

Roadmap: Cargill

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% farmer-to-plant cocoa bean traceability in our direct supply chain and 100% chocolate ingredients sourced in line with our sustainability code of conduct by 2030. 100% polygon mapping of supply chains in the six countries from where we directly source sustainable cocoa by 2030.

Milestone 1:

100% farmer-to-plant cocoa bean traceability in our direct supply chain and 100% chocolate ingredients sourced in line with our sustainability code of conduct by 2030. 100% polygon mapping of supply chains in the six countries from where we directly source sustainable cocoa by 2030.

Progress (submitted in December 2024):

Cargill is committed to transforming our agricultural supply chains to be free of deforestation by 2030. Our Policy on Forests lays out our overarching approach to achieving this target globally across our priority supply chains. It is founded on our belief that farming and forests can and must coexist. We are delivering on our commitment through time-bound policies and action plans in our cocoa, palm and soy supply chains.

The EU Deforestation Regulation (EUDR) prohibits placing or making available relevant products linked to deforestation on the EU market. Cargill shares the European Union's objective of combating deforestation and forest degradation linked to the production of agriculture commodities and products. The EUDR reflects many of Cargill's commitments to increasing transparency and traceability in our supply chains. When the regulation takes effect, all referenced supply chains must implement measures to ensure they are deforestation-free. In line with as-to-be-confirmed EUDR implementation timelines, all cocoa coming to the EU will be compliant with the legislation (cut-off date December 2020).

Please see the Cargill Policy on Forests at <https://www.cargill.com/doc/1432136544290/cargill-policy-on-forests.pdf>

In addition, please see our Supplier Code of Conduct at [Supplier Code of Conduct | Cargill](#)

Challenge:

1. **Technical capabilities for polygon mapping at scale** – we continue to invest in our capabilities with our implementing partners. Any sharing of best-practices by GISCO would be welcome.
2. **Farmer turn-over within cooperatives** – while companies operate sustainability programs, farmers are free to choose their route to the market. There remains ongoing turnover of farmers with specific supply chains. National systems would support ensuring farm locations can be accessed across supply chains.
3. **The pace of polygons on national cocoa traceability systems and database** – Cargill is heavily engaged in pre-competitive dialogue to encourage and share own experiences on traceability systems. Increased and coordinated support from the various ISCOs is needed to ensure a common, interoperable, and credible system is established.

Certified cocoa and cocoa from company programmes

Commitment (submitted in December 2022):

Cargill will continue to source third party certified and independently verified sustainable cocoa, according to market demand. Cargill has set internal targets to drive market conversion and uses this to encourage market adoption of more sustainable practices. However, this is ultimately at the discretion of the market.

Milestone 1:

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Milestone 2:

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Progress (submitted in December 2024):

Cargill remains committed to sourcing third party certified and independently verified sustainable cocoa, according to the demand of our customers and the market.

Our [Supplier Code of Conduct](#) outlines ethical expectations for all parties involved in our supply chain, promoting compliance with laws.

Challenge:

1. **Increased consumer demand for sustainable cocoa-containing products can have a positive impact in this goal area.** GISCO's work to educate stakeholders in cocoa consuming countries such as public policy makers, civil society, and consumers on both the challenges that exist in the supply chain and how their purchase of sustainable cocoa can support better outcomes will help drive demand for more sustainable products on shelf.
2. **Harmonization of product and service solutions to marketplace.** The many standards and commitments can make it challenging to operationalize and deliver cost efficient solutions to the marketplace at scale. It's important to encourage harmonization of commitments and recognize standards across marketplaces.

Deforestation/Agroforestry

Commitment (submitted in December 2023):

We commit to transform our agricultural supply chains to be deforestation-free by 2030, through prioritized supply chain policies and time-bound action plans.

Milestone 1:

By 2025 all cocoa coming to the EU will be compliant with EUDR (cut-off date December 2020). Cargill is committed to transforming our agricultural supply chains to be free of deforestation by 2030. Our Policy on Forests lays out our overarching approach to achieving this target globally across our priority supply chains. It is founded on our belief that farming and forests can and must coexist. We are delivering on our commitment through time-bound policies and action plans in our cocoa, palm, and soy supply chains.

