



2023 Food and Agriculture Benchmark Scoring guidelines

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Overview

The World Benchmarking Alliance (WBA) 2023 Food and Agriculture Benchmark consists of 48 indicators divided into four measurement areas: governance and strategy, environment, nutrition and social inclusion. This document, designed to be read alongside the more comprehensive methodology report, describes how the indicators are scored to result in an overall benchmark score.

Indicators and elements

The Food and Agriculture Benchmark's indicators each consist of multiple elements, which vary between indicators. Each indicator is scored out of 1, which is equally divided between each element. For example, indicator A1 has four elements, meaning each element is worth 0.25 points. All the indicators are aligned with existing benchmarks, accountability mechanisms and organisations critical for our work. An overview can be found in Annex 1 of the methodology report. Each element is described in detail in the following report, with a summary of what is eligible, as well as commonly found cases of non-eligibility.

The transformation-specific indicators (A1-C6 and D19-D24) are designed to not only reflect existing topics but provide guidance to aspirational sustainability issues. As we aim to highlight exceptional company efforts, these indicators generally go beyond minimum requirements and legal compliance. These indicators are all weighted equally when calculating a company's overall score.

WBA benchmarks also integrate a common set of eighteen core social indicators into all system transformation methodologies to assess whether companies demonstrate a sufficient commitment to responsible conduct. They represent expectations which all companies should be meeting as the minimum, but are not 'leading practice' or proxies for good performance. In the Food and Agriculture Benchmark, they are assessed as part of the social inclusion measurement area. They are scored out of 1, except for D4 and D5, which are scored out of 2.

As illustrated in Figure 1, the three main measurement areas of environment, nutrition and social inclusion are considered equally important for the food systems transformation agenda. Therefore, these three measurement areas carry an equal weighting of 30% each. Within the social inclusion measurement area, the core social indicators account for 20% and the transformation-specific indicators a further 10%. Another 10% is given to the overarching governance and strategy measurement area. A company's overall score is equal to the weighted sum of the scores received for each measurement area. For a small subset of companies in the upstream segments of the food and agricultural value chain that have a more indirect or even limited impact on nutrition, the weighting approach the weighting of the nutrition measurement area is 20% and the remaining 10% is allocated evenly to the environment and social inclusion measurement areas.



Figure 1 WEIGHTING DISTRIBUTION ON THE OVERALL BENCHMARK SCORE

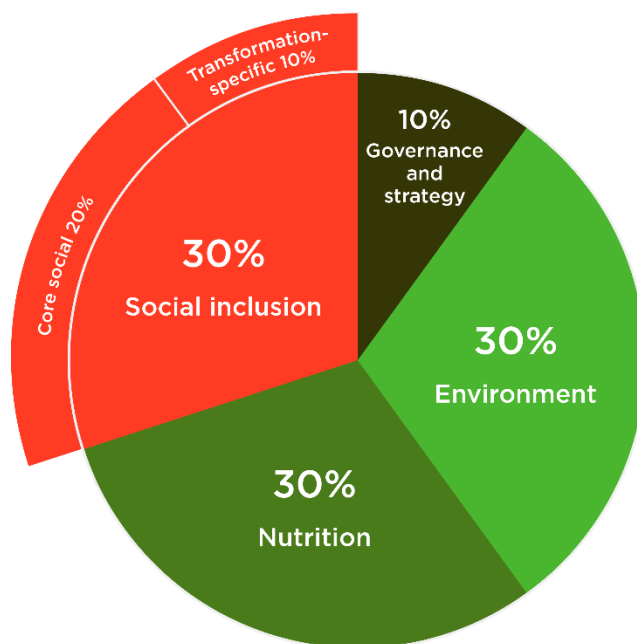
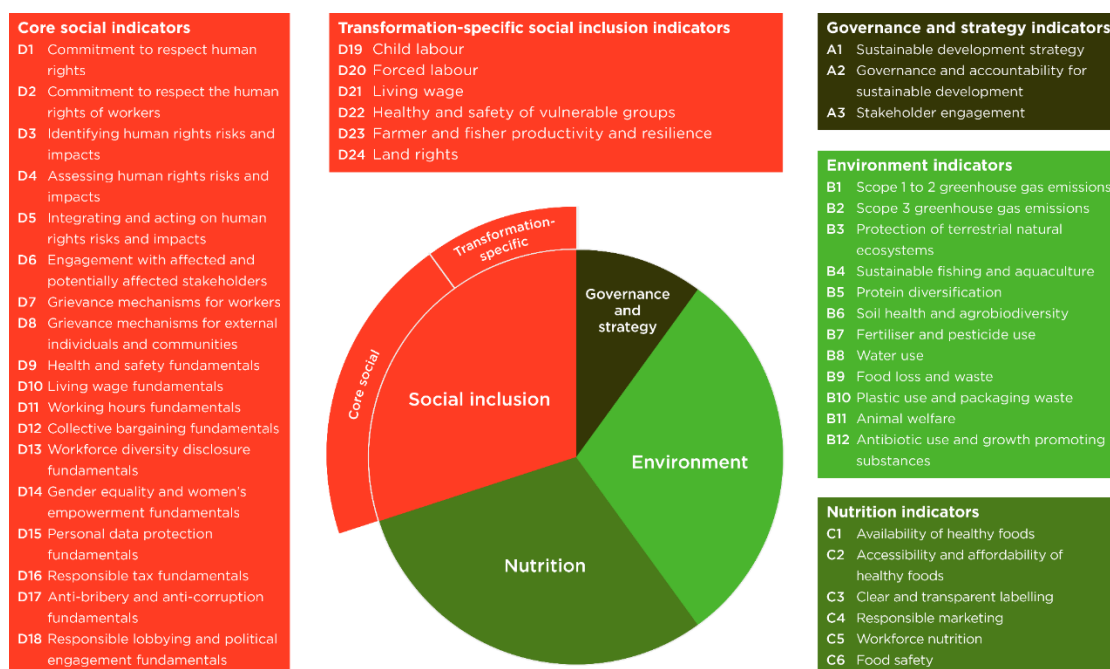


FIGURE 2: DISTRIBUTION OF WEIGHTS OF THE MEASUREMENT AREAS ON THE OVERALL BENCHMARK SCORE



Assessment and review process

WBA analysed all publicly available group-level disclosure in English on the applicable group website, which was predominantly annual reports and sustainability reports. Draft assessments were then sent to each company inviting them to provide feedback. This feedback could include additional publicly available group disclosure published during the assessment period. These were then reviewed and finalised. Final assessments were then shared with each company before being published online.

Cross-benchmark indicators

WBA conducted the Nature Benchmark and the Seafood Stewardship Index (SSI) alongside the Food and Agriculture Benchmark in 2023. As the methodologies cover similar themes, several indicators are shared across the three benchmarks (Table 2).

Measurement area	Indicator	FAB	SSI	NAT
Governance and Strategy	Sustainability strategy	FAB.A01	SSI.A01	NAT.A01
Governance and Strategy	Accountability for sustainable strategy	FAB.A02	SSI.A02	NAT.A02
Governance and Strategy	Stakeholder engagement	FAB.A03	SSI.A03	NAT.A03
Governance and Strategy	Lobbying and advocacy	FAB.A04	SSI.A04	NAT.A04
Environment	Scope 1 and 2 greenhouse gas emissions	FAB.B01		NAT.B14
Environment	Scope 3 greenhouse gas emissions	FAB.B02		NAT.B15
Environment	Ecosystem conversion (partial overlap)	FAB.B03	SSI.B07	NAT.B05
Environment	Soil health and agrobiodiversity	FAB.B06		NAT.B08
Environment	Water withdrawal	FAB.B08		NAT.B09
Environment	Plastic use and packaging waste (partial overlap)	FAB.B10		NAT.B12
Core Social Indicators (CSI)	18 Core Social Indicators (CSI)	FAB.D01- FAB.D18	SSI.D01- SSI.D18	NAT.D05- NAT.D22
Social inclusion	Indigenous people' rights		SSI.D25	NAT.C02
Social inclusion	Land rights	FAB.D24		NAT.C03



A: Governance and strategy

A1. Sustainability strategy

Measurement area	A: Governance and strategy
Indicator	<u>A1. Sustainability strategy</u> The company has sustainability objectives and targets embedded in its strategy and business model.
Element a	The company discloses its process for identifying and prioritising its most relevant sustainability topics and impacts, as well as the outcome of this process, in relation to its sustainability strategy.
	<p>The company provides evidence of conducting a regular exercise at least every 2-3 years. For 2022 benchmarking, any assessment conducted or updated before 2018 does not count.</p> <p>The company discloses a double materiality process which must have involved external stakeholders, for example, through surveys or interviews. Moreover, it includes its environmental and social impacts, and it is not limited to a mere risk approach/assessment exercise.</p> <p>The company must also provide a list of the most relevant sustainability topics based on the process.</p>
Element b	The company has a sustainability strategy covering its most significant impacts and sustainability topics in relation to both its own operations and its value chain.
	<p>The company needs to meet four criteria to score on this element: it must score in either the B1 or B2 indicators (Assessment of impacts on nature or nature dependencies), in at least one of the indicators from the environment measurement area), in at least one of the indicators from C1 to C4 (nutrition indicators), and in at least one of the indicators from the social inclusion measurement area.</p>
Element c	The company has group wide targets on key sustainability topics for the most material parts of its value chain.
	<p>The company discloses time-bound and measurable targets for at least five of the following key sustainability topics (these topics have been selected as most material for the majority of FAB companies based on the STBN Sectorial Materiality Tool as well as expert research and review):</p> <ul style="list-style-type: none"> • biodiversity • nutrition • social inclusion • climate • water • ecosystem conversion • soil health <p>The key sustainability topics must cover the most material parts of the company's value chain, including own operations, as well as upstream or downstream operations. Intensity targets and year-to-year targets do not count.</p>
Element d	The company reports consistently on progress against all its targets.
	<p>The company reports on all of the targets it has set. At least one of the targets must meet all of the three following conditions: it must be time-bound, it must reference a baseline year unless it is a target to 0%, 100% or absolute numbers and the company must disclose performance on the target on the reporting year. The reporting must be quantitative.</p>



A2. Accountability for sustainability strategy

Measurement area	A: Governance and strategy
Indicator	A2. Accountability for sustainability strategy The company has a governance system that includes highest level responsibility and accountability for its sustainable development objectives and targets. Senior executive members have incentives to reward the effective delivery of relevant company strategies and initiatives.
Element a	The company discloses having persons, teams or committees within the company who are responsible for the implementation of its sustainability strategy. The company discloses a sustainability strategy that covers both environment and social aspects. Covering only one of the two aspects is not sufficient. In cases where the company does not have an explicit sustainability strategy, it is sufficient if it is acting on both environmental and social issues. The company should also disclose who is responsible for the implementation of this strategy.
Element b	The company provides evidence of assigning decision-making and oversight responsibility for its sustainability strategy to the highest governance body. The company discloses a sustainability strategy that covers both environment and social aspects and then also attributes responsibility to the highest governance body. For example, it might describe that the Board reviews the sustainability strategy, or that a specific member of the Board is also the Chair of the Sustainability Committee.
Element c	The company provides evidence of linking performance criteria in senior executives' remuneration policies to targets and objectives which cover environmental and social issues. The company discloses it links senior executives' remuneration to specific targets and objectives that cover both environmental and social issues. Covering only one of the two aspects is not sufficient. The targets on which the remuneration depends must be explicitly stated and it should extend beyond the sales or revenues of a product, even if it is from a socially or environmentally focused product. Topics related to environment include those covered by indicators B1 to B12. Social issues can include targets associated with diversity and inclusion, but do not include governance related topics such as corruption.
Element d	The company provides evidence that its highest governance body has expertise with respect to the company's most material sustainability topics. The expertise of the highest governance body must cover at least five out of the seven topics as stated in the scoring guide of element c of A1 above. The expertise must explicitly mention one of the following: academic or professional training; former experiences in specialized organizations or proven technical knowledge. The conditions for this element can also be met in instances where companies describe that the highest governance body has direct access to expertise, such as a specialised committee composed of external experts for which a board member is the chairperson. In these cases, it must be specified what the scope of the committee is and how often it meets.



A3. Stakeholder engagement

Measurement area	A: Governance and strategy
Indicator	A3. Stakeholder engagement The company engages with stakeholders on sustainable development issues and incorporates the outcomes of these activities in its strategy and operations.
Element a	The company discloses an overview of the issues raised during its stakeholder engagement activities.
	The company discloses the issues raised by stakeholders and specifies what stakeholder group they correspond to. The list of issues should go beyond the materiality assessment.
Element b	The company discloses its process for identifying relevant stakeholders across its value chain.
	The company defines who it considers their stakeholder groups to be or how it determined with which stakeholders to engage. A simple statement such as “based on their strategic importance to the company” or “based on its impact on our business” is sufficient.
Element c	The company discloses its process for engaging with stakeholder groups, including frequency and channels, beyond its materiality assessment or similar equivalent.
	The company discloses what channels it used to engage with the different stakeholder groups. It is insufficient for the company to specify a list of channels if it does not indicate how these correspond to each stakeholder group.
Element d	The company discloses the outcomes of its stakeholder engagement activities and their integration into its sustainability strategy.
	The company explains how it has responded to key issues raised by its stakeholders. Furthermore, it discloses specific and concrete outcomes based on the year’s engagement and demonstrates how these outcomes are integrated into its sustainability strategy. A general description of guidelines or a recap of the materiality assessment is insufficient.
Element e	The company’s stakeholder engagement covers nature (including biodiversity), nutritional, and social issues.
	Stakeholder engagement must cover nature, nutritional, and social issues. The issues related to nature must go beyond GHG emissions and touch on aspects related to ecosystems or biodiversity. Social issues must go beyond safety, and include aspects such as diversity, inclusion, or women’s representation. Nutrition relates to nutritious and healthy food/malnutrition/healthy diets/food safety, etc.



