



## ORGANIZATION

The Coca-Cola Company, United States of America pledges  
to

**Address child labour through the  
Harvesting the Future project**

## **Address child labour through the Harvesting the Future project**

### **Name:**

The Coca-Cola Company's partnership in Harvesting the Future

### **Description:**

The Coca-Cola Company is continuing its partnership with the Fair Labor Association (FLA) for the second phase of the HTF project along with our supplier partner over 24 months between May 2021 and April 2023. One of the important aspects of phase 2 is the Child Protection Core Module. Some of the intended activities of this phase led by FLA include the following: Support for Turkey-based suppliers to establish a child labour remediation and referral mechanism

- Suppliers' internal child labour policies and procedures reviewed and revised as per international standards
- 50 individuals trained on streamlining child protection and case management in their respective operations –with UNICEF
- Childcare facilities established, with local NGO partner Pikolo
- Mobile child-care facility (creche) piloted (partnership to be decided)
- Supplier awareness-building and provision of templates for contract-making with farmers and labour contractors
- Supplier training on conducting farm-level child labour monitoring
- Field-level support for suppliers to establish contracts and farm-level monitoring and to conduct training for labour contractors, farmers, and workers.
- Supplier awareness-building on hazardous work for young workers
- Dissemination of material on hazardous work to 400 labor contractors

Human rights have always been a core value of The Coca-Cola Company and are embedded in the company's purpose to refresh the world and make a difference. As part of our commitment to ensure human rights are respected in our value chain, The Coca-Cola Company maintains a robust due diligence process that includes policies, training, site audits, and stakeholder engagement. The company continuously looks for opportunities to partner with companies and civil society to reduce the risk of negative human rights impacts and provide positive social impacts.

One area of particular focus recently by the company has been child labour. Child labour is a severe human rights violation and one of the company's salient human rights risks within

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its value chain. Children who work in hard labour jobs are negatively impacted in many ways, including physical strain, lack of educational opportunities, abuse, and often economic exploitation. Children who work instead of attending school will always be at the margins of the labour market once they become adults, which has an impact on societal development as well.

Our Human Rights Policy, Supplier Guiding Principles (SGP), and Principles for Sustainable Agriculture clearly prohibit the use of child labour. While child labour is not a significant risk within our Company-owned operations, we are aware that there are risks deep within our supply chains, such as at the farm level and in the recycling informal collection sector. In response to risks within the sugar industry, the Company conducted and published 21 country sugar studies with child labour, forced labour & land rights as a primary focus. These studies have helped the company identify the most significant child labour risks within its sugar supply chain, thereby allowing it to focus multi-stakeholder remediation efforts where most needed.

The Coca-Cola Company recognizes and supports the UN General Assembly's declaration of 2021 as the Year for the Elimination to End Child Labour. As one of the founding members of the ILO Child Labour Platform, we recognize the importance of multi-stakeholder engagement in efforts to eradicate child labour. One such recent engagement involves our work with the Fair Labour Association in Turkey.

### Harvesting the Future Project, Turkey

Every summer, tens of thousands of seasonal workers migrate to agriculture production fields across Turkey, moving from crop to crop for six to eight months, along with their families. While different agricultural commodities are involved, it is in fact the same workforce, demonstrating the inter-connectedness of global supply chains, irrespective of the commodity being sourced by a particular company. It is common for children to work alongside their parents, contributing to the household income but at great cost to their own development, often creating a vicious cycle for these migrant families as child labour results in continued poverty, poor living and working conditions, and a lack of opportunities for their future life.

In keeping with The Coca-Cola Company's focus on addressing Human rights issues in its agricultural supply chain, in particular child labour and forced labour, The Coca-Cola Company joined and funded the FLA-led Harvesting the Future (HTF) Project Phase 1, which started in August 2019 for a period of 18 months. This was a unique project that brought together 8 major brands and 20 Turkish suppliers, with FLA as the implementation partner. To ensure scalability and broader knowledge sharing, FLA partnered with the Turkish Ministry of Labour and Social Services (MoLSS), the Sustainable Agriculture Initiative Platform (SAI), and IDH's

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Sustainable Spices Initiative (SSI). A partnership with UNICEF-Turkey helped to raise the awareness of child protection among companies, suppliers, and labour intermediaries.

The HTF project draws from a shared vision of FLA, The Coca-Cola Company, and partners to bring about large-scale change on child protection and responsible recruitment by pursuing a “multi-commodity, multi-company, multi-stakeholder approach.” This model is powerful given the inter-connectedness of supply chains, the complexities, and magnitude of human rights issues such as child labour in deep agricultural supply chains, and the need for partnership to drive scale and change.

With a focus on increasing supply chain transparency, due diligence at a farm level, and increasing supplier understanding of the issues, Phase 1 focused on data collection, mapping labour intermediaries and their circulation map by commodity, risk assessment (over 300 intermediaries, 10,000 workers, 500+ worker groups, 700+ producers were reached out to), capacity building and stakeholder engagement. These Phase 1 efforts helped identify child labour risks and specifically hazardous work undertaken by young workers, long working hours, and poor living conditions.

### **Implementation plan:**

The Coca-Cola Company will continue its efforts, with renewed vigor, to address the issue of child labour in supply chains across our operations. This will include a whole range of measures, including deepening horizontally and vertically our due diligence in risk areas, driving multi-stakeholder partnerships for remediation, such as the HTF project, sharing learnings from such remediation projects with our stakeholders, creating new training/capacity-building modules, and continue to bring awareness to the risk of child labour in our value chain as one of our identified salient human rights risks in various internal and external fora.

Some activities surrounding the implementation of this action pledge with specific reference to the HTF project include continued funding and engagement in Phase 2, working with supplier partners to build capability to focus on child protection and child labour remediation, elimination of hazardous work for workers under age 18, improving access to basic services, strengthening responsible recruitment and grievance mechanisms, participation in partner calls and various outreach sessions with other partners within the project and participation in peer-to-peer learning. Specific intended outcomes of phase 2 of this FLA lead initiative are as follows:

- 15-20 Suppliers integrate child protection and remediation system within their core operating procedures.
- 100% of the child labour identified in the farm monitoring program referred to available services including summer schools of the ILO/MoLSS project.

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- Up to 200 children (under school age) receiving the benefit from childcare facilities each year.
- 600–800 farmers including “No child labour” clauses in their written contracts with suppliers.
- 350+ labor contractors having written contracts with farmers with a “No child labour” clause.
- 100% of project partners’ having an understanding of hazardous work.
- Safety precautions for all young workers (17-18 years old) are implemented in at least 80% of the (600-800) farms covered by end of the project (with an ultimate goal of 100%).

### **Impact:**

The result of the project is a multi-stakeholder collaboration at scale on issues of labour migration, child protection, and driving responsible recruitment. The project will improve the capacity of the participants to tackle the core labour rights challenges that seasonal migrant workers face, and it will increase coordination and implementation of responsible recruitment principles and child protection programs in companies’ supply chains. In helping companies improve working conditions, the project provides a set of standards relevant to government regulators, investors, buyers, and consumers.

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