

pladis Sustainability Progress Report

Annual report 2024



Palm Oil, Cocoa, Wheat

April 2025



01 ■ Our Partnership with pladis

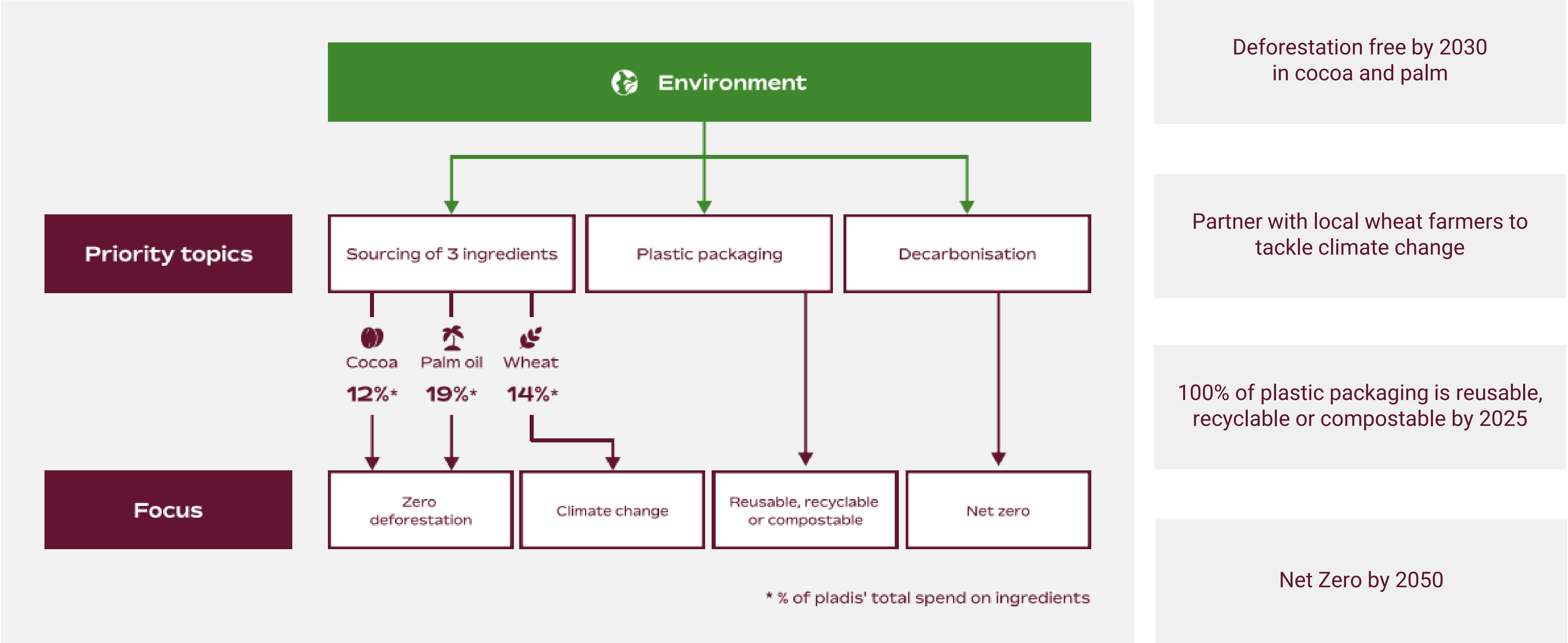
02 ■ Palm Oil:

- Traceability results
- Grievance results
- NDV results & 2025 pathway
- EUDR results
- Supplier engagement (deferred to 2025)
- SCFS Landscape Report

03 ■ Cocoa

- Godiva Chocolate Scorecard input
- Ulker NDV results
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04 ■ Goals for 2025





| Earthworm Foundation's Partnership with pladis



About us



About Earthworm Foundation

Earthworm Foundation is a non-profit organisation built on values and driven by the desire to positively impact the relationship between people and nature.



We currently have a presence in more than 16 countries including Indonesia, Malaysia, Ecuador, Peru, Brazil, India and several locations within Africa, Europe and the Americas. We employ more than 200 people worldwide and work with big and small companies, communities and producers of raw materials, to create compelling cases of transformation. With an innovative and entrepreneurial spirit, we work with people to create inspiring transformation stories.

With most of our staff operating directly on the ground where the issues are, we work with our members and partners to ensure that global supply chains become an engine of prosperity without causing destruction of communities or ecosystems.

We focus on creating value, engage without judging and carry hope and positive vision of the future.



pladis is one of the world's leading snacking companies. We are the proud steward of over 300 years of family baking and confectionary experience.

Our purpose is to bring happiness with every bite. It's a commitment shared by every pladis colleague, all around the world.

Family and ideas have always been our ingredients. Our founding families believed biscuits and chocolates could bring moments of happiness to the world. Their ideas have stood the test of time. Their spirit continues to inspire our future. It's the care and the craft we bake into biscuits and chocolates that have been loved for generations. And it's in the fresh ideas, the new twists, flavours and textures, we add to old and new favourites.

Our 16000 colleagues, in every corner of the world, bring their own experience of happiness to pladis. Each of us is unique but coming together as one family of bakers and chocolatiers working hard, with pride and with purpose because after all these years, we still believe biscuits and chocolates bring people together.

What we've done together in 2024

We have worked with pladis to implement the responsible sourcing commitments stated in their [Palm Oil Sourcing Policy](#).

pladis' partnership with Earthworm focuses on responsible sourcing and improving transparency in their supply chains, particularly for palm oil. Together, we are working on various initiatives, that include:

- Traceability
- Grievance Report
- No Deforestation Verification and Deforestation Pathway
- EUDR Deforestation Assessment
- Supplier Engagement (deferred to 2025)
- SCFS Landscape Investment

This collaboration works towards pladis' responsible sourcing of palm oil and cocoa.





