

Template for DISCO action plans

Subsectors 'Traders & Processors' and 'Manufacturers & Brands'

Instructions

To gather more quantitative insights in what individual signatories are contributing to the DISCO goals in the upcoming years and how the partnership is progressing jointly, the Steering Committee agreed that all signatories will develop and publish individual action plans. These action plans show how they are contributing to the DISCO goals in the upcoming 3 years (until end 2026), and:

- are based on the commitments from the [DISCO declaration](#);
- have a strong link with the indicators from the ISCO Reporting Framework;
- explain how the principles on procurement practices as laid down in the DISCO procurement practices position paper, are being implemented by DISCO signatories.

You are asked to fill below template and submit it by **30 June 2024 the latest** to the DISCO Secretariat: Mark de Waard, dewaard@idhtrade.org and Lisa Graepel, graepel@idhtrade.org.

After submission and review by the DISCO Secretariat, all DISCO action plans will be published on the DISCO website. The DISCO Secretariat will analyse and summarise the action plans. The outcomes of this analysis will be shared and discussed during the annual General Assembly at the end of 2024.

For more guidance on defining the actions around the three impact themes, it is recommended to consult the DISCO Roadmaps on [living income](#), [deforestation and forest degradation](#), and [child labour](#). For more information on the quantitative targets, the definitions and usage of the indicators, please consult the [ISCO Reporting Framework](#).

All action plans will cover the period 2024-2026. The quantitative targets track progress cumulatively until the end of 2026, including what's already been achieved. Progressive targets with intermediate milestones could also be included. It is also requested to give a brief qualitative description. Where needed, references to a more comprehensive description of the strategy could be included.

General information

ofi
Andrew Brooks

Plans on DISCO ambitions to enable living incomes

Living income gap measurement

Describe in max. 200 words what your organizations' plans are to measure income gaps throughout your supply chain, and describe the methodology, including which living income benchmark will be used for measurement of the income gaps¹.

¹ Recommended methodology: [LICOP's Guidance Manual on Calculating and Visualizing the income gap to a Living Income Benchmark](#)

As part of ofi Cocoa Compass vision launched in 2019 and recently under ofi Choices for Change Strategy published in 2024, Prosperous Farmers pillar, we have set our 2030 target for 150,000 Cocoa Farmers to achieve a living income. We have been actively working since 2019 in collaboration with the Living Income Community of Practice to establish Living Income benchmarks across all 9 sourcing origins. We have developed in collaboration with Dear Impact the Farmer Income tool to survey the households in our supply chain and calculate the levels of income per household. In our recent Cocoa compass report published in December 2024: for the year 2022 44,000 farmers in our managed programs across the 9 sourcing origins are earning an Income equal to or exceeding the prevailing Living Income Benchmark

Substantiate this by setting a quantitative target on the following indicator:

Total # and % of farming households in supply chain for which a living income gap is measured:

By the end of 2024	# <...> of farming households	<45> % of farming households
By the end of 2025	# <...> of farming households	<...> % of farming households
By the end of 2026	# <...> of farming households	<...> % of farming households

Living income strategy implementation

Describe in max. 300 words what your organizations' plans are:

- to implement living income strategies (according to the ISCO definition²) throughout your supply chain;
- what that strategy entails and how the multiple income drivers around land size, yield, price, cost of production and diversified incomes are addressed;
- the expected impact around living income gap closure for households (households that closed the gap and those moving towards closing the gap).

Farmers in our sustainable programs with branded customers are trained on Good Agricultural Practice implementation, which is often facilitated by Youth Service groups; notably Agroforestry, Pruning, and mulching. By diligently applying these practices farmers can raise yields by 20-30%. Equally Farmers wives are trained on entrepreneurship in Village Savings and Loans Associations, where they are actively encouraged to undertake income generating activities either on or off farm which can also raise income by as much 30%. All participating Farmers and their respective Farmer groups are paid motivating premiums to encourage their adoption of the Good Agricultural Practices alongside the Good Labour Practices.

