal farms	2024 informal farms
Production process	Harvesting	
Assessment location	Brazil, Minas Gerais state (Cerrado region: municipalities of Patrocínio, Coromandel, Estrela do Sul, Serra de Salitre and Monte Carmelo)	Brazil, Minas Gerais state (Cerrado region: municipalities of Monte Carmelo and Patrocínio)
Monitor	Beat Grüninger	
Assessment dates	April 29 - May 10, 2024	
Number of assessed farms	8	4
Total area covered	1,973 ha	208 ha
Number of farmers interviewed	3	4
Total number of workers	130	13
Number of workers interviewed	35	5

Employment Relationship						
Compliance Status						
	2024 formal farms			2024 informal farms		
Section	Benchmark	Compliance status	Farms	Benchmark	Compliance status	Farms
Human Resource Management System	ER.1.1	In compliance		ER.1.1	In compliance	
	ER.1.2 (PR)	In progress	Farm 1, Farm 2, Farm 3, Farm 4, Farm 6, Farm 7			
	ER.1.3 (PR)	Not initiated	All farms			
	ER.2.1	In compliance		ER.2.1 (PR)	In compliance	
	ER.2.1.1	In compliance		ER.2.1.1 (PR)	In compliance	
Recruitment and Hiring	ER.3.1	In compliance		ER.3.1	In compliance	
	ER.3.1.1	In compliance		ER.3.1.1	In compliance	
	ER.3.1.2	In compliance		ER.3.1.2	In compliance	
	ER.4	In compliance		ER.4	In compliance	
	ER.5.1	In compliance		ER.5.1	In compliance	
	ER.5.2	In compliance		ER.5.2	In compliance	
	ER.5.3	In compliance		ER.5.3	In compliance	
	ER.6 (PR)	Not initiated	All farms	ER.6 (PR)	Not initiated	All farms
	ER.7.1	In compliance		ER.7.1	In compliance	
	ER.7.2	In compliance		ER.7.2	In compliance	
	ER.7.3	In compliance		ER.7.3	In compliance	
	ER.7.4	In compliance		ER.7.4	In compliance	
	ER.7.5	In compliance		ER.7.5	In compliance	
	ER.7.6	In compliance		ER.7.6	In compliance	
	ER.7.7	In compliance		ER.7.7	In compliance	
	ER.7.8	In compliance		ER.7.8	In compliance	
	ER.8.1	In compliance				
	ER.8.2	In compliance				
	ER.8.3	In compliance				
Terms and Conditions	ER.9.1	In compliance		ER.9.1	In compliance	
	ER.9.2.1	In compliance		ER.9.2.1	In compliance	
	ER.9.2.2	In compliance		ER.9.2.2	In compliance	
	ER.9.2.3	In compliance		ER.9.2.3	In compliance	
	ER.9.3.1	In compliance		ER.9.3.1	In compliance	
	ER.9.3.2	In compliance		ER.9.3.2	In compliance	
	ER.9.3.3	In compliance		ER.9.3.3	In compliance	
	ER.10	In compliance		ER.10	In compliance	
	ER.11	In compliance		ER.11	In compliance	
	ER.12.1	In compliance		ER.12.1	In compliance	
	ER.12.1.1	In compliance		ER.12.1.1	In compliance	
	ER.12.2	Noncompliance	Farm 1, Farm 5, Farm 6, Farm 8	ER.12.2	Noncompliance	Farm 2
	ER.13.1	In compliance		ER.13.1	In compliance	
	ER.13.2	In compliance		ER.13.2 (PR)	In compliance	
	ER.13.3	In compliance		ER.13.3 (PR)	In compliance	
	ER.13.4 (PR)	In compliance				
Administration	ER.14.1	In compliance				