Total Volume Purchased
144,730 MT



Direct Suppliers
37

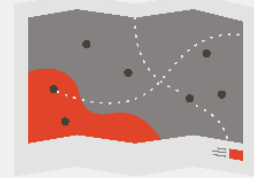


Palm Oil Mills
1,538



Sourcing Countries
16

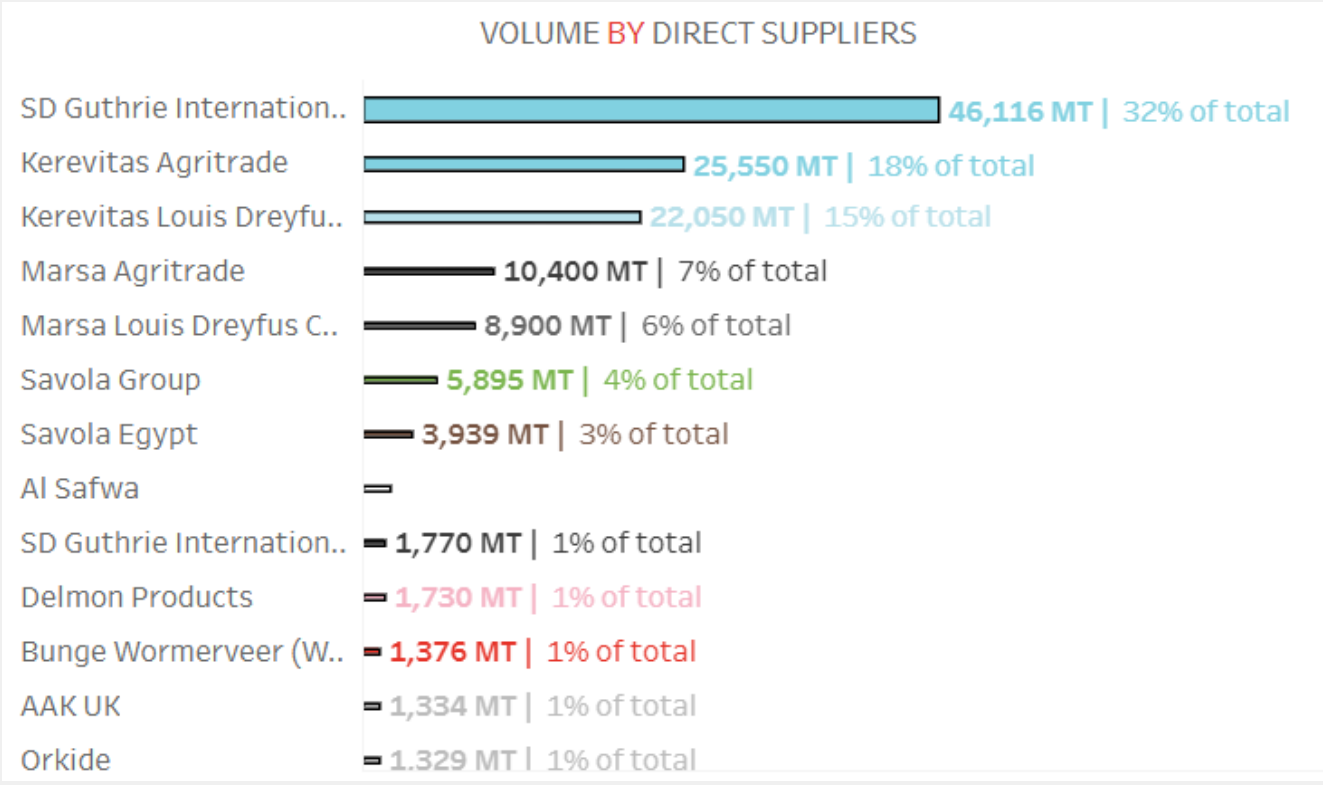
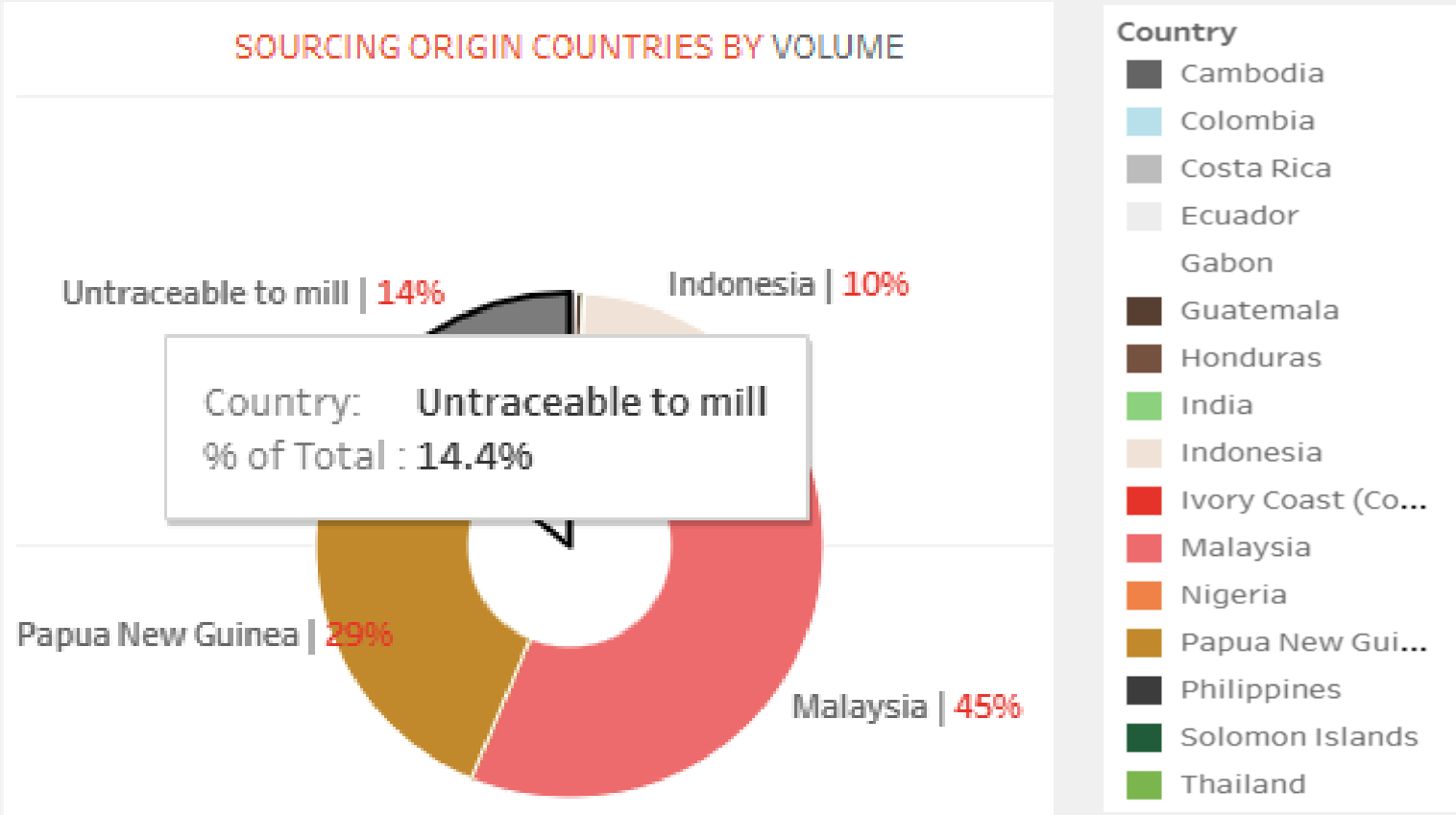
Region (Suppliers)	TTM
MENAI (15)	42%
NAM (1)	100%
TREECA (11)	86%
UK & I (3)	99.6%
WEEM (7)	93%



Traceability to Mill
(TTM Score)
86%
(-±0)



Traceability to Plantation
(TTP Score)
49%
(-20)



pladis’ sources palm oil from 37 Tier 1 suppliers across 16 countries. Ensuring upstream supply chain visibility is crucial for addressing environmental and human rights issues. Each year, the goal is to improve traceability scores. In 2024, with Earthworm Foundation's support, pladis updated upstream supply chain data with their Tier 1 suppliers, gathering information down to the plantation level. This work facilitates risk assessments and due diligence, especially important given impending deforestation legislation in the EU and other countries.