A4. Lobbying and advocacy

Measurement area	A: Governance and strategy
Indicator	A4. Lobbying and advocacy The company advocates sustainable business policies and regulations and discloses any misalignment with its lobbying activities as well as the measures it takes to address misalignment.
Element a	The company discloses a list of trade associations of which it is a member for all geographies.
	The company discloses at least five trade/industry associations of which it is a member. Partnerships and other organisations other than trade or industry associations do not count.
Element b	The company discloses a clear and detailed framework for assessing alignment of its trade associations with its sustainability targets.
	The company discloses a concrete framework that it uses to assess alignment with climate OR biodiversity OR food system policies. For issues related to climate a valid framework could be the Paris Agreement. For issues related to biodiversity, valid frameworks include policies and regulations that address any of the drivers of biodiversity loss, or those intended to protect specific species such as the Endangered species Act in the US or the Birds and Habitats Directives in the EU. For extra information on nutrition lobbying: Spotlight-on-Lobbying-2022-Final-Report.pdf (accesstonutrition.org).
Element c	The company provides evidence of annually applying the framework across all trade associations.
	The company explains how the assessment has been applied to each industry association it is a member of.
Element d	The company reports any misalignment between the lobbying activities of its trade associations and nature-positive policies.
	The company provides details on the misalignment it has identified. General remarks about misalignment without explaining what it is and why it exists are not sufficient.
Element e	The company discloses an action plan to address misalignment which includes clear escalation steps.
	"We may" is not accepted.
Element f	The company discloses clear deadlines for each of its escalation steps and consistently reports on their application.
	The company discloses an action plan which includes escalation steps and clear deadlines while disclosing examples of action to address misalignment.
Element g	The company discloses an annual review of all the advocacy activities it has undertaken.
	The company discloses all the advocacy activities on specific items of regulation and legislation which are material to its operations, business sector, and/or the region(s) in which it operates.



B: Environment

B1. Scope 1 and 2 greenhouse gas emissions

Measurement area	B: Environment
Indicator	B1. Scope 1 and 2 greenhouse gas emissions The company is reducing its scope 1 and 2 GHG emissions in line with a 1.5°C trajectory.
Element a	The company discloses quantitative reductions for its scope 1 and 2 emissions.
	The company demonstrate that its combined scope 1 and 2 emissions total has decreased compared to the previous year. The comparison is only required against the emissions disclosed in the previous year's report.
Element b	The company has targets to reduce its scope 1 and 2 emissions.
	The company discloses a time-bound target to reduce its scope 1 and 2 emissions. The target should clearly outline both the baseline year and the target year. Net-zero targets are accepted only when it is clearly specified that this target includes the company's scope 1 and 2 emissions. Emission intensity targets are accepted only if the company discloses that the reduction in emission intensity will lead to absolute emission reductions or if it aligns with an approved sector pathway or method, such as the Science Based Targets initiative (SBTi). However, if the company's emission reduction target only covers a portion of its subsidiaries, locations, or segments, it will meet element a but not b. Furthermore, in terms of the method for calculating emissions, preference goes towards the location-based approach. While the market-based method accounts for emissions a company is responsible for through its purchasing decisions, the location-based method reflects the emissions the company is physically releasing into the atmosphere. Therefore, if a company discloses both location-based and market-based emission data, the location-based data should be considered primary.
Element c	The company reports progress against its scope 1 and 2 emissions reduction targets.
	Company must meet elements A and B to meet this element. Company has a target to reduce its scope 1 and 2 emissions (element b) and reports its progress, which includes demonstrating a reduction against the previous year (element a).
Element d	The company's scope 1 and 2 emissions reduction targets are aligned with a 1.5°C trajectory.
	The company discloses its scope 1 and 2 emission reduction targets aligned with 1.5°C trajectory, approved by the Science Based Targets initiative. To demonstrate this alignment, companies can follow these guidelines: <ul style="list-style-type: none"> • Companies should have science-based targets for scope 3 emissions that specifically align with a 1.5°C trajectory. It's crucial to differentiate these from targets aligned with a 2°C trajectory, as per the Paris Agreement • Companies must be listed on the SBTi website here, confirming their commitment and alignment with the required emission reduction targets • If a company has set net-zero targets, these can be considered aligned with the 1.5°C trajectory, provided there is an interim target that is explicitly 1.5-degree aligned.



B2. Scope 3 greenhouse gas emissions

Measurement area	B: Environment
Indicator	<u>B2. Scope 3 greenhouse gas emissions</u> The company is reducing its scope 3 GHG emissions in line with a 1.5°C trajectory.
Element a	The company discloses only some categories of its scope 3 emissions.
	The company reports quantitative data for segments of the company's scope 3 emissions. Segments refers to cases where companies do not provide full disclosure of their emissions – usually this is labelled as a limited disclosure and may be restricted by location or only contain a few of the emissions categories and not the entire list that comprises of scope 3 emissions. To meet this requirement, the company can disclose either its full scope 3 emissions or some parts of them.
Element b	The company discloses quantitative reductions for its scope 3 emissions.
	The company shows a reduction in its scope 3 emissions against the previous year. This does not necessitate an absolute reduction in all scope 3 emissions categories. Instead, the company fulfils this requirement if it discloses a reduction against the previous year in the specific scope 3 categories mentioned in element a. When reporting on scope 3 segments separately, the company must demonstrate a reduction in the total scope 3 emissions of the disclosed segments. The comparison is only required against the emissions disclosed in the previous year's report.
Element c	The company has targets to reduce scope 3 emissions.
	The company discloses a time-bound target to reduce its scope 3 emissions and should not only cover a portion of its subsidiaries, locations, or segments. Net-zero targets are accepted only if it is clearly specified that this includes the company's scope 3 emissions. Emission intensity targets are accepted only if the company discloses that the reduction in emission intensity this will lead to absolute emission reductions.
Element d	The company reports progress against its scope 3 emissions reduction targets.
	Company must meet elements b and c to meet this element. The company discloses a target to reduce its scope 3 emissions (element c) and reports its progress, which includes demonstrating a reduction against the previous year (element b). The company must ensure clear reporting on all aspects of its scope 3 emissions.
Element e	The company's scope 3 emissions reduction targets are aligned with a 1.5°C trajectory.
	The company discloses a scope 3 emission reduction target aligned with 1.5°C trajectory, approved by the Science Based Targets initiative. To demonstrate this alignment, companies can follow these guidelines: Companies should have science-based targets for scope 3 emissions that specifically align with a 1.5°C trajectory. It's crucial to differentiate these from targets aligned with a 2°C trajectory, as per the Paris Agreement. Companies must be listed on the SBTi website here, confirming their commitment and alignment with the required emission reduction targets. If a company has set net-zero targets, these can be considered aligned with the 1.5°C trajectory, provided there is an interim target that is explicitly 1.5-degree aligned.



B3. Ecosystem conversion

Measurement area	B: Environment
Indicator	B3. Ecosystem conversion The company demonstrates that it is achieving deforestation and conversion-free supply chains for its high-risk commodities.
Element a	The company discloses qualitative evidence of working towards achieving deforestation and conversion-free (DCF) supply chains for its relevant high-risk commodities.
	The company discloses actual actions (qualitative) for at least one high-risk commodity, material realm, or supply chain. Qualitative evidence can be policies, programs, or statements on achieving deforestation while demonstration of actual actions can include mentioning and/or describing initiatives or programs, engaging and collaborating with suppliers (in the context of ecosystem conversion issues), or disclosing commodities sourced according to certification programs and standards. Statements committing to achieve conversion-free supply chains are not valid.
Element b	The company discloses the proportion of commodities that are DCF-free.
	Key certifications considered: <ul style="list-style-type: none"> • RSPO and its credit system (Palm Oil). • ProTerra and RTRS (Soy). • The Sustainable Farming Assurance Programme (SFAP) (mainly Soy) • UTZ-Rainforest Alliance and FairTrade (Cocoa and Coffee). • The Cocoa & Forests Initiative (CFI): Collective Action to End Cocoa-Related Deforestation (Cocoa). • 4C (Coffee). GRSB + GTPS (Beef) (not certifications per se). Non-scoring situations: <ul style="list-style-type: none"> • The company states something along the lines of “we have made progress” and “we have reduced” without providing quantitative data • For RSPO, we do not consider the ‘Book and Claim’ certification because it is essentially not traceable and does not separate sustainable from non-sustainable palm oil. National certifications and GreenPalm are also not sufficient. • For Soy: “commitment to”/ “adherence to” European Compound Feed Manufacturers’ Federation (FEFAC) is not sufficient.
Element c	The company has a DCF target and reports progress against it.
	The company discloses a target that covers at least one high-risk commodity and reports progress against it.
Element d	The company’s DCF target covers all its high-risk commodities.
	The company discloses targets for each high-risk commodity and/or material realms which are applicable to all commodities and regions from which the commodity is sourced.
Element e	The company discloses evidence that it has achieved 100% DCF supply chains for all its relevant high-risk commodities.
	The company demonstrates that it sources all its high-risk commodities without any kind of conversion. Certification schemes are assessed to verify that it has achieved zero conversion.



B4. Sustainable fishing and aquaculture

Measurement area	B: Environment
Indicator	B4. Sustainable fishing and aquaculture The company demonstrates sustainable fishing and aquaculture operations and/or the sustainable sourcing of seafood and aquaculture feed ingredients.
Indicator applicability	This indicator is applicable only to companies for which animal proteins are a part of their operations and/or supply chain.
Element a	The company provides qualitative evidence of a commitment to sustainable fishing and aquaculture with reference to environmental sourcing criteria.
	The company discloses commitments on the production and/or sourcing of seafood which include the criteria used to define the level of sustainability of its portfolio or linked to the types of certification schemes, ratings or programmes used by the company.
Element b	The company provides quantitative evidence of increasing the percentage of its sustainable fisheries and aquaculture operations and sourcing.
	The company discloses an increase in the percentage of its sustainable fisheries and aquaculture operations and sourcing based on two-years period comparability. The evidence can cover certification schemes benchmarked by: <ul style="list-style-type: none"> • The Global Sustainable Seafood Initiative (GSSI) • The ISEAL Code Compliant members (e.g. MSC, ASC, Marin Trust).
Element c	The company has a target for sustainable fisheries and aquaculture for 100% of its portfolio and reports progress against this target. In its progress reporting, the company discloses the proportion of its portfolio covered by each certification scheme, improvement project or other sustainability programme.
	The company discloses a time-bound target which covers its entire portfolio. If the company provides examples of programmes, then it must specify the proportion of their portfolio that is covered by each programme. Examples of sustainability programmes are: <ul style="list-style-type: none"> • Certification schemes (e.g. MSC, ASC, Global GAP, BAP, MarinTrust) • Improvement programmes (FIPs, AIPs, MarinTrust improver programme) • FishSource scores.
Element d	The company provides evidence that 100% of its portfolio comes from sustainable fisheries and aquaculture.
	The company provides evidence that 100% of its portfolio is covered by certification schemes that have been benchmarked by: <ul style="list-style-type: none"> • The Global Sustainable Seafood Initiative (GSSI) • The ISEAL Code Compliant members (e.g. MSC, ASC, Marin Trust) • The proportion covered by each of these schemes must be disclosed.



B5. Protein diversification

Measurement area	B: Environment
Indicator	<u>B5. Protein diversification</u> The company is transitioning to a diversified protein portfolio.
Indicator applicability	This indicator is applicable only to companies for which animal proteins are a part of their operations and/or supply chain.
Element a	The company discloses qualitative evidence of protein diversification activities or commitments.
	The company provides evidence of its diversified protein portfolio which can include an increase of the proportion of proteins that comprise plant-based proteins and other alternatives, such as cell-based meat and plant-based dairy alternatives. The company could also disclose qualitative evidence on protein diversification in relation to acquisitions, reformulation, product expansion, marketing, product placement.
Element b	The company discloses quantitative evidence of increasing alternative proteins within its portfolio through, for example, an increase in the sales/products/menus that consist of alternative proteins.
	The company discloses quantified data on an increased number of alternative proteins within its portfolio.
Element c	The company discloses the proportion of alternative proteins and animal proteins through, for example, tonnes sold or volume sales in its portfolio, or through procurement/sourcing.
	The company provides evidence of the proportion of alternative proteins and animal proteins through, for example, tonnes sold or volume sales in its portfolio, or through procurement/sourcing.
Element d	The company has a sales-based target to increase alternative proteins across its portfolio and reports progress against it.
	The company provides evidence of a target which is time bounded and that covers the entire portfolio while demonstrating progress against it.



B6. Soil health and agrobiodiversity

Measurement area	B: Environment
Indicator	<u>B6. Soil health and agrobiodiversity</u> The company adopts sustainable production and sourcing practices that improve soil health and increase agrobiodiversity.
Element a	The company provides qualitative evidence of improving soil health and/or increasing agrobiodiversity in its production and/or sourcing practices. The company provides evidence of policy, programs, or statement in relation to improving soil health and/or increasing agrobiodiversity. Improving soil health means adopting regenerative, circular, agroecological and other good agricultural practices that reduce soil erosion and promote soil health. Organic agriculture is not valid for this indicator because it is assessed under indicator B7. Increasing agrobiodiversity means adopting techniques such as crop rotation, mixed farming systems diversity, intercropping, crop livestock farming systems to increase the diversity and variety of plants, animals, and microorganisms. It can include practices that involve the sustainable use of biodiversity in agriculture and food production. To note that conservation of biodiversity is covered under indicator B3.
Element b	The company provides quantitative evidence of improving soil health and/or increasing agrobiodiversity in its production and/or sourcing practices. The company provides specific, measurable, and verifiable quantitative evidence on improvements to soil health and/or agrobiodiversity parameters, such as those mentioned in element a (e.g. soil pH, organic carbon). These improvements should be linked to specific actions or interventions being undertaken by the company to improve soil health and/or agrobiodiversity and should cover a significant proportion of the company's production and/or sourcing practices.
Element c	The company has a target to improve soil health in its production and/or sourcing practices and reports progress against it. The company discloses a defined target to increase soil health in its production and/or sourcing practices, that is integrated into its overall sustainability strategy or business operations. The target should ideally be timebound, with a clear deadline for achievement and with regular progress reports.
Element d	The company has a target to increase agrobiodiversity in its production and/or sourcing practices and reports progress against it. The company discloses a clearly defined target to increase soil agrobiodiversity in its production and/or sourcing practices, that is integrated into its overall sustainability strategy or business operations. The target should ideally be timebound, with a clear deadline for achievement and with regular progress reports.
Element e	The company discloses quantifiable data on its impact on soil health and/or agrobiodiversity in its production and/or sourcing practices. The company provides specific and measurable quantifiable data related to soil health and/or agrobiodiversity which could include metrics about soil pH, organic carbon, or species diversity. The quantifiable data should cover a significant proportion of the company's production and/or sourcing practices and should be disclosed in a transparent and accessible manner.



