

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

<Mondelēz International>
<Annick Verdegem + Manuel Kiewisch>
<Annick.verdegem@mdlz.com - manuel.kiewisch@mdlz.com>

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.

- Cocoa Life currently calculates Living Income performance for a representative sample of households across all countries; annually in West Africa and Indonesia; bi-annually across all other countries which allows us to estimate the household level performance for 100% of farming families with Cocoa Life which is 85% of cocoa sourcing for chocolate (end 2023); the number of farmers for this sample is ca. 3500 annually and ca. 7000 bi-annually

¹ Recommended methodology: [LICOP's Guidance Manual on Calculating and Visualizing the income gap to a 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	<...> % 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).

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

Commitment Mondelēz International – Cocoa Life program for Living Income strategy:

Goal:

- The Cocoa Life program is focused on developing ways to help strengthen cocoa farming households' income. We aim to help increase farming households earning a living income – one that enables a decent standard of living for all members of a household and takes into account essential needs and provision for unexpected events.

Approaches:

- A needs assessment is carried out for each Cocoa Life origin in the early stages of program design through an independent NGO partner. It helps us and our partners to understand problems and their root causes, and to identify how we can support thriving communities in that origin. The assessment is holistic, developed with multi-stakeholder input and tailored to each origin. Activities implemented through Cocoa Life are guided by the needs assessment
- In accordance with the Needs Assessments across all countries and jointly with implementing partners we realize a program portfolio of:
 - Working collaboratively to develop a mechanism that supports a decent price for farmers and working with women groups to help develop additional business opportunities.
 - Access to farm business services through the supply chain and community (savings and loans etc.)
 - Development of farming technology and innovation
 - Cocoa Life premium payment
 - Volume & premium transparency measures
 - Access to inputs & material
 - Farmer training, coaching, & farm development planning—for cocoa and beyond cocoa (agricultural and non-agricultural income diversification)

Milestones:

- We have provided training on (GAP) to around 225,000 farmers through the end of 2023. These trainings aim to improve farm productivity
- We have implemented a targeted GAP project since 2016 to coach farmers and co-create individually-tailored Farm Development Plans. The program also informs interventions with suppliers and NGOs.
- We encourage income diversification for men and women from additional non-cocoa businesses by:
 - Training community members on cocoa-related enterprises and business management and encouraging additional income generating activities. By the end of 2023, we have provided training to approximately 360,000 community members in jobs outside of cocoa growing
 - Encouraging community members to participate in VSLAs. By the end of 2023, Cocoa Life had helped to establish about 5,600 VSLAs, which now serve approximately 374,000 community members.
 - We designed and are launching the Opportunity Fund in partnership with CARE
- We piloted climate risk insurance packages in Ghana and Indonesia in 2023.

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	<...> % 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):

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

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

<...> Max. 200 words

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.

Traceability Related Goals and Approaches of Cocoa Life

Goal:

- Our goal is to have all Mondelēz International's chocolate brands source their cocoa volume needs through Cocoa Life by 2025.

Approaches:

- We work with about 243,000 farmers who together grow enough (or more) cocoa to make every bar of chocolate with the Cocoa Life logo on pack. All farmers are registered with the program and their farms are mapped. We trace this cocoa from the farm until it reaches our [cocoa suppliers](#), who process our beans for us.
- We [publish](#) our progress annually and work with [FLOCERT](#) (the global certifier for Fairtrade) and [Ipsos](#) (third party research agency) to independently verify and measure our progress and keep us on track.
- FLOCERT verifies the flow of cocoa from Cocoa Life communities into our supply chain. It also confirms that benefits, such as premium payments, are passed to farmer organizations and their farmers.
- Ipsos conducts studies that evaluate Cocoa Life's progress and impact in cocoa producing countries. This enables us to understand our on-the-ground impact and where we can continue to improve.

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	<...> %
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	<...> %

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

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	<...> %

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

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	<...> %

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.

