

Template for DISCO action plans

Subsectors 'Retailers' and 'Smaller Manufacturers'

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 targetstrack 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

Superunie is a purchasing organization representing 10 independent retail organizations in the Netherlands. Collectively we purchase roughly 600 private label products containing cocoa in a wide variety of products such as chocolate bars, ice cream, cookies and cereals.

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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](#)

Due to the mass balance structure of the cocoa sector we are unable to trace our cocoa till cocoa farmer. Therefore we cannot measure living income (LI) gaps of the farmers in our supply chain(s) ourselves. We use certification to include LI gap measurement. All private label products that contain >5% cocoa are Rainforest Alliance or Fairtrade certified. According to the cocoa retailer analysis matrix:

- Fairtrade already executes LI gap analysis for the origins that Fairtrade is sourced.
- Rainforest Alliance (RFA) offers the measurement of income gaps as an option in the standard.

We are currently still checking with our contract suppliers that are Rainforest Alliance certified if they have included the measurement of income gaps. We do not have this information available yet but strive to have this available next year. We also push Rainforest Alliance to improve their standards by implementing LI gap measurement.

Both Fairtrade and RFA base their living income benchmark on the Anker methodology.

The quantitative targets below are an estimation and based on the current position of the certifications Fairtrade and RFA. We rely on the performance of these certifications to set and reach targets of living income gap measurement.

These quantitative targets are also highly dependent on availability of cocoa beans and the consumer demand from our members. In the targets below we have made the assumption that consumer demand and cocoa availability remain equal, while this is very uncertain. Currently the cocoa prices are extremely high and influence the market demand. Because of the volatility of the cocoa market predictions are difficult.

Superunie sources private label products with cocoa that represent a total of 3.500 MT- BE.

Currently 15% of this volume is Fairtrade certified. For the Fairtrade volume we can guarantee that LI gap analysis is done. For the RFA certified products we are still gathering the volumes for which LI gap measurement is done, which makes it difficult to set targets. We expect to reach much higher than 15% in the next years.

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

Total volumes in MT-BE² and % sourced for which a living income gap is measured:

By the end of 2024	3.500 MT-BE sourced	15 % in supply chain
By the end of 2025	3.500 MT-BE sourced	>15 % in supply chain
By the end of 2026	3.500 MT-BE sourced	>15 % in supply chain

Living income strategy implementation

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

- to implement living income strategies (according to the ISCO definition³) 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 Metric Ton Bean Equivalent. Methodology to calculate MT-BE in [ISCO Reporting Framework](#), p. 39

³ See [ISCO Reporting Framework](#), p. 38

We made our first steps by ensuring that all private label products that contain >5% cocoa are Rainforest Alliance or Fairtrade certified. Fairtrade already includes a mandatory payment of a minimum price and FT premium as a start towards living income. Next to this, productivity is promoted and covered throughout the Small-scale Producer Organizations standard. Per 2024, producer organizations support members with income resilience strategies, which may include income diversification and other strategies. Farmer business trainings help farmers understand/steer on cost of production.

The Rainforest Alliance standard includes a broad range of strategies that contribute to (living) income, including the sustainability differential, cost tracking, income diversification and crop diversification.

We aim to take the next steps towards living income by improving our cocoa strategy, which is part of our sustainability policy 2025-2030. This policy still needs to be approved by our members. We expect to finalize this by the end of 2024. Since our strategy is not approved yet, this gives too much uncertainties to set targets for now. We are working on these targets and strive to make improvement each year. The target to have living income implemented by 2030 is still applicable. We expect we can set the targets for the years in between, next year.

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

Total volumes in MT-BE and % sourced for which a living income strategy is implemented:

By the end of 2024	3.500 MT-BE sourced	not applicable % in supply chain
By the end of 2025	3.500 MT-BE sourced	t.b.d % in supply chain
By the end of 2026	3.500 MT-BE sourced	t.b.d % in supply chain

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 Paper⁴ (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.
- 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.

Superunie will communicate the procurement practices with our contract suppliers and include this document in the contract. Superunie will emphasize the importance and encourage contract suppliers to also share this document with their suppliers (to distribute this further in the supply chain). For our part in the chain, we will take responsibility and spread the procurement practices. We will challenge our contract suppliers on these practices during our periodic meetings.

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

Total volumes in MT-BE and % sourced for which the procurement practices are adapted in line with the principles from the DISCO Procurement Practices Position Paper:

By the end of 2024	3.500 MT-BE sourced	0 % in supply chain
By the end of 2025	3.500 MT-BE sourced	100 % in supply chain
By the end of 2026	3.500 MT-BE sourced	100 % in supply chain

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.