Total Grievance Cases

42

Number of cases at member level by RAG	
Red	10
Amber	20
Green	12



New Grievance Cases since last report

12

Number of cases at member level by type	
Environmental	33
Community	16
Labour	5



Mills with at least 1 grievance

224

	Total	Supply chain Tier 1s						
		AAK	Bunge	Cargill	Delmon Products	IFFCO	Louis Dreyfus	Wilmar
MENAI	21	2	1	2	1	5	0	10
NAM	12	0	1	2	0	4	0	5
TREECA	19	2	1	2	0	4	1	9
UK&I	2	0	0	0	0	1	0	1
WEEM	9	1	1	1	0	3	0	3

	Total	Supply chain Tier 1s						
		AAK	Bunge	Cargill	Delmon Products	IFFCO	Louis Dreyfus	Wilmar
Red Cases	9	1	0	2	0	2	0	4
Amber Cases	17	1	1	3	1	4	1	6
Green Cases	1	0	0	1	0	0	0	0

Stats by pladis Sourcing Region - only directly linked cases			
Sourcing Region	Red Cases	Amber Cases	Green Cases
MENAI	7	15	8
NAM	5	8	4
TREECA	7	13	9
UK&I	2	0	3
WEEM	3	8	5

Sourcing Region	Environmental	Community	Labour
MENAI	23	8	4
NAM	13	6	1
TREECA	22	10	4
UK&I	4	0	1
WEEM	10	6	2

The traceability exercise conducted by pladis has significantly enhanced their ability to engage with suppliers on various critical issues, including environmental, community, and labor grievances. By prioritizing these engagements, pladis can more effectively investigate and assess the root causes of grievances. This proactive approach not only helps in addressing current issues but also plays a crucial role in preventing future grievances. Through this systematic process, pladis aims to foster a more sustainable and responsible supply chain, ensuring that all stakeholders are treated fairly and ethically.

Scope: pladis Top 5 Suppliers: Kerevitas & Marsa, Bunge Wormerveer, Cargill Turkey, SD Guthrie Liverpool and SD Guthrie Zwindrecht



NDV Score
48%
(-5)



Palm Oil Mills
882



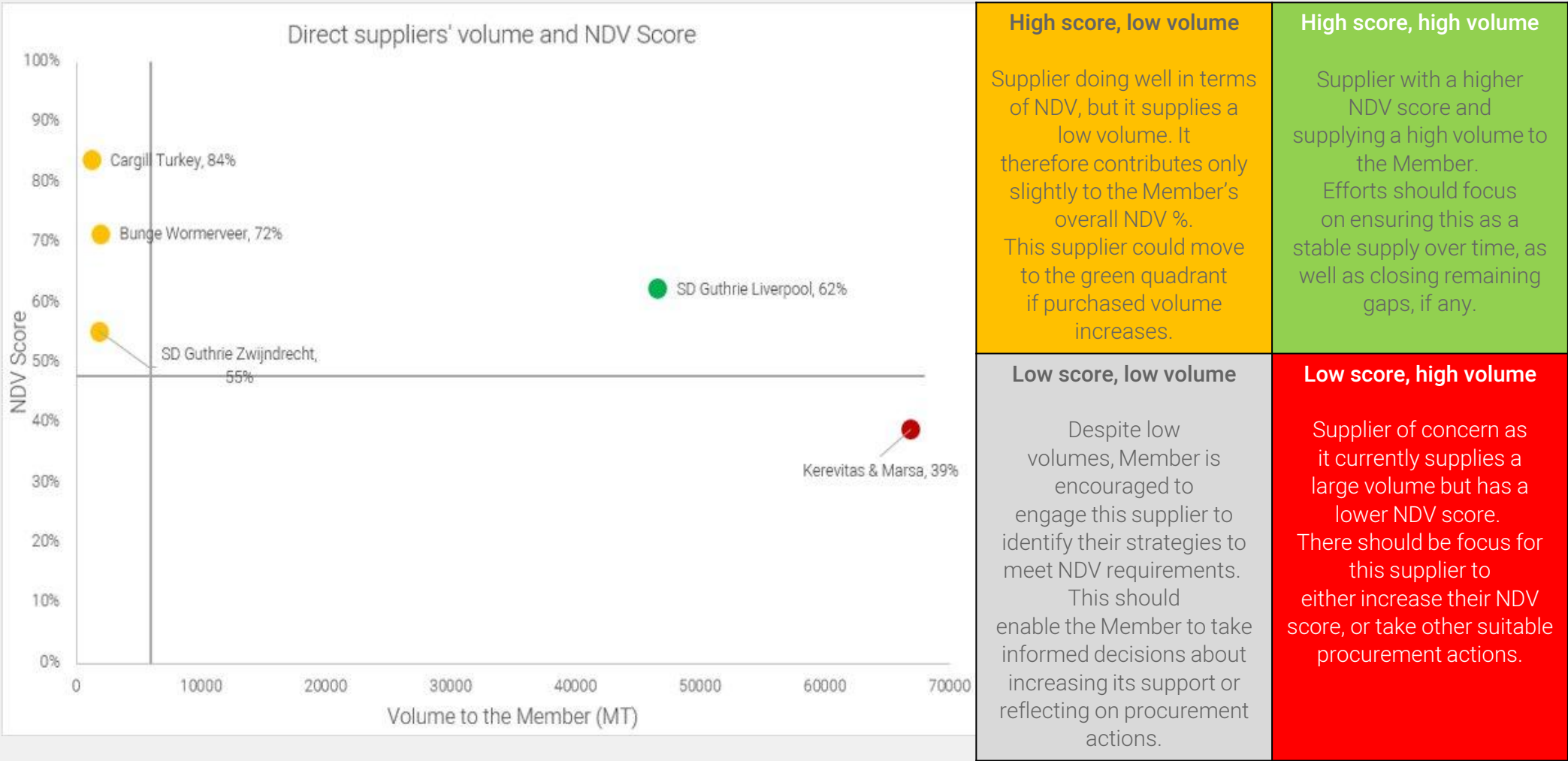
Volume delivered
118,436 MT



Total volume represented
82%

Tier 1 Supplier	No. Mills Analysed	Total Vol. Analysed (MT)	No Deforestation Found (%)	Missing Info (%)	Deforestation alert (%)	Green Score Evolution (in % points)
Kerevitas & Marsa	636	66'940	39%	60%	1%	-29%
SD Guthrie (SDG) Liverpool	131	46'596	62%	17%	21%	-4%
Bunge Wormerveer	372	1'941	72%	24%	4%	-
SD Guthrie (SDG) Zwindrecht	17	1'770	55%	27%	18%	-
Cargill Turkey	14	1'189	84%	16%	-	-
Out of Scope		26'294				
pladis	1'537	144'730	48%	44%	8%	-5%

pladis remains committed to working with suppliers to address deforestation. The identification, prioritization, and action on deforestation alerts within the supply chain are supported by Starling Satellite Technology, developed by Earthworm Foundation in collaboration with Airbus. Suppliers self-report their traceability scores, which are then verified through Starling.