- MDLZ is a founding member of the Cocoa & Forests Initiative (CFI) and, in 2019, released action plans to end deforestation in the cocoa sector and restore forest areas, and in 2022 [phase two action plans](#) — alongside cocoa-producing countries of Côte d'Ivoire and Ghana, and the world's leading chocolate and cocoa companies.
- In the Ahafo Region of Ghana, Mondelez has been co-leading the Asunafo-Asutifi landscape initiative in partnership with the cocoa industry, farming communities and local partners. The initiative seeks to address deforestation in what is known as the Asunafo-Asutifi Hotspot Intervention Area (HIA). So far, the initiative has completed socio-economic and ecological assessments to establish baselines and formulate support activities. Priorities include cocoa rehabilitation and agroforestry, landscape restoration and conservation, and improvements to governance and farmer livelihoods. In 2023, the project distributed trees to improve cocoa farm tree stock, built a rural service center and community resource management area (CREMA) office, developed a draft monitoring framework for landscape reporting, and initiated an ongoing carbon assessment.
- In 2023, Cocoa Life launched an agroforestry project in India with the aim of improving biodiversity, providing additional income to farmers and enhancing their farm's capacity to store carbon. The first phase of implementation involved identifying farmers and teaching them about the importance of using different sampling methods to assess biodiversity in cocoa crops. We then registered farmers, distributed sapling materials and encouraged them to cultivate saplings by highlighting their benefits. Participating farms were geotagged, enabling us to accurately monitor their progress. We regularly visited farms to assess the mortality rate of the saplings and monitor their growth and development. If plants died, we generally took measures to replace them with healthy plants to maintain the agroforestry system

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	Signed	Not signed	Not sourcing from Colombia
By the end of 2025	Signed	Signed	Not signed	Not sourcing from Colombia
By the end of 2026	Signed	Signed	Not signed	Not sourcing from Colombia

CFI GOALS AND CFI PROGRESS DATA FOR THE COCOA LIFE PROGRAM IN CÔTE D'IVOIRE

	CFI Progress ² (October 2022- September 2023)	Goals (October 2022- September 2023)	Goals (October 2023- September 2024)	Goals (October 2024- September 2025)	Goals (October 2022- September 2025)
FOREST PROTECTION AND RESTORATION					
# of farms mapped in direct supply chain: Total Active	71,900	73,000	87,000	117,000	
# of hectares in the direct supply chain with deforestation risk assessments completed	177,000	230,000	274,000	365,000	
# farmers informed, trained, and / or consulted on the new Forest Code, forest policy, law enforcement, forest protection, and restoration	21,600	19,000	24,000	34,000	
# Individuals receiving incentives to protect and restore forests and / or adopt agroforestry (e.g., PES): New ⁵	1,900	2,500	3,500	6,000	12,000
# Individuals receiving incentives to protect and restore forests and / or adopt agroforestry (e.g., PES): Total Active ⁵	4,500	5,100	8,600	14,000	
# farmers applying agroforestry: New	11,800				
# farmers provided with technical assistance to adopt and expand agroforestry	11,800	18,000			
# multi-purpose trees distributed for on-farm planting	480,000	492,000	348,000	418,000	1,259,000
# hectares cocoa agroforestry: New ⁶	16,200	19,000	13,000	16,000	48,000
# of trees distributed for off-farm planting	259,000	352,000	220,000	220,000	792,000
# hectares of forest area restored off-reserve / in rural zone	173	320	200	200	720
# farmers provided with technical assistance to be more resilient to climate change and reduce and remove carbon emissions on farm (e.g., CSC) ⁷	9,000	19,000	24,000	34,000	
SUSTAINABLE PRODUCTION AND FARMERS' LIVELIHOODS					
# farmers provided with technical assistance (based on plans) to professionalize & optimize cocoa farming practices ⁸	68,000	35,000	43,000	66,000	
# individuals participating in additional Income Generating Activities (IGAs)	27,700	29,000	32,000	34,000	
# individuals provided with technical assistance (based on plans) to increase income from non-cocoa sources / IGAs	27,700				
# Individuals provided with technical assistance to save money and access finance ⁹	6,400	33,000	32,000	34,000	
# of members of VSLA groups in the current year	27,300	29,000	32,000	34,000	
# of VSLA groups in the current year	1,430	1,400	1,600	1,700	
SOCIAL INCLUSION AND COMMUNITY					
# of cocoa communities with active forest restoration and protection program (CBNRM): New	150	300	200	200	700
# hectares under CBNRM	1,100	300	200	200	700
# of individuals participating in women's empowerment projects and activities	20,000	29,000	32,000	34,000	

