

Roadmap: Biscuit International

Background

At the 2022 General Meeting of the German Initiative on Sustainable Cocoa (GISCO), members decided to publish individual roadmaps with commitments and milestones as well as progress reports on these commitments.

The individual roadmaps are based on the [GISCO roadmap](#) which lists the goals, targeted indicators and recommendations for action on the focus topics of certified cocoa/cocoa from company programmes, traceability, deforestation/agroforestry, child labor and living income.

These public individual commitments complement the annual monitoring process carried out in cooperation with the ISCOs (European Initiatives for sustainable cocoa), give visibility of the members' contributions to the [GISCO objectives](#) and strengthen individual accountability.

Commitments

- [Traceability](#)
- [Certified cocoa and cocoa from company programmes](#)
- [Deforestation/Agroforestry](#)
- [Child Labour](#)
- [Living Income](#)

Comment of the member on the roadmap:



Traceability

Commitment (submitted in December 2022):

100% cocoa traceable to plot level and polygon mapped by end of 2025.

Milestone 1:

Detailed supply chain mapping by end 2024.

Progress (submitted in December 2024):

Tier 1 supply chain mapping reached. We are working on adding tier 2.

Challenge:

We have no direct relationship with the original suppliers. We only buy chocolate and cocoa powder from companies based in the EU, according to the mass balance supply chain model. We are therefore limited by the information that our suppliers are willing to share with us. Some are reluctant to provide us with the contact details of their suppliers, which they prefer to keep confidential.



Certified cocoa and cocoa from company programmes

Commitment (submitted in December 2022):

By the end of 2027, our group target is to source 100% third party certified and independently verified sustainable cocoa.

Milestone 1:

Germany has already reached 88% certified cocoa volumes in 2022.

Intermediate milestones will be defined in the next months.

Progress (submitted in December 2024):

In 2024, Germany reached 88,7% certified cocoa volumes.

The market

35,7% Fairtrade

51,9% Rainforest Alliance

1% Organic

The sharp increase in cocoa prices over the past year has complicated relations with our customers and slowed down the possibilities of progress towards more certification. However, we are still on track to achieve our goal of 100% certified cocoa by 2027.

Challenge:

With more than 90% of our business in private label, the collaboration with our customers is key to achieving our sustainability objectives.

Our ambition is to ensure that these objectives are included in our customers mid-term product strategy and therefore more and more in specifications we receive from them.

In 2025, we will continue to strengthen this collaboration with our main customers in Europe to align our respective sustainability roadmaps.



Deforestation/Agroforestry

Commitment (submitted in December 2023):

Our commitment to zero deforestation by end 2024 with a cut off date on the 31st December 2020 is mentioned in our palm oil policy and shared with our suppliers via our dedicated supplier code of conduct.

Milestone 1:

We have sent a letter to all our suppliers concerned by the EUDR at the beginning of 2024 to make sure they are aware of this regulation and are putting into place the right organisation to be compliant on time. We have collected a great amount of documentation from them that we are now reviewing. We are completing this analysis with suppliers' interviews that we will repeat in Q4 2024 to evaluate their progress, both on deforestation and respect of local rights.

Progress: (submitted in December 2024):

The postponement of the EUDR implementation date has given our suppliers more time to comply. We are also taking advantage of this extra time to deepen our analysis and organise our exchanges to achieve our objective. We have moved our target to reach zero deforestation to the end of 2025.

Child Labour

Commitment (submitted in December 2023):

Under no circumstances shall individuals be employed below the age of 15 or below the minimum age specified by local laws for work or mandatory schooling, whichever is higher.

Responsible remedial measures have to be immediately implemented whenever any worker under the age of 15 is identified. These measures include immediately removing the child from all work and ensuring they are in a safe environment. Care and education of the child should be provided along with security of the same income to the family.

The goals and requirements set out in the International Labour Organization Worst Forms of Child Labour Convention have to be met

Milestone 1:

Our code of conduct includes child labour rights. It has been shared with all our employees internally beginning of 2024 and has been translated into a supplier code of conduct shared with all our suppliers in March 2024. We aim at collecting 80% of our suppliers' signature by the end of 2024.

Progress (submitted in December 2024):

The code has been shared with all our suppliers and is now part of the discussions when renewing our contracts. Additionally, we have included a clause in our agreement framework relating to the signing the supplier code of conduct to be able to do business with Biscuit International.

Despite all our efforts, we were only able to obtain 30% of signatures by the end of 2024. Our goal is to reach 50% by the end of 2025.

Challenge:

Some of our suppliers are very reluctant to include a sustainable clause in our contracts or to sign our own code of conduct. We are working with them to make sure our commitment and requirements are respected.



Living Income

Commitment (submitted in December 2024):

All workers have to be provided with a total compensation package for a standard working week that includes wages, overtime pay, benefits and paid leave which meets or exceeds legal minimum standards.

Compensation terms established by legally binding collective bargaining agreements have to be implemented and adhered to.

Wages should be paid, on time, regularly and in full.

Workers have to receive a pay slip for each pay period, clearly indicating the components of the compensation, including exact amounts for wages, specifying regular and overtime hours worked (where workers are paid on an hourly basis) and benefits, incentives/bonuses and any agreed deductions.

When a worker is paid based on volume output, piece-rate, quotas or similar, the pay rate should allow the worker to be able to earn at least the equivalent of the minimum or collective agreement wage, whichever is higher, during normal working hours.

All overtime work or work on statutory holidays has to be paid at the appropriate premium rate according to local legal requirements and/or collective bargaining agreements.

Other than legally mandated deductions, all other deductions from wages are made only with the express and written consent of the workers in a language they understand.

All legally mandated deductions, such as taxes and social or health insurance, have to be deposited for each pay period in the legally stipulated accounts or agencies and as required by local law.

Insurance has to be taken to cover workers in the case of any work-related injuries, accidents, illness, invalidity and death in accordance with local worker compensation laws, as a minimum.

Milestone 1:

Our code of conduct includes Living Income. It has been shared with all our employees internally beginning of 2024 and has been translated into a supplier code of conduct shared with all our suppliers in March 2024. We aim at collecting 50% of our suppliers' signature by the end of 2025.