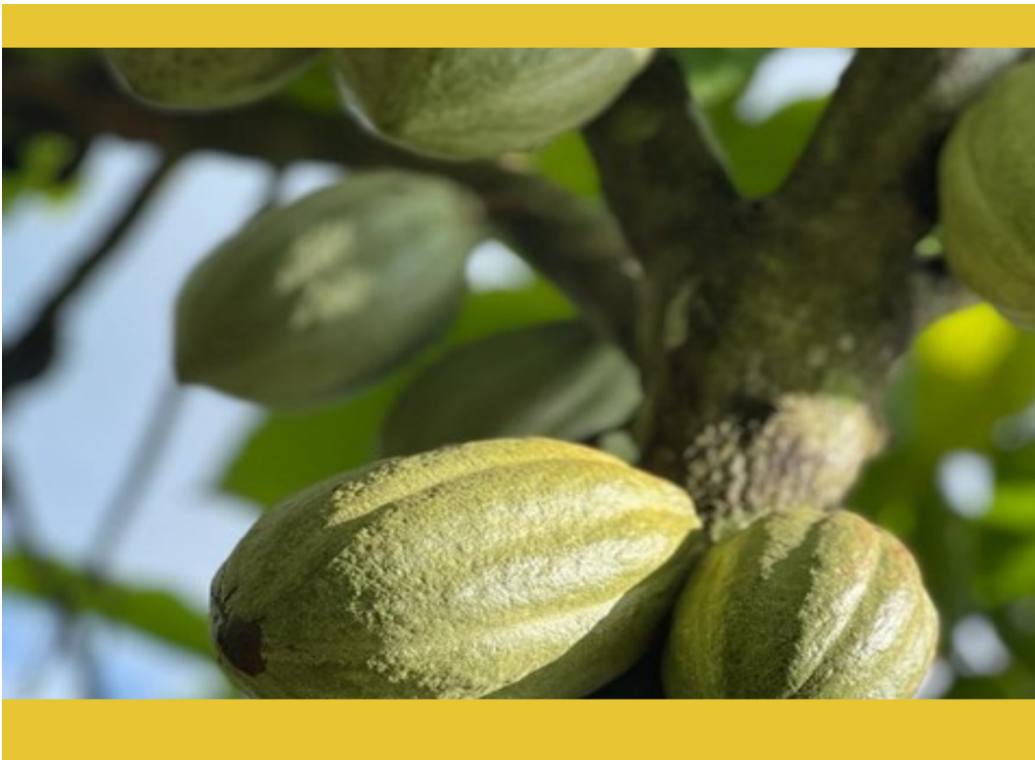




Assessing working conditions in ofi's cocoa supply chain in Ghana



February 2025
Baseline Assessment

ABOUT THE FAIR LABOR ASSOCIATION

The Fair Labor Association (FLA) promotes human rights at work. We are an international network of companies, universities, and civil society organizations collaborating to ensure that millions of people working at the world's factories and farms are paid fairly and protected from risks to their health, safety, and well-being.

Table of Contents

1. Executive summary	2
2. Abbreviations and acronyms	3
3. Introduction	5
3.1 Company background	5
3.2 Company relationship with FLA	5
3.3 Assessment goals and objectives	5
4. Methodology	6
5. Background on cocoa in Ghana	7
5.1 Overview of the cocoa sector in Ghana	7
5.2 Ghana's cocoa value chain	8
5.3 Sectoral risks and issues	9
6. Findings	10
6.1 Company profile and supply chain	10
6.2 Traceability and farmer information tracking/maintenance system	13
6.3 ofi's internal monitoring system in Ghana	15
6.4 FLA's community profile assessment	16
6.5 Worker profiles	20
6.6 Working status and conditions	20
6.7 Stakeholder mapping and perspectives	21
6.8 Labor risk assessment	21
7. Recommendations	24
8. Key findings and corrective action plan	25
9. Annexes	30
9.1 Annex A: Ghana desk research report- child labor in the cocoa sector	30
9.2 Annex B: Laws and frameworks for child protection	31

1. Executive summary

As part of the annual due diligence cycle for member companies, the Fair Labor Association (FLA) conducted an independent external assessment (also known as a baseline assessment) of Olam Food and Ingredients' (ofi) cocoa supply chain in Ghana as required by the [Fair Labor Code and Compliance Benchmarks for Agriculture](#). This assessment, completed between Nov. 14-20, 2022, documents ofi's labor standards and practices and compares them to FLA's [Principles of Fair Labor and Responsible Sourcing for Companies with Agricultural Supply Chains](#), which uphold and protect workers' rights in agricultural supply chains.

The study area was selected based on ofi's primary sourcing regions for cocoa in Ghana. FLA conducted a field assessment in the central region of Ghana in three communities (Wamaso, Akutuase, and Jakai) within two districts (Assin Fosu and Twifo Atii Mokwo).

For this assessment, FLA interviewed ofi's internal monitoring system (IMS) staff, as well as 120 farmers, four workers, and 10 key interviewees. FLA also held focus group discussions (FGDs) with stakeholders and community members for additional information on labor issues. A total of 168 people participated in a labor risk assessment survey to verify labor practices against FLA's [Workplace Code of Conduct](#), which defines labor standards that aim to achieve decent and humane working conditions. The code's standards are based on International Labor Organization (ILO) standards and internationally accepted good labor practices.¹

Key identified risks identified in ofi's Ghana supply chain include:

- Employment relationship;
- Non-discrimination;
- Forced labor; and
- Health, safety, and environment (HSE).

Following these findings, FLA's assessors recommended the following actions for ofi:

- Support communities to increase access to education and health services;
- Facilitate engagement between communities and teachers to pass a community-level by-law to prevent farmers from taking their children out of school for work;
- Intensify education and continue interactive discussions with farmers and workers on the FLA Code of Conduct;
- Encourage farmers to use of protective equipment;
- Direct ofi purchasing clerks (PCs) not to buy beans from farmers when no immediate payments can be made; and
- Strategically engage with national-level stakeholders to continue improvements in systemic issues affecting workers in Ghana's cocoa farming industry.

¹ Good labor practices as defined by ILO include: (1) employment relationship; (2) nondiscrimination; (3) harassment or abuse; (4) forced labor; (5) child labor; (6) freedom of association and collective bargaining; (7) health, safety, and the environment; (8) hours of work; and (9) compensation.

2. Abbreviations and acronyms

African Women Lawyers Association – AWLA

Civil society organization – CSO

Cocoa Health and Extension Division – CHED

Cocoa Marketing Company – CMC

Cocoa takeover receipt – CTOR

Community-Based Health Planning and Services – CHPS

District Labour Office – DLO

Domestic Violence Victim Support Unit – DOVVSU

Fair Labor Association – FLA

Federation of International Women Lawyers – FIDA

Focus group discussion – FGD

Ghana cocoa board – COCOBOD

Ghana Cocoa Marketing Company – CMC

Grievance Mechanism Committee – GMC

Health, safety, and environment – HSE

International Labor Organization – ILO

International Labor Organization’s International Programme on the Elimination of Child Labour – ILO-IPEC

Internal monitoring system - IMS

Junior high school – JHS

Licensing Buying Company – LBC

Ministry of Food and Agriculture – MOFA

National Health Insurance Scheme – NHIS

Olam Food and Ingredients – OFI

Olam's Farmer Information System – OFIS

Purchasing Clerk – PC

Quality Control Division – QCD

Rainforest Alliance – RA

Senior high school – SHS

Takeover points – TOPs

United Nations International Children's Emergency Fund – UNICEF

United States Department of Labor's Bureau of International Labor Affairs – USDOL-ILAB

Women and Juveniles Unit – WAJ

3. Introduction

3.1 Company background

ofi is a global supplier of food ingredients with five major product categories: cocoa, coffee, dairy, nuts, and spices. The company is based in Singapore and operates across five continents, sourcing from 2.4 million farmers in more than 50 countries, with more than 18,000 global employees. ofi joined FLA in 2012 and is subject to FLA's due diligence processes.

