

MAIN STEPS OF SUSTAINABILITY JOURNEY



PHASE 1 (2020/2021)

Phase 1 (2020/2021): Development of sustainability tools and approach, streamlining of supply chain, assessment of suppliers' engagement and performance, and support to a community programme. This phase has materialised through:

1. creating tools such as policies, supplier questionnaires, 'Beyond Cocoa' sustainability approach, to socialize with suppliers on expectations and understand gaps.
2. rebalancing Önem's allocation of volumes among Tier-1 suppliers, based on the suppliers'.
 - transparency to share sustainability achievements and challenges,
 - willingness to support Önem to deploy its 'Beyond Cocoa' sustainability journey,
 - ability to improve traceability, ideally back to farmers.
3. increasing Fildişi's share in Önem's bean sourcing, from 6,000t (20/21 season) to 13,000t (21/22 season), accounting for 28% of Önem's total volume. Streamlining of Fildişi's coops' portfolio, from around 40 coops (season 20/21) to 4 coops (21/22 season).
4. having Fildişi's coops' performance assessed against 'Beyond Cocoa' by the Earthworm Foundation and an action plan defined to bridge the gaps, as identified by the assessment.
5. initiating, in 2021, the partnership with the Earthworm Foundation to support the landscape programme in Soubré, Côte d'Ivoire.



PHASE 2 (2022/2023)

Phase 2 (2022/2023): Strengthening of the engagement with Tier-1 suppliers and upstream, with a specific focus on traceability improvement, improvement of farm mapping and verification of deforestation-free practices in order to help Önem and pladis anticipate the implementation of new regulations on due diligence to reduce deforestation and forest degradation. This phase will result in:

1. assessing progress made by Tier-1 suppliers on traceability improvement, farm mapping and verification of deforestation-free practices. As far as possible, Önem will review allocation of volumes based on progress made.
2. leveraging further the relationship with Fildişi to come even closer to production.
3. leveraging the partnership with the Earthworm Foundation to identify and qualify additional coops to be included into Fildişi's portfolio (from 4 coops currently to around 6 coops).
4. working with the existing coops and training farmers to implement the action plan, as defined in 2021, to bridge the gap with Önem's 'Beyond Cocoa' sustainability approach.
5. supporting Earthworm's landscape programme in Soubré to deliver 2022 and 2023 targets (**see Earthworm's progress report**).
6. in 2022, Önem priorly achieved its target of "100% traceable direct supply chain by 2023".



PHASE 3 (2024 and BEYOND)

Phase 3 (2024 and beyond): During this phase, Önem will continue to work with Tier-1 suppliers and Fildişi's dedicated portfolio of coops towards full deployment of Önem's 'Beyond Cocoa' sustainability approach and continue partnership with the Earthworm Foundation to monitor progress in production, train farmers and deliver 2025 targets for landscape programme in Soubré. Önem's target is reaching 100% traceability in its indirect supply chain by 2030.