Substantiate this by setting a quantitative target on the following indicator:

Total # and % of farming households in supply chain for which a living income strategy is implemented:

By the end of 2024	# <...> of farming households	<...45> % of farming households
By the end of 2025	# <...> of farming households	<...> % of farming households
By the end of 2026	# <...> of farming households	<...> % of farming households

Procurement practices

Describe in max. 200 words what your organizations' plans are to change procurement practices, based on the three agreed principles in the DISCO Procurement Practices Position Paper³ (please comment on each principle):

- Farmers are adequately remunerated so that sustainable cocoa farming can be profitable and enable them to earn a living income.

² See [ISCO Reporting Framework](#), p. 38

³ See DISCO [Procurement Practices Position Paper](#)

- Farmers and farmer groups are reliably and promptly paid for the cocoa beans supplied.
- Farmers and farmer groups have assurances from their off-takers in the form of longer term agreements for the supply of sustainable cocoa in the years to come.

Farmers in our sustainable programs with branded customers are trained on Good Agricultural Practice implementation, which is often facilitated by Youth Service groups; notably Agroforestry Pruning and mulching, by diligently applying these practices farmers can raise yields by 20-30%. Equally Farmers wives are trained on entrepreneurship in Village Savings and Loans Associations, where they are actively encouraged to undertake income generating activities either on or off farm which can also raise income by as much 30% Farmers and the Farmer groups are paid motivating premiums to encourage their adoption of the Good Agricultural Practices alongside the Good Labour Practices.

Substantiate this by setting a quantitative target on the following indicator:

Total # and % of farming households in supply chain for which the procurement practices are adapted in line with the principles from the DISCO Procurement Practices Position Paper:

By the end of 2024	# <...> of farming households	<...> % of farming households
By the end of 2025	# <...> of farming households	<...> % of farming households
By the end of 2026	# <...> of farming households	<...> % of farming households

Plans on DISCO ambitions to end deforestation and forest degradation

Traceability

Describe in max. 200 words what your organizations' plans are to source traceable up to the farm level.

We have built on the bedrock of our sustainability programs, whereby all farms are registered in Olam Farmer information System and are either polygon or GPS point mapped to ensure the location of the farms are outside of any protected area. We have created digital technology which records the commercial transaction at the Farmer group / Cooperative location and can ensure that the sum total of any individual farmers transactions do not exceed the registered capacity of the farmers recorded total plots.

Substantiate this by setting a quantitative target on the following indicator:

Volume in MT-BE and % sourced per traceability level by the end of 2024.

Origin unknown	<...> MT-BE	<...> %
Country known	<...> MT-BE	<...100> %
Cooperative known	<...> MT-BE	<...55> %
Farm known and having at least one coordination per farm (farm mapping) / Farm known, having point coordinates and /or polygons for plots less than 4ha and polygon boundaries of the plots bigger than 4ha.	<...> MT-BE	<... 45%

Volume in MT-BE and % sourced per traceability level by the end of 2025 to Europe

Origin unknown	<...> MT-BE	<...> %
Country known	<...> MT-BE	<...> %
Cooperative known	<...> MT-BE	<...> %
Farm known and having at least one coordination per farm (farm mapping) / Farm known, having point coordinates and /or	<...> MT-BE	<...100> %

polygons for plots less than 4ha and polygon boundaries of the plots bigger than 4ha.		
---	--	--

Volume in MT-BE and % sourced per traceability level by the end of 2026 to Europe

Origin unknown	<...> MT-BE	<...> %
Country known	<...> MT-BE	<...> %
Cooperative known	<...> MT-BE	<...> %
Farm known and having at least one coordination per farm (farm mapping) / Farm known, having point coordinates and /or polygons for plots less than 4ha and polygon boundaries of the plots bigger than 4ha.	<...> MT-BE	<...100> %

Signing national initiatives aiming to end cocoa related deforestation in sourcing countries

Describe in max. 300 words what your organizations' plans are to sign and adhere to the national initiatives aiming to end cocoa related deforestation (e.g. Cocoa & Forests Initiative) in the countries you source from by indicating:

- Which national initiatives your organization already signed and are planning to sign
- Beyond deforestation free initiatives, what is your organization doing to contribute to protecting forests and restoring natural forests degraded by cocoa production s, especially around:
 - (HCV/HCS) mapping;
 - Monitoring forest remnants;
 - Establishment of cocoa agroforestry systems;
 - Restoration of natural forests that have been degraded by cocoa.