3.2 Company relationship with FLA

Since 2012, FLA has conducted and published assessments of ofi's cocoa supply chain in Africa to monitor labor standards as described in the FLA Workplace Code of Conduct and compliance benchmarks for agriculture. As an FLA member, ofi has committed to adopting and implementing [FLA's Workplace Code of Conduct](#) and [FLA's Principles of Fair Labor and Responsible Sourcing](#) to identify and remediate labor issues in its cocoa supply chain. As part of the company's annual due diligence cycle, FLA undertakes field-level assessments for ofi covering cocoa farmers in various countries, including Ghana.

3.3 Assessment goals and objectives

The assessment's aims were to:

1. Outline the regulatory framework of working conditions in the cocoa sector and specific national or local programs that support and protect farmers and workers;
2. Map ofi's cocoa supply chain in Ghana and the existing supply chain relations that can be leveraged to introduce a sustainability program focusing on mitigating labor risks, including child labor;
3. Identify ofi's internal supply chain and labor management systems;
4. Identify key local stakeholders and existing programs for collaboration;
5. Conduct task and risk mapping with community and worker profiling in selected clusters of ofi's cocoa suppliers' farms to understand working conditions and the extent and causes of labor risks; and
6. Provide practical and scalable recommendations to ofi for building or refining social compliance and responsible sourcing in its supply chain management systems.

4. Methodology

FLA used a combination of data collection techniques, including:

1. **Desk research:** FLA's team reviewed documents and information provided by ofi, conducted online research, and interviewed stakeholders to understand Ghana's cocoa context.
2. **Supply chain mapping and IMS evaluation:** FLA's team collected baseline data from ofi before the field visits, which provided an overview of ofi's Ghana cocoa supply chain, procurement system, and production. The overview assisted in defining the assessment's sample size and locations. FLA's team met with ofi's local sustainability staff and used the supply chain mapping template and IMS evaluation tool on policies and procedures, implementation plans and corresponding documentation.
3. **Stakeholder consultations with representatives from key institutions and organizations:** Assessors interviewed representatives from the district office of the Ministry of Food and Agriculture (MOFA), the District Labour Office (DLO), the Climate Cocoa Association – Kakum (a certification provider body that specializes in forest protection), the Ghana cocoa board (COCOBOD) CHED, a local government office, and the district education office to understand key labor and human rights issues in Ghana's cocoa sector.
4. **Community profiling:** Assessors met with community leaders and held FGDs with community members to understand the local context, existing social groups and culture, current infrastructure, and economic conditions which could further illuminate the root causes of labor risks.
5. **Household profiling and farm assessment:** Assessors visited selected farms and households to interview farmers, collect demographic data, and gather information on farm-level labor risks, hazards, and household needs.
6. **Data entry, processing and reporting:** FLA's team used Microsoft Excel for data entry and analysis.
7. **Development of recommendations:** Assessors and FLA provided recommendations to ofi based on the findings on identified labor risks.

As part of the assessment, FLA interviewed the following individuals:

Table 1: Interviewees

Group	Participants
Cocoa farmers	120
Workers (full-time/regular)	0
Farm workers (part-time/seasonal)	4
Children (individuals younger than 18)	25
Stakeholder representatives	16
Ofi IMS staff	3

5. Background on cocoa in Ghana

5.1 Overview of the cocoa sector in Ghana

Ghana is the second-largest producer of cocoa in the world (after Côte d'Ivoire), making up approximately 20% of global cocoa production on about 1.46 million hectares of land. Home to an estimated 300,000 cocoa farmers, Ghana produced 1,047,000 metric tons of cocoa in 2020-2021. As the country's second-largest cash crop after mineral exports, cocoa contributed \$390 million to Ghana's GDP in 2021.²

Cocoa is mostly grown in the forested areas of the country, including the Central, Ashanti, Eastern, Western, and Volta regions, during its two harvesting seasons. The primary cocoa harvest season is from October to January, while the smaller harvest season is from April to June.³

Cocoa is mainly produced in small, family-run plantations, encompassing on average 2-3 hectares. It is estimated that about 850,000 families are involved in cocoa farming in the regions mentioned above. Some of these families are also



GHANA'S COCOA GROWING REGIONS

² Howard Hudson. (2022, June 2). "Ghana is cocoa, cocoa is Ghana" - OPEC Fund for International Development. <https://Opecfund.org>. <https://opecfund.org/news/ghana-is-cocoa-cocoa-is-ghana#:~:text=Ghana%20is%20the%20second%2Dlargest>

³ PROPARGO. (n.d.). Home | Proparco - Groupe Agence Française de Développement. www.proparco.fr. Retrieved March 25, 2024, from <https://www.proparco.fr/fr/carte-des-projets/OLAM-ci>

involved in other commercial, industrial, and service sectors.⁴ The crop provides about two-thirds of cocoa farmers' incomes.⁵

5.2 Ghana's cocoa value chain

The Ghanaian cocoa value chain is unusual in comparison to other cocoa producing countries. The Ghanaian government is highly involved at all levels of production and export through through the state-run board, COCOBOD. The board:

- Assists in the development of the cocoa, coffee, and shea nut industries of Ghana.
- Undertakes and encourages the processing of cocoa, coffee, shea nut and cocoa waste to add value for export and local consumption;
- Manages and promotes scientific research aimed at improving the quality of cocoa, coffee, shea nut and other tropical crops;
- Regulates the internal marketing of cocoa, coffee and shea nut, including securing the most favorable arrangements for the purchase, grading and sealing, certification, sale and export for these products;
- Purchases, markets, and exports cocoa products, which are graded under the Cocoa Industry (Regulations) (Consolidation) Decree, 1968 NLCD 278 and related regulations, as suitable for export; and
- Initiates programs aimed at controlling agricultural pests and diseases.

The board licenses and regulates private companies to help with these functions. These companies are called licensed buying companies (LBCs). The LBCs are responsible for purchasing the beans from farmers at the guaranteed minimum price announced by COCOBOD at the start of each season. The LBCs then sell the beans at another regulated fixed price to COCOBOD. There are currently 28 registered LBCs, two of which are foreign-owned (including ofi).⁶

⁴ "Ghana is cocoa, cocoa is Ghana" - OPEC Fund for International Development. (n.d.). <https://Opecfund.org>.
<https://opecfund.org/news/ghana-is-cocoa-cocoa-is-ghana#:~:text=Throughout%20the%20country%2C%20cocoa%20is>

⁵ Howard Hudson. (2022, June 2). "Ghana is cocoa, cocoa is Ghana" - OPEC Fund for International Development. <https://Opecfund.org>. <https://opecfund.org/news/ghana-is-cocoa-cocoa-is-ghana#:~:text=Ghana%20is%20the%20second%2Dlargest>

⁶ Bray, J. (2014, June 12). *Cocoa is Ghana, Ghana is Cocoa...* <https://onthecocotrail.com/2014/06/12/cocoa-is-ghana-ghana-is-cocoa/>

5.3 Sectoral risks and issues

Living conditions

Cocoa farmers and workers in Ghana, just like those in other cocoa producing countries, face many risks related to their socio-economic and working conditions. In Ghana, self-employed cocoa farmers work on small plots of land with less than five hectares (12.3 acres) and an average yield of only 400 kilograms (881.8 pounds) per hectare. These yields are so low that they are not sufficient to cover the farmer's necessary income and living and working conditions.⁷

Farmer's exposure to dangerous and threatening conditions

In FLA's interviews with farmers, and FGDs with community stakeholders and ofi staff, participants indicated that farmers are exposed to all forms of dangerous conditions. Most farmers do not wear protective clothing and footwear and are at risk of bites from snakes and other poisonous animals. They are also exposed to elevated temperatures, rain, chemicals and fertilizers which are not good for their health.

