

F4A Core Commitment	Ghana - Framework Language	Company Actions	Target Indicators	Godiva	Risks & Assumptions	Timeline	Implement Directly	Implement via partner	Partner(s)
F4A - Forest Protection and Restoration Commitments									
1. There will be no further conversion of any forest land (as defined under national regulations and using methodologies such as High Carbon Stock (HCS) and High Conservation Value (HCV) approach) for cocoa production as of 1 January 2018.	1.1 Godiva's supplier code of conduct (COC) has been updated and implemented that states: Suppliers shall have processes and policies in place to ensure that ingredient suppliers establish sourcing programs that combat deforestation and forest degradation and incorporate appropriate agro-forestry systems where scientific evidence exists indicating that proper use enriches the ecosystem.	% of suppliers that sign updated COC	100% of cocoa supply			Dec-19	x		
	1.2 Conduct farm mapping within supply chain to ensure cocoa is not being sourced from forest land	# and % of farms mapped	TBD		Company sourcing actions are subject to national regulations that adequately define forest lands where conversion for cocoa production is prohibited.	Dec-20		x	Barry Callebaut
	1.3 Conduct deforestation risk assessments in all sourcing areas.	# hectares included in deforestation risk assessment	TBD			Dec-20		x	Barry Callebaut
2. There will be no production and sourcing of cocoa from National Parks, Wildlife Sanctuaries, and Wildlife Resource Reserves, except from farms with existing legal status, as of 1 January 2018.	2.1 All farms found in protected areas will be reported to the Ministry of Land and Natural Resources		YES		Company actions are subject to the accuracy of maps provided by the government for the location and boundaries of National Parks, Wildlife Sanctuaries, and Wildlife Resource Reserves. Reporting farm locations is subject to government implementation of international best practice Environmental & Social Safeguards, such as the UN REDD+ safeguards.			x	Barry Callebaut
	2.2 A system will be adopted and published for excluding farmers in the supply chain with cocoa production in protected areas.	% of cocoa is traceable to farm-level	100% of direct source farms		If and when farms are identified they will be reported, subject to government implementation of international best practice Environmental & Social Safeguards, such as the UN REDD+ safeguards.			x	Barry Callebaut
3. A differentiated approach for Forest Reserves will be adopted by Government by 31 December 2018. It will be based on the following categories and will specify the number of hectares, timeline, roles and responsibilities, budget and fund-mobilization strategy for each category: - Category 1: The less degraded Forest Reserves (classified as condition 1, 2, and 3 in the national system) will be managed under a strict protection status by 31 December 2019, which will exclude cocoa production and sourcing, timber extraction, or other types of productive and extractive activities. Signatory companies will stop sourcing cocoa from these forests as of 31 December 2019. Category 2: In the more degraded Forest Reserves (classified as condition 4 and 5 in the national system), cocoa production and sourcing will continue for a period up to 25 years (the cocoa tree lifecycle) through the Modified Taungya System (MTS). Government will sign contracts with farmers that include tree benefit sharing arrangements, targeted restoration and reforestation programs with the end goal of progressively restoring the forest to a healthy intact state, and cessation of cocoa farming (but allowing some sustainable economic use of the forest, including non-timber forest products).	3.1 End sourcing from all farms identified within Category 1 Forest Reserve areas by 31 December 2019.		0% of cocoa sourced from Category 1 Forest Reserves		Company actions are subject to the Government providing the necessary information (specified in the F4A) on Category 1 Forest Reserves - including operational guidelines	Dec-19		x	Barry Callebaut
	3.2 Support farmers in Category 2 Forest Reserve areas in their restoration and reforestation programs	# hectares of Category 2 Forest Reserve areas restored	TBD		Company actions are subject to the Government providing the necessary information (specified in the F4A) on Category 2 Forest Reserves - including operational guidelines	Dec-22		x	Barry Callebaut
4. In highly degraded off reserve forest lands (which are held under the customary land ownership sector), cocoa production and sourcing will continue, supported by substantial investment and adoption of best practices in climate smart cocoa and MTS.	4.1 Train farmers in off-reserve forest lands in CSC production including cocoa agroforestry systems	# of farmers trained in CSC best practices # farmers that have adopted CSC best practices	TBD		Company actions are subject to the finalization of the Ghana Climate Smart Cocoa Standard	Dec-22		x	TBD
	4.2 Train farmers in Modified Taungya System (MTS)	# of farmers trained in MTS # farmers that have adopted MTS	TBD		Company actions are subject to the Forestry Commission administering the legally binding arrangements whereby the benefits are shared between the Forestry Commission, the farmers, the traditional landowners, and the forest-adjacent community.	Dec-22		x	TBD