⁴ <ADD LINK TO POSITION PAPER>

Cocoa is identified as one of the focus products for Superunie. As part of our Due Diligence strategy we have identified products in which we can create the biggest impact. For these focus products we try to take extra steps, also in terms of cocoa. We communicate about our steps on our website: [Cacao Superunie](#).

Due to the mass balance structure of the cocoa sector we are currently unable to trace cocoa further than the country of origin. We however expect to improve traceability of cocoa farms due to the European Union Deforestation Regulation (EUDR). This regulation requires to report on the geolocation of cocoa farms in order to prove that the cocoa is not sourced from deforested areas or contributed to forest degradation. We work together with our contract suppliers towards the EUDR required geolocations, including traceability to improve data on origine. The EUDR will be active in 2025. In 2025 we will therefore have coordinates of our cocoa farms available.

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

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

Origin known	3.500 MT-BE	100%
Country known	3.500 MT-BE	100 %
Cooperative known	0 MT-BE	0 %
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.	0 MT-BE	0 %

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

Origin known	3.500 MT-BE	100 %
Country known	3.500 MT-BE	100 %
Cooperative known	3.500 MT-BE	100 %
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.	3.500 MT-BE	100 %

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

Origin known	3.500 MT-BE	100 %
Country known	3.500 MT-BE	100 %
Cooperative known	3.500 MT-BE	100 %
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.	3.500 MT-BE	100 %

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

Describe in max. 200 words what your organizations' plans are to source from suppliers that have signed and adhered to the national initiatives aiming to end cocoa related deforestation (e.g. Cocoa & Forests Initiative) in the countries you source from.

We stimulate our current contract suppliers to sign national initiatives aiming to end cocoa related deforestation. We stimulate them to sign these national initiatives in order to create awareness amongst our contract supplier about cocoa related deforestation in sourcing countries. We will challenge our contract suppliers on signing national initiatives during our periodic meetings. We can however only stimulate our contract suppliers to join since this not our influence as a retailer. We currently have not in scope which of our suppliers have signed national initiatives. We are still considering if we want to set targets on this indicator due to our limited sphere of influence. Therefore we cannot set targets on this indicator for now.

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

Volumes in MT-BE and % sourced from a supplier that signed all national initiatives aiming to end cocoa related deforestation that the supplier sources from.

By the end of 2024	3.500 MT-BE sourced	t.b.d % in supply chain
By the end of 2025	3.500 MT-BE sourced	t.b.d % in supply chain
By the end of 2026	3.500 MT-BE sourced	t.b.d % in supply chain

Deforestation-free sourcing

Describe in max. 200 words what your organizations' plans are to source deforestation-free⁵.

We have certified all private label products that contain >5% cocoa, with either Rainforest Alliance or Fairtrade. These certifications both score green on the target deforestation in the cocoa retailer analysis matrix. Both certifications make sure that cocoa is not produced or processed in protected areas. The only criteria both score yellow on is the "Farms are polygon mapped (polygon >4 ha and point coordinates for <4 ha)". We will make sure this criteria is covered by the EUDR, as explained above. We will make sure to comply with EUDR to ensure deforestation-free sourcing in 2025. By 2025 we can therefore fully claim 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	3.500 MT-BE sourced claimed deforestation-free per Dec. 31 2020	unknown % sourced claimed deforestation-free per Dec. 21 2020.
By the end of 2025	3.500 MT-BE sourced claimed deforestation-free per Dec. 31 2020.	100 % sourced claimed deforestation-free per Dec. 31 2020.
By the end of 2026	3.500 MT-BE sourced claimed deforestation-free per Dec. 31 2020.	100 % sourced claimed deforestation-free per Dec. 31 2020.

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.

Due to the mass balance structure of the cocoa sector we are currently unable to trace cocoa beyond the country of origin. This also makes it impossible to roll out CLMRS ourselves in our own supply chain. We therefore rely on the certifications Fairtrade and Rainforest Alliance. Fortunately, CLMRS is included in Fairtrade and Rainforest Alliance certification. Since all products containing >5% cocoa are certified, we have included CLMRS in our supply chains through this route. We aim for collaboration with both certifications to improve and define next steps to measure and take necessary action contributing to ending all forms of child labor.

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

⁵ See [ISCO Reporting Framework](#), p. 27

Total volumes in MT-BE and % sourced that are covered by a Child Labour Monitoring and Remediation System (CLMRS) or equivalent system:

By the end of 2024	3.500 MT-BE	100 %
By the end of 2025	3.500 MT-BE	100 %
By the end of 2026	3.500 MT-BE	100 %