Low prices for cocoa beans

One key problem that cocoa farmers face is the extremely low price they are paid for their crops. It is estimated that cocoa farmers receive between just 3-6% of the retail price of a chocolate bar. Although the cocoa sector in Ghana is highly regulated with a fixed price per bag, farmers bear a heavy disadvantage in the market as they do not have opportunities to negotiate a better price for their products. Farmers carry a disproportionate risk in the supply chain as they are impacted most quickly and dramatically when the market price drops.⁸

Lack of crop insurance

Cocoa farms, just like other crops in Ghana, are not covered by insurance in case of disaster, such as a bushfire. Traditional crop insurance programs, like those offered in the United States, are expensive to operate and depend heavily on government subsidies.⁹

⁷ Plateforme Suisse du cacao durable. (2024). Challenges in the cocoa sector - Kakaoplattform. [Www.kakaoplattform.ch. https://www.kakaoplattform.ch/about-cocoa/challenges-in-the-cocoa-sector#:~:text=Prolonged%20dry%20seasons%2C%20less%20rainfall](https://www.kakaoplattform.ch/about-cocoa/challenges-in-the-cocoa-sector#:~:text=Prolonged%20dry%20seasons%2C%20less%20rainfall)

⁸ Diakite, S. (2020, February 6). *Addressing Challenges in West African Cocoa Farming*. Rainforest Alliance. <https://www.rainforest-alliance.org/insights/addressing-the-challenges-in-west-africa-cocoa-farming/>

⁹ Barry J. Barnett & Keith Coble, (1999) *Understanding crop insurance principles: A primer for farm leaders*, https://www.researchgate.net/publication/23513655_UNDERSTANDING_CROP_INSURANCE_PRINCIPLES_A_PRIMER_FOR_FARM_LEADERS

Deforestation and loss of biodiversity

Cocoa production is threatened by aging plantations, poor farm management, soil degradation, pests, and other diseases. To increase production and meet demand, cocoa producers often rely on the clearing of additional forest land.¹⁰ Deforestation leads to a loss of biodiversity and contributes to climate change. In addition, the misuse or overuse of pesticides and chemical fertilizers on many cocoa farms negatively affects the quality of local water resources, contaminates soils, and further reduces biodiversity.¹¹

Child labor in the cocoa sector

Cocoa production is labor intensive and limited technology has been introduced to facilitate the farming process. Workers still manually weed, fertilize, prune, harvest, open, and dry cocoa pods. This coupled with the low incomes of farmers makes it difficult for farmers to employ the required labor. As a result, the farmers often resort to relying on family members, including children, to produce cocoa and other food crops. The United States Department of Labor's Bureau of International Labor Affairs (USDOL-ILAB) and the Cocoa Initiative have reported the use of child labor as an endemic problem in Ghana's cocoa sector.¹² COCOBOD has always maintained that child labor is limited. However, some children take part in hazardous activities such as handling chemicals, lifting heavy loads, climbing trees, and using machetes.

6. Findings

6.1 Company profile and supply chain

6.1.1 Company profile

ofi was initially established in 1994 and located in the Kaase industrial area, Kumasi as one of Ghana's food ingredients companies. It exports cocoa and cashews that are grown by more than 300,000 farmers. ofi bases its success on its dedicated team and

¹⁰ Swiss Platform for Sustainable Cocoa. (2023). *Challenges in the cocoa sector - Kakaoplattform*. Wwww.kakaoplattform.ch. <https://www.kakaoplattform.ch/about-cocoa/challenges-in-the-cocoa-sector>

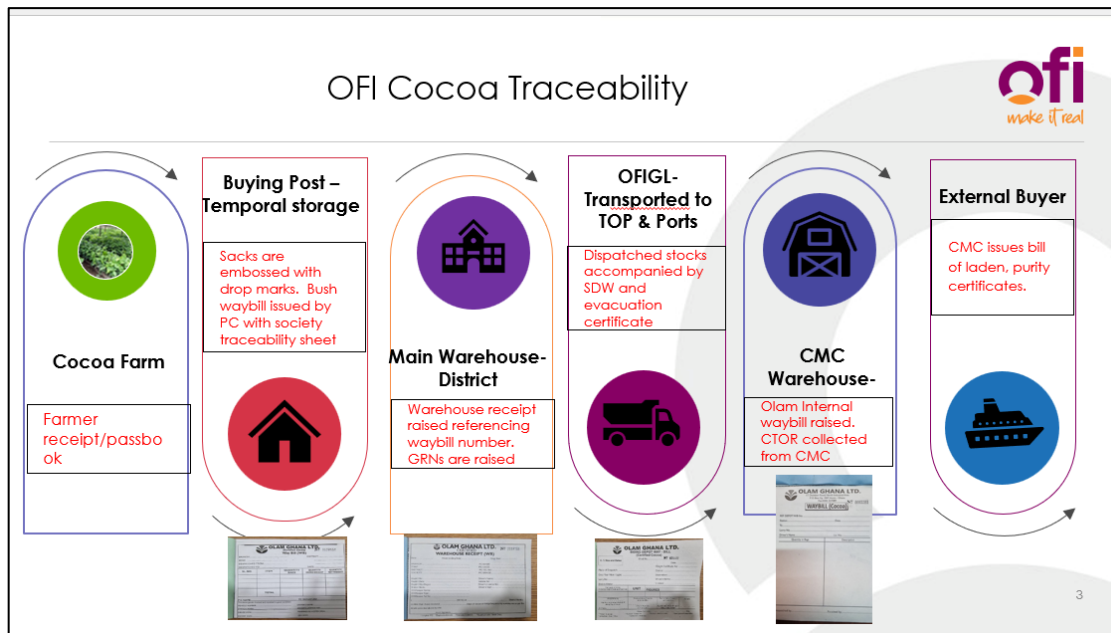
¹¹ Swiss Platform for Sustainable Cocoa. (2023). *Challenges in the cocoa sector - Kakaoplattform*. Wwww.kakaoplattform.ch. <https://www.kakaoplattform.ch/about-cocoa/challenges-in-the-cocoa-sector>

¹² International Labour Organization. (2008). *The Challenge to Make Chocolate Child Labour Free (Part 1/3)*. In *YouTube*. <https://www.youtube.com/watch?v=FRG6NMVKHDs>; Owusu, V., & Kwartey, A. (2008). *An Empirical Analysis on the Determinants of Child Labor in Cocoa Production in Ghana*. <https://www.cocoainitiative.org/sites/default/files/resources/An-Empirical-Analysis-on-the-Determinants-of-Child-Labor-in-Cocoa-Production-in-Ghana.pdf>

strong relationships with farmers, distributors and partners built over the last 25 years. ofi sources beans from smallholder farmers across Ghana and provides year-round support to actors in its supply chain. As an LBC, ofi's cocoa production portfolio represents 25% of all cocoa beans traded in Ghana.

6.1.2 Supply chain structure and actors

In Ghana, ofi's supply chain is carried out through ofi Ghana Ltd LBC, a subsidiary of Olam International Ltd. The section below details ofi's supply chain in Ghana.



Cocoa farms: ofi sources cocoa from an extensive network of farms across Ghana's cocoa regions.¹³ However, ofi focuses on the Ashanti, Western North, Western South, Brong Ahafo, Central, and Eastern regions for sustainable procurement. ofi buys from around 120,000 farmers who grow cocoa on their own land or family land and deliver it to PCs, who purchase the cocoa. Farmers and PCs together make up a farmer group comprised of 60-80 farmers per PC. Farmers have unique numbers that could be used to identify them in the ofi farmer database. After supplying the cocoa beans to the PC, the farm is given a receipt/passbook confirming the receipt of the cocoa beans.

Purchasing clerks (PCs) are registered cocoa-buying agents. PCs are funded electronically by ofi to buy cocoa beans from farmers. After quality inspection by

¹³ Cocoa farming regions include: Western North, Western South, Ashanti, Central, Eastern, Brong Ahafo, and Volta.

COCOBOD'S Quality Control Division (QCD) is complete, the PCs deliver the beans to designated warehouses in the same district where they are graded and sealed.



Buying post-temporal storage (BP): After the PCs have purchased the beans from farmers, the beans are stored in temporary warehouses where the cocoa sacks are embossed with drop marks. Finally, the PC issues a waybill together with a society traceability sheet, which details which farmer group the PC bought the cocoa from.