	ER.14.2	In compliance				
	ER.15.1	In compliance		ER.15.1	In compliance	
	ER.15.2	In compliance		ER.15.2	In compliance	
	ER.15.2.1	In compliance		ER.15.2.1	In compliance	
	ER.16.1	In compliance		ER.16.1	In compliance	
	ER.16.2	In compliance		ER.16.2	In compliance	
	ER.17.1	In compliance				
	ER.17.2	In compliance		ER.17.2 (PR)	In compliance	
	ER.17.3	In compliance		ER.17.3 (PR)	In compliance	
	ER.17.4	In compliance		ER.17.4 (PR)	In compliance	
Worker Involvement	ER.18.1	In compliance		ER.18.1	In compliance	
	ER.18.2	In compliance		ER.18.2 (PR)	In compliance	
	ER.18.3 (PR)	Not Applicable				
Right to Organize and Bargain	ER.19	In compliance		ER.19	In compliance	
Work Rules and Discipline	ER.20.1	In compliance		ER.20.1	In compliance	
	ER.20.2	In compliance		ER.20.2	In compliance	
	ER.20.3	In compliance		ER.20.3 (PR)	In compliance	
	ER.20.4	In compliance		ER.20.4	In compliance	
	ER.20.5 (PR)	In compliance				
	ER.20.6	In compliance		ER.20.6	In compliance	
	ER.20.7	In compliance		ER.20.7	In compliance	
	ER.20.8	In compliance		ER.20.8	In compliance	
	ER.20.9	In compliance		ER.20.9 (PR)	In compliance	
	ER.20.10 (PR)	In compliance				
	ER.20.11	In compliance		ER.20.11	In compliance	
Training	ER.21	In compliance		ER.21	Risk of Noncompliance	All farms
	ER.22.1 (PR)	Not initiated	All farms			
	ER.22.1.1 (PR)	Not initiated	All farms			
	ER.22.2 (PR)	Not initiated	All farms			
	ER.23.1 (PR)	Not initiated	All farms			
	ER.23.2 (PR)	Not initiated	All farms			
HSE Management System	ER.24.1.	In compliance		ER.24.1.	In compliance	
	ER.24.2	In compliance		ER.24.2 (PR)	In progress	All farms
	ER.24.3	In compliance		ER.24.3	In compliance	
	ER.24.4.1	In compliance		ER.24.4.1 (PR)	In progress	All farms
	ER.24.4.2	In compliance		ER.24.4.2 (PR)	In progress	All farms
	ER.24.4.3	Risk of noncompliance	Farm 5, Farm 6	ER.24.4.3 (PR)	In progress	All farms

	ER.24.4.4	In compliance		ER.24.4.4 (PR)	In progress	All farms
	ER.24.4.5	In compliance		ER.24.4.5 (PR)	In progress	All farms
	ER.24.4.6	In compliance		ER.24.4.6 (PR)	In progress	All farms
	ER.24.5 (PR)	Not initiated	All farms	ER.24.5 (PR)	In progress	All farms
Grievance Procedures	ER.25.1	In compliance		ER.25.1 (PR)	In compliance	
	ER.25.2	In compliance		ER.25.2 (PR)	In compliance	
	ER.25.3	In compliance		ER.25.3	In compliance	
	ER.25.4	In compliance		ER.25.4	In compliance	

Employment Relationship Assessment Summary

Terms and Conditions	
Benchmarks	Compliance Status
ER.12.2: Where a union exists on the farm, employers shall make available a copy of the collective bargaining agreement to all workers and other interested parties.	ER.12.2: Noncompliance in Formal Farms 1, 5, 6 and 8 ER.12.2: Noncompliance in Informal Farm 2
Findings/Noncompliance Explanation	<p>ER.12.2. Formal Farms: The workers on the farms did not receive a copy of the collective bargaining agreement governing the farms.</p> <p>ER.12.2. Informal Farms: There is only one permanent worker on the farm, and he did not receive a copy of the collective bargaining agreement in force at this farm.</p> <p>Source: Documentation review, interview</p>
Company Action Plan	
Activity	<ul style="list-style-type: none"> Activity 1: Distribute a copy of the collective bargaining agreements and conduct training for each of the informal and formal farms. The training will be based on the agreement itself and cover the importance of the participation of workers and their representatives in collective bargaining to ensure that collective bargaining is conducted fairly, voluntarily, and in good faith. The training will be recorded with the names of the participants and photos of the training. Activity 2: Hold a meeting with the farms to read and interpret the collective agreement for farms located in municipalities with a valid collective bargaining agreement. Activity 3: Develop a code of conduct template to be distributed to all farms so that it serves as a guide for the implementation of actions and monitoring. This code will cover the following topics: <ol style="list-style-type: none"> Criteria for registration of permanent and seasonal workers be carried out with reference to Brazilian labor law, involving seasonal workers, contract work and other forms of contracting, with a description of the service to be performed, salary, hours worked, overtime policy, benefits, etc. These records must be kept on the farms and refer to: controls of hours worked,