Scope: pladis Top 5 Suppliers: Kerevitas & Marsa, Bunge Wormerveer, Cargill Turkey, SD Guthrie Liverpool and SD Guthrie Zwindrecht

Tier 1 Supplier	No. mills analysed	Total volume (MT)	Green Vol (%)	Yellow Vol (%)	Red Vol (%)	% of Total Volume
MENAI	1333	18266	29%	70%	1%	13%
Savola Group	0	5895	0%	100%	0%	4%
Savola Egypt	197	3939	78%	19%	3%	3%
Al Safwa	0	2200	0%	100%	0%	2%
Delmon	846	1730	45%	51%	5%	1%
Cofco	0	1128	0%	100%	0%	1%
Bunge Pasir Gudang	318	899	76%	23%	1%	1%
Gokul Agro Resources Limi	0	820	0%	100%	0%	1%
IFFCO Eygpt	770	495	34%	58%	8%	0%
Adani Wilmar Mundra	779	358	35%	63%	2%	0%
United Interlinks	51	331	72%	28%	0%	0%
IFFCO Saudi Arabia	845	266	45%	51%	5%	0%
AAK India	0	73	0%	100%	0%	0%
Fuji Oil Singapore	16	54	100%	0%	0%	0%
AAK Sweden	398	50	57%	41%	1%	0%
Ajanta Soy	0	29	0%	100%	0%	0%

Tier 1 Supplier	No. mills analysed	Total volume (MT)	Green Vol (%)	Yellow Vol (%)	Red Vol (%)	% of Total Volume
UK&I	132	48'774	64%	16%	20%	34%
SD Guthrie Int Liverpool Refinery	131	46596	62%	16%	21%	32%
AAK UK	18	1334	100%	0%	0%	1%
Ofi	19	844	100%	0%	0%	1%
WEEM	885	98'828	51%	38%	11%	68%
Kerevitas	636	47640	38%	60%	1%	33%
SD Guthrie Int Liverpool Refinery	131	46596	62%	16%	21%	32%
Bunge Wormerveer	372	1941	72%	24%	4%	1%
SD Guthrie Int Zwindrecht Refinery	17	1770	55%	27%	18%	1%
Orkla	9	485	94%	6%	0%	0%
Unigra	9	246	94%	6%	0%	0%
Presco Refinery	1	150	73%	0%	27%	0%

Tier 1 Supplier	No. Mills analysed	Total volume (MT)	Green Vol (%)	Yellow Vol (%)	Red Vol (%)	% of Total Volume
NAM	522	180	64%	31%	5%	0%
Cargill USA	522	180	64%	31%	5%	0%
TREECA	1097	75758	42%	57%	1%	52%
Kerevitas	636	47640	38%	60%	1%	33%
Marsa	636	19300	42%	57%	1%	13%
Bunge Wormerveer	372	1941	72%	24%	4%	1%
Orkide	0	1329	0%	100%	0%	1%
Cargill Turkey	14	1189	84%	16%	0%	1%
AAK Turkey	160	1167	80%	20%	0%	1%
Raksam	11	1164	69%	31%	0%	1%
KRC EFKO-Kaskad	464	1128	48%	49%	4%	1%
Bunge Pasir Gudang	318	899	76%	23%	1%	1%

These scores are covering the volumes sourced between 2023 H2 and 2024 H1. For more explanation of the deforestation score methodology see [here](#), page 27. See [here](#) for complete NDV results.

Scope: pladis Top 5 Suppliers: Kerevitas & Marsa, Bunge Wormeveer, Cargill Turkey, SD Guthrie Liverpool and SD Guthrie Zwindrecht



EUDR Score
39%
(-13%)



Palm Oil Mills
882



Volume delivered
118,436 MT



Total volume represented
82%

Tier 1 Supplier	No. Mills Analysed	Total Vol. Analysed (MT)	EUDR Green Vol (%)	Missing Info (%)	Deforestation (%)
Kerevitas & Marsa	636	66'940	19%	17%	64%
SD Guthrie (SDG) Liverpool	131	46'596	75%	7%	19%
Bunge Wormerveer	371	1'941	32%	39%	29%
SD Guthrie (SDG) Zwindrecht	17	1'770	66%	5%	28%
Cargill Turkey	14	1'189	12%	48%	40%
Out of Scope		26'294			
pladis	1'537	144'730	39%	13%	48%

Key Differences Between EUDR and NDV Forest Definitions

NDV Definition:

- Naturally woody areas of at least 1 hectare where trees form a continuous canopy.
- Includes both dense, closed-canopy forests and more fragmented or disturbed forests.
- Encompasses all potential land cover that could be considered High Carbon Stock (HCS).

EUDR Definition:

- Land covering more than 0.5 hectares with trees taller than 5 meters and a canopy cover exceeding 10%.

Alert Size:

- NDV: Minimum of 1 hectare in a High Priority Patch (HCS Approach) forest.
- EUDR: Minimum of 0.5 hectares in a forest.

| Southern Central Forest Spine (SCFS), Malaysia



The group of forest complexes known as the Southern Central Forest Spine (SCFS) is host to critical wildlife corridors and flora and fauna species. Significant land conversion to palm oil plantations since the 1980s has resulted in a fragmented forest ecosystem and caused land- and workers-rights-related issues. We work closely with a diverse group of partners to address these pressing issues.

My indigenous community in Sg. Mok, Rompin, Pahang is closely tied to the land and struggles with land rights and deforestation threats, especially since we are adjacent to the Rompin state park. We rely on the forest for sustenance and spiritual nourishment. To address these issues, our committee is documenting ancestral lands and exploring income sources such as eco-tourism. Earthworm is helping us protect our land through community mapping, with efforts extending into 2023 for robust land planning.”