Main district warehouse: The cocoa beans are transported from the temporal storage to the main district warehouse where a receipt is created referencing the waybill numbers. At the district warehouse, the cocoa is graded and sealed.



Transportation to TOP and ports: ofi transports the cocoa to the Ghana Cocoa Marketing Company (CMC), which has designated Take Over Points (TOPs) from where the CMC ships the beans to cocoa buyers. Cocoa arrives at the TOP of the destination port, and an internal waybill is prepared and attached for programming. Finally, cocoa is offloaded after quality checks, and an approval sheet is issued.



The Ghana Cocoa Marketing Company (CMC): The CMC is a wholly owned subsidiary of COCOBOD established in 1961 with offices in London, UK, and three take-over centers in Tema, Takoradi, and Kumasi, Ghana. It performs the following functions:

- Promote, sell and deliver Ghana's cocoa to both local cocoa processors and international traders and processors;
- Take delivery of and store Ghana's cocoa at its designated warehouses in Tema, Takoradi, and Kumasi, after which QCC issues a purity certificate;
- Support the financing of Ghana's cocoa sector by facilitating annual syndicated loan arrangements and ensuring that sale proceeds are collected towards the repayment of the loan;
- Issue a net weight ticket after the loaded truck is weighed; and
- Issue a cocoa takeover receipt (CTOR) and summary sheet, which ofi signs.¹⁴

¹⁴ Cocoa Marketing Company. (n.d.). *CMC | Home*. www.cocoamarketing.com.gh. Retrieved March 25, 2024, from <https://www.cocoamarketing.com.gh/cmcgh/>.



External Buyer: The cocoa is shipped to ofi and/or international off-takers. Here, the QCC conducts quality checks, and the cocoa is fumigated. CMC receives shipping information from ofi, and CTOR and other documents are sent to ofi's head office.

6.2 Traceability and farmer information tracking/maintenance system

The company's Farmer Information System (OFIS) is an application that enables its field staff to collect data, map GPS points of farms and social infrastructure, manage training activities, and track all "first mile" transactions, including financing, input distribution and crop purchases. This information is accessible through a desktop portal and allows staff to create detailed models, advising farmers and others in the supply chain on how to maximize their efforts. It also helps ofi identify risks and opportunities, as well as areas where it should focus resources, such as training or infrastructure investments.

This allows ofi to more accurately report sustainability activities, social justice and other positive business indicators. It is a key input tool for AtSource, Olam's sustainability information platform for agricultural supply chains. So far, more than 550,000 farmers in more than 30 countries have been registered in the system, and ofi continues to roll out OFIS.

6.2.1 Procurement contracts between ofi and supply chain actors

All the farmer group members that FLA visited had written contracts with ofi which specified the requirements for them to sell cocoa to the company under the sustainability program. The agreement clearly spells out the obligations of a farmer, including:

- Declaring the entire size of their cocoa farm to ofi (total number of hectares);
- Allowing farm inspections;
- Accepting the results of internal inspections and external audits and implementing corrective actions to resolve non-compliances;
- Guaranteeing that all products sold as certified come from registered farms;
- Adopting and implementing training guidelines;
- Not engaging in prohibited activities (including encroaching, destruction of natural ecosystems, commercial hunting of wildlife, destruction of native tree species, child labor or worst form of child labor, forced labor, harassment and workplace violence, discrimination, and used of prohibited substances in or around the farm);
- Accepting sanctions but being allowed to appeal the decisions using grievance procedures; and
- Allowing ofi and its partners to use collective farms (cocoa farms with collective ownership) for certification purposes.

The contract also contains ofi's obligations, including:

- Conducting a baseline assessment and inspections for all producers who were traced and registered with the supplier;
- Conducting farm-level monitoring and remediation activities;
- Communicating results to producers;
- Supporting producers in implementing corrective actions to resolve non-compliances;
- Implementing a grievance redressal process for producers' concerns;
- Organizing training and coaching sessions for producers on the code of conduct, and supporting producers in implementing training and coaching guidelines;
- Assisting producers in accessing quality farm inputs;
- Leading producers to acquire certification for their products; and
- Ensuring the premium payment to producers on sold products.

Considering that most farmers are not educated, the contract should be read and explained to the farmer before they sign it. Ideally, this step should be conducted by a neutral party, such as a famer group representative.

ofi Rainforest Alliance
OLAM GHANA CONSERVATION COCOA CERTIFICATION PROJECT (OGCC)
KAKUM DISTRICT
FARMER CONTRACT

NAME OF FARMER: SAMUEL DANSO NAME OF OPERATOR:
 OWNER CODE: CCAKBD/036 OPERATOR CODE:
 NAME OF COMMUNITY: BEDIAKO NAME OF COMMUNITY:
 NUMBER OF COCOA FARMS/PARCELS: 1

GENERAL OBLIGATIONS

- Both parties shall execute this agreement as part of the contract.
- No failure or omission to enforce any of these terms of this agreement shall be construed as a waiver of such terms.
- If any part of this agreement is declared invalid, the part so declared shall not affect the validity of the remaining parts of the agreement.
- Both parties have the right and freedom to end this agreement and leave the contract at any point.

OBLIGATIONS OF FARMERS

- Farmer(s) shall declare all or entire cocoa farm(s) to Olam's Certification Project Manager, and shall register them under the program unless otherwise decided by both parties.
- Farmer shall allow the inspections of all farms to assess their level of compliance to the Rainforest Alliance Sustainable Agriculture Standard farm requirements.
- Farmer shall accept the results of internal inspection and external audits, and will implement corrective actions to resolve all non-conformities.
- Farmer guarantees that all products sold as certified comes only from registered farms.
- Farmer shall attend the meetings and trainings organized for the purpose of this Program.
- Farmer shall adopt and implement training and coaching guidelines on farm.
- Farmer shall not after signing this contract, engage him/her self in the following:
 - Encroaching Forest/Protected areas to farm or perform any unlawful activity
 - Destruction of natural ecosystems on farm
 - Commercial hunting of wild life
 - Destruction of native tree species on farm
 - Child Labour or WFCL, Forced Labour or Harassment and Work Place Violence.
 - Discrimination
 - Use prohibited substances in or around farm.
- Farmer shall accept sanctions after sanctioning and approval decisions.
- Farmer shall have the right to appeal decisions made by the group's management using the grievance procedure.
- Farmer agrees to allow OFI and Rainforest Alliance to use collected farm data for the purposes of RA certification as described in the RA general terms and conditions and its privacy policy.

ofi Rainforest Alliance
OBLIGATIONS OF OLAM COCOA CERTIFICATION PROGRAM

- Conduct baseline assessment of farms of all registered producers.
- Inspect farms of all producers from time to time as may be required.
- Communicate results of inspections to producers.
- Support producers to implement corrective actions to resolve all non-conformities.
- Implement a grievance redress process to address concerns of producers in relation to project activities.
- Organize training and coaching sessions for producers on requirements of project.
- Support producers to implement training and coaching guidelines on farm.
- Assist producers to assess quality farm inputs.
- Lead producers to acquire certification for their produce.
- Ensure payment of premium to producers on sold produce.

I hereby give my consent that I understand the content of this agreement.

FARMER CONSENT

Place: <u>BEDIAKO</u>	Date: <u>7/1/22</u>
<u>SAMUEL DANSO</u> Owner/Producer's name	 Owner/Producer's Signature/Thumbprint
Operator name	Operator signature/Thumbprint
For Olam Ghana Conservation Cocoa Project Name: <u>NANCY BREKOH</u>	For Olam Ghana Conservation Cocoa Project Signature:

OFI'S CONTRACT WITH FARMERS

6.3 ofi's internal monitoring system in Ghana

6.3.1 Grievance mechanisms

ofi has a supplier grievance mechanism in place. The process allows human rights cases to be reported through the farm or group's own monitoring system, an audit, or an outside party/media report. With this mechanism, the complainant or affected individual is contacted within 24-48 hours, and the safety and protection of the individual are prioritized in the case management. The first step of the process is to go through the Grievance Mechanism Committee (GMC) to assess the existence of criminality in the case, and, if needed, the GMC refers the case to authorities and law enforcement.