B7. Fertiliser and pesticide use

Measurement area	B: Environment
Indicator	<u>B7. Fertiliser and pesticide use</u> The company demonstrates that it is optimising the use of fertilisers and minimising the use of pesticides.
Element a	The company provides qualitative evidence of optimising the use of fertilisers and/or minimising the use of pesticides in its production and/or sourcing practices.
	Optimising fertiliser use includes: <ul style="list-style-type: none"> • Minimizing the excess use of fertilisers, for example by following the 4R nutrient stewardship framework • Adopting responsible use of organic and/or inorganic fertilisers through certifications such as organic agriculture, LEAF, etc. • Also referred to as nutrient management. Minimising pesticide use includes: <ul style="list-style-type: none"> • Phasing out the use of WHO Class 1A and 1B pesticides, Stockholm and Rotterdam Convention chemicals • Adopting Integrated Pest Management (IPM), using bio-pests, etc.
Element b	The company provides quantitative evidence of optimising the use of fertilisers in its production and/or sourcing practices.
	The company provides quantified data on optimising the use of fertilisers.
Element c	The company provides quantitative evidence of minimising the use of pesticides in its production and/or sourcing practices.
	Quantitative evidence of reduction can take the form of ton/acre.
Element d	The company has a target to optimise the use of fertilisers in its production and/or sourcing practices and reports progress against it.
	For fertiliser and pesticide-producing companies, targets must include (1) on R&D (to make improved products that use natural materials, or more efficient products, etc.) and (2) on value chain activities (supporting farmers to use the right amount, training activities, etc.)
Element e	The company has a target to minimise the use of pesticides in its production and/or sourcing practices and reports progress against it.
	The company discloses a time bound target while reporting progress against the latter.



B8. Water withdrawal

Measurement area	B: Environment
Indicator	B8. Water withdrawal The company is reducing its water withdrawal across its operations and supply chain.
Element a	The company discloses quantitative reductions in water withdrawal across its own operations.
	The company discloses a year-on-year reduction. Aggregated reduction, for example from a baseline year, does not count. Evidence linked to water consumption is accepted. Reductions based on incomplete calculation does not count, nor does intensity-based figures.
Element b	The company has a target to reduce water withdrawal across its own operations and reports progress against the target.
	The company discloses time-bound targets and a baseline year while showing an absolute reduction for water use. Evidence linked to water consumption is accepted. The following are considered not sufficient for this element: <ul style="list-style-type: none"> • Targets tied to intensity, production, or profit • Targeting specific areas (such as water stressed areas) Targets aimed at maintaining withdrawal levels.
Element c	The company provides evidence of dependency on water-stressed areas across its own operations.
	The company discloses a water stress assessment, usually the WRI Aqueduct Tool or the WWF Water Risk Filter, but other assessments are accepted. Disclosure based on estimates are not sufficient. If a company reports zero dependency on water-stressed areas, it scores for this and element (d) if there is evidence of assessment.
Element d	The company discloses the proportion of withdrawals from water-stressed areas across its own operations.
	Best practice is site-specific breakdowns, but an aggregated proportion is sufficient.
Element e	The company provides evidence of engaging with suppliers to reduce water withdrawal.
	The company demonstrate how it works with suppliers such as by means of a policy or programme. General language like engagement or dialogue is not considered sufficient.
Element f	The company provides evidence of dependency on water-stressed areas in its supply chain, it has a target to engage with suppliers on the management of water-stressed areas and reports progress against the target.
	Companies must have all elements to score.



B9. Food loss and waste

Measurement area	B: Environment
Indicator	B9. Food loss and waste The company is reducing food loss and waste across its own operations and supply chain.
Element a	The company demonstrates that it is measuring FLW across its own operations. The company provides evidence that it measures FLW by disclosing the absolute food waste quantities by weight, or the FLW as a % of food sold or produced. FLW protocol definition of Food: Any substance – whether processed, semi-processed, or raw – that is intended for human consumption. “Food” includes drink, and any substance that has been used in the manufacture, preparation, or treatment of food. Food Loss and Waste Standard: there is no clear-cut distinction between food loss & waste. “Food loss” and “food waste” are commonly used to describe aspects of food and/or associated inedible parts removed from the food supply chain. Food loss is usually more upstream in the value chain, while food waste is more downstream.
Element b	The company provides quantitative evidence of reducing FLW across its own operations. The company provides data on reduced FLW across all its operations. It is not considered sufficient if the reporting only covers subsidiaries or divisions.
Element c	The company has a target to reduce FLW across its own operations and reports progress against it Target and reporting should cover all operations. If the reporting only covers subsidiaries and divisions, then it is not sufficient.
Element d	The company's target across its own operations is aligned with the SDG 12.3 goal of reducing FLW by 50% by 2030. The target must cover all operations.
Element e	The company provides evidence of activities to collaborate with value chain partners to prevent FLW from being generated. The company provides examples of supporting activities with suppliers on preventing FLW. Examples of best practice: The World Resource Institute “10x20x30” - aka champions12.3. The Consumer Goods Forum (CGF)’s Food Waste Coalition of Action. It is the scaling-up the “10x20x30”.



B10. Plastic use and packaging waste

Measurement area	B: Environment
Indicator	B10. Plastic use and packaging waste The company is reducing its plastic use and transitioning to sustainable forms of packaging.
Element a	The company provides qualitative evidence of reducing plastic use and transitioning to more sustainable forms of packaging. The focus is on the most relevant part of the company's material chain. For producers, it should relate to their own products. Examples include commitments, policies, or activities. Compostable plastics can be accepted, but recyclable, biodegradable, and bioplastics do not count. Recycling, volunteering, or partnership activities do not count. If the company meets element b or c, this element is automatically met.
Element b	The company provides quantitative evidence of reducing plastic use and transitioning to more sustainable forms of packaging. The focus is on the most relevant part of its value chain for each company. Metrics tied to intensity of plastic use are accepted. The element refers to the GRI Indicator 306.
Element c	The company has targets for one or more of the following and reports progress against it: (i) reduction in percentage of overall plastic use, (ii) reduction in percentage of virgin plastic use, (iii) increase in the proportion of reusable or refillable packaging. The focus is on the most relevant part of its value chain for each company. The targets must be set at the group level. The targets should aim for absolute reduction. Targets tied to intensity are not accepted.
Element d	The company provides evidence that it has achieved 100% sustainable packaging across its operations. The company provides evidence that it has achieved 100% sustainable packaging across its operations.
Element e	The company works with value chain partners to reduce plastic use and transition to sustainable forms of packaging. The company provides examples of engaging with value chain partners as for instance requiring suppliers to reduce plastic/transition to sustainable packaging through Supplier Code of Conduct.



B11. Animal welfare

Measurement area	B: Environment
Indicator	B11. Animal welfare The company is committed to improving aquatic and farm animal welfare.
Indicator applicability	Elements applicable only to companies with operations primarily in the following sectors: agricultural inputs, agricultural products and commodities and animal proteins.
Element a	The company has a policy that addresses animal welfare issues (in its supply chain where relevant).
	Main welfare issues on which the company should report on are: <ul style="list-style-type: none"> • Phasing out close confinement • Ending routine mutilations • Ensuring pre-slaughter stunning • Avoiding genetic engineering and cloning • Encouraging natural behaviours through species-specific enrichment • Limiting long-distance live transport to eight hours or under. Reference to the 'Five Freedoms' as outlined by UK Farm Animal Welfare Committee is considered enough as it includes some of the main welfare issues.
Element b	The company discloses evidence of processes such as third-party certifications or third-party audits.
	The company discloses an external verification and auditing, as well as a clear description of a process. Examples: NSF Global Animal Wellness Standards (GAWS); A Greener World (AGW); Global G.A.P; Certified Humane; RSPCS Assured (UK only); RSPCA Approved; Aquaculture Stewardship Council (ASC), and Best Aquaculture Practices (BAP).
Element c	The company has a target or targets that address animal welfare issues (in its supply chain where relevant) and reports progress against the targets.
	The company discloses a time bound target and reports progress against the latter.
Element d	The targets are applicable to all species, geographies and products.
	The company discloses a time bound target.
Element e	The company's policies and/or targets address all the following key animal welfare issues for each species: (i) phasing out close confinement, (ii) ending routine mutilations, (iii) ensuring pre-slaughter stunning, (iv) avoiding genetic engineering and cloning, (v) encouraging natural behaviours through species-specific enrichment, (vi) limiting long-distance live transport to eight hours or under.
	Key species and relevant issues for each (non-exhaustive list): <ul style="list-style-type: none"> • Laying hens and broiler chickens: Phasing out battery cages, enriched cages, and all types of cage confinement for laying hens; reducing stocking densities for broiler chickens; ending beak-trimming of laying hens; moving to Controlled Atmosphere Stunning (CAS) for broiler chickens; moving towards broiler chicken breeds with higher welfare outcomes • Pigs (sows and meat pigs): Phasing out gestation crates for sows; ending teeth-clipping; ending tail-docking of pigs; moving away from high concentration carbon dioxide stunning for pigs • Dairy cows, beef cattle and calves: Ending tethering of dairy cows and individual confinement of dairy calves; ending tail-docking of dairy cows; moving towards polled breeds (dairy cows), not shot on farm (dairy & beef), to avoid disbudding/de-horning (beef & dairy) or committing to using adequate pain mitigation during disbudding (beef), castration of cattle (beef), providing brushes in housing + bushes and for trees outside (beef & dairy) and pithing of cows (beef)



	<ul style="list-style-type: none">• Aquaculture/farmed fish: Moving towards ensuring pre-slaughter stunning of fish, non-fin-clipping of fish, avoiding over-crowding in fish farms, promoting stress mitigation, routine health testing, sold or purchased live, water quality management.
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B12. Antibiotic use and growth-promoting substances

Measurement area	B: Environment
Indicator	B12. Antibiotic use and growth-promoting substances The company is reducing the use of medically important antimicrobials and specifically prohibits the prophylactic use of antibiotics and growth-promoting substances.
Indicator applicability	Elements applicable only to companies with operations primarily in the following sectors: agricultural inputs, agricultural products and commodities and animal proteins.
Element a	The company has a policy on reducing the (prophylactic) use of antibiotics and/or growth-promoting substances (in its supply chain where relevant).
	Prophylactic: refers to use of antimicrobials in healthy animals considered to be at risk of infection or prior to the onset of clinical infectious disease. Growth promotion antimicrobials: use of antimicrobials to increase the rate of weight gain and/or the efficiency of feed utilization in animals by other than purely nutritional means. A statement on 'antibiotic-free' products is not considered sufficient as this is not a commitment to reduce antibiotics. The statement should clearly refer to a reduced use rather than an optimised or efficient use.
Element b	The company discloses evidence of processes such as third-party certifications or third-party audits.
	The company discloses an external verification and auditing as well as a clear description of the process. For example: <ul style="list-style-type: none"> • AENOR certification • NSF certification • ATBF certification • ASC certification
Element c	The company has targets to phase out the prophylactic use of antibiotics across all species, geographies and products (in its supply chain where relevant) and reports progress against the targets.
	The company discloses a time bound target and reports progress against the latter.
Element d	The targets are applicable to all species, geographies and products.
	The company discloses a time bound target.
Element e	The company discloses a reduction in the total use of antibiotics classified as medically important antimicrobials across all species, geographies and products (in its supply chain where relevant).
	Medically important: Antimicrobial classes used in human medicine and therefore listed on the WHO CIA List where they are categorized according to specified criteria, as "important", "highly important" or "critically important" for human medicine.



C: Nutrition

C1. Availability of nutritious food

Measurement area	C: Nutrition
Indicator	C1. Availability of nutritious foods The company contributes to increasing the availability of nutritious foods.
Indicator applicability	Elements applicable only to companies with operations primarily in the following sectors: agricultural inputs, agricultural products and commodities and animal proteins.
Element a	The company has a commitment to address food insecurity and malnutrition.
	The company discloses a general commitment about addressing malnutrition and food security.
Element b	The company provides qualitative evidence of nutrition-sensitive activities that contribute to improving the nutritional quality of crops/foods and/or increasing the diversity of nutrient-dense crops/foods.
	The company discloses a description of business activities implemented which cover at minimum one crop (such as rice, wheat, maize, sorghum, vegetables, pulses, indigenous crops better adapted to local conditions) or product (e.g. food ingredient), and one country/geography. Examples of activities per industry: <ul style="list-style-type: none"> • Fertilisers: mineral fertilisers to address micronutrient deficiencies (zinc, iron, iodine, etc.), use of fertilisers/plant nutrition to improve the nutrient content of crops and/or support crop diversification • Seeds and agrochemicals: biofortification of staple crops, diversification strategies (to increase fruit and vegetables, to increase local/indigenous crops and diversify • Grains and oilseed: crop diversification, fortification, logistics and post-harvest techniques to reduce losses and maintain safety • Ingredients: ingredients, premixes, supplements to address micronutrient deficiencies (vitamins, minerals), fortification; speciality ingredients to reduce calories/sugar/salt • Animal feed: use of by-products for animal feed. It is not sufficient if the company only mentions improvement in yields and productivity.
Element c	The company provides qualitative evidence of nutrition-sensitive activities to improve (physical and/or economic) access to nutrient-dense crops/foods or inputs to support the production of nutrient-dense crops/foods.
	The company discloses a description of business activities implemented which: <ul style="list-style-type: none"> • Improve the physical access to crops/inputs/fortified food/nutritious foods by improving distribution channels, logistics, especially in rural areas • Improve the economic access to crops/inputs/fortified food/nutritious foods by financial support, credits, price strategies, etc.
Element d	The company discloses quantitative evidence of its nutrition-sensitive activities, e.g. scale, yields of nutrient-dense crops, % of (bio)fortified crops/foods, increased diversity of crops grown, % of calories (from sugar) reduced through ingredient solutions.
	The company provides metrics linked to nutrition outcome. Examples of metrics can be linked to:



	<ul style="list-style-type: none"> • Scale (e.g. number of people reached with fortified/nutrient-dense crops/foods, hectares of biofortified/diversified/ nutrient-dense crops) • Yields of nutrient-dense crops • Percentage of (bio)fortified crops/foods • Increased diversity of crops grown • Percentage of calories (from sugar) reduced from ingredients.
Element e	The company provides evidence of a strategic/company-wide approach.
	The company discloses a long-term approach to address malnutrition includes multiple activities in different countries and/or products. The company also explains how addressing malnutrition is at the core of its sustainability strategy.

