



KnowTheChain Engagement Questions 2018 Food & Beverage Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#), a KnowTheChain partner.**

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q2-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you **are welcome to disclose relevant information to us at this stage already**.¹ Please let us know by 9 February that you wish to do so, and send us the additional information by 9 March. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



**KnowTheChain Engagement Questions
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General Information

Name of company: Mondelez International

Name of respondent: Virginie Mahin

Position of respondent: Senior External Affairs Manager

Respondent's email address: Virginie.mahin@mdlz.com

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.

Human Rights Policies and supplier expectations

Please note that we are in the process of reviewing our Human Rights Policy to ensure it reflects the work the company has been and continues to undertake to identify and address human rights risk in our own operations and our supply chains. We expect to update our statement on our website in the coming months and will flag to you when we do so. In the meantime, please find our current statement here: <http://www.mondelezinternational.com/about-us/compliance-and-integrity#humanRights>

The third rule in our Code of Conduct states that employees will 'Treat People Fairly': <http://www.mondelezinternational.com/~media/mondelezcorporate/uploads/downloads/employeeconductofconduct.pdf>

Corporate responsibility guidelines and expectations for direct suppliers (including specific contract provisions on forced and child labor): <http://www.mondelezinternational.com/about-us/compliance-and-integrity#humanRights>

Mondelez International promotes a high level of ethical standards and social responsibility in our supply chain. We are a founding member of AIM-PROGRESS. For our own operations and our direct suppliers, we require the use of the SMETA audit protocol.



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<http://www.mondelezinternational.com/Procurement/Responsible-Sourcing/Program-for-Responsible-Sourcing-PROGRESS>

Upstream supply chains

At Mondelez International, we have been focusing our sustainability efforts where we can have the greatest impact. In our raw materials supply chain, our efforts have primarily focused on cocoa and palm oil because this is where we know that we can make the biggest difference from an environmental and social perspective. (See findings of our environmental lifecycle assessment on page 8 of our 2016 [Progress Report](#))

Cocoa supply chain

We address labor risks in our cocoa supply chain through Cocoa Life, a holistic cocoa sustainability program we launched in 2012. With a \$400 million investment in cocoa communities, Cocoa Life aims to empower 200,000 farmers and reach 1 million community members by 2022 in our six key cocoa growing origins – including Ghana and Cote d’Ivoire as priority origins. Ultimately, our goal is to source all our cocoa sustainably, mainly via Cocoa Life.

Overview of the program on dedicated website: <https://www.cocoalife.org/>

When a new cocoa community joins the Cocoa Life program, our NGO partners (such as CARE, Solidaridad or Save The Children) conduct a thorough participatory needs assessment. The needs assessment covers focus areas and informs the program design with partners. As a next step, community members develop a Community Action Plan, facilitated by the Cocoa Life partners, which provides a detailed roadmap for community activation. Many of the topics on roadmaps address human rights, including child labor.

Interventions defined in the Community Action Plan cover actions to empower women, promote education and improve livelihoods in cocoa communities. These actions all help to reduce child labor by tackling its root causes. We work with cocoa communities to sensitize both children and parents on the importance of education and the risks of child labor to children’s well-being. To further strengthen our approach, we commissioned human rights consultancy Embode to do assessments of child protection in the cocoa sector of Cote d’Ivoire, Ghana and Indonesia.

Embode commends Cocoa Life’s uniquely holistic approach and direct work with cocoa communities, and recommends to continue to build on our existing approach to tackle the root causes of child labor. See reports published independently and in full in May 2016 and 2017 at below links.