Cargill is a CFI signatory. The CFI is a public-private partnership that unites 36 leading cocoa and chocolate companies, along with the governments of Côte d'Ivoire and Ghana, the World Cocoa Foundation (WCF) and IDH, the Sustainable Trade Initiative to end cocoa-related deforestation and restore valuable forest areas in those countries.

Please see the Cargill Policy on Forests at

<https://www.cargill.com/doc/1432136544290/cargill-policy-on-forests.pdf>

Progress: (submitted in December 2024):

Between January and June 24, Cargill sourced 54% of our cocoa volumes sustainably, with certifications from Rainforest Alliance, Fairtrade, or Cargill's own Promise Verified standard (third-party assured). All these certification schemes include requirements aimed at preventing deforestation.

In our direct sustainable Promise Network, we require that all farmers have their cocoa plots polygon-mapped and assessed using our internal deforestation monitoring tool. We also continued collaborating with both direct and indirect suppliers to collect geolocation data, ensuring that all cocoa volumes entering the EU will be compliant with the EUDR.

More information can be found in Cargill's 2024 ESG Impact Report - [Global Environmental, Social, and Governance \(ESG\) Report | Cargill](#)

A key part of protecting forests is agroforestry which showcases the value of forests for communities. In Côte d'Ivoire and Ghana we distributed between 2021 and 2023 3.96 million trees for on-farm planting, an initiative under CFI. More info about Cargill's CFI progress in 2023 can be found here: [cargill-cocoa-and-forests-initiative-2023-progress-report.pdf](#).

Challenge:

1. **Deforestation differentiation by supply chain is difficult.** We need to continue working towards a national traceability system and deforestation risk assessment protocol. Increased and coordinated support from the various ISCOs is also needed to ensure a common and high-performing system is established.
2. **Illegal deforestation by timber companies in certain regions, and unclear land tenure, makes farmers reluctant to plant trees for fear of their parcel being damaged or land being compromised.** On-going support to tackle root causes of deforestation through community education and national legislation for land rights should be prioritized by inter-company bodies and their technical assistance to origin governments. Risk of illegal deforestation also makes farmers reluctant to participate in an agroforestry project as they fear potential logging will destroy their cocoa plots.
3. **Clarity from origin governments on forested area definitions** – specifically around classified forest delineation (including clear datasets of forested areas), and definitions of agroforestry in forested areas. Current public datasets of forest and forest loss are for cocoa producing countries not accurate as forest is overestimated due to confusion with perennial crops like cocoa.
4. **Harmonized risk monitoring systems are needed to ensure effective forest protection.** Per point 3, there is a need to continue to drive clearer definition of forest delineation and translate that into more harmonized risk monitoring systems. This will ensure that the industry has a consistent picture, but also that all contributing industries can have the same baseline.

Child Labour

Commitment (submitted in December 2023):

At Cargill we work to eradicate child labor from our operations and supply chains. We implement appropriately designed due diligence systems that are intended to identify, prevent and remediate child labor. We will not hire individuals under the legal working age or the mandatory age of schooling.

Human rights are fundamental at Cargill and our actions are driven by our values and our culture of putting people first, championing action and embracing our responsibility to protect people and planet. We are committed to respecting the human rights of all Cargill employees and all those whose lives and livelihoods we touch. Cargill complies with local laws and respects internationally recognized human rights throughout our own operations, supply chains and the communities where we do business.

Please see our Human Rights Policy here:

<https://www.cargill.com/doc/1432136529974/cargill-commitment-on-human-rights.pdf>

Milestone 1:

By 2025 100% of our direct sourced sustainable cocoa will be covered by a CLMRS (Child Labor Monitoring and Remediation System) in relevant geographies (as defined by ICI).

