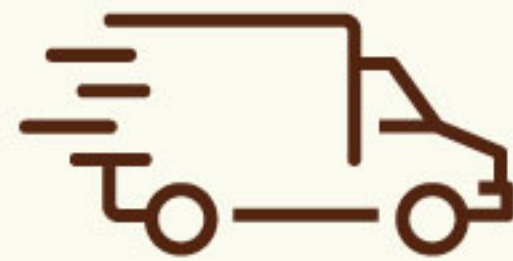


# SUSTAINABILITY JOURNEY



## 1. Traceability improvement

Önem believes that traceability is key to understand, manage and improve the suppliers' performance in the environmental and labor areas. Önem also believes that one way to improve traceability, is to make supply chains less complex by coming closer to production. To this end, Önem has leveraged its relationship with Fildişi, a trading company located in Ivory Coast and owned by Yildiz Holding, pladis' parent company.

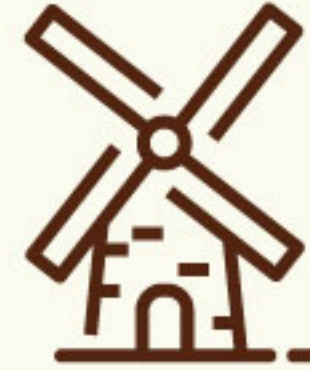


## 2. Engagement with Tier-1 suppliers

Önem buys cocoa beans from three Tier-1 suppliers, in addition to Fildişi. At the beginning of its sustainability journey, Önem started to engage, through meetings and questionnaires, with each Tier-1 supplier in order to understand:

- **policies in place,**
- **achievement and challenges when implementing transformation practices at farm level,**
- **overall level of transparency when sharing information.**

Based on this assessment, Önem has reviewed the yearly allocation of volumes to give priority, when feasible, to the most collaborative suppliers.



## 3. Definition of sustainability approach

In 2021, Önem defined its 'Beyond Cocoa' sustainability approach, focusing on three main areas:

- **People**
- **Planet**
- **Product**

'Beyond cocoa' was also translated into French, to socialize the approach beyond Tier-1 suppliers, and engage with farmers and coops, including those supplying Fildişi.



## 4. Third-party assessment of the coops producing for Fildişi:

In 2020 and 2021, Earthworm carried out a deep dive field assessment of the cooperatives supplying Fildişi. The purpose of this assessment was to understand current procurement operations and the current sustainability reality on the ground.



## 5. Support to communities in sourcing areas

In 2021, Önem (through pladis) joined additional partners, including GODIVA, in Earthworm's landscape programme in Soubré (Ivory Coast). The programme currently focuses on resilient farmers and forest protection and restoration. More information about this programme can be found in Earthworm's progress report.