Indigenous Community Member



Commodities

Palm Oil

Size

1,631,842 ha

Focus areas

- Pekan
- Rompin
- Kota Tinggi
- Mersing

Financial supporters

Nestlé, Olean, Ferrero, Flora, Fuji Oil, Givaudan, Hersey, Cargill, AAK, pladis, Clariant, Vandemoortele, Target

Project partners

IOI Group, Malaysian Palm Oil Board, Malaysian Palm Oil Certification Council, Management and Ecology of Malaysian Elephants (MEME), Ministry of Human Resources, Ministry of Plantation and Commodities, Malaysian Palm Oil – Green Conservation Foundation

Progress 2024 vs 2025 targets



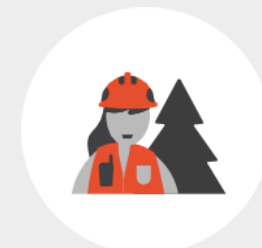
35% of PO mills

are 100% traceable to plantations



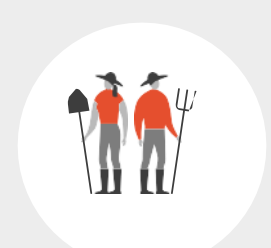
95% of PO mills

have a time-bound action plan to address NDPE



75% decrease

in deforestation in the landscape's key sensitive areas



1309 engaged farmers

Out of 2000 farmers reached since 2021 to improve their livelihoods



8,433ha covered

by the human-elephant co-existence program (see next slide)

See [here](#) for complete SCFS Annual Report 2024

Managing Human-Elephant Interactions in SCFS

- **Location:** Southern Central Forest Spine (SCFS) Landscape, Malaysia
- **Challenge:** Wild elephants damaging crops, particularly oil palm trees, due to deforestation and agricultural expansion, leading to safety risks and conflicts between humans and elephants.
- **Goal:** Promote harmonious coexistence between humans and elephants while protecting the forest ecosystem by integrating science and policy.
- **Initiatives:**
 - A Memorandum of Agreement with the Malaysian Palm Oil Green Conservation Forum (MPOCGF) and the Malaysian Palm Oil Board (MPOB) was signed, solidifying the commitment to achieving harmonious coexistence.
 - Capacity-building trainings (drone technology for night patrols, alternative livelihoods to diversify income sources beyond palm oil).
 - Establishment of a community based Human Elephant Coexistence (HEC) committee.
 - Development of Standard Operational Procedures (SOP's) involving multiple local stakeholders.
- **Recent Success Metrics:**
 - Management of 8,400ha under the human-elephant coexistence program.
 - Involvement of 24 major stakeholders and 173 individuals from local communities in workshops and training sessions.
 - Reduced impact of elephant visits on crops.



"EARTHWORM
HELPS US A LOT
TO MANAGE
THESE
ELEPHANTS'
VISITS. IT IS STILL
HAPPENING, BUT
WE ARE NOT TOO
AFFECTED BY IT
COMPARED TO
WHAT HAPPENED
IN THE PAST."
SAFIAI,
SMALLHOLDER FARMER

[Managing Human-Elephant Interactions in the Southern Central Forest Spine \(SCFS\) Landscape, Malaysia - Earthworm](#)

Traceability to Plantation

In 2024, the team ramped up engagements to encourage dealers to participate in TTP activities.

Among the activities included:

- Two sessions of FFB Dealer workshops at Kluang, Johor and Rompin, Pahang;
- One session of Stakeholder Dialogue

Despite our effort to engage more dealers, mills are still having difficulties gathering TTP data on FFB Dealers' volume due to a lack of motivation factors that include delayed implementation of mandatory FFB Dealer MSPO certification and a delay in EUDR implementation.

Given these challenges, we have shifted our engagement strategy to focus more on the multistakeholder level, collaborating with MSPO, MPOB, industry associations, and others, rather than relying on one-on-one engagements. Simultaneously, we are strengthening relationships with dealers through capacity-building workshops in the pipeline.

This multi-stakeholder engagement strategy ensures that key government agencies are proactively addressing the needs of industry players in ramping up efforts to harmonize the available national platforms, allowing TTP data to flow through the supply chain.



Income diversification program

Through various capacity building, mentor-mentee and monitoring visits, EF has successfully engaged a total of **669 smallholders in 2024**, provided support to implement good agricultural practices and met sustainability requirements, in line with MSPO standards. Out of these, 22 smallholders reported to have started transformation activities. **In total, 1,309 smallholders** have been **reached** and **41 have started at least one transformation activity since 2021**.

The second half of the year has witnessed a significant increase in the number of farmers engaged, driven by **large-scale capacity-building sessions** such as the MPOB-EF seminars and income diversification training. These programmes target to help farmers improve their agricultural practices as well as to kick start their diversification activities.

The team has successfully **secured two external local grants** with a focus on **strengthening the capacity of the Sg Mok Ecotourism Committee** and improving the livelihood of the farmers in Sg Mok and Api Larat.