Indicator Applicability	Elements applicable only to companies with operations in the following sectors: food and beverage manufacturers and processors, food retailers and restaurants and food service.
Element f	The company demonstrates that it is improving the nutritional quality of products/menus by providing qualitative evidence of at least two of the following: a reduction of salt, sugar, fat, calories; an increase in fruits, vegetables, nuts, wholegrains; fortified foods, 22 products that address other nutrient deficiencies (e.g. protein deficiency).
	<p>The company provides qualitative data on at least two of the following items:</p> <ul style="list-style-type: none"> • A reduction of salt, sugar, fat, calories • An increase in fruits, vegetables nuts, wholegrain <p>Fortified foods, products that address other nutrient deficiencies (e.g. protein deficiency).</p> <p>For companies only producing and selling alcoholic beverages the focus is on added sugar and/or calories.</p>
Element g	The company demonstrates that it is improving the nutritional quality of products/menus by providing quantitative evidence of at least two of the following: a reduction of salt, sugar, fat, calories; an increase in fruits, vegetables, nuts, wholegrains; fortified foods, products that address other nutrient deficiencies (e.g. protein deficiency).
	<p>The company provides quantitative data on at least two of the following items:</p> <ul style="list-style-type: none"> • A reduction of salt, sugar, fat, calories • An increase in fruits, vegetables nuts, wholegrain • Fortified foods, products that address other nutrient deficiencies (e.g. protein deficiency). <p>OR</p> <p>The company provides quantitative targets on e.g. overall sugar/salt/fat reductions in the product portfolio. Quantitative evidence need to cover reduction/increase across the company's portfolio and not one single product.</p>
Element h	The company uses a nutrient profiling system (government-endorsed or evidence-based system in alignment with nutritional guidelines) to guide its product (re)formulation.
	<p>The company discloses its nutrient profiling system or nutrition criteria or nutritional standards.</p> <p>The evidence of government endorsed/ evidence based nutrient profiling system (NPS) must:</p> <ul style="list-style-type: none"> • Indicate that the company is using at least one among the following nutrient-profiling systems: Nutri-score, UK Traffic Light, Health Star Rating, etc to guide product (re)formulation <p>OR</p>



	Indicate that the company's nutrition criteria have been evaluated/benchmarked against Health Star Rating System, Nutri-score, UK Traffic Lights, WHO Regional Nutrient profile models, national nutritional guidelines established by public health authorities.
Element i	The company has a sales-based target to increase the percentage of products/menus with an improved nutritional profile (in accordance with the company's nutrient profiling system) and reports progress against it.
	The company provides evidence of a sales-based target on increasing the percentage of products (tons of products sold) meeting the company's established nutritional standards while reporting progress on the latter.
Element j	The company has a sales-based target to increase the percentage of nutritious products/menus in accordance with a government-endorsed/widely recognised nutrient profiling system/nutritional guidelines and reports progress against it.
	The company provides evidence of a sales-based target which: <ul style="list-style-type: none"> • Is about increasing the percentage of products (tons of products sold) meeting government-endorsed/evidence based nutritional standards AND/OR • Is about increasing the percentage of products (tons of products sold) of fruit and vegetables. AND It reports progress against the target.



C2. Accessibility and affordability of nutritious foods

Measurement area	C: Nutrition
Indicator	<u>C2. Accessibility and affordability of nutritious foods</u> The company addresses food insecurity by improving the accessibility and affordability of nutritious foods.
Indicator applicability	Elements applicable only to companies with operations in the following sectors: food and beverage manufacturers and processors, food retailers and restaurants and food service.
Element a	The company has a commitment to improve the accessibility and affordability of nutritious foods.
	The company discloses a commitment or a statement indicating that it is working to improve the accessibility and affordability of its nutritious food products. Ideally, the company should also make it clear in terms of its approach to improve the accessibility and affordability of nutritious foods.
Element b	The company has commercial activities to improve the accessibility of nutritious foods, especially for vulnerable groups.
	The company discloses commercial activities that clearly demonstrate how it is improving the accessibility of nutritious foods, with a special emphasis on vulnerable groups. Additionally, it should provide evidence that these commercial efforts are centered on enhancing the accessibility of fruits, vegetables, or other products that are classified as nutritious/healthy according to nutrient profiling system or a nutrition criteria. Examples of activities: <ul style="list-style-type: none"> • Improved distribution channels to increase urban-rural linkages • Working with local SMEs, smaller local companies to distribute safe and nutritious products • arrangements/ incentives with retailers to increase distribution of nutritious options • investment plans to improve physical accessibility in rural areas and/or food deserts. Philanthropic initiatives, such as contributions to food banks, educational campaigns, and awareness-raising projects, are not sufficient for this element.
Element c	The company has commercial activities to improve the affordability of nutritious foods, especially for vulnerable groups.
	The company discloses commercial activities that clearly demonstrates how it is improving the affordability of nutritious foods, with a special emphasis on vulnerable groups. Additionally, it should provide evidence that these commercial efforts are centered on enhancing the accessibility of fruits, vegetables, or other products that are classified as nutritious/healthy according to nutrient profiling system or a nutrition criteria. Examples of activities: <ul style="list-style-type: none"> • arrangement/incentives to improve market penetration of nutritious products to target vulnerable groups • price promotions for healthy products, such as discounts, coupons etc. • Adapting packaging formats to available local incomes • Innovative payment methods where consumers redeem credits for “healthy choices” . • Philanthropic initiatives, such as contributions to food banks, educational campaigns, and awareness-raising projects, are not sufficient for this element.



Element d	The company has a target to improve the accessibility of nutritious foods, especially for vulnerable groups, through its commercial activities and reports progress against this target.
	<p>The company discloses a time-bound and quantifiable target to improve the accessibility of nutritious foods with a special emphasis on vulnerable groups via its commercial activities and show progress in meeting the target.</p> <p>The healthiness of the food products is evaluated in the same way as described for elements b and c.</p> <ul style="list-style-type: none"> • Examples of accessibility-related targets include increasing the number of new consumers of healthy products to reach through improved distribution; increasing the number of units or sales value targets for healthy products related to extended distribution.
Element e	The company has a target to improve the affordability of nutritious foods, especially for vulnerable groups, through its commercial activities and reports progress against this target.
	<p>The company discloses a time-bound and quantifiable target to improve the affordability of nutritious foods with a special emphasis on vulnerable groups via its commercial activities and show progress in meeting the target.</p> <p>The healthiness of the food products is evaluated in the same way as described for elements b and c.</p> <p>Examples of affordability-related targets include achieving a particular price point for healthy products aiming to address micronutrient deficiencies; increasing the number of units or sales value target for affordably priced healthy products aiming to address micronutrient deficiencies; increasing the number of consumers (e.g. low-income groups) to reach with affordably priced healthy products aiming to address micronutrient deficiencies.</p>



C3. Clear and transparent labelling

Measurement area	C: Nutrition
Indicator	C3. Clear and transparent labelling The company provides nutrition information through clear, intuitive and accurate labelling.
Indicator applicability	Elements applicable only to companies with operations in the following sectors: food and beverage manufacturers and processors, food retailers and restaurants and food service.
Element a	The company complies with laws, codes and regulations related to food labelling to provide nutrition information on key relevant nutrients and portion- or serving-based information.
	The company mentions either the Codex Alimentarius or national laws to demonstrate that it is complying with laws, codes and regulations related to food labelling to provide nutrition information. Alternatively, it could explicitly state that it provides nutritional information on energy value, protein, total carbohydrates, total sugars, total fat, saturated fat, sodium on the side or back of the package or online. For alcohol beverage producing companies, it is sufficient if they have a (voluntary) labelling with list of ingredients and/or nutrition declaration.
Element b	The company discloses the percentage of products/menus and markets for which it has provided nutrition information on key relevant nutrients and portion- or serving-based information.
	The company discloses the percentage of products covered by (back-of-pack) labels containing nutrition information. This information could pertain to different markets or countries.
Element c	The company provides evidence of adopting front-of-pack labels or any other consumer-facing nutrition labels that help consumers make healthier food choices; where applicable, the company provides evidence of adopting interpretive government-endorsed front-of-pack labelling.
	The company discloses it has adopted a front-of-pack labelling systems or reference one of the following: <ul style="list-style-type: none"> • Guideline Daily Amount (GDA) • Reference intake • Nutri-score • Health Star Rating • Keyhole Choices logo • Heart Symbol • UK Multiple Traffic lights (MTL) • For restaurants and food service companies, it is sufficient if they demonstrate that they use signs, logos, etc to highlight healthy options (i.e. fruit & vegetables or healthy options as defined by explicit nutritional guidelines).
Element d	The company discloses the percentage of products/menus for which its front-of-pack labelling schemes have been rolled out; where applicable, the company discloses the percentage of products/menus for which interpretive government-endorsed front-of-pack labels has been rolled out.
	The company discloses the percentage of front-of-pack labels implemented in countries/market. In line with element b, it is sufficient for a company to share information if it pertains to different markets or countries.



Element e	The company provides evidence that all its labelling commitments have been rolled out to at least 80% of all markets or 98% of all products/menus globally.
	This element covers both front-of-pack and back-of-pack label commitments.



C4. Responsible marketing and promotion of nutritious foods

Measurement area	C: Nutrition
Indicator	C4. Responsible marketing and promotion of nutritious foods The company's marketing strategies prioritise nutritious foods, especially when marketing to children.
Indicator applicability	Elements applicable only to companies with operations in the following sectors: food and beverage manufacturers and processors, food retailers and restaurants and food service. Promotion of nutritious food
Element a	The company has a commitment/policy for responsible advertising and marketing communication aligned with international codes and guidelines or national regulations.
	In a commitment or a policy, the company discloses compliance with national regulations with a specific emphasis on responsible marketing principles or with the International Chamber of Commerce's (ICC) Advertising and Marketing Communications Code.
Element b	The company provides evidence of marketing activities to promote healthier and more nutritious food options (in accordance with a government-endorsed/widely recognised nutrient profiling system/nutritional guidelines).
	The company provides evidence of marketing activities promoting its healthy products, including in-store and online promotions, campaigns, product placements, symbol displacements, or marketing communications. The evidence must confirm that these products meet nutritional standards. See indicator C1. Availability of nutritious foods. Activities solely focused on promoting healthy eating styles is not sufficient. This element does not apply to companies exclusively producing alcoholic beverages
Element c	The company discloses the proportion of marketing budget spent on promoting healthier and more nutritious food options.
	The company discloses the percentage of its marketing budget or spending used to promote healthy products. The healthiness of the products should be defined in the same way as described in element b. This element does not apply to companies exclusively producing alcoholic beverages.
	Responsible marketing to children
Element d	The company has a responsible marketing policy specifically tailored to children that is aligned with international codes and guidelines and applicable across all media channels.
	The company discloses a responsible marketing policy to restrict marketing and advertising to children, which must include the following criteria: <ul style="list-style-type: none"> • Restrictions or ban of marketing and advertisement directed to children • The policy covers all media channels (tv, radio, print, cinema, online, social media) • Children up to age 13 Mention of at least one of the following: IFBA Global Responsible Marketing Policy, EU Pledge, CFBAI, WHO Regional Office for Europe Nutrient Profile Model, WHO Nutrient Profile Model for the Western Pacific Region, PAHO Nutrient profile model, National pledges (e.g. Belgian pledge, Swiss Pledge, Australian AANA Responsible marketing initiative).



	Companies that exclusively produce alcoholic beverages should focus on reducing children exposure to alcohol marketing, limit the appeal of alcohol marketing, or online environment free of alcohol marketing for children. They can meet this element if they mention Responsible Marketing Pact.
Element e	The company's responsible marketing policy includes marketing restrictions to children and teens (below the age of 18).
	The company meets this element if the responsible marketing policy covers teens up until the age of 16.
Element f	The company's marketing policy restricts marketing to children only to products meeting WHO regional standards or other government-endorsed nutrition criteria.
	<p>The company discloses it only advertises to children products meeting:</p> <ul style="list-style-type: none"> • The WHO Regional Office for Europe Nutrient Profile Model • The WHO Nutrient Profile Model for the Western Pacific Region PAHO Nutrient profile model • Nutrition criteria/nutrient profile models established by national governments or public health authorities. <p>Self-established nutrition criteria of the companies are not considered sufficient for this element.</p> <p>This element does not apply to companies exclusively producing alcoholic beverages.</p>
Element g	The company provides evidence of compliance with its responsible marketing policy through third-party auditing.



