



## Roadmap: Biscuit International

### Background

At the 2022 General Meeting of the German Initiative on Sustainable Cocoa (GISCO), it was decided that the preparation of individual roadmaps by each GISCO member and annual public reporting on commitments and milestones included in these roadmaps is a valuable and mandatory contribution to achieve [GISCO's objectives](#).

In addition to the monitoring and based on the [GISCO roadmap](#) which lists the goals, targeted indicators and recommendations for action of the German Initiative on Sustainable Cocoa on the focus topics of certified/independently verified cocoa, traceability, deforestation/agroforestry, child labor and living income, the members of GISCO draw up individual roadmaps on these focus topics, which are published on the GISCO website.

More information on the individual roadmaps can be found in the [background document](#).

### Commitments

- [Traceability](#)
- [Certification and independent verification](#)
- [Entwaldung/Agroforstwirtschaft](#)
- [Child Labour](#)



## Traceability

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

**Milestone:** Detailed supply chain mapping by end 2024.

## Certification and independent verification

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

**Milestone:** Germany has already reached 88% certified cocoa volumes in 2022. Intermediate milestones will be defined in the next months.

**Challenge:** With more than 90% of our business in private label, the collaboration with our customers is key to achieving our sustainability objectives. Our ambition is to ensure that these objectives are included in our customers mid-term product strategy and therefore more and more in specifications we receive from them. In 2024, we plan to strengthen this collaboration by organising strategic top-to-top meetings with our main customers in Europe to align our respective sustainability roadmaps.

## Deforestation/Agroforestry

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

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

## Child Labour

**Commitment:** Under no circumstances shall individuals be employed below the age of 15 or below the minimum age specified by local laws for work or mandatory schooling, whichever is higher. Responsible remedial measures have to be immediately implemented whenever any worker under the age of 15 is identified. These measures include immediately removing the child from all work and ensuring they are in a safe environment. Care and education of the child should be provided along with security of the same income to the family. The goals and requirements set out in the International Labour Organization Worst Forms of Child Labour Convention have to be met.



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



## Living Income

**Note:** 2023, an examination under German cartel law took place on the question of whether individual roadmaps on living income may be drawn up and published. The Bundeskartellamt did not see the need for a detailed examination under cartel law on this issue. Based on the Bundeskartellamt's feedback, it was decided at the special General meeting on 17 June that members of member groups B and C would submit a roadmap on the topic of living income by 31 December 2024. Until then, commitments on living income can be submitted voluntarily.

**Commitment:**

**Milestone:**

**Challenge:**