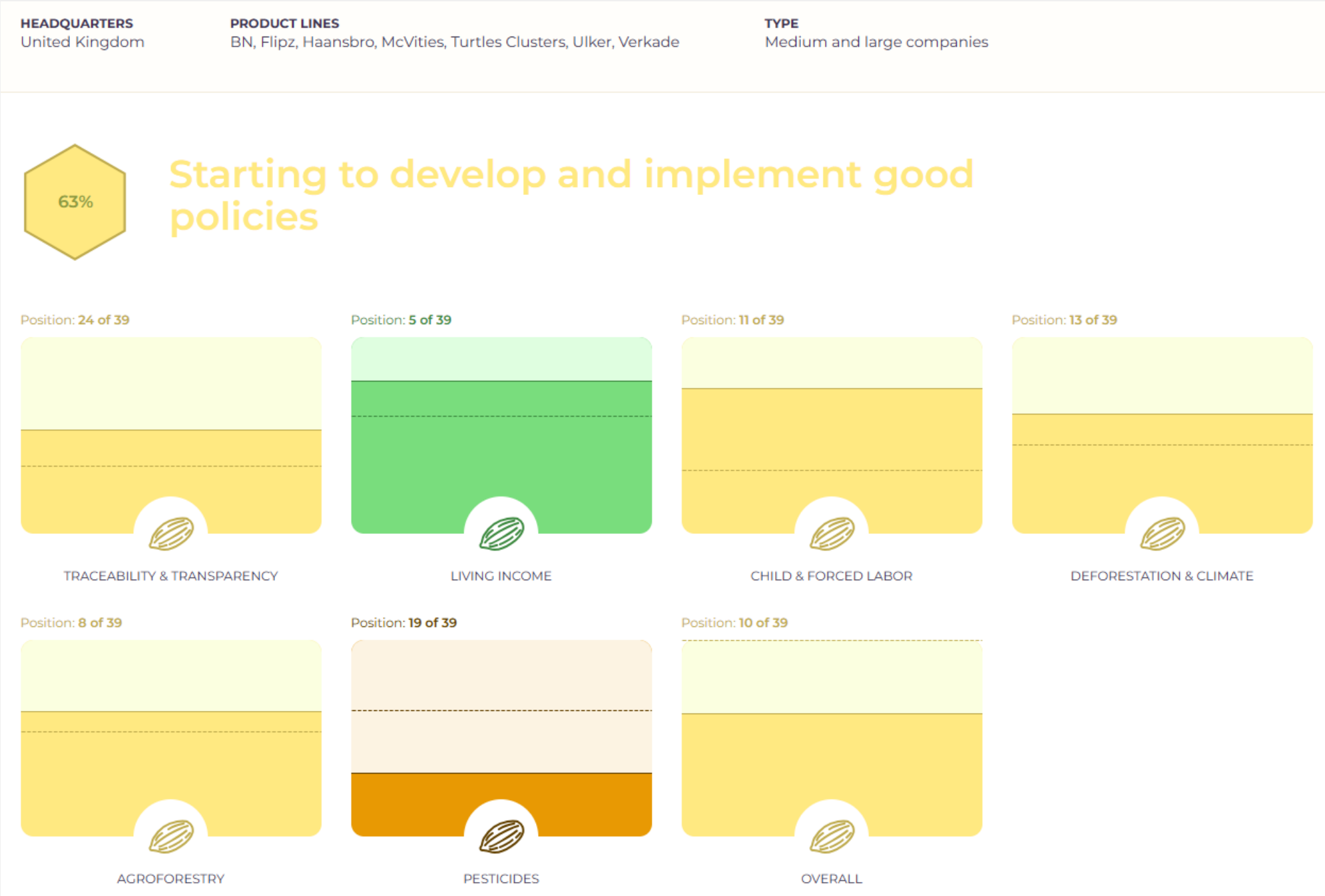


What we've done together in 2024

pladis' partnership with Earthworm focuses on responsible sourcing and improving transparency and monitoring deforestation in their Ulker direct cocoa supply chain in Côte d'Ivoire. Together, we are working on various initiatives, that include:

- No Deforestation Verification (NDV)
- Training and Coaching Program on improving Good Agricultural Practices (GAP) and Good Environmental Practices (GEP) at producer level
- Assessment of cooperative's internal management systems and Action Plan development
- Soubre Landscape Investment

This collaboration works towards pladis' responsible sourcing of palm oil and cocoa.



63%

Starting to develop and implement good policies

Position: 24 of 39

TRACEABILITY & TRANSPARENCY

Position: 5 of 39

LIVING INCOME

Position: 11 of 39

CHILD & FORCED LABOR

Position: 13 of 39

DEFORESTATION & CLIMATE

Position: 8 of 39

AGROFORESTRY

Position: 19 of 39

PESTICIDES

Position: 10 of 39

OVERALL





Deforestation Free
100%



Farms analysed
10,166

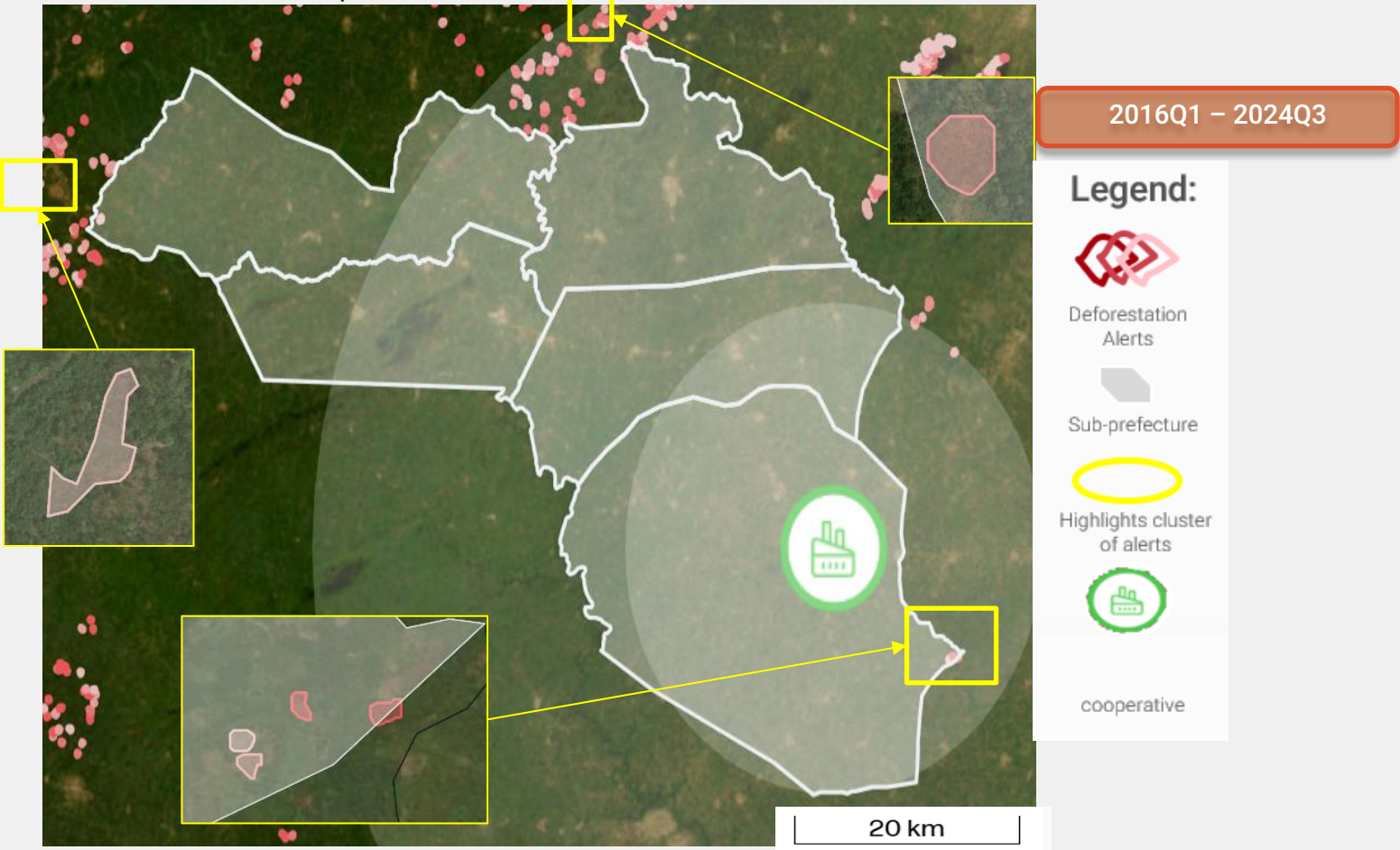


Declared surface of the
farms analysed
28,461 ha



Deforestation risk analysis at sub-
prefecture level

Example of deforestation risk analysis at sub-prefecture level for
SCOOPAG cooperative



No Deforestation Verification Assessment for five Cocoa Co-operatives in Côte d'Ivoire
In 2024 Earthworm Foundation conducted No Deforestation Assessment for the 5 cooperatives Ülker directly sources from through its subsidiary company in Côte d'Ivoire, Fildisi. Some of them have been assessed since 2022 while others were added in subsequent years.

