

Child Labor in Agriculture Checklist

Human Rights Assessment Tool



Global
Workplace
Rights



If you have questions about human rights or related issues, contact the Global Workplace Rights Department at humanrights@coca-cola.com

Why Conduct a Human Rights Due Diligence Assessment?

The Company's success is built on high standards of quality, integrity and excellence. We are committed to being a valued member of the communities in which we operate. Our Human Rights Statement, Workplace Rights Policy and Supplier Guiding Principles confirm the Company's commitment to respecting the human rights of our employees, those in our supply chain and in the community

There is an increasing expectation from our customers and from the public that we will demonstrate our respect for human rights across our value chain. This expectation includes understanding the possible human rights impacts of our business relationships and actions, including agriculture, plant siting, production and product distribution.

Each step in our supply chain may have different risks and challenges that vary regionally. By conducting a human rights assessment, we can identify and mitigate human rights risks, such as child labor. If an issue is identified, community engagement should be at the heart of any mitigation strategy.

Case Study

Founded in 2002, the International Cocoa Initiative (ICI) is a partnership of NGOs, trade unions, brands, and cocoa processors who collaborate to address child labor through a wide range of programs. These programs include, working at the national level to ensure local laws are enforced, working at the regional level to support social initiatives, and promoting media programs that raise awareness about the issue of child labor. Several brands have partnered with ICI to address child labor in cocoa production including Nestle, Mars, Hershey, and Cargill.

Classified - No Category

How Do I Use This Assessment Tool?

The intent of this checklist is to help facilities understand the human rights risks associated with child labor and the steps to take to ensure they are not employing children.

The Assessment questions will require you to identify:

- ✔ Low risk activities
- ▲ Potential risk activities

A low risk identification means that there is a low human rights-related risk with respect to that activity and further action may not be necessary or that a limited and manageable response action may mitigate or eliminate the risk. A potential or high risk identification, on the other hand, suggests that further inquiry or action may be needed in order to mitigate against potential human rights-related risk. In the case of a potential or high risk identification, one or more of the following actions could be taken:

- ☑ Perform the action suggested in the assessment question.
- 📄 Obtain further information about the subject matter before determining next steps.
- 🗣️ Contact internal Subject Matter Experts (SME) (e.g., Legal, Environmental, Global Workplace Rights, etc.) for further guidance on addressing the situation.
- ↔️ Engage community stakeholders in a discussion about the proposed activity.

This human rights self-assessment tool focuses on the principal indicators of potential human rights impact. The questions are not exhaustive and local conditions may require examination and remediation of additional factors.

Child Labor in Agriculture

Hazardous Child Labor

An estimated 218 million children work as child laborers, of which 70 percent work in agriculture. Most work in agriculture, including harvesting sugar cane, is considered to be hazardous work. Under international standards, the Company's Human Rights Statement, Workplace Rights Policy and Supplier Guiding Principles, children need to be 18 years of age to work in hazardous work.

The Coca-Cola system is one of the world's largest buyers of many agricultural products, such as sugar. We do not typically purchase ingredients directly from farms, but our direct suppliers do. We hold our direct suppliers accountable for assuring that children under the age of 18 are not working in the harvest of agriculture commodities.

Case Study

An estimated 2 million children between the ages of 11-17 harvest cotton in Uzbekistan under forced labor conditions. Unlike cases where children work on family farms, the Uzbek case is different in scale, organization and government complicity. Founded in May 2008, the Responsible Cotton Network includes a wide range of players including socially-responsible investors, a range of major brands and retailers seeks to influence Uzbek policy makers and target companies to remove Uzbek cotton from their supply chains. More than 25 major brands and retailers have joined the campaign to end forced child labor in Uzbekistan, including Gap, Levi Strauss & Co., Nike, and Wal-Mart.

The Human Rights Due Diligence Assessment

KEY:

- ✔ Low risk activity
- ▲ High risk activity

☑ Perform Action

📄 Obtain further info

🗨️ Contact SME

↔️ Engage Community

Hiring

1. Does the site require proof of age and retain documentation when hiring workers?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
2. Does the site have a verification process to engage only reputable contract labor agencies (business license available, demonstrates legal compliance, etc.)?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
3. If contract labor is used, do both the contracting agency and the site have copies of the proof-of-age documentation?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
4. Does the site have a process to check IDs to eliminate underage workers from working at the site?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️

Work Environment:

5. Do workers bring their own children to the site?
 NO ✔ YES ▲ ☑ 📄 🗨️ ↔️
6. Do workers' children work in an environment that would be considered hazardous even if the work itself is not hazardous?
 NO ✔ YES ▲ ☑ 📄 🗨️ ↔️
7. Do workers have documentation for their children if they are performing any type of work?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️

Remediation

8. Is there a system in place for removing children under 18 from hazardous work environments?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
9. Is there a system to place school age children in school?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
10. Does the facility have processes to undertake periodic audits of contractor supplier practices?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
11. Does the site allow access to paperwork for supplier assessments to verify compliance?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️

Community Engagement:

12. Is there a stakeholder engagement process with government/NGOs/International Organizations on remediation plans and community support?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️
13. Are workers and parents educated on the potential risks and issues related to child labor?
 YES ✔ NO ▲ ☑ 📄 🗨️ ↔️