	<p>overtime pay, compensation for hours worked, application of legal discounts, union contribution, medical examinations of workers, PPE delivery form, payslips or payslips, time card, control of overtime (as permitted by law), and training lists, among others. These criteria include training workers on the methodology for calculating remuneration and their other labor rights.</p> <ol style="list-style-type: none"> 2. Criteria for identification, storage, protection, retrieval, retention time and method of disposal of labor records in accordance with Brazilian labor legislation. 3. Criteria for safe and healthy workplaces related to washing, changing and resting facilities, toilets, access to drinking water, and a clean place to eat and drink during breaks. These criteria include transportation and road safety standards. 4. The following policies will also be included: Disciplinary actions, discrimination, hiring, human rights, child labor, forced Labor, freedom of association, wage setting and evaluation, harassment, HSE and environmental, and complaint and grievance mechanisms. 5. Who is responsible for the execution and control of the activities described in the code, especially in the areas of health and safety, labor relations and complaint handling. <ul style="list-style-type: none"> • Activity 4: Conduct an annual TASQ internal assessment on all farms, carried out by Nespresso AAA fieldstaff assigned to each cluster, and an external audit by the partner Imaflora on a predefined sample, to verify that all the points required by the Nespresso AAA Program and those agreed in this Corrective Action Plan are met. The purpose of the evaluation is to assess the effectiveness of actions and policies, recognize progress, identify remaining challenges, and take corrective action on non-compliant activities.
Output indicators (targeted results)	<ul style="list-style-type: none"> • Activities 1 and 2: Number of farms with collective bargaining agreement delivered. • Activity 3: Code elaborated Activity 3: Number of farms with implemented code • Activity 4: Report of internal audits Activity 4: External Audit Report
Timeline and Deadline Date	<ul style="list-style-type: none"> • Activities 1, 2 and 3: December 2026 • Activity 4: Continuous
Input (budget/resources)	<ul style="list-style-type: none"> • AAA Field Investment
Responsible staff (title/department)	<ul style="list-style-type: none"> • Activities 1 and 2: The supplier's social consultant and Nespresso AAA fieldstaff • Activity 3: The supplier's social consultant in collaboration with Nespresso's external partner (Imaflora) • Activity 4: Internal Audits - Nespresso and AAA Fieldstaff / External Audits contracted by Nespresso and Nespresso's executive manager green coffee

Access to Training for Family Members		
Benchmarks	Compliance Status	
ER.21: Family members (spouses and adult children) involved directly or indirectly in agriculture production shall have access to all training and awareness raising activities conducted for the workers and growers on the farms.	ER.21: Risk of Noncompliance in All Informal Farms	
Findings/Noncompliance Explanation	<p>ER.21. Informal Farms: The assessor found no evidence that family members have participated in the training sessions performed at the farm level.</p> <p><u>Source:</u> Documentation review, interviews</p>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> • Activity 5: The cluster will design, distribute and execute a training program for workers and their families that contributes to their development. 	

	<p>The training, if given by the AAA fieldstaff or the farms, must have photographic records in addition to an attendance list containing the signatures of the participants and the content and those responsible for the delivery of the training.</p> <ul style="list-style-type: none"> Activity 4: Described in the “Terms and Conditions” section of this chapter applies for monitoring the execution of training.
Output indicators (targeted results)	<ul style="list-style-type: none"> Activity 5: Have the program prepared Activity 5: Show evidence of the trainings (photos, attendance lists, etc.) Activity 4: Report of internal assessments issued by the Internal Management System system Activity 4: Third-party report
Timeline and Deadline Date	<ul style="list-style-type: none"> Activity 5: April 2025 to April 2027 Activity 4: Continuous
Input (budget/resources)	<ul style="list-style-type: none"> AAA Field Investment
Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 5: The supplier’s social consultant Activity 4: Described in the “Terms and Conditions” section

