

Child labor prevention and remediation process

Policy Commitment

100% of ofi suppliers in our direct supply chain to sign the Agri supplier code (ASC) every year. From 2025, this will be extended to suppliers in our indirect supply chain (e.g. government entities, exchange trading, other national and international companies, and intermediaries such as Local Buying Agents, who are not restricted to a specific farmer group /community/ growing area).

Map & Assess

Child labor risks are mapped across all our sustainable cocoa sourcing countries to understand the level of risk for each one. **Farmers are added to our database ofi Farmer Information System and enrolled in our CLMRS app.**

Identify

ofi further identifies risk on the ground through our **Child Labor Monitoring and Remediation System (CLMRS)**.

- To provide oversight over our sustainable cocoa supply chain, we have implemented CLMRS in all our nine sustainable cocoa sourcing countries whether they are high-risk or not.
- In 2025, we will begin to roll out ASC verification for suppliers in our indirect cocoa supply chain.

Prevent & Remediate

When child labor risks are identified, prevention and remediation plans are put in place on a case-by-case basis depending on the risk identified in the household or community survey. We also look to partner with NGOs, customers, governments and in sector-wide initiatives to scale up the support to cocoa farming households.

Track & Report

We track the closure of all case-by-case remediation. The total global numbers are reported annually through our Cocoa Compass Impact reports.

1. Training

Firstly, regular trainings are provided to data collection field agents on a regular basis, to know what to be looking out for during farm visits.

2. Community profiling

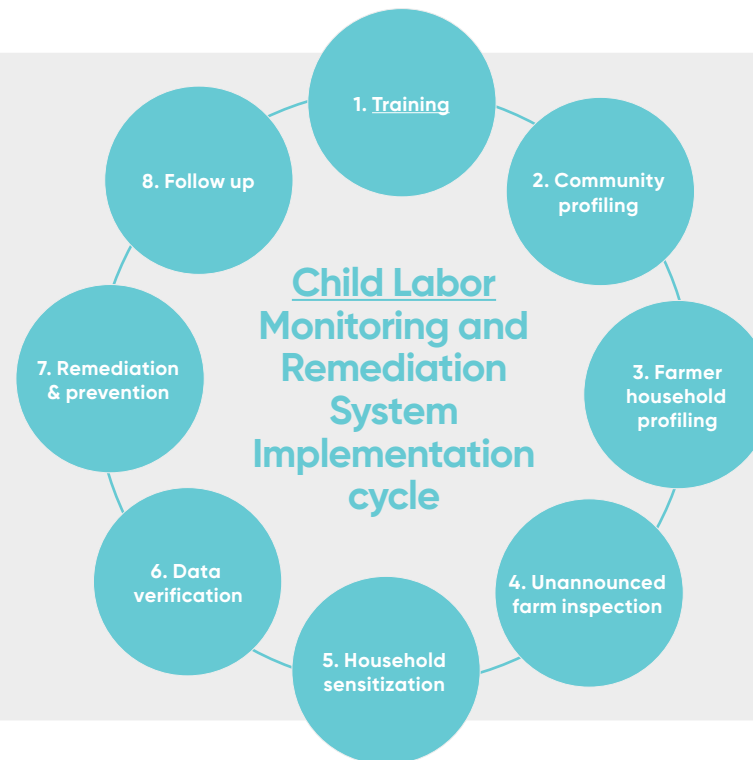
We regularly update our farm profiling when we start sourcing from a new farm or community.

3. Farmer household profiling

Annual review visits are provided within our direct supply chain.

4. Unannounced farm inspection

Farms in our direct supply chain receive an annual unannounced farm inspection visit.



5. Household sensitization

Households receive child labor training, with refresher sessions annually in accordance with need.

6. Data verification

Routine verification checks ensure the accuracy of data across all stages.

7. Remediation & prevention

Remediation and prevention actions implemented for:

- High-risk communities
- Children at risk of child labor, including those not attending school
- Children in a situation of child labor

8. Follow up

Children benefitting from direct remediation followed up after remediation implementation.