Restoration

Forest Protection &

5. In all these areas, a multi-stakeholder landscape approach will form the basis for the interventions, with an initial focus on the six Climate-Smart Cocoa Hotspot Intervention Areas (HIAs) as defined under the Ghana Cocoa Forest REDD+ Program (GCFRP). The process starts with establishment of consortiums of key stakeholders, followed by development and implementation of integrated landscape management plans with a strong focus on climate-smart cocoa initiatives.	5.1 Join one/several HIA(s) in the cocoa-sourcing area	# of HIA(s) joined in the cocoa sourcing area	TBD		Dec-22			Barry Callebaut
	5.2 Implement GCFRP CSC Good-Practice Guidelines with farmers within the HIAs	# farmers within HIAs that have adopted CSC best practices	TBD		Dec-22			Barry Callebaut
Forest Protection and Restoration Actions								
6. Up-to-date maps on forest cover and land-use for these areas, socio-economic data on cocoa farmers and their communities in these areas, and detailed operational guidelines covering forest management in Category 1 Forest Reserve, and the mixed-use approach in Category 2 Forest Reserve, will all be developed and publicly disclosed by Government by 31 December 2018, with input as relevant from the private sector, civil society organizations, and other stakeholders. In particular, this will include the development of a national registry of any farms with legal status in Forest Reserves.	6.1 Share maps and data with appropriate government bodies		YES		Throughout action plan period and beyond.		x	Barry Callebaut
	6.2 Participate in the development of operational guidelines for Category 1 and 2 Forest Reserves		YES		Throughout action plan period and beyond.		x	Barry Callebaut
7. Land and tree tenure reforms, and benefit sharing arrangement to incentivize land owners and users to retain naturally regenerated trees on off-reserve farmlands and in the farming landscape of MTS will be accelerated by Government. This will include approval of the Community Resource Management Area (CREMA) mechanism, which will help secure land owners and users' rights to manage and derive economic benefits from forest resources.	7.1 Support farmers with tree registration	# of trees registered on cocoa farms	TBD		Dec-22		x	Barry Callebaut
	7.2 Support cocoa farmers to acquire land (tenure) documentation	# and % of farmers in supply chain with secure land titles	TBD	Company actions are subject to Government making the necessary land and tree tenure reforms. BC will sensitize 100% of our land owning farmers about securing land title and will help 5% secure titles. The number of farmers is a function of how many own lands and not just leasing	Dec-22		x	Barry Callebaut
8. Public sector forest law enforcement and governance will be strengthened, including awareness raising campaigns, capacity building of forest institutions and community policing, stronger surveillance and monitoring, and application of stronger sanctions for infringement, covering forest encroachment and degradation from agriculture, logging and galamsey, as of 1 January 2018.	8.1 Promote and participate in awareness-raising campaigns to educate farmers on forest law enforcement and tree tenure provisions	# farmers reached at awareness events	TBD		Dec-22		x	Barry Callebaut
9. Public-private collaboration to mobilize new sources of funding for forest protection and restoration, and to incentivize farmers adoption of environmentally sustainable cocoa production will be developed. Key opportunities include inter alia, support for innovative financial mechanisms (such as payments for environmental services, carbon finance, and public-private trust funds), implementation of MTS and phased approach to land-use change, alternative livelihoods for cocoa farmers affected by land-use change, development of shade-grown cocoa systems, climate-smart cocoa production.	9.1 Mobilize finance for forest protection and restoration such as: new financing mechanisms (to be specified), contribution to conservation funds, development of payments for environmental services (PES) schemes.	Amount of \$ mobilized towards forest protection and restoration	TBD		Dec-22		x	Barry Callebaut
		# of hectares with forest protection and restoration financing	TBD		Dec-22		x	Barry Callebaut
		# of farmers participating in PES contracts	TBD		Dec-22		x	Barry Callebaut
10.1 Support distribution and planting of multi-purpose trees for on-farm restoration via mixed agroforestry		# of multi-purpose trees distributed for on-farm planting	TBD		Dec-22		x	Barry Callebaut
		# hectares cocoa agroforestry developed	TBD		Dec-22		x	Barry Callebaut
10.2 Support distribution and planting of native trees for off-farm restoration (reforestation)		# native trees planted off-farm	TBD		Dec-22		x	Barry Callebaut
		# hectares of forest area restored	TBD		Dec-22		x	Barry Callebaut
	See Company Action 4.2							

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Sustainable Production and Livelihoods