6.3.2 Timely and preventative remediation

At the time of the assessment, ofi had a remediation mechanism in place. A key component of the remediation process is the Assess and Address Committee, which meets with alleged victims and individuals involved, discusses rights, resources, and responsibilities with individuals affected, and proposes remediation measures through corrective actions (including disciplinary action against the perpetrator). The committee refers the case to responsible internal and external stakeholders to implement corrections and corrective actions as part of the remediation plan and oversees the implementation.

Other remediation actions for different violations include:

- ofi implements short-term (12-week) corrections at the individual and community level and completes a plan for the implementation of corrective actions;
- ofi implements long-term (52-week) corrective actions at the individual and community level
- The Assess and Address Committee monitors the implementation of corrections and corrective actions;
- ofi regularly reviews corrections and corrective actions to ensure they are implemented effectively according to the plan;
- ofi audits serious cases that led to temporary suspensions or decertification;
- The Assess and Address Committee actively solicits input from the complainant on their satisfaction with processes and remedies.

6.3.3 Training

Internal staff training

ofi reported that its IMS team members are trained on a range of topics, including the human and labor rights topics in its code of conduct: child labor or worst form of child

labor, forced labor, harassment and workplace violence, discrimination, and use of prohibited substances in or around the farm.

Farmer/cooperative training and farmers' access to the code of conduct

ofi staff provided training to farmers covering topics such as good agricultural farm practices (pruning, spraying, and measuring chemicals), child labor, forced labor, harassment in the workplace, violence against women, and gender issues.

ofi provides farmers and workers with its code of conduct, mainly in group meetings and with posters. The assessors noted that 91% of farmers knew the code of conduct. The 83.9% of farmers who reported being informed about child labor indicated that ofi was the main source of information.

6.3.4 Internal assessments and inspections

ofi's internal inspections cover various topics such as good agricultural practices, environmental protection, and labor rights issues such as child labor. The assessment team found that 33.3% of the farmers have received at least one inspection visit on child labor. About 89% of those who have ever received an inspection visit said the visit was conducted by ofi staff; the rest of the inspections were conducted by the local labor office (4.4%), COCOBOD (2.2%), and other organizations (4.4%).

6.3.5 Premiums received by members/farmers

All the farmers reported receiving support from the government to help them with various aspects of their cocoa production. For example, 56% of the farmers received agrochemicals, area-spraying (44%), fertilizer (40%), and training support from the government (32%). They also received seedlings (17%), pruning (12%), and pollination (6%) support. Producers receive bonuses and premiums for selling their products.

Regarding payment, the assessment team found that the producers/workers receive their income directly and individually. Payments are made on time, but there is no record of payment with the farmers at farm level. The assessment team found that payment records are kept at the district level with ofi IMS after farmers have signed or thumb printed to indicate receipt of payment. In addition, most farmers reported that no payment deduction is made. In cases where the deduction is made, it is done with their consent.

6.4 FLA's community profile assessment

The FLA assessors visited three rural communities (Wamaso, Akutuase, and Jakai) located in two districts (Assin Fosu and Twifo Atii Mokwo) in Ghana's central region for data collection.

6.4.1 General condition of the community

The communities visited have basic infrastructure consisting of a primary and junior high school (JHS), a health center in the form of a Community-Based Health Planning and Services (CHPS) center with a compound, electricity in residences, a mobile phone network (with limited access in some locations), and potable water. Only one community does not have a health facility; the closest one is 25km away.



STRUCTURE OF BASIC SCHOOL AT
AKUTUASE

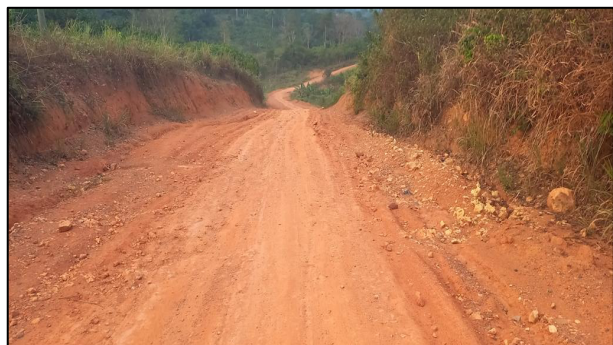


STRUCTURE OF BASIC SCHOOL AT
WOMASO

None of the communities have a senior high school (SHS) apart from Jakai, which has a vocational school. Students at the SHS level must travel to the nearest district to attend school. The road from the district capital to the communities was relatively good. However, some of them have deep valleys need bridges. Currently, community members have used tree trunks to help vehicles cross. The roads from the communities to the cocoa farms are, however, not particularly good and vehicles cannot use most of them (pictures 3 and 4).



ROAD FROM DISTRICT TO WOMASO
COMMUNITY



ROAD FROM WOMASO COMMUNITY TO
FARM

Ethnic majority and minority groups

The majority (71%) of the farmers interviewed in the assessment were natives of the communities, speaking Twi, while 29% were migrants from neighbouring communities and other parts of the country.

Community financial, health, and social issues

As in many rural communities, community members live in poverty conditions. Agriculture is the main source of income. Most farms are small and cannot account for all household needs. The assessor did not notice any systemic disease or major social issues in the visited communities.

Labor and economic activity

The visited communities produce cocoa and other food crops such as cassava, coconut, garden eggs, pepper, plantain, tomatoes, and yam. Plantains are intercropped with cocoa, and every cocoa farmer had them on their farm. Apart from agriculture, the other alternative activity is small business.

Education

As of 2020, Ghana's literacy rate was 80.38%. The average literacy rate among visited communities is lower than the national average. About half of the farmers interviewed (52%) have completed JHS (by 9th grade, students have completed three years of JHS and six years of primary school), with only a few (2%) completing tertiary education.

Cultural norms and community practices

The country's existing norms and religious values have contributed to the gendered division of labor in the country's forested areas: Central, Ashanti, Eastern, Western, and Volta.¹⁵ Women tend to engage in unpaid domestic work, while men are involved in farming or other income-generating activities. In cocoa production, women's activities are early plant care and post-harvest fermentation and drying, whereas men are involved in land preparation, planting, farm maintenance, harvesting, etc. Both men and women in the cooperatives participate equally in training programs for members.

¹⁵ PROPARCO. (n.d.). Home | Proparco - Groupe Agence Française de Développement. Www.proparco.fr. Retrieved March 25, 2024, from <https://www.proparco.fr/fr/carte-des-projets/OLAM-ci>

6.4.2 Community infrastructure

Education and childcare structures

The government mandates free and compulsory education, and there is robust enforcement of Article 25 (1) of Ghana's constitution. Despite this, schools sometimes charge fees, and the cost of materials can be prohibitive for families.

Table 2: Schools in the visited communities

Community	School type	Number of schools	Distance
Wamaso, Akutuase, Jakai	Primary	01	In the community
Wamaso, Akutuase, Jakai	Secondary	01	In the community
Jakai	Vocational	01	In the community

Financial institutions

There are no legitimate financial institutions, credit-lending bodies, or community savings groups in the communities visited.

Health services

All households in the assessed communities have access to potable water facilities. Two of the three communities have access to public healthcare in the community. The health center has a CHPS facility with a compound. In the third community, the closest hospital is 25 kilometers away from the communities.

Insurance

Ghana has a national health insurance program, which is known as the National Health Insurance Scheme (NHIS), as well as private insurance schemes and insurance schemes for covering cocoa farms.

The farmers (100%) indicated that they are covered by the NHIS, which provides only a limited number of medications. Although they have heard of private insurance schemes offering better services, they consider them expensive and unaffordable. In addition, they have heard of insurance programs that cover cocoa farms but said they did not know enough to consider purchasing one.

Agriculture inputs

Each visited community has an agrochemical store where the farmers can buy agricultural farm inputs. The farmers can access community extension services through

ofi and COCOBOD's Cocoa Health and Extension Division. The farms do not have irrigation systems. Only cocoa seeding plants are watered with watering cans. Apart from that, the farmers rely on rainfall.