C5. Workforce nutrition

Measurement area	C: Nutrition
Indicator	C5. Workforce nutrition The company has workforce nutrition programmes for its employees and supply chain workers.
Note	For element a, b, c, the following criteria are necessary: <ul style="list-style-type: none"> the programme or policy is directed at the company's employees; there must be a clear description of what the programme entails; and the programme it is implemented during the benchmarking period (2021 onwards).
Element a	The company has at least one of these two programmes: nutrition-focused health check; nutrition education.
	The company provides evidence of nutrition-focused health check (meetings/ health-checks/ counselling sessions with health/nutrition professionals) and/or nutrition education programmes (trainings for employees as classes, workshops, and seminars on nutrition and healthy diets, nutrition education materials). Any program that does not include improving nutrition such as programs to improve physical activity, mental health are not sufficient.
Element b	The company has a programme/policy for workplace breastfeeding support.
	The company discloses a breastfeeding programme or policy which include one of the following: <ul style="list-style-type: none"> Parental leave policy/maternity leave (at least six months) Flexible working time for post-partum time (specific reference to nursing mothers) Breastfeeding rooms and facilities Breastfeeding support training programs/educational material.
Element c	The company has a programme for healthy food at work.
	The company discloses it provides healthy food at work programmes such as: <ul style="list-style-type: none"> Free or subsidized healthy foods/meals/snacks, fruit & vegetables Fortified food Balanced meals Clean drinking water offered on-site/canteen/offices; Kitchen gardens, vegetable gardens to improve availability of healthy food.
Element d	The company has a company-wide programme/policy for workforce nutrition.
	The company discloses programs which cover all the companies' operations and employees and not just one single location/office. The company could disclose also initiatives that are implemented in multiple countries and targeting a high number of employees across multiple locations.
Element e	The company has workforce nutrition programmes for its supply chain workers.
	Workers in the supply chains are the focus (e.g. farmers, factory workers, plantations workers). It could be any of the four programmes: nutrition-focused health checks, nutrition education, breastfeeding support, healthy food at work.
Element f	The company discloses quantitative evidence of healthy food offerings in its own operations and/or in its supply chain.
	The company discloses the following as quantitative evidence: <ul style="list-style-type: none"> Percentage or number of employees/supply chain workers reached Target to implement the program(s) and reporting against the target Any other implementation metrics related to healthy food offerings.



C6. Food safety

Measurement area	C: Nutrition
Indicator	<u>C6. Food safety</u> The company ensures safe food for consumers.
Indicator applicability	Elements applicable only to companies with operations in the following sectors: agricultural products and commodities, food and beverage manufacturers and processors, food retailers and restaurants and food service.
Element a	The company demonstrates compliance with national regulations and/or the Codex Alimentarius guidelines on General Principles of Food Hygiene: Good Hygiene Practices and the Hazard Analysis and Critical Control Point (HACCP) System.
	The company mentions one of the following: Food safety national regulations, FSMA (Food Safety Modernization Act), Codex Alimentarius, HACCP, or GMP.
Element b	The company provides evidence that 100% of its own operations are certified to a Global Food Safety Initiative (GFSI)-recognised food safety scheme/certification programme or other widely recognised (industry-specific) certification.
	The company discloses a certification at the group level. Certifications at the subsidiary level, such as subsidiary in a specific location, are not sufficient. The full list of accepted certifications (GFSI recognised) are available here . The self-assessments and mere references to certifications in general are not sufficient. If a company is a member of the GFSI Steering Committee member, this information should be disclosed by the company itself.
Element c	The company discloses how it supports food suppliers to work towards a food safety certification/programme.
	The company discloses qualitative evidence of activities implemented to support its suppliers to work on food safety and/or adopt food safety certifications, especially in developing countries.
Element d	The company discloses the percentage of food suppliers certified to a GFSI-recognised food safety scheme/certification programme, where relevant.
	The company discloses the percentage or number of suppliers certified to a GFSI-recognised food safety scheme/certification programme.
Element e	The company provides evidence that 100% of its suppliers are certified to a GFSI-recognised food safety scheme/certification programme or other widely recognised (industry-specific) certification.
	The company demonstrates that 100% of its suppliers are certified to a GFSI-recognised food safety scheme/certification programme.



D: Social inclusion

Core social indicators

Respect Human Rights

D1. Commitment to respect human rights

Pillar	Respect Human Rights
Indicator	D1. <u>Commitment to respect human rights</u> The company publicly commits to respecting all internationally recognised human rights across its activities.
Element a	The company has a publicly available policy statement committing it to respect human rights, which is approved by the highest governance body.
	<p>The company discloses a policy statement on respecting human rights. For example, it can:</p> <ul style="list-style-type: none"> • Commit to respect human rights, • Commit to respect the rights in the Universal Declaration of Human Rights, • Commit to respect the rights in the International Bill of Human Rights, • Commit to respect all internationally recognised human rights. <p>The commitment and the policy should cover all company's activities and should be standard across all locations regardless of law.</p> <p>The commitment has strong wording. Examples of strong wording are:</p> <ul style="list-style-type: none"> • Commits to respect XX convention • We adhere to the XX convention • We uphold the XX right/convention, etc. • We are committed to respecting the rights under the XX convention • We recognise our obligation to respect XX • We abide by XX • Comply with • Aligned with <p>A commitment to the ten principles of the UNGC and a modern slavery statement are not considered sufficient as well as weak wording such as:</p> <ul style="list-style-type: none"> • We follow the principles of the XX convention • We support the right to XX • Consistent with XX • In line with • Informed by • Striving to ensure rights are upheld • Recognises the principles of XX (acknowledgement of an obligation is not a commitment) • Guided by • Based on • Comply with



D2. Commitment to respect the human rights of workers

Pillar	Respect Human Rights
Indicator	<p>D2. Commitment to respect the human rights of workers The company publicly commits to respecting the principles concerning fundamental rights at work in the eight ILO core conventions, as set out in the ILO Declaration on Fundamental Principles and Rights at Work. It also has a publicly available policy statement committing it to respect the human rights of workers in its business relationships.</p>
Element a	<p>The company has a publicly available policy statement committing it to respecting the human rights that the ILO has declared to be fundamental rights at work, which is approved by the highest governance body.</p>
	<p>The company discloses a formal policy commitment covering its operations –either as public document or webpage- which references:</p> <ul style="list-style-type: none"> • the ILO and the fundamental rights at work collectively, also known as the ILO core labour standards or the ILO conventions on the fundamental rights at work <p>OR</p> <ul style="list-style-type: none"> • the individual fundamental rights at work named freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labour; abolition of child labour; and elimination of discrimination in respect of employment and occupation. <p>A commitment to collective bargaining ‘as permitted by the law’ or in line ‘with local or national laws’ is not considered sufficient for this element as a company should respect the rights to freedom of association and collective bargaining everywhere regardless of local laws.</p> <p>The commitment has strong wording. Examples of strong wording are:</p> <ul style="list-style-type: none"> • Commits to respect XX convention • We adhere to the XX convention • We uphold the XX right/convention, etc. • We are committed to respecting the rights under the XX convention • We recognise our obligation to respect XX • We abide by XX • Comply with • Aligned with <p>A commitment to the ten principles of the UNGC and a modern slavery statement are not considered sufficient as well as weak wording such as:</p> <ul style="list-style-type: none"> • We follow the principles of the XX convention • We support the right to XX • Consistent with XX • In line with • Informed by • Striving to ensure rights are upheld • Recognises the principles of XX (acknowledgement of an obligation is not a commitment) • Guided by • Based on • Comply with
Element b	<p>The company has a publicly available statement of policy that expects its business relationships to commit to respecting the human rights that the ILO has declared to be fundamental rights at work.</p>
	<p>The company discloses a formal policy commitment covering its suppliers –either as public document or webpage- which references:</p>



	<ul style="list-style-type: none"> • the ILO and the fundamental rights at work collectively, also known as the ILO core labour standards or the ILO conventions on the fundamental rights at work. <p>OR</p> <ul style="list-style-type: none"> • the individual fundamental rights at work named freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labour; abolition of child labour; and elimination of discrimination in respect of employment and occupation. <p>A commitment to collective bargaining 'as permitted by the law' or in line 'with local or national laws' is not considered sufficient for this element as a company should respect the rights to freedom of association and collective bargaining everywhere regardless of local laws.</p> <p>The commitment has strong wording. Examples of strong wording are:</p> <ul style="list-style-type: none"> • Commits to respect XX convention • We adhere to the XX convention • We uphold the XX right/convention, etc. • We are committed to respecting the rights under the XX convention • We recognise our obligation to respect XX • We abide by XX • Comply with • Aligned with <p>A commitment to the ten principles of the UNGC and a modern slavery statement are not considered sufficient as well as weak wording such as:</p> <ul style="list-style-type: none"> • We follow the principles of the XX convention • We support the right to XX • Consistent with XX • In line with • Informed by • Striving to ensure rights are upheld • Recognises the principles of XX (acknowledgement of an obligation is not a commitment) • Guided by • Based on • Comply with
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D3. Identifying human rights risks and impacts

Pillar	Respect Human Rights
Indicator	D3. Identifying human rights risks and impacts The company proactively identifies its human rights risks and impacts.
Element a	The company describes the process(es) to identify its human rights risks and impacts in specific locations or activities covering its own operations.
	<p>The company discloses the first step of a human rights due diligence process for its operations, namely the identification of all its human rights risks and impacts. It should provide evidence of a clear identification process which can include but is not limited to at least two of the following:</p> <ul style="list-style-type: none"> • Desk-based research and human rights risk analysis • Using specialist research platforms or databases to identify/assess human rights risks • Engagement with rightsholders to identify human rights risks • Risk analysis of human rights risks across locations, sectors, commodities etc. • Partnership with a human rights expert to conduct risk analysis • Human Rights Impact Assessment (HRIA) • Engagement with internal company functions and/or suppliers to understand human rights risks. <p>The process covers the company's whole operations and involves identifying risks to people, not risks to business (e.g. reputation or financial). Furthermore, it should not only reference a specific human right risk (e.g. modern slavery or discrimination).</p>
Element b	The company describes the process(es) to identify its human rights risks and impacts in specific locations or activities through relevant business relationships.
	<p>The company discloses the first step of a human rights due diligence process for its supply chains, namely the identification of its human rights risks and impacts in its supply chain. It should provide evidence of a clear identification process which can include but is not limited to at least two of the following:</p> <ul style="list-style-type: none"> • Desk-based research and human rights risk analysis • Using specialist research platforms or databases to identify/assess human rights risks • Engagement with rightsholders to identify human rights risks • Risk analysis of human rights risks across locations, sectors, commodities etc. • Partnership with a human rights expert to conduct risk analysis • Human Rights Impact Assessment (HRIA) • Engagement with internal company functions and/or suppliers to understand human rights risks. <p>The process covers the company's whole operations and involves identifying risks to people, not risks to business (e.g. reputation or financial). Furthermore, it should not only reference a specific human right risk (e.g. modern slavery or discrimination).</p>



D4. Assessing human rights risks and impacts

Pillar	Respect Human Rights
Indicator	<p>D4. Assessing human rights risks and impacts Having identified its human rights risks and impacts, the company assesses them and then prioritises its salient human rights risks and impacts.</p>
Element a	<p>The company describes its process(es) for assessing its human rights risks and discloses what it considers to be its salient human rights issues. This description includes how relevant factors are taken into account, such as geographical, economic, social and other factors.</p>
	<p>The company discloses an assessment of human rights risks which is the second step of the human rights due diligence process and follows the identification of human rights risks. The assessment should determine and disclose its salient human rights risks meaning the ones with most severe negative impacts on people in the company's activities.</p> <p>The company discloses the process for assessing its human rights risks and impacts by describing how it has determined which of its human rights risks are most salient, including the social, economic, geographical or other factors considered in the assessment.</p> <p>A materiality assessment alone is not sufficient as this is different to a saliency assessment.</p>
Element b	<p>The company publicly discloses the results of its assessments, which may be aggregated across its operations and locations.</p>
	<p>The company discloses an actual report or statement which outlines the results of its salient human rights assessment.</p>



D5. Integrating and acting on human rights risks and impacts

Pillar	Respect Human Rights
Indicator	<p>D5. Integrating and acting on human rights risks and impacts The company integrates the findings of its assessments of human rights risks and impacts into relevant internal functions and processes by taking appropriate actions to prevent, mitigate or remediate its salient human rights issues.</p>
Element a	<p>The company describes its global system to take action to prevent, mitigate or remediate its salient human rights issues, AND this includes a description of how its global system applies to its supply chain.</p>
	<p>The company discloses the third step of the human rights due diligence process which follows the identification and assessment of human rights risks. It refers to a global system across the whole company, not just in particular locations. There is a distinction between corrective action plan (often created a part of audits) which are created to address a specific negative impact that has occurred, and developing a global system for taking action more broadly to prevent and mitigate negative impacts across business activities. This means that having only a corrective action plan alone is not sufficient to meet element.</p>
Note	<p>To score the maximum point of 1, the 'global system' must cover its operations and supply chain; it can score 'partially met' (0.5) if it covers its operations or its supply chain, not both. In order to meet this element, the company must first meet indicator D4a.</p>
Element b	<p>The company provides an example of the specific conclusions reached and actions taken or to be taken on at least one of its salient human rights issues as a result of assessment processes in at least one of its activities/operations in the last three years.</p>
	<p>The company describes an example of the specific actions taken or to be taken on at least one of its salient human rights risks and the action is taken as a result of assessment processes in at least one of its activities/operations in the last three years.</p>
Note	<p>The company can meet D5b even if it does not meet D4, but it must be clear that the example is a salient human rights risk (i.e. the company has some sort of disclosure on its salient risks but not necessarily enough to meet D4).</p>



D6. Engaging with affected and potentially affected stakeholders

Pillar	Respect Human Rights
Indicator	<p>D6. Engaging with affected and potentially affected stakeholders As part of identifying and assessing its human rights risks and impacts, the company identifies and engages with stakeholders whose human rights have been or may be affected by its activities.</p>
Element a	<p>The company discloses the categories of stakeholders whose human rights have been or may be affected by its activities.</p>
	<p>The company engaged with stakeholders as part of the identification and assessment of its human rights risks and impacts. Therefore, it must be clear that the stakeholders affected are those identified as part of the due diligence process and not of a materiality assessment.</p>
Element b	<p>The company provides at least two examples of its engagement with stakeholders whose human rights have been or may be affected by its activities (or their legitimate representatives or multi-stakeholder initiatives) in the last two years.</p>
	<p>Engaging with potentially and actually affected stakeholders means engaging in a dialogue with the stakeholders who might be, or are, impacted by the company's activities and/or with its legitimate representatives and/or with multi-stakeholder initiatives. Depending on the nature of the company's operations, stakeholders can include (but are not limited to) workers, their families, local communities and any other person or group of people whose life and environment may be impacted.</p>



D7. Grievance mechanisms for workers

Pillar	Respect Human Rights
Indicator	<p><u>D7. Grievance mechanisms for workers</u> The company has one or more channels/mechanisms (its own, third party or shared) through which workers can raise complaints or concerns, including in relation to human rights issues.</p>
Element a	<p>The company indicates that it has one or more channel(s)/mechanism(s), or participates in a shared mechanism, accessible to all workers who may be adversely impacted by the company (or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of adverse impacts), to raise complaints or concerns.</p>
	<p>The company discloses one or more formal channel(s)/mechanism(s) that can be used also to raise human rights complaints or concerns related to the company and which is accessible to all workers. Moreover, the channel must ensure both anonymous and non-anonymous reporting.</p> <p>Grievances can be made via a webpage, phonenumber, online portal, or by mail or email, or a combination.</p> <p>The complainant can report on all aspects of human rights, not only specific rights (e.g. discrimination).</p>
Note	<p>The company can score partially met if one or more of the following parts are met: -</p> <ul style="list-style-type: none"> • The company discloses data about the practical operation of the channel(s)/mechanism(s), including the number of grievances about human rights issues filed, addressed or resolved • The company indicates that the channel(s)/ mechanism(s) is available in all appropriate languages • The workers in its supply chain have access to either: The company's own channel(s)/ mechanism(s) to raise complaints or concerns about human rights issues at the company's suppliers or the company expects its suppliers to establish a channel/mechanism for their workers to raise such complaints or concerns • The company expects its suppliers to convey the same expectation on access to grievance channel(s) / mechanism(s) to their own suppliers.