F4A - Sustainable Production and Farmers' Livelihoods Commitments (to Joint Actions)									
11. Promote investment in long-term productivity of high quality cocoa in environmentally sustainable manner and grow "more cocoa on less land," through intensification of farming practices, provision of improved planting materials, introduction of yield-enhancing methods, training in good agricultural practices, crop protection, and crop nutrition and soil fertility. Continued land tenure reform to strengthen farmers' land and property rights, and development and capacity building of farmers' organizations, are critical enabling factors for sustainable agriculture development.	11.1 Distribute improved cocoa planting material	# improved seedlings distributed to farmers	TBD		Dec-22		x	Barry Callebaut	
	11.2 Establish and/or provide cocoa nurseries with improved cocoa planting material	# of nurseries with improved cocoa seedlings	TBD		Dec-22		x	Barry Callebaut	
	11.3 Train farmers and producer organizations in the latest Good Agriculture Practices (GAPs)	# of farmers and organizations trained in GAPs	TBD		Dec-22		x	Barry Callebaut	
	11.4 Support cocoa farm rehabilitation	# of hectares of cocoa rehabilitated	TBD		Dec-22		x	Barry Callebaut	
12. Develop implementation plans, including mapping of exact areas to intensify establishment of shaded cocoa landscapes in line with the Ghana Cocoa Forest REDD+ Programme (GCFRP), with the promotion of Climate Smart Cocoa and the national Climate Smart Cocoa Standard in environmentally suitable areas, with a first focus on Climate Smart Cocoa Hotspot Intervention Areas (CSC HIAs).	12.1 Promote the Climate Smart Cocoa Standard	# of farmers adopting CSC	TBD	Company actions are partly subject to the Government providing the mapping of areas to intensify establishment of shaded cocoa landscapes	Dec-22		x	Barry Callebaut	
13. Promote sustainable livelihoods and income diversification for cocoa farmers, including diversification, agricultural inter-cropping, development of shade-grown cocoa, and other income generating activities designed to boost and diversify household income.	See Company Action 10.1		# of multi-purpose trees distributed for on-farm planting	TBD		Dec-22		x	Barry Callebaut
		# hectares cocoa agroforestry developed	TBD		Dec-22		x	Barry Callebaut	
	13.1 Promote farm-level crop diversification	# and % of farmers applying crop diversification	TBD		Dec-22		x	Barry Callebaut	
14. Promote financial inclusion and innovation to deepen farmers' access to working capital and investment funds required for production and cocoa farm rehabilitation and renovation.	14.1 Promote expansion of farmer savings		# and % of farmers in supply chain with a savings account	TBD		Dec-22		x	Barry Callebaut
		# and % of farmers participating in VSLA groups	TBD		Dec-22		x	Barry Callebaut	
	14.2 Offer financial products to farmers	# and % of farmers offered a financial product	TBD		Dec-22		x	Barry Callebaut	
15. Improve supply chain mapping, with 100% of cocoa sourcing traceable from farm to first purchase point by 31 December 2019. Private sector and Government will develop a joint action plan that maps out key principles, steps, and milestones to achieve this step, encompassing all national and international traders, by 30 June 2018. Government will adopt regulations that require verifiable traceability from farm to first purchase point by end-2019, and ensure compliance by national and international traders thereafter. Signatory companies are putting in place verifiable monitoring systems for traceability from farm to first purchase point, operational policies and control systems that effectively monitor the associated risks, including high quality verification, by 31 December 2019.	15.1 Conduct mapping to identify and collect cocoa farm boundaries polygon data		# and % farms mapped within supply chain	TBD	Company actions are partly subject to Government adopting regulations on traceability	Dec-20		x	Barry Callebaut
	15.2 Implement traceability system to farm level in 100% of supply chain by end-2019		% cocoa supply traceable from individual farms to first purchase point	100%		Dec-20		x	Barry Callebaut

F4A Core Commitment	CdI - Framework Language	Company Actions	Target Indicators	Godiva	Risks & Assumptions	Timeline	Implement Directly	Implement via partner	Partner(s)
F4A - Community Engagement and Social Inclusion Commitments									
Community Engagement and Social Inclusion	16. Full and effective information sharing, consultation, and informed participation of cocoa farmers and their communities who are affected by proposed land-use changes under the Framework.	16.1 Organize cocoa community consultations on the implementation of the Frameworks for Action	# of communities with consultation sessions and # of participants per community (male/female & <40yrs)	TBD		Dec-22		x	Barry Callebaut
	17. Promote community-based management models for forest protection and restoration, including engagement of local communities and farmers in awareness raising campaigns on the status of protected areas and the critical role that forest plays in climate regulation.	17.1 Establish and/or support community-based natural resource management (CBNRM) programs for forest restoration/protection in cocoa communities	# of cocoa communities with active forest restoration and protection program		Company actions are partly subject to the Government approval of the Community Resource Management Area (CREMA) mechanism	Dec-22		x	Barry Callebaut
			# of hectares under CBNRM	TBD		Dec-22		x	Barry Callebaut
	18. Development of action plans for forest protection and restoration, and sustainable agricultural intensification that are gender and youth sensitive.	18.1 Develop forest protection & restoration and agriculture intensification action plans that are gender and youth sensitive	# of cocoa communities with gender-focused programs	TBD		Dec-22		x	Barry Callebaut
			# of cocoa communities with youth-focused programs	TBD		Dec-22		x	Barry Callebaut
	19. For the approach in Forest Reserves, Government will assess and mitigate the social impacts and risks of proposed land-use changes on affected cocoa farmers and their communities, and ensure provision of alternative livelihoods and restoration of standard of living of affected parties, in line with global standards.				TBD			x	TBD
	20. Government will prepare operational guidelines covering resettlement and livelihood restoration of any affected parties by 30 June 2018, with input as relevant from private sector, civil society organizations, and other stakeholders, in line with global standards.	20.1 Support the development of operational guidelines on resettlement and livelihood restoration			TBD			x	TBD