6.5 Worker profiles

Ghana's legal minimum age for employment is 13 for "light work," and for regular work is 15, defined by Sections 58 to 61 of the Labour Act. Ghana's minimum monthly wage for 2022 is GH¢ 411.54 (approximately \$28.34), which covers work from from 8 a.m.-12 p.m.

The assessors noted that 94.4% of the farmers did not have any permanent workers. In addition to family labor, 75% of farmers engaged temporary workers during the peak cocoa season. These workers are locally known as "by day" workers, although they usually work only from 8 a.m.-12 p.m. The farmers employ between 1-18 temporary workers, with four temporary workers on average per farm. About 21.5% of the farmers used 1-4 temporary workers, 11.8% of farmers used up to 5 workers, and 2.2% used more than 10 temporary workers. These temporary workers are hired to carry out services such as weeding, spraying agrochemicals, pod breaking, etc.

The use of migrant workers was very minimal among the farmers. Most farmers (93.5%) reported they do not engage migrant workers. The few farmers (6.5%) who reported they use migrant workers said they were usually from nearby communities, northern regions of Ghana, and a few from the neighbouring countries.

6.6 Working status and conditions

Accommodations

Assessors reported four types of workers: family workers, permanent workers, temporary workers, and migrant workers. Apart from family workers who live with the farmer, the others live in their own household in the community.

Available modes of transportation

All the workers use their own means of transportation (motorcycle, bicycle, or walking) to go to the farms.

Working hours and rest periods

The farmers and workers work about five hours per day. Even during a peak season from October to February, farmers and workers did not report working excessive hours. Furthermore, all farmers and workers take one or two rest days per week. The workers have three months off (March, April, and May) per year. During the off-peak season, workers move to other regions to cultivate other crops.

6.7 Stakeholder mapping and perspectives

The assessors met with 16 stakeholders from the MOFA district office, the DLO, the Rainforest Alliance (RA), Climate Cocoa Association – Kakum, CHED, a local government office, district education offices, and groups of community leaders, teachers, and health workers. The stakeholder interviews' objective was to obtain perspectives and insights from civil society organizations (CSOs) on various aspects of labor rights practices in the cocoa sector.

6.8 Labor risk assessment

FLA benchmarked findings from the assessment against the FLA Workplace Code of Conduct to identify code provisions with a limited risk of non-compliance as well as those with a high risk of non-compliance. The FLA Workplace Code of Conduct defines labor standards that aim to achieve decent working conditions. The code's standards are based on International Labour Organization standards and internationally accepted ethical labor practices.

Table 3: Fair Labor Code overview

Code element	Standard
Employment relationship	Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.
Nondiscrimination	No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.
Harassment or abuse	Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.
Forced labor	There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.
Child labor	No person shall be employed under 15 or under the age of compulsory education, whichever is higher.
Freedom of association and collective bargaining	Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.
HSE	Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or because of the operation of employers' facilities.

	Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.
Hours of work	Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular work week shall not exceed 48 hours. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime regularly and compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.
Compensation	Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any benefits required by law or contract. Where compensation does not meet workers' basic needs and provides some discretionary income, each employer shall work with FLA to take appropriate actions that seek to progressively realize a level of compensation that does.

Employment relationship

All the farmers interviewed had contracts with ofi. These contracts provide some protection for the farmers. However, there are no witnesses who could read and explain the contract to the farmers before they sign, and most farmers are illiterate. All the farmers directly recruit their workers, but none of them have written contracts because they don't hire long-term. These daily workers freely negotiate their wage with the farmers and agree on the amount before engaging.

Forced labor

The assessment team did not observe any forced labor cases during the farm and household visits. The team noted that globally, ofi works with smallholder cocoa farmers who do not live at the same property as their workers, allowing workers freedom of movement. Farmers pay the workers based on daily wages, which minimizes the risk of farmers manipulating wages and hours that occurs with quota-based wages.

However, 9% of the interviewed farmers (six farmers in Akutuase and five in Jakai) reported keeping workers' identification documents without their consent.¹⁶ Furthermore, the code of conduct requires that workers are paid promptly; however, records (e.g., the agreed wage rate and wage receipts) are needed to guarantee that they are paid for their labor. No prison labor was reported in any communities visited or by any farmer.

¹⁶ This is not a common situation because in Ghana, employers hardly ask workers to submit their IDs.

Child labor

The assessment team did not find any incidences of child labor in the visited communities. Most of the farmers and workers were aware of most child labor benchmarks including the minimum age, schooling requirements, and hazardous work categories. However, 74% of farmers reported that they bring children with them to their cocoa farms when school is out because of a lack of childcare in the visited communities and as a means of socialization and learning. ofi needs to monitor this situation carefully so that the farmers do not cross the barrier from light work to hazardous work for children.

Nondiscrimination

No discrimination was observed in terms of how ofi works with the farmers. Following the interviews, 94% of the farmers reported that they had equal opportunities to attend trainings, since they were all invited to ofi's trainings through public announcements in the community. However, some farmers (6%) were not present at the time of the announcement, missing the opportunity to attend. About 89% also reported that members in their groups/cooperatives had equal access to trainings and received membership benefits. No gender-related discrimination was identified, as all the respondents indicated that women had the right to belong to producer groups and that they could market their products. This was confirmed in the FGD with women in the communities visited.

HSE

The HSE risk for workers is high because of the widespread use of agrochemicals. Most respondents (95%) use agrochemicals. However, the respondents' understanding of HSE risk appeared low, as 89% indicated that they were not exposed to risk despite the widespread use of agrochemicals. Some respondents (77%) received training on HSE awareness. In terms of specific risk mitigation actions, workers wear wellington boots (27%), trousers (25%), and long sleeves (14%) when working on their farms. More action is needed to promote the use of protective clothing. The assessment team also noted that farmers and workers need easier access to first aid. Although there are health centers in the visited communities, most workers aren't familiar with the first aid manager.

Freedom of association and collective bargaining

The FLA team noted that farmers have the liberty to choose an association and make decisions related to their membership. All cocoa farmers who were willing to accept ofi's and the farmers' contract terms join the groups/associations in their communities; these contracts define potential group-level benefits, including a certification program providing premiums, training programs, and self-help resources. The assessors did not

observe that the farmers had a collective bargaining right. There are, however, channels for farmers to engage with ofi through purchasing clerks or field officers.

Compensation and benefits

Farmers receive bonuses and premiums for their products. They also receive their income from product sales directly and individually. Farmers receive payments on time but do not keep payment records; instead, ofi keeps payment records at the district level once farmers have signed or thumb printed to indicate receipt. Most of the farmers reported that no deductions are made on their payments. In cases where a deduction is made, it's done with the farmer's consent.

Hours of work

The FLA team did not observe any risk of abuse related to hours of work among farmers or workers. Both groups work on average five hours on any given workday. While October to February is a peak season, farmers did not report working excessive hours. Furthermore, all farmers and workers interviewed reported taking 1-2 rest day(s) per week. The workers have three months off (March, April, and May) per year. During the off-season, workers move to other regions to cultivate other crops.

7. Recommendations

Assessors noted the following risks of non-compliance with FLA's Code of Conduct: employment relationship; non-discrimination; forced labor, and HSE. The following presented a limited risk of non-compliance: child labor, harassment and abuse, freedom of association, hours of work, and compensation. Based on these findings, FLA's recommends that ofi focus on:

1. Increasing access to education and health services. ofi should help renovate the schools in selected communities in its cocoa production area. While some assessments were carried out in the schools, ofi has yet to take action to improve school conditions. ofi should also work with the District Health Directorate to see how it can contribute to increasing the farmers' and workers' access to health services, especially maternal and child health services. This could include:

- Providing health workers with motorbikes to quickly navigate the remote cocoa communities and be responsive during emergencies;
- Building and renovating the existing health facilities; and
- Providing first aid kits may be provided to communities without health centers.

2. Facilitating engagement between communities and teachers to pass a community-level by-law to prevent farmers from taking their children out of school for farm work on school days.