Cote d’Ivoire report:

https://www.cocoalife.org/~/_media/CocoaLife/en/download//article/FULL_REPORT_Cote_Ivoire_Mondelez_Embode_ChildrenattheHeart.pdf



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Ghana:

https://www.cocoalife.org/~media/CocoaLife/en/download//article/FULL_REPORT_Ghana_Mondelez_Embode_ChildrenattheHeart.pdf

Indonesia report:

https://www.cocoalife.org/~media/CocoaLife/en/download//article/FULL_REPORT_Embode_Indonesia_ChildrenattheHeart.pdf

Based on Embode's assessments and recommendations, we are working together with government authorities and our partners (suppliers & NGOs) to harness the strengths of our community model to bolster our approach to child protection. The latest on our approach to child protection in cocoa-growing communities and progress in rolling out a Child Labor Monitoring and Remediation System will be included in the Cocoa Life 2017 Progress Report and updated on the program's website in the coming weeks. We will share this with you as soon as it is available.

In the meantime, our 2016 Impact Report summarizes progress in tackling child labor in cocoa-growing communities up to end of 2016 (see page 14):

http://www.mondelezinternational.com/impact/our-progress/~media/MondelezCorporate/uploads/downloads/MDLZ2016_progress_report.pdf

Palm oil supply chain

Our Palm Oil Action Plan Update requires suppliers to assure protection of the rights of all workers, including migrant workers in their own operations and engage third-party suppliers to do the same, by providing annual assurance, verified by a recognized third-party labor rights expert, of continuous improvement in labor rights performance in own operations; and developing a roadmap with milestones to engage third-party suppliers to provide assurance of their labor rights performance in the same manner. In addition it requires suppliers to continue to engage smallholders in palm oil sustainability, by knowing the proportion of smallholders in own supply base and the proportion of smallholders engaged in sustainability programs and the progress, outcomes of these programs; and encouraging third-party suppliers to know and report in the same manner. We also address human rights issues indirectly by addressing climate change. Our 2020 goals are aimed towards reducing the impacts of climate change.

Palm Oil Action Plan:

http://www.mondelezinternational.com/~media/MondelezCorporate/uploads/downloads/Palm_Oil_Action_Plan.pdf

Palm Oil Action Plan Update: http://www.mondelezinternational.com/well-being/sustainable-resources-and-agriculture/~media/mondelezcorporate/uploads/downloads/PO_Action_Plan_Update_Nov_2016.pdf

Impact Progress Report



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Each year (April) Mondelez International publishes its Impact Progress Report to report on our progress towards our commitment to drive positive change, including our efforts to address human rights and labor issues in our supply chain. Here is the 2016 report:

http://www.mondelezinternational.com/impact/our-progress/~media/MondelezCorporate/uploads/downloads/MDLZ2016_progress_report.pdf

2. Membership in industry and multi-stakeholder associations

Please indicate your membership in industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.

Industry:

Consumer Goods Forum: board member, social and environmental sustainability committees, and co-chair of the palm oil working group

World Cocoa Foundation: board and founding member of the joint strategy CocoaAction

AIM-PROGRESS: founding member

Multistakeholder:

RSPO – Board of Governors

International Cocoa Initiative: board and founding member

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3. Providing supplemental disclosure: Statement under the UK Modern Slavery Act

The 2018 KnowTheChain benchmarks will look at a company's compliance with regulatory transparency requirements. While this information will not feed into the overall benchmark score, it will be displayed on your company's scorecard (see methodology guidance for further information).

We believe your organisation is required to produce a statement under the UK Modern Slavery Act, as your organisation has a turnover of over £36 million, and carries out business in the UK (see also UK Home Office, "[Slavery and human trafficking in supply chains: guidance for businesses](#)", updated 4 October 2017, p. 7-8: "3. Who is required to comply?"). However, we could not identify such a statement on your website.

We would welcome if you could provide us with a link to your statement, a time-bound commitment to produce such a statement, or evidence that your company is not subject to the UK Modern Slavery Act.

Our current statement can be found on our website here (please scroll down to the 'supply chain transparency and labor practices'): <http://www.mondelezinternational.com/about-us/compliance-and-integrity#supplyChain>

As we review our overall human rights policy, we will update our UK Modern Slavery Act accordingly, and will flag to you once it has been updated.