CFI GOALS AND CFI PROGRESS DATA FOR THE COCOA LIFE PROGRAM IN GHANA

	CFI Progress ¹ (October 2022- September 2023)	Goals (October 2022- September 2023)	Goals (October 2023- September 2024)	Goals (October 2024- September 2025)	Goals (October 2022- September 2025)
FOREST PROTECTION AND RESTORATION					
# of farms mapped in direct supply chain: Total Active	74,100	65,000	65,000	65,000	
# of hectares in the direct supply chain with deforestation risk assessments completed	146,000	133,000	134,000	135,000	
# hectares restored in Forest Reserve / Forêts Classée	190	380	450	460	460
# farmers informed, trained, and / or consulted on the new Forest Code, forest policy, law enforcement, forest protection, and restoration	16,200	20,000	20,000	20,000	
# Individuals receiving incentives to protect and restore forests and / or adopt agroforestry (e.g., PES): New ²	4,500	25	25	50	100
# Individuals receiving incentives to protect and restore forests and / or adopt agroforestry (e.g., PES): Total Active ⁵	4,600	150	170	220	
# farmers applying agroforestry: New	4,700				
# farmers provided with technical assistance to adopt and expand agroforestry	7,100	30,000			
# multi-purpose trees distributed for on-farm planting	728,000	500,000	300,000	300,000	1,100,000
# hectares cocoa agroforestry: New ⁶	4,700	17,000	15,000	15,000	47,000
# of trees distributed for off-farm planting	270,000	137,000	137,000	137,000	411,000
# hectares of forest area restored off-reserve / in rural zone		120	120	120	360
# farmers provided with technical assistance to be more resilient to climate change and reduce and remove carbon emissions on farm (e.g., CSC) ⁷	43,300	10,000	10,000	10,000	
# of farmers trained in Modified Taungya System (MTS)	210	150	170	220	
SUSTAINABLE PRODUCTION AND FARMERS' LIVELIHOODS					
# improved cocoa seedlings distributed to farmers	952,000	900,000	900,000	900,000	2,700,000
# farmers provided with technical assistance (based on plans) to professionalize & optimize cocoa farming practices ⁸	89,400	20,000	20,000	20,000	
# individuals participating in additional Income Generating Activities (IGAs)	63,400	55,000	55,000	55,000	
# individuals provided with technical assistance (based on plans) to increase income from non-cocoa sources / IGAs	63,400				
# Individuals provided with technical assistance to save money and access finance ⁹	2,600	44,300	44,400	44,400	
# of members of VSLA groups in the current year	54,700	44,000	44,000	44,000	
# of VSLA groups in the current year	2,000	1,600	1,600	1,600	1,600
SOCIAL INCLUSION AND COMMUNITY					
# of cocoa communities with active forest restoration and protection program (CBNRM): New	0	0	50	70	
# hectares under CBNRM	0	0	10	14	
# of individuals participating in women's empowerment projects and activities	33,300	41,000	42,000	43,000	
# of individuals participating in youth focused projects and activities (15-35 years old)	17,300	9,000	9,500	10,000	

Deforestation-free sourcing

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

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

Deforestation/Agroforestry Related Goals and Approaches of Cocoa Life

Goal:

- By 2030 Cocoa Life seeks no deforestation on Cocoa Life farms globally.
- Cocoa Life is focused on helping protect and restore forests and works with partners and governments to help farmers grow more resilient farms through agricultural practices, such as promoting agroforestry techniques and planting non-cocoa trees to protect crops from excessive sun and heat and promote biodiversity.
- We're working closely with our suppliers to confirm they cover their entire cocoa volume they supply to us. This is to ensure that our cocoa is deforestation-free by 2025

Approaches:

- We are helping farmers to grow more cocoa on less land so that they can increase their yields on their farms and don't expand into forests. We encourage farming activities that improve farmers' productivity and income.
- We can see agroforestry is a part of the solution: producing the same volume of cocoa from less land will leave farmers room for crop diversification and stop farm expansion into protected areas.
 - As part of this project, we started to plant trees in Côte d'Ivoire, Ghana, India, Indonesia and Brazil in 2023. While we continue to plant trees, we also see climate challenges – low rainfalls in India or El Niño in Brazil pose a higher risk of tree mortality. As we scale tree planting in the coming years, we intend to assess how to monitor tree survival to confirm they are still sequestering carbon and to what extent remote sensing can support this.
- We train farmers and communities to adopt the best agricultural and environmental practices to become more sustainable, efficient, and resilient.
 - Our innovative Payment for Ecosystem Services (PES) program pays farmers a combination of financial and in-kind incentives to plant non-cocoa trees on their farms. Our program was the first of its kind to be introduced in the cocoa sector starting in 2018. The PES program helps to balance environmental priorities with economic realities. It also acknowledges that forest-friendly practices and innovations must be tailored to local needs and include farmer incentives. With our partners, we have introduced the PES program to cocoa farmers in Côte d'Ivoire, Ghana and Indonesia.
- MDLZ is a founding member of the Cocoa & Forests Initiative (CFI) and, in 2019, released action plans to end deforestation in the cocoa sector and restore forest areas — alongside cocoa-producing countries of Côte d'Ivoire and Ghana, and the world's leading chocolate and cocoa companies. See our CFI 2023 progress report and phase two action plans [here](#).
 - We work with Satelligence to understand Cocoa Life farmers and communities impact on natural forests. The company applies satellite imagery to detect forest cover changes that can indicate likely deforestation events. It uses machine-learning to measure deforestation rates. We look at deforestation signals starting in 2018 until the latest available data (2023), in alignment with our Cocoa & Forest Initiative ambitions.

Progress

- By the end of 2023 mapped and monitored about 83% of farms working with Cocoa Life (256,000 Cocoa Life farms)
- Recent findings show near to no deforestation on or closely around Cocoa Life farms in West Africa since 2018 (approximately 0.9% in West Africa (26), 0.7% in Ghana, 1.1% in Côte d'Ivoire, 1.8% in Nigeria).
- Trained 225,000 farmers by end 2023 on Good Agricultural Practices to increase yield and protect the environment and distributed over 8.59 million economic non-cocoa (or shade) trees to provide additional sources of income and shade to help cocoa grow.
- We have trained 498,000 community members and farmers by end 2023 on Good Environmental Practices so they can help protect the environment.

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.

<p><u>Child Protection Related Goals and Approaches of Cocoa Life</u></p> <p>Goal:</p> <ul style="list-style-type: none"> Enhance child protection systems and enable access to quality education in Cocoa Life communities - as laid out in our Cocoa Life Strategy To Help Protect Children Cover 100% of Cocoa Life communities in West Africa by a Child Labor Monitoring & Remediation System (CLMRS) <p>Approaches:</p> <ul style="list-style-type: none"> Our Strategy to Help Protect Children sets out our approach to help enhance child protection systems and improve access to quality education in Cocoa Life communities. The strategy targets our ultimate vision to collaborate with others to help work toward a cocoa sector that is free of child labor. Our strategy uses a systems approach and involves working holistically with communities to tackle the interconnected causes of child labor. It focuses on three primary areas of response, which mirror UNICEF's international child protection system strengthening standards: 1) Prevention Efforts; 2) Monitoring and Remediation through CLMRS; and 3) Helping Enable Systemic Solutions Next to that, our approach also consists of <ul style="list-style-type: none"> Embedding national protection institutions in private led systems Supporting education quality improvements & education infrastructure build-up Farming family & community sensitization Strengthening of community institutions, infrastructure, and services (support for community child protection committees, school management committees, reading classes, early child-care institutions) <p>Progress</p> <ul style="list-style-type: none"> 75% of Cocoa Life communities in West Africa are covered by a Child Labor Monitoring & Remediation System (CLMRS) 	
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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	<...> % of farming households
By the end of 2025	# <...> of farming households	100% of farming households in W-Africa
By the end of 2026	# <...> of farming households	100% of farming households in W-Africa