HSE Management System		
Benchmarks	Compliance Status	
ER.24.3: Employers shall have a designated responsible person for HSE issues on the farm. For small farms, this could be the responsibility of the farmer directly.	ER.24.3: Risk of Noncompliance in Formal Farms 5 and 6	
Findings/Noncompliance Explanation	<p>ER.24.3. Formal Farms: In two farms, it was not possible to clearly identify the designated person for H&S issues.</p> <p>Source: Interview</p>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> Activity 6: Ensure that the farms have a valid HSE Management System (HSE-MS), that includes the conditions for preventive and corrective maintenance of electrical and mechanical equipment used in production areas or in contact with workers. The HSE Management System will include an ergonomic training plan for workers who require it. Activity 7: Support farmers in the Nespresso AAA Program in the implementation of the HSE-MS. Activity 4: Described in the “Terms and Conditions” section of this chapter applies to ensure TASQ internal assessment and third-party verification through imafloara are completed. 	
Output indicators (targeted results)	<ul style="list-style-type: none"> Activity 6: HSE-MS elaborated Activity 7: Number of farms with HSE-MS implemented Activity 4: Report of internal assessments registered in Internal Management System Activity 4: Third-party report 	
Timeline and Deadline Date	<ul style="list-style-type: none"> Activities 6 and 7: December 2026 Activity 4: Continuous 	
Input (budget/resources)	<ul style="list-style-type: none"> AAA Field Investment 	
Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 6: Cluster manager Activity 7: The supplier’s social consultant and Nespresso cluster technicians Activity 4: Nespresso cluster technicians and third-party assessors 	

Child Labor

Compliance Status

Section	2024 formal farms			2024 informal farms		
	Benchmark	Compliance status	Farms	Benchmark	Compliance status	Farms
General Compliance	CL.1	In compliance		CL.1	In compliance	
Minimum Age	CL.2	In compliance		CL.2	In compliance	
Light Work	CL.3	In compliance		CL.3	In compliance	
Right to Education	CL.4.1 (PR)	In compliance		CL.4.1 (PR)	In compliance	
	CL.4.2 (PR)	In compliance				
Young Workers	CL.5	In compliance		CL.5	In compliance	
	CL.6.1	In compliance		CL.6.1	In compliance	
	CL.6.2	In compliance		CL.6.2	In compliance	
	CL.7	In compliance		CL.7	In compliance	
Apprenticeships and Vocational Training	CL.8.1	In compliance		CL.8.1 (PR)	In compliance	
	CL.8.2	In compliance		CL.8.2 (PR)	In compliance	
Children on Premises	CL.9	In compliance		CL.9	In compliance	
Removal and Rehabilitation of Child Laborers	CL.10.1	Risk of Noncompliance	All farms	CL.10.1	In compliance	
	CL.10.2 (PR)	In compliance		CL.10.2 (PR)	In compliance	

Child Labor Assessment Summary

Removal and Rehabilitation of Child Laborers		
Benchmarks		Compliance Status
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.		CL.10.1: Risk of Noncompliance In All Formal Farms
Findings/Noncompliance Explanation CL.10.1. Formal farms: There is no evidence of Nespresso communicating to its Tier One supplier about a removal and rehabilitation process for child laborers. Also, Nespresso's supplier has a general remediation process for critical noncompliance issues. Still, it does not require a collaborative approach with the involvement of other downstream suppliers in cases of child labor, or assessing the situation at the child's household level. Source: Interview, documentation review		
Company Action Plan		
Activity Addressing child labor is a critical issue that extends beyond individual companies and requires collective action within the sector. Nestlé Responsible Sourcing Core Requirements (NRSCR) set a requirement that the minimum age of employment is respected, and young workers are protected. NRSCR		

	<p>need to be complied with by all actors forming, directly or indirectly, part of our supply chain. They constitute an integral part of our contracts with direct suppliers. In addition, Nespresso has established the following commitments:</p> <ul style="list-style-type: none"> • All suppliers sign the Nespresso AAA Shared Commitment, which outlines the partnership and governance in the Nespresso AAA Program based on a shared vision and strategy. • Prohibition of child labor is a key aspect of the Nespresso AAA Sustainable Quality™ Program. Coffee farmers must meet the TASQ criteria to join the program. • If a human rights violation, such as child labor, is observed, the AAA Fair Treatment Process must be implemented by the supplier, with support from field staff and Nespresso. • Activity 4: Described in the “Terms and Conditions” section of this chapter applies for internal assessment and external control.
Output indicators (targeted results)	<ul style="list-style-type: none"> • Activity 4: Report of internal assessments • Activity 4: Third-party report
Timeline and Deadline Date	<ul style="list-style-type: none"> • Activity 4: Continuous
Input (budget/resources)	<ul style="list-style-type: none"> • AAA Field Investment
Responsible staff (title/department)	<ul style="list-style-type: none"> • Activity 4: Nespresso AAA fieldstaff and third-party assessors