In 2024, EF team conducted training and capacity building activities to help improve Good Agricultural Practices (GAP) and Good Environmental Practices (GEP) at producer level. Specific topics include:

- Safe use of agrochemicals, including how to use organic alternatives to limit usage of agrochemicals to the strict minimum
- GAP to improve farm productivity and reduce risks of pests and diseases
- How to implement agroforestry systems

This was conducted through a “training of trainers” approach, with EF staff training and coaching cooperatives' staff who in turn will train and coach cocoa producers.

Theoretical and practical training took place at SCOOPAG, while an in-depth pilot project was initiated at COODIG to fully implement the training learning at the producer level. This included providing support to hiring a field agent fully in charge of this project, training him and providing support in developing a project implementation plan and methodology to support a sample of producers in applying GAP and GEP on their farms.



Pictures: In field practical training on how to create compost and apply GAP and GEP in cocoa production

| Cocoa – Cooperative Assessment

Since the beginning of the partnership with Ülker, EF is conducting in-depth onsite assessments of any new cooperative that Ülker is considering engaging as commercial partner. These assessments aim at identifying the level of management systems in place to comply with Ülker *Beyond Cocoa* requirements, and to co-develop an Action Plan with the cooperatives to address any identified gaps.

In 2024, EF conducted an assessment of CAPUM cooperative in Côte d'Ivoire. Assessment areas include:

- People
 - Working conditions of cooperative's staff
 - Producers' well-being
 - Child protection
 - Local community development
- Planet
 - No Deforestation and Agroforestry
 - Climate change mitigation
 - Responsible use of chemicals
- Product
 - Traceability and transparency
 - Product quality
 - Responsible sourcing

 **earthworm**

Earthworm Foundation
www.earthworm.org

COOPS CAPUM



Assessment of the cooperative's internal systems and capacity to meet "Beyond Cocoa" requirements

Country: Ivory Coast

Date: December 2024

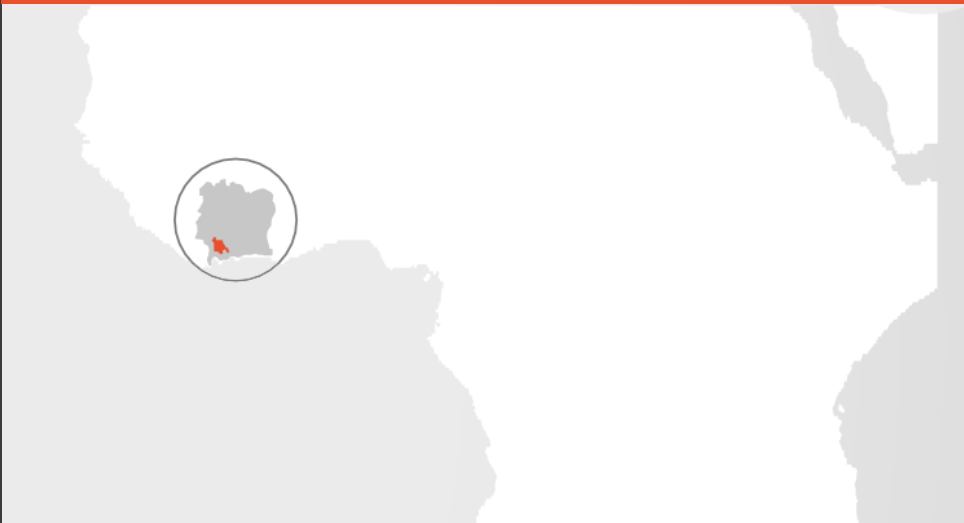




Soubré is a key cocoa-producing region in Côte d'Ivoire. The region has several protected areas threatened by cocoa farmers, who rely on the land for income, due to poverty. Finding a balance between providing livelihoods for farmers and reducing pressure on forests is the main focus of our work in Soubré.

“I’m a farmer from Okrouyo in the Soubré Region. I had to renew my oil palm plot as it was no longer productive. Unfortunately, there’s limited access to quality seedlings in our area. The National Center for Agronomic Research is located far away, and there’s a high demand for their seedlings. Earthworm offered us the opportunity to register our interest and directly discuss with the National Center for Agronomic Research to help us get access to quality seeds. With their advice, I was able to replant 2 hectares of my plot, and over the next 4 years, I will continue to renew my entire plantation of 8 hectares.”

Farmer from Okrouyo in the Soubré Region



Commodities

Cocoa, Palm oil

Size

977,565 ha

Focus areas

- Nawa [Soubré, Méagui, Gueyo, Buyo]

Financial supporters

pladis, Givaudan, Pro Fair Trade

Project partners

SODEFOR, MINEF, UOC, Care, COOPAGRIS (cooperative), COOPALM (cooperative), GoryScoops (cooperative), CPAY (cooperative), ECASO (cooperative), UEPAO (cooperative), SCOPACI (cooperative), CNIBO (cooperative), SOCAGS (cooperative), COLOMBE IVOIRE.

Progress 2024



8 MoU

signed with cooperatives



73 ha

in degraded areas rehabilitated through agroforestry.



4,956 farmers

reached on increased farmers’ resilience



4,550 farms

mapped



966 women

have access to finance



85 children

protected with birth certificates

See [here](#) for complete Soubre Annual Report 2024

Towards a more resilient and sustainable agriculture in Soubré

- **Location:** Soubré, Côte d'Ivoire
- **Challenge:** Smallholder farmers, including Mr. KONATE Ibrahima, who has been dedicated to farming since 1989, have faced significant challenges due to the Swollen Shoot disease affecting their cocoa orchards.
- **Goal:** To regenerate their lands, protect their crops, and improve their livelihoods through agroforestry and regenerative agriculture.
- **Initiatives**
 - **Agroforestry Implementation:** Introducing complementary trees and crops such as oil palm, maize, and sweet potatoes to improve soil fertility and ensure local food security.
 - **Technical Support:** Providing personalized technical support and access to quality seeds via the National Center for Agronomic Research (CNRA).
 - **Partnerships:** Collaborating with partners like pladis Global and Godiva Chocolatier to fund and support these initiatives.
- **Success Metrics:**
 - **Crop Diversification:** Successful introduction of multiple crops alongside cocoa.
 - **Soil Fertility Improvement:** Enhanced soil health through agroforestry practices.
 - **Food Security:** Increased local food production and security.
 - **Farmer Resilience:** Improved resilience and profitability for farmers like Mr. KONATE.



See [here](#) for complete Soubre Annual Report 2024

Supply chain transformation and support to best practice

In 2023, EF finalized four MoUs with cocoa cooperatives—ECAO, SOCGS, ECAM, and SCOPACI—strengthening its network and enabling broader farmer engagement and traceability efforts.

A total of **1,257 farms were mapped**, including cocoa, palm (linked to the SIPEFCI supply chain), and women-led Village Saving and Loan and Associations (food crop farming). Cocoa and palm plantations were mapped with the aspiration of **tracing the raw material journey from the farm to the processing/mill** within the landscape.