D8. Grievance mechanisms for external individuals and communities

Pillar	Respect Human Rights
Indicator	<p>D8. Grievance mechanisms for external individuals and communities The company has one or more channels/mechanisms (its own, third party or shared) through which individuals and communities who may be adversely impacted by the company can raise complaints or concerns, including in relation to human rights issues.</p>
Element a	<p>The company indicates that it has one or more channel(s)/mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company (or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of adverse impacts), to raise complaints or concerns.</p>
	<p>The company discloses one or more formal channel(s)/mechanism(s) that can be used also to raise human rights complaints or concerns related to the company and which is accessible to all external stakeholders. Moreover, the channel must ensure both anonymous and non-anonymous reporting.</p> <p>Grievances can be made via a webpage, phonenumber, online portal, or by mail or email, or a combination.</p> <p>The complainant can report on all aspects of human rights, not only specific rights (e.g. discrimination).</p> <p>It is sufficient for the company to state that its grievance channel/mechanism(s) are open to 'anyone' or the public. It must be clear it is open to all stakeholders, not only specific groups e.g. suppliers.</p> <p>The mechanism is to be available in all appropriate languages: e.g. if the channel is only available in one language, the company should indicate the reason behind that choice.</p>
Note	<p>The company can still score partially met (0.5) if one or more of the following parts are met:</p> <ul style="list-style-type: none"> • The company also describes how it ensures the channel(s)/ mechanism(s) is accessible to all potentially affected external stakeholders at all its own operations, including in local languages • The company describes how it ensures external individuals and communities have access to either: the Company's own channel(s)/ mechanism(s) to raise complaints or concerns about human rights issues at the Company's suppliers • The company expects its suppliers to establish a channel/ mechanism for them to raise such complaints or concerns, and to convey the same expectation on access to grievance channel(s) / mechanism(s) to their suppliers.



Provide and promote decent work

D9. Health and safety fundamentals

Pillar	Provide and promote decent work
Indicator	D9. Health and safety fundamentals The company publicly commits to respecting the health and safety of workers and discloses relevant data. It also places health and safety expectations on and monitors the performance of its business relationships.
Element a	The company has a publicly available policy statement committing it to respect the health and safety of workers.
	<p>The company's policy statement includes a commitment to providing a healthy and safe workplace, respecting the health and safety of its workers or equivalent language. A commitment to comply with health and safety laws is not by itself sufficient to meet the element.</p> <p>The commitment must cover occupational health and safety in a broad sense, not a specific aspect of health and safety e.g. security, discrimination or use of hazardous materials.</p> <p>If the commitment language is weak, it is accepted if it is supported by evidence of the company's process(es) or system(s) for ensuring a healthy and safe work environment.</p> <p>Examples of accepted weak language is:</p> <ul style="list-style-type: none"> • We strive to ensure • We work to ensure • We promote • We encourage
Element b	The company discloses quantitative information on health and safety for its workers.
	<p>The company discloses health and safety information in line with GRI 403-9:</p> <ul style="list-style-type: none"> • The number and rate of fatalities as a result of work-related injuries • The number and rate of high-consequence work-related injuries (excluding fatalities) • The number and rate of recordable work-related injuries • The main types of work-related injuries • The number of hours worked.
Element c	The company has a publicly available statement of policy that expects its business relationships to commit to respecting the health and safety of their workers.
	<p>The company discloses a policy statement which expects its suppliers to commit to providing a healthy and safe workplace, respecting the health and safety of their workers, or the equivalent. The commitment should be in a policy document (e.g. policy/code of conduct) and the language must be strong e.g.:</p> <ul style="list-style-type: none"> • Suppliers should commit to respect • We expect suppliers to respect • Suppliers shall adhere to • Suppliers are expected to abide/comply with <p>Weak commitment language is not accepted e.g.:</p> <ul style="list-style-type: none"> • Suppliers are encouraged to • Suppliers are directed to <p>A commitment to comply with health and safety laws is not by itself sufficient to meet the element.</p> <p>The commitment must cover occupational health and safety in a broad sense, not a specific aspect of health and safety e.g. security, discrimination or use of hazardous materials.</p>
Element d	The company discloses how it monitors the health and safety performance of its business relationships.



	<p>The company discloses how it monitors its suppliers' performance on health and safety. For instance, it can state in its supplier code of conduct (or another equivalent policy document that includes health and safety expectations) that it audits its suppliers on it. Only 'reserving the right' to conduct an audit or view supplier documents (or similar) is not sufficient.</p>
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D10. Living wage fundamentals

Pillar	Provide and promote decent work
Indicator	D10. Living wage fundamentals The company is committed to paying its workers a living wage and supports the payment of a living wage by its business relationships.
Element a	The company discloses a time-bound target for paying all workers a living wage or that it has achieved paying all workers a living wage.
	<p>The company discloses that it pays a living wage to its employees or, where the company does not use the term 'living wage', it must disclose that the wage provides:</p> <ul style="list-style-type: none"> • A decent standard of living or basic needs for employees and • The employees' family and/or dependents and • It includes some discretionary income. <p>OR</p> <ul style="list-style-type: none"> • The company discloses a target for paying a living wage across its operations which includes the year in which a company intends to achieve the goal. <p>A commitment to pay wages in line with national legal standards or industry benchmark standards alone is not sufficient.</p>
Element b	The company describes how it determines a living wage for the regions where it operates.
	<p>The company should at least disclose how it has determined the living wage in those locations where it already pays living wage or is planning on paying a living wage. It is sufficient to disclose the planned methodology too.</p> <p>The company describes:</p> <ul style="list-style-type: none"> • how it works with relevant trade unions (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law) to determine a living wage • OR the methodology it uses to determine a living wage (e.g. the Anker Methodology for Estimating a Living Wage, the Massachusetts Institute of Technology Living Wage Calculator). <p>The BSR methodology is accepted but the ETI Base Code is not accepted.</p>
Element c	The company describes how it works to support the payment of a living wage by its business relationships.
	<p>The company either:</p> <ul style="list-style-type: none"> • Requires its business relationships to pay their workers a living wage i.e. it is a contractual requirement <p>OR</p> <ul style="list-style-type: none"> • Expects its business relationships to pay their workers a living wage AND provides a description of how it works with its business relationships. <p>'Working with' goes beyond having a written expectation of a living wage in workers' codes or policy documents and can include interacting with suppliers through training, sharing expertise and collaborative working, as well as other activities.</p>



D11. Working hours fundamentals

Pillar	Provide and promote decent work
Indicator	D11. Working hours fundamentals The company does not require workers to work more than the regular and overtime hours and places equivalent expectations on its business relationships.
Element a	The company publicly states that workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime.
	The company either: <ul style="list-style-type: none"> • Discloses that workers shall not be required to work more than 48 hours in a regular work week OR <ul style="list-style-type: none"> • Discloses that workers shall not be required to work more than 48 hours in a regular work week and 60 hours including overtime. If the company commits to national legislation on working hours, it is only accepted where the national legislation requires workers to work no more than 48 hours in a regular work week in all locations of operation.
Element b	The company publicly states that all overtime work must be consensual and be paid at a premium rate.
	The company states that all overtime work must be consensual and that all overtime work is paid at a premium rate (or equivalent language).
Element c	The company has a public expectation that its business relationships shall not require workers to work more than 48 hours in a regular work week or 60 hours including overtime.
	The company either: <ul style="list-style-type: none"> • States that it expects its suppliers to require that their workers shall not be required to work more than 48 hours in a regular work week. OR <ul style="list-style-type: none"> • States that it expects its suppliers to require that their workers shall not be required to work more than 48 hours in a regular work week and 60 hours including overtime. An expectation that suppliers commit to national or local laws on working hours is not sufficient.



D12. Bargaining fundamentals

Pillar	Provide and promote decent work
Indicator	<p><u>D12. Bargaining fundamentals</u> The company discloses information about collective and bargaining agreements covering its workforce and its approach to supporting the practices of its business relationships in relation to freedom of association and collective bargaining.</p>
Element a	<p>The company discloses the proportion of its total direct operations workforce covered by collective bargaining agreements.</p>
	<p>It is not sufficient for the company to disclose the proportion of its total direct operations workforce that are part of a union or another workers' group as this element refers specifically to collective bargaining agreements - written agreements regarding working conditions and terms of employment concluded between one or more employers or employers' organizations, on the one hand, and one or more representative workers' organizations or duly elected and authorised representatives of the workers (according to national laws and regulations), on the other.</p> <p>The company could also disclose it is not a party to any collective bargaining agreements.</p>
Element b	<p>The company describes how it works to support the practices of its business relationships in relation to freedom of association and collective bargaining.</p>
	<p>The company discloses how it supports suppliers to facilitate freedom of association and collective bargaining by, for example:</p> <ul style="list-style-type: none"> • Providing training to suppliers • Conducting joint projects to support suppliers • Supporting unionisation, workers' groups or worker empowerment • Doing more than observing or monitoring its business relationships in relation to freedom of association and collective bargaining.



D13. Workforce diversity disclosure fundamentals

Pillar	Provide and promote decent work
Indicator	D13. Workforce diversity disclosure fundamentals The company discloses the percentage of employees for each employee category by at least four indicators of diversity.
Element a	The company discloses the proportion of its total direct operations workforce for each employee category by age group.
	<p>The employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production).</p> <p>In accordance with GRI 405, the suggested age groups for reporting on this disclosure are: under 30 years old, 30-50 years old and over 50 years old.</p> <p>It is sufficient for the company to disclose:</p> <ul style="list-style-type: none"> • Total workforce disclosure breakdown • Two employee categories <p>The company should include total workforce if it does not include categories that cover the entire total workforce. Reporting on the 90% of total workforce is sufficient.</p>
Element b	The company discloses the proportion of its total direct operations workforce for each employee category by gender.
	<p>The employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production).</p> <p>It is sufficient for the company to disclose:</p> <ul style="list-style-type: none"> • Total workforce disclosure breakdown • Two employee categories <p>The company should include total workforce if it does not include categories that cover the entire total workforce. Reporting on the 90% of total workforce is sufficient.</p>
Element c	The company discloses the proportion of its total direct operations workforce for each employee category by race or ethnicity.
	<p>The employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production).</p> <p>It is sufficient for the company to disclose:</p> <ul style="list-style-type: none"> • Total workforce disclosure breakdown • Two employee categories <p>The company should include total workforce if it does not include categories that cover the entire total workforce. Reporting on the 90% of total workforce is sufficient.</p> <p>It is sufficient to report on one country or region of operation only (not at the group level), if the breakdown by race/ethnicity and employee category covers only one country e.g. US, Latin America, South Africa.</p>
Note	If the company explains it is unable to meet element (c) because of legal restrictions on the collection of ethnic or racial data in certain jurisdictions, it can still fully meet this indicator by satisfying elements (a) (b) and (d).
Element d	The company discloses the proportion of its total direct operations workforce for each employee category by one or more additional indicators of diversity (e.g. disability, sexual identity and marital and family status, etc.).
	<p>The employee category breakdown can be by level (such as senior management, middle management) and/or function (such as technical, administrative, production).</p> <p>It is sufficient for the company to disclose:</p> <ul style="list-style-type: none"> • Total workforce disclosure breakdown • Two employee categories



	The company should include total workforce if it does not include categories that cover the entire total workforce. Reporting on the 90% of total workforce is sufficient.
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D14. Gender equality and women's empowerment fundamentals