3. Continuing interactive discussions and trainings on FLA's Code of Conduct for farmers and discuss ways to improve its implementation.
4. Building a relationship with the district labor office (which promotes a good relationship between employer and employee) to support and contribute to improving the employment relationships at farms.
5. Continuing educating farmers on child labor especially hazardous child labor (which should be accompanied by increased unannounced inspections of farms).
6. Encouraging farmers to use protective equipment.
7. Engaging with and incentivizing the PCs not to buy beans from farmers when no immediate payments can be made.
8. Strategically engaging with national-level stakeholders to continue improvements in particular systemic issues, like health and safety.

8. Key findings and corrective action plan

Findings in this section draw from FLA's IMS assessment and field assessment in Ghana.

Findings	Action Plan		Timeline
	Output (future activity)	Outcome (result)	
Principle 2: Responsible Sourcing and Procurement <i>Participating Company aligns its sourcing/procurement practices with commitment to workplace labor standards</i>			
<p>Employment Relationship Risk: The FLA team noted that ofi has written contracts with the farmers. These contracts have the general obligation between both parties and the farmer's obligations. The contracts, however, do not include the employment relationship between the farmer and the workers. The assessors noted that 85.1% of the interviewed farmers still needed to sign a written contract with their workers.</p> <p>Most of the farmers hire temporary workers called 'by day' workers. Often these workers do not have written contracts in place with their employers since most farmers and workers are illiterate and unable to write a formal contract.</p>	<p>Ofi will inform both farmers and workers of the importance of having third parties as witnesses for a verbal contract.</p>	<p>Farmers and workers will have more awareness about the importance of having witnesses for their verbal contracts.</p>	<p>October 2024</p>
<p>Non-discrimination: Most of the farmers (88.7%) interviewed reported that they benefited from the same conditions of collaboration as other farmers and were invited to training programs. Some of them (94.3%) said they are all invited for trainings and do not feel discriminated against on participation.</p> <p>However, 5.7% of the respondents showed they were not invited to training meetings. Farmer training invitations are given through the community radio station and at the end of each training meeting, yet this can never guarantee that the information will reach every farmer.</p>	<p>ofi will continue to give training invitations widely and aim to provide farmers with equal access to training and materials. ofi will also monitor the cases of those who said that they have not been invited.</p>	<p>Farmers/workers will be aware of and have equal access to training.</p>	<p>October 2024</p>
<p>Forced labor</p>	<p>ofi will investigate to understand the issue better as there is little incentive to</p>	<p>Farmers will have a clear understanding of forced</p>	<p>September 2024</p>

<p>From the interviews, farmers reported that they could decide to be part of the producer group or no longer supply their products to the buying company. Likewise, workers can choose not to work for a producer at any time. There was no sign that workers were forced to stay on a farm or that they have restricted access to food, water, and other essentials. The team noted that globally ofi works with smallholder cocoa farmers who do not necessarily live with the workers, so the workers are free in their movements. Farmers pay the workers based on daily wages. Workers are, therefore, not bound to return to work for the farmers the next day.</p> <p>Farmers do not keep workers' IDs; in fact, many workers do not have IDs due to difficulty in obtaining them. In addition, most of the farmers showed they do not work with migrant workers or recruit workers from third-party agencies. While the risk of forced labor is low, some of the farmers (9%) in Akutuase and Jakai reported incidences where they kept workers' ID documents without their consent.</p>	<p>keep workers ID or documents given that workers are day workers.</p> <p>ofi will update the internal monitoring and farm inspection data collection tool to monitor incidents of farmers withholding of documents.</p> <p>ofi will provide training to farmers and workers on forced labor indicators and their implications.</p>	<p>labor indicators, including withholding documents.</p> <p>ofi will have a clear understanding of any forced labor indicators on cocoa farms.</p>	<p>December 2024</p>
<p>Compensation</p> <p>Producers and workers receive their income directly. Producers receive bonuses and premiums for their products. In addition, most farmers reported that no payment deductions are made. In cases where a deduction is made, it is done with their consent.</p> <p>ofi makes payments on time, but there is no record of payment kept at the farmers' level. A reliable record system is needed to guarantee that farmers are paid for their labor.</p> <p>ofi's existing system records all payments to farmers, including the total bags supplied, the amount paid per bag, and the total amount received. All payments are recorded using a template and the farmer signs or provides a thumb print to acknowledge receipt of payment.</p>	<p>ofi will train farmers on proper record keeping, including labor costs.</p>	<p>Farmers will have passbooks where records are kept.</p> <p>Farmers will have an improved understanding of the importance of keeping records.</p>	<p>August 2024</p> <p>August 2024</p>

<p>ofi keeps payment/premium records through passbooks, which are provided by COCOBOD. These allow farmers to keep their transaction records in one place.</p> <p>In cases where farmers need a receipt, ofi provides a copy of the signed document, and keeps a copy at the IMS level and the community level with the purchasing clerk.</p>			
<p>Health, safety, and environment</p> <p>About 77% of respondents reported that they have received training on HSE principles, and 89% of the farmers and workers shown that they are not exposed to hazards such as bushfires. The assessors observed that 95% of the farmers and workers who were interviewed use agrochemical products and mostly employ an individual or a mass spraying team to apply agrochemicals.</p> <p>Farmers and workers reported that they wear wellington boots (27%), trousers (25%), and long sleeve shirts (14%). The other respondents wear short sleeve T-shirts, shorts, and sandals, which are not considered protective.</p> <p>The assessment team noted that farmers and workers need easy access to first aid. Even though there is a health center in their place of residence, they do not know the first aid manager.</p>	<p>ofi will increase training on occupational health and safety and direct farmers to areas where they can get first aid.</p> <p>ofi will offer refresher training for farmers on the use of agrochemicals and proper use of PPE.</p> <p>ofi will add notice for first aid managers at the purchasing clerk office and local health centers.</p>	<p>Farmers will have an improved understanding of good health and safety practices, including first aid and the proper use of agrochemicals and PPE.</p> <p>Farmers will be aware of first aid personnel placed at PC sheds.</p>	<p>October 2024</p>
<p>Principle 4: Business Partner Training and Implementation <i>Participating Company obtains commitment, and drives business partner awareness of labor standards</i></p>			
<p>Awareness of the code of conduct</p> <p>ofi has a database of all farmers, where the company also enforces supplier code through contracts. While most (91%) of the farmers are aware of ofi's code of conduct, the most commonly known component was child labor (83.9% of farmers are aware). The farmers indicated that ofi was the primary source of information regarding child labor.</p>	<p>ofi will continue to raise awareness by posting copies of the code at purchasing clerks' offices.</p>	<p>Farmers and workers will be aware of ofi's code of conduct.</p>	<p>October 2024</p>

<p>Approved chemicals and good agronomic practices have the second highest level of awareness (66.9%). However, less than half of farmers have knowledge about components like non-discrimination (39.5%), prompt payment of workers (45.2%), and good waste management (44.4%). Assessors noted that 8.9% of farmers don't know a single component of the ofi code of conduct.</p>			
<p>Principle 5: Monitoring <i>Participating Company conducts labor standards compliance monitoring at the farm level</i></p>			
<p>Supply chain actors' internal monitoring</p> <p>The internal inspection cover various topics such as good agricultural practices, environmental protection, and labor rights including child labor. The assessment team found that 33.3% of the farmers have received at least one inspection visit meaning that the majority of farmers' (66.7%) operations have not been inspected.</p>	<p>ofi will conduct inspections for farmers (currently 40% of the farmers have received an inspection visit).</p>	<p>All farmers will receive at least one annual inspection from ofi's sustainability team.</p>	<p>June 2025</p>

9. Annexes

9.1 Annex A: Ghana desk research report- child labor in the cocoa sector

Regulatory frameworks promoting labor and children’s rights in Ghana

Ghana was the first country to ratify the UN Convention on the Rights of the Child (1990) and has signed or ratified most major international instruments relating to child protection.¹⁷ Ghana has also ratified the African Charter on the Rights and Welfare of the Child (2005).