To promote best practices, EF provided:

- A **project planning tool** to help farmers manage activities and assess profitability.
- **Educational videos** on innovative farming techniques.
- **Coaching to producers** on tools usage.

Additionally, EF hosted a **culinary day** to enhance food crop knowledge, reduce waste, and improve food security. The event brought together over 200 participants from six ethnic groups, including Abbey, Bété, Baoulé, Gouro, Lobi, and ECOWAS members.



See [here](#) for complete Soubre Annual Report 2024



Resilient farmers

>> Check the **progress** on the dashboard

Key achievements

- Trained **1,694 farmers** in regenerative agriculture and income diversification.
- Trained **1,000 palm oil farmers** in sustainable palm oil production, across 18 localities within the UOC supply area.
- Supported **40 farmers** in replanting their aging palm and cocoa farms
- Created 12 Village Savings and Loan Associations (VLSAs)
- Helped **213 women** to gain access to financial services and secure income-generating activities.

Next steps

- Reinforce the engagement of 1,000 farmers (as part of the existing network) through awareness-raising initiatives and coaching on best practices.
- To close the gap on 2025 target for replanting farmers, **promote the use of high-quality seedlings** for farm renewal, while **establishing nurseries in collaboration with farmers**.
- **Provide coaching to producers on receiving high-performing seeds** and effectively managing their nurseries.
- Explore opportunities to engage these various groups in the **formalization of savings banks**.
- Drive the **digitalization of VSLAs operations**.



| Supply chain transformation

Key achievements

- 4,550 farms have been mapped (2021-2024), further narrowing the gap toward our goal of mapping 5,000 farms by 2025.
- Further reinforced the partnership with the cocoa cooperative ECAM, collaborating to empower youth and women in rural trade and agricultural best practices.

Next steps

- Conduct mapping of an additional 500 farms within the cocoa and oil palm supply chain.
- Secure a Memorandum of Understanding (MoU) with oil palm mills to enhance traceability across their supply chain.
- Strengthen collaboration with cooperatives and drive KPI achievement to secure a total of eight MoUs by 2025, leveraging our robust cooperative network.





| Forest protection and restoration

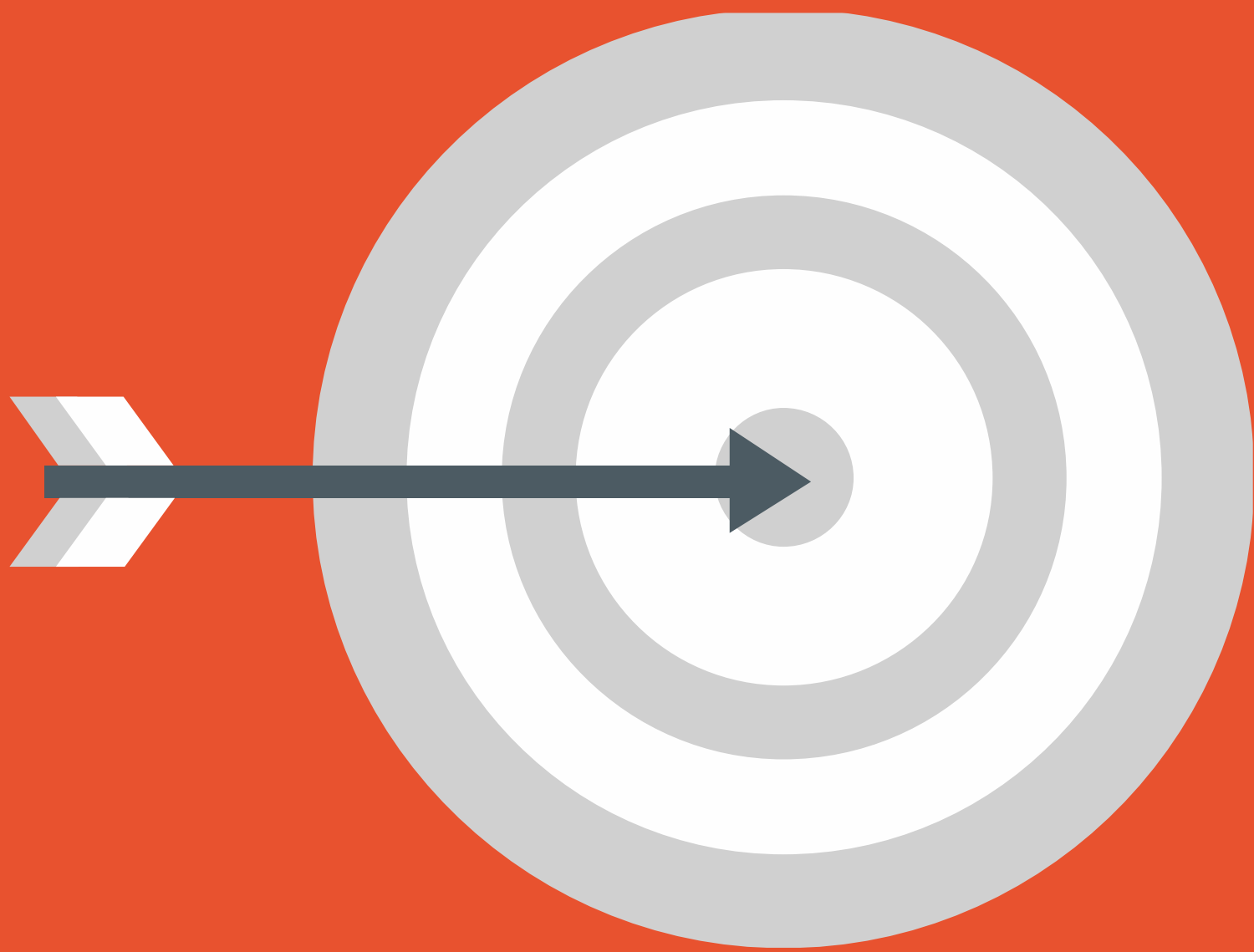
Key achievements

- Completed the HCV/HCS study to guide sustainable land use.
- Aligned with SODEFOR (the government body overseeing forest management) and local farmers on a shared action plan, ensuring **compliance with forest management standards**.
- Facilitate tree nurseries management to support agroforestry initiatives and long-term tree-planting efforts.

Next steps

- Accelerate implementation leveraging established nurseries and SODEFOR's existing approval





Goals for 2025

- Enhance transparency and traceability for palm and cocoa supply chains
- Strengthen NDPE policies for palm and cocoa
- Continue monitoring deforestation in palm and cocoa supply chains
- Effectively track and address grievances in the palm supply chain
- Maintain investment in transformation within the SCFS and Soubre Landscape programs
- Further develop the partnership with Ulker's 'Beyond Cocoa' sustainability program through capacity building with Fildisi cooperatives

