

# GRI Content Index



## Cargill Cocoa and Chocolate Sustainability Progress Report 2018-2019

### General disclosures

<i>GRI Standard</i>	<i>Information</i>	<i>Description</i>	<i>Page/information</i>
GRI 102: General Disclosures 2016	<b>Organizational profile</b>		
	102-1	Name of the organization	1
	102-2	Activities, brands, products, and services	28
	102-3	Location of headquarters	30
	102-4	Location of operations	Asia Pacific, Europe, North America, Latin America, West Africa.
	102-5	Ownership and legal form	Cargill Cocoa and Chocolate is fully owned by Cargill, Inc.
	102-6	Markets served	28
	102-7	Scale of the organizations	28
	102-8	Information on employees and other workers	28
		a. Total number of employees by employment contract (permanent and temporary), by gender.	3,639 people with a permanent contract (845 women, 2,794 men), 219 people with a temporary contract (58 women, 161 men)
		b. Total number of employees by employment contract (permanent and temporary), by region.	295 people in Asia Pacific (290 permanent, 5 temporary contracts), 1515 people in Europ (1,367 permanent, 148 temporary), 907 North America (904 permanent, 4 temporary), 398 people in Latin America (369 permanent, 29 temporary), 743 people in West Africa (710 permanent, 33 temporary)
		c. Total number of employees by employment type (full-time and part-time), by gender.	3,743 people with a full time contract (808 women, 2,935 men), 115 people with a part time contract (95 women, 20 men)
		d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.	This is not significant.
		e. Any significant variations in these numbers reported (such as seasonal variations).	This is not significant.

<i>GRI Standard</i>	<i>Information</i>	<i>Description</i>	<i>Page information</i>
	102-8	f. An explanation of how the data have been compiled, including any assumptions made.	The staff numbers disclosed are based on the average full time equivalents per months during the reporting period.
	102-9	Supply chain	Our supply chain is described in detail on <a href="#">our website</a> .
	102-10	Significant changes to the organization and its supply chain	In 2018/2019, there were no significant changes to the organization and the supply chain.
	102-11	Precautionary Principle of approach	15
	102-12	External initiatives	UN Sustainable Development Goals, member and co-founder of the Cocoa & Forest Initiative (Ghana and Cote d'Ivoire), Living Income Community of Practice (LICoP), Dutch Initiative of Sustainable Cocoa (DISCO), CocoaAction (WCF), IDH Cocoa Nutrition Initiative, Child Learning and Education Facility (CLEF), Letter of Intent to support the Green Cocoa Landscapes Program in Cameroon (and support to the development of a Roadmap to Deforestation Free Cocoa in Cameroon), signatory of the New York Declaration on Forests (Cargill-wide), Rainforest Alliance, UTZ, Fairtrade, Organic, RSPO, Bio Suisse.
	102-13	Membership of associations	UN Global Compact, World Business Council for Sustainable Development, National Association of the Cocoa Processing Industry (AIPC- Brazil), European Cocoa Association (ECA), World Economic Forum Tropical Forest Alliance (TFA2020)
	<b>Strategy</b>		
	102-14	Statement from senior decision maker	3
	<b>Ethics and integrity</b>		
	102-16	Values, principles, standards, and norms of behavior	4, 27
	<b>Governance</b>		
	102-18	Governance structure	Our sustainability governance structure is detailed on <a href="#">our website</a> .
	<b>Stakeholder engagement</b>		
	102-40	List of stakeholder groups	29
	102-41	Collective bargaining agreements	100%
	102-42	Identifying and selecting stakeholders	29
	102-43	Approach to stakeholder engagement	29
	102-44	Key topics and concerns raised	29
	<b>Reporting practice</b>		
	102-45	Entities included in the consolidated financial statements	There are no publicly available financial statements for Cargill Cocoa and Chocolate.
	102-46	Defining report content and topic Boundaries	29
	102-47	List of materials topics	29
	102-48	Restatement of information	There are no restatements of data disclosed in earlier reports.
	102-49	Changes in reporting	29
	102-50	Reporting period	29 While our fiscal year runs from June 1 to May 31, the crop year on which we report our sustainability progress may run through to September, depending on the sourcing country.

<i>GRI Standard</i>	<i>Information</i>	<i>Description</i>	<i>Page/information</i>
	102-51	Date of most recent report	29
	102-52	Reporting cycle	29
	102-53	Contact point for questions regarding the report	29
	102-54	Claims of reporting in accordance with the GRI Standards	29
	102-55	GRI content index	This content index is available on <a href="#">our website</a> .
	102-56	External assurance	For further improvement of the data, Cargill Cocoa and Chocolate is undergoing of a readiness assessment on selected KPIs linked to our five Sustainability Goals. It is our ambition to include a balanced selection of these KPIs in scope of external assurance in the near future.

## Material topics

### Economic Topics

#### Farmer Livelihoods

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	9
	103-2	The management approach and its components	9
	103-3	Evaluation of the management approach	9

#### Consumer Confidence

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	18
	103-2	The management approach and its components	18
	103-3	Evaluation of the management approach	18

### Social Topics

#### Community Wellbeing

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	12
	103-2	The management approach and its components	12
	103-3	Evaluation of the management approach	12
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	12

#### Transformation, together

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	21
	103-2	The management approach and its components	21
	103-3	Evaluation of the management approach	21

<i>GRI Standard</i>	<i>Information</i>	<i>Description</i>	<i>Page/information</i>
<b>Environmental Topics</b>			
<b>Protecting our Planet</b>			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	15
	103-2	The management approach and its components	15
	103-3	Evaluation of the management approach	15
<b>Responsible Business</b>			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	24-25
	103-2	The management approach and its components	24-25
	103-3	Evaluation of the management approach	24-25