Freedom of Association and Collective Bargaining

Compliance Status

Section	2024 formal farms			2024 informal farms		
	Benchmark	Compliance status	Farms	Benchmark	Compliance status	Farms
General Compliance	FOA.1	In compliance		FOA.1	In compliance	
Right to Freely Associate	FOA.2	In compliance		FOA.2	In compliance	
	FOA.3	In compliance		FOA.3	In compliance	
	FOA.8	In compliance		FOA.8	In compliance	
	FOA.20	In compliance		FOA.20	In compliance	
Anti-Union Behaviour	FOA.4	In compliance		FOA.4	In compliance	
	FOA.5.1	In compliance		FOA.5.1	In compliance	
	FOA.5.1.1	In compliance		FOA.5.1.1	In compliance	
	FOA.6	In compliance		FOA.6	In compliance	
Union Representatives	FOA.7	In compliance		FOA.7	In compliance	
	FOA.11	In compliance				
Employer Interference	FOA.9.1	In compliance		FOA.9.1	In compliance	
	FOA.9.2	In compliance		FOA.9.2	In compliance	
	FOA.9.3	In compliance		FOA.9.3	In compliance	
	FOA.9.4	In compliance		FOA.9.4	In compliance	

	FOA.10	In compliance		FOA.10	In compliance	
Collective Bargaining	FOA.12.1	In compliance		FOA.12.1	In compliance	
	FOA.12.2	In compliance		FOA.12.2	In compliance	
	FOA.13.1	Risk of Noncompliance	Farm 1, Farm 3, Farm 5, Farm 6, Farm 7, Farm 8			
	FOA.14	In compliance		FOA.14	In compliance	
	FOA.15	In compliance		FOA.15	In compliance	
	FOA.16.1	In compliance		FOA.16.1	In compliance	
	FOA.16.2	In compliance		FOA.16.2	In compliance	
	Rights of Minority Unions	FOA.17	In compliance	FOA.17	Not applicable	
Right to Strike	FOA.18	In compliance		FOA.18	In compliance	
	FOA.19	In compliance		FOA.19	In compliance	

Freedom of Association and Collective Bargaining Assessment Summary

Collective Bargaining		
Benchmarks		Compliance Status
FOA.13.1: Employers shall bargain with any union that has been recognized by law or by agreement between the employer and that union, provided such agreement does not contravene national law, as a, or the exclusive, bargaining agent for some or all of its workers		FOA.13.1: Risk of Noncompliance in Formal Farms 1, 3, 5, 6, 7 and 8
Findings/Noncompliance Explanation	FOA.13.1. Formal farms: For the sampled farms located in four municipalities (other than Patrocínio), there are no collective bargaining agreements (CBAs) signed between employers and workers' unions. In these four municipalities, unions do exist. However, the union leaders indicated that the farmers are not open to dialogue with the unions; hence, they have not negotiated and agreed on CBAs. The law does not require farmers to negotiate a CBA, which leads to the lack of dialogue and healthy industrial relations in the region. This may also hinder farmers' ability to handle worker conflicts better. <u>Source: Interview</u>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> The training for collective bargaining of activities 1 and 2 and the evaluation of activity 4 described in the "Terms and Conditions" section of the "Employment Relationship" chapter apply. 	
Output indicators (targeted results)	<ul style="list-style-type: none"> The indicators of activities 1 and 2 described in the "Terms and Conditions" section of the "Employment Relationship" chapter apply. Activity 4: Report of internal assessments in the Internal Management System. Activity 4: Third-party report 	
Timeline and Deadline Date	<ul style="list-style-type: none"> Activities 1 and 2: December 2026 Activity 4: Continuous 	
Input (budget/resources)	<ul style="list-style-type: none"> AAA Field Investment 	

Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 1,2, 4: The supplier's social consultant and Nespresso AAA fieldstaff 				
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Health, Safety and Environment