Pillar	Provide and promote decent work
Indicator	D14. Gender equality and women's empowerment fundamentals Indicator: The company publicly commits to gender equality and women's empowerment and discloses quantitative information on gender equality and women's empowerment.
Element a	The company has a public commitment to gender equality and women's empowerment.
	<p>The company can provide evidence from any type of public document or webpage belonging to the company.</p> <p>The company either:</p> <ul style="list-style-type: none"> • Is a signatory to the UN Women's Empowerment Principles in all locations of operation • Commits to gender equality and women's empowerment in a broad sense not only in a specific setting, location, or function • Discloses at least one programme/initiative/target on gender equality and at least one programme/initiative/target on women's empowerment. <p>Being a signatory to other external initiatives or programs as well as disclosure related to external gender equality or women's empowerment rankings or scores is not sufficient for this element.</p>
Element b	The company discloses one or more time-bound targets on gender equality and women's empowerment.
	<p>The company discloses one or more targets on gender equality or women's empowerment e.g.:</p> <ul style="list-style-type: none"> • Representation (e.g. gender equality in leadership) • Closing the gender pay gap • Improving women's health and well-being • Preventing violence and harassment. <p>The target(s) is time-bound, forward-looking or was achieved in the reporting year of the assessment, and can be at the subsidiary level.</p>
Element c	The company has at least 30% women on the highest governance body.
	<p>The company can provide evidence from any type of public document or webpage belonging to the company.</p> <p>The company discloses that it has at least 30% women on its highest governing body. Diagrams and pictures that display the proportion of women are accepted.</p>
Element d	The company discloses the ratio of the basic salary and remuneration of women to men in its total direct operations workforce for each employee category, by significant locations of operation.
	<p>The company discloses the ratio of the basic salary or remuneration of women to men in its total direct operations workforce for each employee category, by locations of operation. The company can refer to 'employees' or 'workers' instead of 'total direct operations workforce'.</p> <p>'Employee category' refers to seniority or function.</p> <p>'Function' can be defined in the company's own terms e.g. technician, production, administrative.</p> <p>'Seniority' can be defined in the company's own terms e.g. junior, senior management, middle management.</p> <p>'Locations of operation' must include all countries of operation.</p>



Act ethically

D15. Personal data protection fundamentals

Pillar	Act ethically
Indicator	<p>D15. Personal data protection fundamentals</p> <p>Indicator: The company publicly commits to protecting personal data and has a global approach to data privacy.</p>
Element a	<p>The company has a public commitment to protecting personal data.</p> <p>The company discloses a commitment to respecting the right to data privacy, or a commitment to protecting personal data or information. A commitment to protect personal data should relate to all stakeholders whose personal data is being processed by the company which include at a minimum employees and customers.</p> <p>The commitment must be part of a policy document and needs to be global so applicable to all of the group/company activities.</p>
Element b	<p>The company has a global publicly available privacy statement in relation to the collection, sharing and access to personal data.</p> <p>The commitment must be part of a policy document and needs to be global so applicable to all of the group/company activities. A policy is not global if it has different location-specific privacy laws cited which are not consistently applied to the highest standard across all locations.</p> <p>Furthermore, it should apply at minimum to employees and customers.</p> <p>The company at least:</p> <ul style="list-style-type: none"> • Discloses the types of user information it collects • Discloses the types of third parties that user information is shared with, and • Allows a user to retrieve a copy of user information collected by the company.



D16. Responsible tax fundamentals

Pillar	Act ethically
Indicator	D16. Responsible tax fundamentals Indicator: The company has a public global tax approach and discloses its corporate income tax payments on a country-by-country basis.
Element a	The company has a publicly available global tax strategy, which is approved by the highest governance body.
	The company discloses a global tax strategy which can include details on, among other things: <ul style="list-style-type: none"> • Tax oversight/governance • Tax risk management • Financial/tax auditing processes • Approach to dealing with tax authorities The policy applies to the whole company at the global level, not to a specific subsidiary, region or jurisdiction
Element b	A governance body or executive-level position is tasked with accountability for compliance with the company's global tax strategy.
	The company discloses that a governance body or executive-level position is tasked with accountability for compliance with the company's global tax strategy.
Element c	The company clearly discloses the amount of corporate income tax paid for each tax jurisdiction where the company is a resident for tax purposes.
	The company should report 100% taxes paid in each jurisdiction they are resident for taxes purposes and if the disclosure contains an 'other' category, the company should disclose the tax jurisdictions and taxes paid per jurisdiction, even if the tax paid is zero. Disclosure of taxes per region instead of per tax jurisdictions (countries) is not accepted. Tax jurisdictions are identified according to where the entities included in the organization's audited consolidated financial statements or in the financial information filed on public record, are resident for tax purposes.



D17. Anti-bribery and anti-corruption fundamentals

Pillar	Act ethically
Indicator	D17. Anti-bribery and anti-corruption fundamentals The company publicly prohibits bribery and corruption and takes steps to identify and address bribery and corruption risks and incidents.
Element a	The company has a publicly available policy statement prohibiting bribery and corruption.
	The company discloses a policy commitment on prohibiting bribery or corruption, or it states that it has 'zero tolerance for bribery and corruption'. The policy applies to the whole company at the global level, not to a specific subsidiary, region or jurisdiction. If the company only discloses that it complies with national legislation on anti-bribery and anti-corruption, this is not sufficient because it is not clear then if all locations of operation have such legislation and the same standard applies globally. However, if companies include reference to compliance with legislation alongside a statement prohibiting bribery or corruption, then is sufficient.
Element b	The company describes the process(es) to identify its bribery and corruption risks and impacts in specific locations or activities covering its own operations.
	The company describes the process(es) to identify its bribery and/or corruption risks and impacts in specific locations or activities covering its own operations. A 'process to identify risks' must include an explanation and details of how the company identifies risks of bribery and/or corruption.
Element c	The company includes anti-bribery and anti-corruption clauses in its contracts with business relationships.
	The company either: <ul style="list-style-type: none"> • Discloses a contract it has with its suppliers which includes anti-bribery and anti-corruption clause(s) • Discloses in any kind of public document belonging to the company that its suppliers must sign and/or agree to a contract that includes anti-corruption and anti-bribery clause(s) • Discloses that it prohibits bribery and/or corruption in a policy document that outlines its requirements of its supplier (e.g. supplier code of conduct), and that the relationship with the supplier will be subject to review or terminated if the supplier is in breach of the same policy document.
Element d	The company indicates that it has a confidential and anonymous channel/mechanism accessible to all stakeholders to raise bribery and corruption concerns and complaints without fear of reprisals.
	The company provides evidence of a grievance mechanism(s) in which stakeholders can report bribery and/or corruption concerns against the company via a webpage, phonenumber, online portal, or by mail or email, or a combination. The complainant can report on all aspects of bribery and/or corruption with the option to make reports anonymously. Anyone internal and external to the company can access and make reports through the grievance mechanism and reports can be made against the company itself. The channel must enforce a "non-retaliation" principle whereby individuals can report without fear of reprisals.



D18. Responsible lobbying and political engagement fundamentals

Pillar	Act ethically
Indicator	D18. Responsible lobbying and political engagement fundamentals The company has an approach to lobbying and political engagement and has related controls in place.
Element a	The company has a publicly available policy statement(s) (or policy(ies) setting out its lobbying and political engagement approach.
	<p>The company discloses a policy on lobbying and political engagement which applies to the whole company in all locations of operation, not to a specific subsidiary, region or jurisdiction.</p> <p>The company describes its political engagement and lobbying approach by including at least two of the following:</p> <ul style="list-style-type: none"> • The types or ways the company engages politically • The topics/issues covered in the company's political engagement • The basis or intention of the company's political engagement • The internal authorisation process or policies that must be followed to engage politically • Whether personal political engagement is prohibited/restricted • The types of stakeholders who the company engages with politically • Internal management or oversight of political engagement • Legal and reporting compliance around political engagement • Political contributions and exceptions to it • Political affiliation or neutrality.
Element b	The company has a publicly available policy statement that specifies that it does not make political contributions.
	<p>The company discloses a policy statement that it does not make political contributions which applies to the whole company in all locations of operation, not to a specific subsidiary, region or jurisdiction. Moreover, it must be clear that it prohibits all political contributions, not just specific types of political contributions e.g. unlawful/improper payments.</p> <p>It is not sufficient if the company only has a statement that its workers may not make political contributions.</p> <p>Where a company allows political contributions, it must only allow them by exception and clearly state the criteria for making them:</p> <ul style="list-style-type: none"> • It is not an exception if the company allows political contributions where the law allows or where there is approval from internal department e.g. Public Affairs or senior management • An exception must be an exceptional circumstance e.g. a one off scenario • An exception must include expressions of corporate responsibility and/or support of the genuine democratic process.
Element c	The company discloses its expenditures on lobbying activities.
	<p>The company either:</p> <ul style="list-style-type: none"> • Discloses its expenditures on lobbying activities covering all locations of operation • Discloses its expenditure on lobbying activities in some locations of operation where it lobbies and explains that it only lobbies in these specific locations • Discloses that it does not engage in any lobbying activities.



Element d	The company requires third-party lobbyists to comply with its lobbying and political engagement policy (or policies).
	<p>The company either:</p> <ul style="list-style-type: none"> • Discloses that it requires third-party lobbyists to comply with its lobbying and political engagement policy (or policies) • Disclose that it does not use third party lobbyists. • Discloses that it does not engage in any lobbying activities. <p>'Third party lobbyists' refers to any third party which may lobby on the company's behalf.</p>



Food and Agriculture Benchmark social inclusion indicators

D19. Child labour

Measurement area	D: Social inclusion
Indicator	D19. Child labour The company eliminates and prevents child labour in its own operations and supply chain.
	Own operations
Element a	The company provides evidence that it verifies the age of workers recruited in its own operations to ensure that they are not engaged in child labour.
	The company discloses an age verification process through government issued documents or, where unavailable, a medical exam or school certificate. The company could also demonstrate that it verifies the age of worker recruited by means of internal or third part audits.
Element b	If a case of child labour is found in its operations, the company describes how it develops, participates in or contributes to remediation programmes for transition from employment to education, enabling children to attend and remain in education, or it describes how it improves working conditions for young workers.
	The company provides examples of concrete actions which address the issue of child labour in its operation. Examples of remediation programmes can be aligned with the Child Labour Monitoring and Remediation Systems or the SMETA requirements.
	Supply chain
Element c	In its contractual arrangements with suppliers or supplier code of conduct, the company includes child labour requirements, including a prohibition on using child labour and verifying the age of workers recruited.
	The company discloses a requirement for suppliers to prohibit child labour and to have an age verification system for the workers recruited in a policy document. Wording linked to expectations are not considered synonyms for requirements.
Element d	The company describes how it works with its supply chain to eliminate child labour and to improve working conditions for young workers, where relevant.
	The company indicates how it is building the capacity of the supplier to prevent child labour impacts, for example, through trainings, joint projects and awareness raising programs. It also should provide some details on the topics covered and on how the capacity building has been carried out. Capacity building goes beyond monitoring suppliers on child labour requirements.
Element e	The company provides an analysis of trends demonstrating progress in relation to eliminating child labour from its supply chain.
	The company provides quantitative data on how it has improved over the years on decreasing the incidence of child labour in its supply chain. The company should disclose the analysis of trends in one reporting framework (e.g. SR 2022) and not across different years of reporting (e.g. SR 2020, 2021 and 2022). Trends: it is a monitored change and not just one-off observations.



D20. Forced labour

Measurement area	D: Social inclusion
Indicator	<u>D20. Forced labour</u> The company eliminates and prevents forced labour in its own operations and supply chain.
	Own operations
Element a	The company indicates that jobseekers and workers do not pay any recruitment fees or related costs to secure a job (Employer Pays Principle), and that it does not retain workers' personal documents or restrict workers' freedom of movement.
	The company discloses: <ul style="list-style-type: none"> • A policy requirement for its operations prohibiting the use of recruitment fees. A prohibition of giving deposit is not a synonyms of recruitment fees OR the company adheres to the Employer Pays Principle (EPP). AND <ul style="list-style-type: none"> • A policy requirement for its operations prohibiting the holding of workers' personal documents. OR <ul style="list-style-type: none"> • A policy requirement for its operations prohibiting workers' restriction of movement. Wording linked to expectations are not considered synonyms for requirements
	Supply chain
Element b	The company requires its suppliers not to use forced labour by codifying this requirement in a supplier code of conduct, or similar document.
	The company discloses a requirement for suppliers to prohibit forced labour in a policy document. Wording linked to expectations are not considered synonyms for requirements.
Element c	In its contractual arrangements with suppliers or supplier code of conduct, the company prohibits suppliers and any third-party recruitment intermediaries from imposing financial burdens on jobseekers and workers by collecting recruitment fees or related costs, and from retaining workers' personal documents or restricting workers' freedom of movement.
	The company discloses for its suppliers: <ul style="list-style-type: none"> • A policy requirement prohibiting them from using recruitment fees. A prohibition of giving deposit is not a synonyms of recruitment fees OR the company requires its suppliers to adhere to the Employer Pays Principle (EPP) AND <ul style="list-style-type: none"> • A policy requirement prohibiting them from retaining workers' personal documents OR <ul style="list-style-type: none"> • A policy requirement prohibiting them from restricting workers' freedom of movement. Wording linked to expectations are not considered synonyms for requirements.
Element d	The company discloses how it works with its supply chain to eliminate at least one of the following: imposing recruitment fees, retaining personal documents or restricting workers' freedom of movement.
	The company indicates how it is building the capacity of the supplier to prevent forced labour impacts, for example, through worker training, human resource training, pre-qualification process of private recruitment and employment agencies, and formalisation of worker contracts. The capacity building can also be part of case studies or programs addressing these issues.