National and institutional frameworks for child protection

The 1992 Fourth Republican Constitution establishes the rights of the child and provides the framework for the enactment of appropriate legislation to protect the rights of children. Specifically, the rights of women and children are protected under Articles 27 and 28. Other relevant pieces of legislation include:

- The Children’s Act, 1998 (Act 560), which provides for the rights of children and covers issues of parental duties and responsibilities, maintenance, adoption and fosterage, and protects children from exploitative labor and child marriage;
- The Criminal Offences Amendment Act, 1998 (Act 554), which protects children from sexual offences, abduction, and abandonment;
- The Human Trafficking Act, 2005 (Act 694), which protects the personal liberty of children;
- The Juvenile Justice Act, 2003 (Act 653), which protects the rights of children who have breached the law;
- The Criminal and Other Offences Act, 1960 (Act 29), which covers criminal offenses like defamation, hate speech, and corruption, and;
- The Intestate Succession Act, 1985 (PNDC111), which defines how property is inherited when someone dies without leaving a will in Ghana.

In addition, Ghana has developed child labor policies and plans of action for certain child and family welfare services, such as residential homes. These include:

- The National Plan of Action (NPA) on Child Labour and the Worst Forms of Child Labour, 2009-2015;
- The National Plan of Action (NPA) on Orphans and Vulnerable Children (OVC), 2010-2015;
- The Early Childhood Care and Development Policy, 2004;
- The National Domestic Violence Policy; and

¹⁷ UNICEF. (n.d.). Convention on the Rights of the Child. <https://www.unicef.org/child-rights-convention>

- The Plan of Action, Hazardous Child Labour Framework; Gender and Children’s Policy Standards.¹⁸

Historically, Ghana has not adequately criminalized domestic violence; to address this, the country passed the Domestic Violence Act, 2007 (Act 732). This act seeks to eliminate violence in domestic settings by providing victims of domestic violence with protection and occupational orders which are orders made by the courts to enforce, declare or restrict rights to occupy the home. To support this legislation, the Domestic Violence Victim Support Unit (DOVVSU), formerly known as the Women and Juveniles Unit (WAJU), was established to handle cases of domestic violence and child abuse as well as juvenile offences. DOVVSU works closely with the Department of Social Welfare, the Federation of International Women Lawyers (FIDA) of Ghana, the African Women Lawyers Association (AWLA), the Legal Aid Board, and several other human rights NGOs to combat domestic violence.¹⁹

9.2 Annex B: Laws and frameworks for child protection

Ghana has ratified two international conventions and most international legal instruments for the protection of children. Interactions with children are regulated in line with the International Labor Organization’s International Programme on the Elimination of Child Labour (ILO-IPEC) guidelines on research with children and the United Nations International Children’s Emergency Fund (UNICEF) principles for ethical reporting on children.

Table 4: International conventions ratified by Ghana

Convention	Date	Status
Fundamental		
<u>C029 - Forced Labour Convention, 1930 (No. 29)</u>	20 May 1957	In Force
<u>C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</u>	02 Jun 1965	In Force
<u>C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</u>	02 Jul 1959	In Force
<u>C100 - Equal Remuneration Convention, 1951 (No. 100)</u>	14 Mar 1968	In Force

¹⁸ Ministry of Gender, Children and Social Protection Republic of Ghana. (2020). *Children and Family Welfare Policy*. [Www.mogcsp.gov.gh](https://www.mogcsp.gov.gh). <https://www.mogcsp.gov.gh/>

¹⁹ Nyarkoh Koomson, K. (2016). The rights of children in Ghana. In www.grin.com (Munich, GRIN Verlag). <https://www.grin.com/document/340676>

<u>C105 - Abolition of Forced Labour Convention, 1957 (No. 105)</u>	15 Dec 1958	In Force
<u>C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</u>	04 Apr 1961	In Force
<u>C138 - Minimum Age Convention, 1973 (No. 138);</u> Minimum age specified: 15 years	06 Jun 2011	In Force
<u>C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)</u>	13 Jun 2000	In Force
Governance (priority)		
<u>C081 - Labour Inspection Convention, 1947 (No. 81)</u>	02 Jul 1959	In Force
<u>C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</u>	06 Jun 2011	In Force
<u>C081 - Labour Inspection Convention, 1947 (No. 81)</u>	02 Jul 1959	In Force
Technical		
<u>C001 - Hours of Work (Industry) Convention, 1919 (No. 1)</u>	19 Jun 1973	In Force
<u>C008 - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)</u>	18 Mar 1965	Not in force
<u>C011 - Right of Association (Agriculture) Convention, 1921 (No. 11)</u>	14 Mar 1968	In Force
<u>C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)</u>	19 Jun 1973	In Force
<u>C015 - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15)</u>	20 May 1957	Not in force
<u>C016 - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16)</u>	20 May 1957	Not in force
<u>C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</u>	20 May 1957	In Force
<u>C022 - Seamen's Articles of Agreement Convention, 1926 (No. 22)</u>	18 Mar 1965	Not in force
<u>C023 - Repatriation of Seamen Convention, 1926 (No. 23)</u>	18 Mar 1965	Not in force
<u>C026 - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</u>	02 Jul 1959	In Force

<u>C030 - Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)</u>	19 Jun 1973	In Force
<u>C045 - Underground Work (Women) Convention, 1935 (No. 45)</u>	20 May 1957	Not in force
<u>C050 - Recruiting of Indigenous Workers Convention, 1936 (No. 50)</u>	20 May 1957	Not in force
<u>C058 - Minimum Age (Sea) Convention (Revised), 1936 (No. 58)</u>	20 May 1957	Not in force
<u>C059 - Minimum Age (Industry) Convention (Revised), 1937 (No. 59)</u>	20 May 1957	Not in force
<u>C064 - Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)</u>	20 May 1957	Not in force
<u>C065 - Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)</u>	20 May 1957	Not in force
<u>C069 - Certification of Ships' Cooks Convention, 1946 (No. 69)</u>	18 Mar 1965	Not in force
<u>C074 - Certification of Able Seamen Convention, 1946 (No. 74)</u>	18 Mar 1965	Not in force
<u>C088 - Employment Service Convention, 1948 (No. 88)</u>	04 Apr 1961	In Force
<u>C089 - Night Work (Women) Convention (Revised), 1948 (No. 89)</u>	02 Jul 1959	In Force
<u>C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90)</u>	04 Apr 1961	In Force
<u>C092 - Accommodation of Crews Convention (Revised), 1949 (No. 92)</u>	18 Mar 1965	Not in force
<u>C094 - Labour Clauses (Public Contracts) Convention, 1949 (No. 94)</u>	04 Apr 1961	In Force
<u>C096 - Fee-Charging Employment Agencies Convention (Revised), 1949 (No. 96)</u> <i>Has accepted the provisions of Part II</i>	21 Aug 1973	In Force
<u>C103 - Maternity Protection Convention (Revised), 1952 (No. 103)</u>	27 May 1986	In Force

<u>C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</u>	15 Dec 1958	In Force
<u>C107 - Indigenous and Tribal Populations Convention, 1957 (No. 107)</u>	15 Dec 1958	In Force
<u>C108 - Seafarers' Identity Documents Convention, 1958 (No. 108)</u>	19 Feb 1960	In Force

Table 5: National standards on child labor and protection

Standard	Meets international standards	Age	Legislation
Minimum Age for Work	Yes	13	Children's Act, 1998 (Act 560)
Minimum Age for Hazardous Work	Yes	18	Children's Act, 1998 (Act 560)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes	NA	Children's Act, 1998 (Act 560)
Prohibition of Forced Labor	Yes	NA	Ghana constitution of 1992 and the Labor Act 2003 (Act 651)
Prohibition of Child Trafficking	Yes	NA	Human Trafficking Act, 2005 (Act 694)
Prohibition of Commercial Sexual Exploitation of Children	Yes	NA	Convention on the Rights of the Child (CRC)
Compulsory Education Age	Yes	15	Education Act 1961 (Act 87)
Free Public Education	Yes	From 4 to 15	Ghana constitution of 1992