Compliance Status

Section	2024 formal farms			2024 informal farms		
	Benchmark	Compliance status	Farms	Benchmark	Compliance status	Farms
General Compliance	HSE.1	In compliance		HSE.1	In compliance	
Document Maintenance, Permits and Certificates	HSE.2	In compliance		HSE.2 (PR)	In progress	All farms
	HSE.3.1	In compliance		HSE.3.1	In compliance	
	HSE.3.2	In compliance				
	HSE.4	In compliance		HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1	Risk of noncompliance	Farm 4, Farm 5	HSE.5.1 (PR)	In progress	Farm 3, Farm 4
	HSE.5.2	Noncompliance	Farms 1, Farm 3, Farm 5, Farm 6, Farm 7, Farm 8	HSE.5.2	Noncompliance	Farm 3, Farm 4
Safety Equipment and First Aid	HSE.6.1	In compliance		HSE.6.1 (PR)	Not initiated	All farms
	HSE.6.2	In compliance		HSE.6.2 (PR)	Not initiated	All farms
	HSE.16.3	In compliance		HSE.16.3 (PR)	Not initiated	All farms
Personal Protective Equipment	HSE.7	In compliance		HSE.7 (PR)	In compliance	
	HSE.8	In compliance		HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance		HSE.9.1	In compliance	
	HSE.9.2	In compliance		HSE.9.2	Noncompliance	Farm 4
	HSE.9.2.1	In compliance		HSE.9.2.1	In compliance	
	HSE.10	In compliance		HSE.10	In compliance	
	HSE.11.1	In compliance		HSE.11.1	In compliance	
	HSE.11.2	In compliance		HSE.11.2	In compliance	
Protection Reproductive Health	HSE.12.1	In compliance		HSE.12.1	In compliance	
	HSE.12.2	In compliance		HSE.12.2 (PR)	In compliance	
Infrastructure	HSE.13	Noncompliance	Farm 1, Farm 5, Farm 8	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance		HSE.17.1	In compliance	
	HSE.17.2	Risk of noncompliance	Farm 3	HSE.17.2 (PR)	In compliance	
	HSE.18	In compliance				
	HSE.19	In compliance		HSE.19 (PR)	In compliance	
	HSE.20	In compliance				
	HSE.21	In compliance		HSE.21 (PR)	In compliance	
	HSE.22	Noncompliance	Farm 1, Farm 7	HSE.22 (PR)	In compliance	
Machinery Safety	HSE.14.1	Risk of noncompliance	Farm 1, Farm 5	HSE.14.1	In compliance	

	HSE.14.2	In compliance	Farm 1, Farm 7	HSE.14.2	In compliance	
	HSE.14.3	In compliance		HSE.14.3	In compliance	
	HSE.14.4	In compliance		HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.1 (PR)	Not initiated	All farms			
	HSE.15.2	In compliance		HSE.15.2 (PR)	Not initiated	All farms
	HSE.16.1	In compliance				
	HSE.16.2	In compliance		HSE.16.2	In compliance	

Health Safety and Environment Assessment Summary

Evacuation Requirements and Procedure		
Benchmarks	Compliance Status	
HSE.5.1: All applicable, legally required elements of safe evacuation (e.g. posting of evacuation plans, installation and maintenance of an alarm and emergency lighting systems) shall be complied with. Wherever applicable such as in living quarters or/and enclosed areas, or in case of fires, animal evacuation procedures shall be created and complied with.	HSE.5.1: Risk of Noncompliance in Formal Farms 4 and 5	
HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.	HSE.5.2: Noncompliance in Formal Farms 1, 3, 5, 6, 7 and 8 Noncompliance in Informal Farms 3 & 4	
Findings/Noncompliance Explanation	<p>HSE.5.1. Formal farms: Not all fire extinguishers are properly marked to be visible (legal base: Regulatory Norm NR 31.16.8 and Instrução técnica IT 16 do Corpo de bombeiros de Minas Gerais, or Technical Instruction IT 16 from Minas Gerais Fire Department).</p> <p>HSE.5.2. Formal farms: Workers working in closed areas (processing or warehouse areas) have not received evacuation training (NR 31.13.13.13)</p> <p><u>Source:</u> Documentation review, interview</p> <p>HSE.5.2. Informal farms: Farmers and family workers have not undergone any training on evacuation procedures.</p> <p><u>Source:</u> Documentation review, interviews, observation.</p>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> The HSE Management System of activities 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter applies. Activity 8: Conduct training on emergencies and first aid and provide the material and structural resources necessary to respond to emergencies, such as vehicles, communication systems, and first aid equipment in farms. Activity 4 described in the "Terms and Conditions" section of the "Employment Relationship" chapter for activity 9 of this section applies. 	
Output indicators (targeted results)	<ul style="list-style-type: none"> The indicators of activities number 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter applies. Activity 8: Number of farms that received the training Activity 8: Number of workers with the first aid course Activity 4: Report of internal audits issued by the Internal Management System or another system Activity 4: External Audit Report 	