Across the Cargill Cocoa Promise network, we work with partners to implement concrete measures to support communities related to addressing systemic root causes such as healthcare and nutrition, quality education, addressing child labor, and improving access to economic opportunities for women and youth.

Progress (submitted in December 2024):

Cargill has developed a risk-based Child Labor and Monitoring System (CLMRS) to identify child labor incidents more efficiently, to assign the necessary remediation activities more effectively, and to prevent future cases by addressing the root causes at household and community levels. Our coverage is 100% in IVC through the risk-based model and 100% in Ghana through full monitoring of farmers in our direct supply chain.

Challenge:

1. **Producing country government capacity and access for social services can be strengthened.** Coordinated support from the ISCO community could support more capacity building for local government authorities to provide direct remediation where possible at a community level.
2. **Harmonized reporting requirements.** While progress has been made by ICI and other partners on harmonizing definitions, ongoing work is needed to support better harmonization in reporting requirements across the industry.
3. **Support on landscape approaches.** As companies explore ways to deliver services more effectively through landscape approaches, support from the ISCO community on creating conducive environments for discussion and pre-competitive collaboration will help accelerate this shift in delivery models.

Living Income

Commitment (submitted in December 2024):

Cargill's Promise Cocoa specifications and materials includes Living Income as a cross-cutting theme. Our living income priorities within this approach are centered in three key pillars; 1. High quality data collection and analysis, 2. Scalable and differentiated customer solutions, and 3. Communications and influencing.

All three of these pillars are closely linked with the ambitions of GISCO and the wider ISCO group, as they are centered on stimulating customer demand for products with living income as a metric.

Milestone 1:

From CY25/26 Cargill will have WCF CHIS Methodology-consistent data collection and analysis tools developed and available to continue driving living income priorities.

Progress (submitted in December 2026):

Challenge:

1. **Limited customer demand** – Despite growing industry knowledge, as well as existing and upcoming European legislation such as the German Supply Chain Act and CS3D, we still see limited appetite and interest at scale, from customers for additional investment to drive progress on living income in their supply chain, this includes GISCO members as well as members of other ISCOs and our broader customer base.
2. This dynamic causes significant challenges for companies like Cargill, as the investments required to move the needle on Living Income are simply not possible without comprehensive customer and retailer support and commitment.
3. **No 'ISCO-approved' investment solutions** – In addition to (and perhaps an explaining factor of) limited customer demand, we also see that the innovation and solution generation aspect of closing the living income gap is often seen as the responsibility of companies, rather than as a collective industry/initiative drive to commonly agree on, educate and scale impactful approaches. We see an important role for GISCO and other ISCO's to help centralise this process, educate all members on potentially impactful strategies (or 'priority investments') to ask their suppliers about, as well as building consensus around the fact that standard core sustainability premiums are not enough to achieve the outcomes we are looking to achieve on living income by 2030, should be communicated more clearly.
4. **Lack of harmonized agreement on Living Income benchmark and current income methodologies** – There continue to be different options for the calculation of living income benchmarks, particularly for current incomes. For benchmarks, the studies published by LICoP using the Anker methodology have seemingly been adopted as the industry standard and there are fewer issues as a result. However, for the difficult task of calculating current incomes, it remains a significant gap. There is no common framework for all companies to use, meaning that aggregated insights and progress are difficult to quantify and compare, for example for ISCO reporting. Therefore, some companies are using a very robust methodology, whilst others either don't use one or use a series of assumptions, and they are judged as equal against ISCO reporting metrics and expectations. This does not incentivise improvements in data collection and analysis methods. Cargill is working on the assumption that the WCF CHIS Methodology will be adopted as the industry standard, and we are actively integrating into our data collection protocols in West Africa.
5. **Lack of holistic rural development strategies** – Many cocoa farming households need to generate revenue from multiple sources, not just cocoa. Technical capability building, access to market and other productive resources are necessary and it is very important that there are clear rural action plans to strengthen economic activity across a variety of areas. This is not the responsibility of the cocoa sector but broader with governments, development partners and institutional donors.