Element e	The company provides an analysis of trends demonstrating progress in relation to eliminating forced labour in its supply chain.
	<p>The company provides quantitative data on how it has improved over the years on decreasing the incidence of forced labour in its supply chain. The company should disclose the analysis of trends in one reporting framework (e.g. SR 2022) and not across different years of reporting (e.g. SR 2020, 2021 and 2022).</p> <p>Trends: it is a monitored change and not just one-off observations.</p>



D21. Living wage

Measurement area	D: Social inclusion
Indicator	D21. Living wage The company pays all its workers a living wage and requires its suppliers to do the same.
Element a	The company discloses a target for paying a living wage across its direct suppliers.
	<p>The company discloses either:</p> <ul style="list-style-type: none"> • A time-bound target that covers all its direct (Tier 1) suppliers • A requirement for its suppliers to pay living wage in a policy document • The company demonstrates it has already achieved the paying living wage across its direct suppliers. <p>Living wage: There are numerous definitions of living wage, but the core concept is to provide a decent standard of living for a worker and his or her family. A living wage is sufficient to cover food, water, clothing, transport, education, health care and other essential needs for workers and their family based on a regular work week not including overtime hours.</p>
Element b	The company describes how it determines a living wage for the regions where it sources.
	<p>This element focuses on regions where the company sources (supply chain). It is sufficient to disclose the process for some regions only. For operations, see indicator D10.</p> <p>The company discloses either:</p> <ul style="list-style-type: none"> • The methodology it uses to determine a living wage, (e.g. the Anker Methodology for Estimating a Living Wage, the Massachusetts Institute of Technology Living Wage Calculator) • The platform it pulls living wage data from (e.g. Fair Wage Network (FWN), Global Living Wage Coalition (GLWC), Wage Indicator) • How it works with trade unions or equivalent bodies to determine a living wage.
Element c	The company discloses the percentage of workers across its own operations or direct suppliers that are paid a living wage.
	<p>The company shows how it tracks its progress on paying living wages. Examples of accepted disclosure:</p> <ul style="list-style-type: none"> • The percentage of workers/suppliers in different regions that are paid a living wage • The percentage of workers/suppliers that are paid a living wage (aggregated data across regions) • The number of workers/suppliers that are paid a living wage, if the company discloses the total number of workers/suppliers • The regions where workers/suppliers are paid a living wage, if the company discloses its operating/sourcing regions.
Element d	The company indicates that it has achieved paying a living wage for all its workers across its own operations.
	The company provides evidence that it has achieved paying a living wage, e.g. through assessments or audits.
Element e	The company indicates that it has achieved paying a living wage across its direct suppliers.
	The company provides evidence that it has achieved paying a living wage, e.g. through assessments or audits.



D23. Farmer and fisher livelihoods

Measurement area	D: Social inclusion
Indicator	<u>D23. Farmer and fisher livelihoods</u> The company improves the livelihoods of farmers and fishers through activities aimed at increasing income and resilience.
Element a	The company demonstrates that it has identified living income benchmarks for some commodities and/or regions.
	<p>The company discloses the regions and/or commodities for which it has identified living income benchmarks. It also discloses the source of these benchmarks, for example Living Income Community of Practice, Anker methodology, ELIGN, Heifer International. For some regions there are no benchmarks available, and in these cases the company can describe how it determines the benchmarks.</p> <p>Living income: The net annual income required for a household in a particular place to afford a decent standard of living for all members of that household. Elements of a decent standard of living include food, water, housing, education, healthcare, transport, clothing, and other essential needs including provision for unexpected events</p> <p>How is it different from living wage? The concept of a living wage is applicable in the context of hired workers, such as farm or factory workers, who receive a salary for their labour. Living income, on the other hand, refers to situations of self-employment and is applicable to farmers, fishermen and -women and small-scale producers.</p> <p>Living income benchmark: An estimate of the cost of a basic and decent standard of living for a household in the area. It answers the question: 'how much does a typical household in a particular place need to earn, from all income sources, in order to live a decent standard of living?'</p>
Element b	The company discloses how it assesses living income gaps.
	<p>The company describes how it calculates the difference between the living income benchmark and current income of a typical farming/ fishing household in a particular location.</p> <p>Examples of accepted disclosure:</p> <ul style="list-style-type: none"> • The company describes how it gathers data on income drivers of farmer/fisher households to understand actual income • The company discloses the proportion of total sourcing for which assessments are undertaken/ completed • The company discloses how it gathers income data. <p>Living income gap: The difference between the living income benchmark and current income of a typical farming household in a certain location.</p>
Element c	The company demonstrates activities to improve farmer resilience through its procurement practices and supply chain relationships for some commodities and/or regions.



	<p>Rather than looking for actual increase in pay from the buyer, this element considers how companies can positively influence the income prospects and stability of farmers and fishers through negotiating favourable terms of exchange.</p> <p>Examples of accepted disclosure:</p> <ul style="list-style-type: none"> • The company demonstrates more direct and long-term trading relationships with farmers • The company demonstrates how it improves the stability of farmers' income through contracts (contract length, price guarantees and premiums) • The company demonstrates how it is sourcing more types of products from a farmer • The company demonstrates how it creates new products that increase farmers' income (for example, a supermarket creates a new consumer facing dairy product from which the dairy farmer that provided the milk, also receives a percentage of all the sales) • In case the company doesn't have farmers directly in its supply chain, it can include requirements for its suppliers in its Supplier Code of Conduct etc. to require them to have in place practices that support farmers' income resilience. <p>Activities that aim to improve the productivity or sustainability of the farms are by themselves not considered sufficient to meet the element, if the link to procurement is not clear. In these cases, the company has to demonstrate that the initiatives help farmers to meet the expectations the company places on its suppliers (for example obtaining a certificate or achieving a specific volume), and thus contribute to longer trading relationship.</p>
Element d	The company demonstrates that it adopts pricing practices that contribute to a living income for some commodities and/or regions.
	The company discloses how it pays premiums towards living income for some commodities, for example by paying the Living Income Reference Price or Living Income Differential.
Element e	The company demonstrates that it supports increasing farmers' and fishers' bargaining power.
	<p>The company discloses how it works to enable individual and groups of farmers/ fishers to exert more influence and act strategically in their relationships with buyers (improving power balance between farmers and buyers).</p> <p>Examples of accepted disclosure:</p> <ul style="list-style-type: none"> • The company demonstrates how it supports strengthening farmer organizations and cooperatives, for example by providing them support in professionalising their operations, business management, or access to markets • The company demonstrates how it fosters the active participation and leadership of farmers and their representative organizations in the design and implementation of living income strategies OR how it makes robust farmer feedback loops and grievance mechanisms central to assessing the progress and success of living income strategies • The company demonstrates how it supports farm diversification and on-farm improvements, such as storage facilities, to increase farmer bargaining power and their ability to act strategically (e.g. not sell when prices are at lowest) • The company demonstrates how it supports farmers' ability to upgrade into higher value-added activities e.g. through facilitating access to finance.
Element f	The company reports on the impact of some of its activities to improve income.
	The company discloses the results of the activities aimed at improving living income. The reporting must go beyond reporting on the outputs or outcomes of programmes. For example, reporting on the scope of the programs (i.e. number of farmers reached) is not sufficient unless the company also includes data on the impacts on their income.



D24. Land rights

Measurement area	D: Social inclusion
Indicator	D24. Land rights The company respects the rights of legitimate tenure rightsholders when acquiring, leasing or using land, paying particular attention to vulnerable tenure rightsholders.
Element a	The company has a commitment to respect ownership and use of land and natural resources and related legitimate tenure rights, as set out in the relevant part(s) of the CFS Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGTs) or the IFC Performance Standards.
	The company discloses an explicit commitment to respect the ownership and use of land and natural resources and related legitimate tenure rights according to the VGGT, or it discloses the following: <ul style="list-style-type: none"> • It conducts due diligence around land rights during new business ventures • It actively ensures that it does not infringe upon the existing legitimate land and forest tenure rights of communities present in the area during negotiations • It conducts Free Prior and informed Consent (FPIC). <p>This element goes beyond a commitment to Indigenous land rights as it is relevant for every population or community, including urban communities. It is not sufficient to follow local applicable laws around land rights, as many countries have insufficient systems in place to secure land tenure rights.</p>
Element b	The company, when acquiring, leasing land or making other arrangements to use or restrict the use or access to land or natural resources, discloses its processes to (i) identify legitimate tenure rightsholders, including through engagement with affected communities in the process, paying particular attention to vulnerable or marginalised tenure rightsholders, and (ii) negotiate with them to provide adequate compensation.
	The company describes how it identifies legitimate tenure rights holders. This can be through engagement with relevant local stakeholders or through processes regulated by international standards. It has to provide one of the following: <ul style="list-style-type: none"> • A negotiation process • A FPIC process which includes consent and consultation. • An engagement protocol to guarantee adequate compensation. <p>If the company has not engaged in any land transactions in the past two years, it should describe its approach to identifying and negotiating legitimate tenure rights holders in general.</p> <p>Legitimate tenure rights holders: Existing tenure rights holders, whether recorded/ formal/recognised or not, which can include those of customary and informal tenure, groups under customary tenure systems, those holding subsidiary tenure rights, such as gathering rights (FAO CFS VGGT).</p>
Element c	The company requires its business relationships to have a process to identify legitimate tenure rightsholders when acquiring, leasing or making other arrangements to use land, paying particular attention to vulnerable or marginalised tenure rightsholders, and to negotiate with them to provide adequate compensation.
	This information must be codified in a policy document, such as supplier code of conduct or similar.
Element d	The company works with its business relationships to improve their practices on land use and acquisition.



	<p>The company should indicate how it is building the capacity of the supplier to improve their practices on land use and acquisition. This could involve training, tools, resources developed for suppliers, and awareness programmes.</p>
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Annex 1: Definitions

Commitment: Where we say the company 'commits to', this means having a publicly available statement, policy or strategy with a clear commitment to act on the topic.

A *commitment* is approved at the highest levels of the business, or by a formalised group of persons charged with ultimate authority in an organisation, e.g. the board. A commitment can span entire documents or a few paragraphs on the organisation's website. Examples of accepted wording are (this is not an exhaustive list – other examples can be found): We commit to/are committed to XX, , Commits to respect XX convention, , The company is committed to implementing the UNGPs, We adhere to the XX convention, We uphold the XX right/convention etc., , We are committed to respecting the rights under the XX convention, We fully endorse and support the principles enshrined in the XX convention, We recognise our obligation to respect XX, We abide by XX, We comply with XX, We are aligned with XX (WBA definitions).

A *policy* is a guideline developed by an organisation to govern its actions on specific topics. Policies should thus be 'formal' and signed off by the board and found in the policy and governance sections of corporate website. (WBA definition)

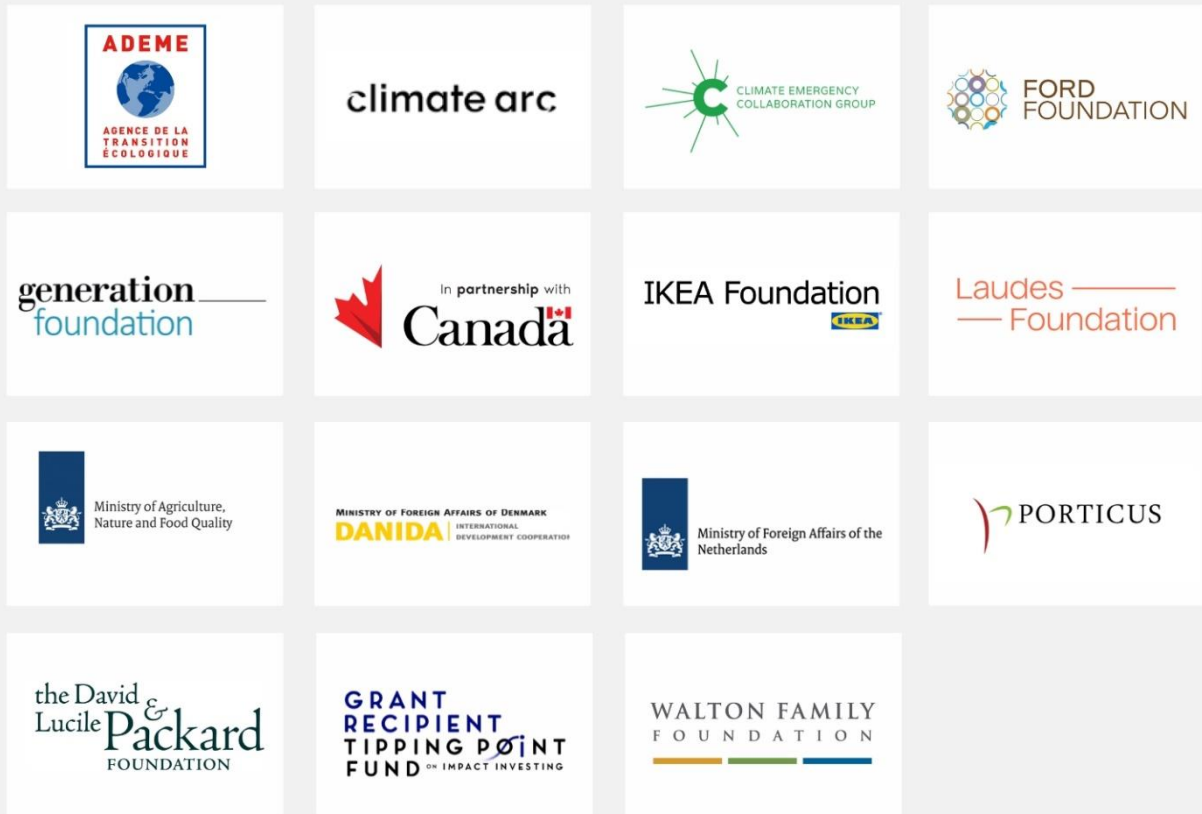
Stakeholder: Individual or group that has an interest that is affected or could be affected by an organisation's activities. Examples are business partners, civil society organisations, consumers, customers, employees and other workers, governments, local communities, non-governmental organisations, shareholders and other investors, suppliers, trade unions and vulnerable groups. (GRI, 2021)

Supply chain: Where we refer to 'supply chain', this means the company's entire supply chain. Best practice would be to go beyond a company's tier 1 suppliers. A supplier is defined as, the an entity upstream from an organisation (i.e. in the organisation's supply chain), which provides a product or service that is used in the development of the organisation's own products or services. A supplier can have a direct business relationship with the organisation (often referred to as a first-tier supplier) or an indirect business relationship. (GRI, 2021)

Target: Where we say the company 'has a target', this means a target that is time-bound and set against a baseline. Best practice would be a target that relates to all geographies, operations and relevant commodities.

Value chain: The range of activities carried out by an organisation, and by entities upstream and downstream from the organisation, to bring the organisation's products or services from their conception to their end use. Entities upstream from the organisation (e.g. suppliers) provide products or services that are used in the development of the organisation's own products or services. Entities downstream from the organisation (e.g. distributors, customers) receive products or services from the organisation. The value chain includes the supply chain. (GRI, 2021)





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