Timeline and Deadline Date	<ul style="list-style-type: none"> Activities 6 and 7: February to December 2026 Activity 8: May 2025 to May 2026 Activity 4: Continuous
Input (budget/resources)	AAA Field Investment
Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 6: Supplier cluster manager Activity 7: The supplier's social consultant and Nespresso cluster AAA fieldstaff Activity 8: The supplier's social consultant and Nespresso cluster AAA fieldstaff

Chemical Management		
Benchmarks	Compliance Status	
HSE.9.2: All chemicals and hazardous substances shall be properly labelled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws. Where relevant, Material Safety Data Sheets (MSDS) must be available as well.	HSE.9.2: Noncompliance In Informal Farm 4	
Findings/Noncompliance Explanation	<p>HSE.9.2. Informal farms: The chemical storage room at Farm 4 was missing locks to prevent the entrance of unauthorized staff, which is an unsafe chemical storing practice.</p> <p>Source: Observation</p>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> Activity 9: Check if the farms has a suitable place with local regulatory standard number 31 "Safety and Health at Work in Agriculture, Livestock, Farming, Forestry Exploration and Aquaculture" NR31 for the storage of chemical products. If the farm does not have such a place, or needs any adjustments to it, the cluster technician will provide the necessary guidelines and stipulate a deadline for the farmer to make the adjustments. Activity 4: Described in the "Terms and Conditions" section of this chapter applies to ensure TASQ internal assessment and third-party verification through imaflo are completed. 	
Output indicators (targeted results)	<ul style="list-style-type: none"> Activity 10: Farmers storage rooms are in accordance with Brazilian Local Regulatory Standard number 31. Activity 4 - Described in the "Terms and Conditions" section 	
Timeline and Deadline Date	<ul style="list-style-type: none"> Activity 9: December 2026 Activity 4: Continuous 	
Input (budget/resources)	<ul style="list-style-type: none"> AAA Field Investment 	
Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 9: The supplier's social consultant and Nespresso AAA fieldstaff 	

Machinery Safety		
Benchmarks	Compliance Status	
HSE.14.1: All production machinery, equipment and tools shall be properly guarded and regularly maintained.	HSE.14.1: Risk of Noncompliance in Formal Farms 1 and 5	
Findings/Noncompliance Explanation	<p>HSE.14.1. Formal farms: In two farms, management could not evidence that air compressors are regularly maintained according to the instructions of the compressors' suppliers.</p> <p>Source: Interview</p>	
Company Action Plan		
Activity	<ul style="list-style-type: none"> The activities 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter apply. The evaluation of activity 4 described in the "Terms and Conditions" section of the "Employment Relationship" chapter applies. 	

Output indicators (targeted results)	<ul style="list-style-type: none"> The indicators of activities 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter apply. The indicators of activities 6 and 7 described in the "Terms and Conditions" section of the "Employment Relationship" chapter apply.
Timeline and Deadline Date	<ul style="list-style-type: none"> Activities 6 and 7: December 2026 Activity 4: Continuous
Input (budget/resources)	<ul style="list-style-type: none"> AAA Field Investment
Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 6: Supplier cluster manager Activity 7: The supplier's Social consultant and Nespresso Cluster AAA fieldstaff

Infrastructure	
Benchmarks	Compliance Status
HSE.13: For indoor workplaces, all necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.	HSE.13: Noncompliance In Formal Farms 1, 5 and 8
HSE.22: Employers shall make sure that workers are transported in safe vehicles that meet safety standards such as seat capacity, safety belts, lights and brakes.	HSE.22: Noncompliance in Formal Farms 1 and 7
HSE.17.2 Clean and private sanitation facilities should be available within reasonable distance of the workplace. Employers shall not place any undue restrictions on using sanitation facilities in terms of time and frequency.	HSE.17.2: Risk of Noncompliance in Farm 3