In 2017 we have been one of the founder signatories of the Cocoa and Forest Initiative with the objective to restore 20% of the native Forest Cover in the two leading producers of Cote d'Ivoire and Ghana. We have actively worked with our branded partners in the 9 sourcing countries to encourage farmers to convert their farms to agroforestry. We have signed an MOU in 2018 with the Ivorian Ministry of Forests and Water to assist in the restoration of 2 heavily degraded classified forests, which schedules both HCV restoration as well as cocoa agroforestry. With the the financial support of the World Bank the 2nd stage of mapping of the forests is presently underway

Substantiate this by setting a quantitative target on the following indicator:

National initiatives aiming to end cocoa related deforestation signed.

	Sourcing from Ghana and signed CFI Côte d'Ivoire	Sourcing from Ghana and signed CFI Ghana	Sourcing from Cameroon and signed RDFC Cameroon	Sourcing from Colombia and signed CB&P Colombia
By the end of 2024	<Signed & sourcing from Cdl>	Signed & sourcing from Ghana>	Not signed, sourcing from Cameroon	Not signed / Not sourcing from Colombia
By the end of 2025	<Signed & sourcing from Cdl>	<Signed & sourcing from Ghana>	<Signed / Not signed / Not sourcing from Cameroon>	<Signed / Not signed / Not sourcing from Colombia>
By the end of 2026	<Signed & sourcing from Cdl>	<Signed & sourcing from Ghana>	<Signed / Not signed / Not sourcing from Cameroon>	<Signed / Not signed / Not sourcing from Colombia>

Deforestation-free sourcing

Describe in max. 200 words what your organizations' plans are to source deforestation-free⁴.

In line with customer demand we are actively ensuring that cocoa procured is deforestation free, in the direct as well as the indirect supply chain. To this end we are ensuring farms are either GPS or point mapped, to ensure the location outside of any protected area, coupled with digital traceability as per the confirmed plot yield we are working with WRI and Google to detect any deforestation alert since 31 Dec 2020. All alerts are followed up and any farmer with proven deforestation would be excluded from selling to Europe and or to any customer requiring deforestation free cocoa

Substantiate this by setting a quantitative target on the following indicator:

Volumes in MT-BE and % sourced that can be claimed as deforestation-free differentiated per cut-off date (please indicate the latest date).

By the end of 2024	<...> MT-BE sourced claimed deforestation-free per <YEAR>	<...> % sourced claimed deforestation-free per <YEAR>
By the end of 2025	<...> MT-BE sourced claimed deforestation-free per <YEAR>	<...> % sourced claimed deforestation-free per <YEAR>
By the end of 2026	<...> MT-BE sourced claimed deforestation-free per <YEAR>	<...> % sourced claimed deforestation-free per <YEAR>

Plans on DISCO ambitions to end child labour

Child labour Monitoring and Remediation System (CLMRS) or equivalent system roll out

Describe in max. 200 words what your organizations' plans are to roll out Child labour Monitoring and Remediation System (CLMRS) or equivalent system throughout your supply chain.

As part of our Cocoa Compass vision launched in 2019 we aim to ensure all farmers children have access to education. Reiterated under our Choices for Change strategy published in 2024 our 2030 target under thriving Communities is 100% identified human rights and child labor cases received remediation actions. To this end since 2014 and our affiliated membership of the Fair Labour Association, along with the International Cocoa Initiative, we have been working to establish Child Labour Monitoring Remediation Systems across all our direct sourcing origins. This was achieved across all our managed programs since 2020 and currently around 85% of our direct supply chain.

Substantiate this by setting a quantitative target on the following indicator:

Total # and % of farming households in supply chain that are covered by a Child Labour Monitoring and Remediation System (CLMRS) or equivalent system:

By the end of 2024	# <...> of farming households	<...86> % of direct farming households
By the end of 2025	# <...> of farming households	<...> % of farming households
By the end of 2026	# <...> of farming households	<...> % of farming households

⁴ See [ISCO Reporting Framework](#), p. 37