Findings/Noncompliance Explanation	<p>HSE.13. Formal farms: Electrical installations not duly protected and isolated were found in processing areas, workshops and warehouses of some of the farms.</p> <p>HSE.17.2. Formal farms: Toilets at one farm were not equipped with seats and no towels (or other hand-drying mechanism) were available at the the wash basin.</p> <p>HSE.22. Formal farms: In two farms, vehicles used for worker transport were not equipped with seatbelts and visible safety instructions.</p> <p>Source: Interview, observation</p>
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Company Action Plan

Activity	<ul style="list-style-type: none"> The activities 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter apply. Activity 3 described in the "Terms and Conditions" section of the "Employment Relationship" chapter applies. Activity 11: For the farms that provide transportation to workers, the cluster will check annually or when necessary the legal documentation required of the driver and the vehicle, and the proper compliance with passive safety systems such as seat belts and instructions to avoid injuries and accidents. The evaluation of activity 4 described in the "Terms and Conditions" section of the "Employment Relationship" chapter applies. <ul style="list-style-type: none"> The farms must offer toilets and offer hygiene conditions such as water, soap and toilet paper in accordance with TASQ BAS-INC-14 Criteria.
Output indicators (targeted results)	<ul style="list-style-type: none"> The indicators of activities 6 and 7 described in the "HSE Management System" section of the "Employment Relationship" chapter apply. Activity 3: Code elaborated <ul style="list-style-type: none"> Activity 3: Number of farms with implemented code Activities 11 and 12: Vehicles checked annually Activity 4: Report of internal audits and external audit report
Timeline and Deadline Date	<ul style="list-style-type: none"> Activities 6 and 7: February to December 2025 Activities 11: Anually Activity 4: By December 2025
Input (budget/resources)	AAA Field Investment

Responsible staff (title/department)	<ul style="list-style-type: none"> Activity 6: Supplier cluster manager Activity 7: The supplier's social consultant and Nespresso AAA fieldstaff Activity 3: The supplier's social consultant in collaboration with Nespresso's external partner Activity 11: Supplier cluster manager
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Overview – **Formal Farms vs. Non-compliances**

Total number of Farms: 8

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective	Health, Safety and Environment	Hours of Work	Compensation	Total
% of farms with one or more non-compliances or risk of non-compliances	50%	0%	0%	0%	100%	0%	88%	0%	0%	
Total number of benchmarks (excl. progressive benchmarks)	74	16	21	22	11	26	35	29	36	269
Farm No. 1	1	0	0	0	1	1	4	0	0	7
Farm No. 2	0	0	0	0	1	0	0	0	0	1
Farm No. 3	0	0	0	0	1	1	2	0	0	4
Farm No. 4	0	0	0	0	1	0	1	0	0	2
Farm No. 5	2	0	0	0	1	1	4	0	0	8
Farm No. 6	2	0	0	0	1	1	1	0	0	5
Farm No. 7	0	0	0	0	1	1	2	0	0	4
Farm No. 8	1	0	0	0	1	1	2	0	0	5
TOTAL	6	0	0	0	8	6	16	0	0	36
Average % of compliance per code element	97%	100%	100%	100%	91%	97%	83%	100%	100%	96%

Overview – Informal farms vs. non-compliances

Total number of Farms: 4

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective	Health, Safety and Environment	Hours of Work	Compensation	Total
% of farms with one or more non-compliances or risk of non-compliances	100%	0%	0%	0%	0%	0%	50%	0%	0%	
Total number of benchmarks (excl. progressive benchmarks)	48	14	19	19	9	25	17	18	27	196
Farm No. 1	1	0	0	0	0	0	0	0	0	1
Farm No. 2	2	0	0	0	0	0	0	0	0	2
Farm No. 3	1	0	0	0	0	0	1	0	0	2
Farm No. 4	1	0	0	0	0	0	2	0	0	3
TOTAL	5	0	0	0	0	0	3	0	0	8
Average % of compliance per code element	97%	100%	100%	100%	100%	100%	96%	100%	100%	99%