

As part of the Company's efforts to work towards ethical and sustainable sourcing of agricultural ingredients, Coca-Cola joined the Fair Labor Association (FLA)-led Harvesting the Future (HTF) Project. The HTF project draws from a shared vision of partners to bring about large-scale change on child protection and responsible recruitment by pursuing a "multi-commodity, multi-company, multi stakeholder approach". By making a difference in people's lives and communities, this project helps move us towards a better shared future and more sustainably sourced agricultural ingredients.

HTF project has brought together over 30 ecosystem entities and is implemented in two phases. While Phase I highlighted the salient human rights and labor risks in the agricultural supply chain, Phase II is focussed on remediation. Two of our supplier partners, Anadolu Etap (apple juice) and Cayda İkinci Hayat (Dogadan tea supplier), will be actively engaged in Phase II.



## BRANDS



## NGOs



## PUBLIC PARTNER

Ministry of Family,  
Labor and Social Services

## INDUSTRY PARTNERS



## SUPPLIERS



## PROJECT BACKGROUND

Every summer for six to eight months, Turkey witnesses the migration of thousands of laborers, along with their families, to work on different crops. It is common for children to work alongside their families, at the great cost to their own development and lack of opportunities for their future life.



Challenges

- Companies working in silos
- Lack of supply chain traceability
- Lack of human rights due diligence
- Lack of supplier capacity

## PHASE I (August 2019 - March 2021)

### 1. SUPPLY CHAIN MAPPING

Tools and training to map supply chains

Central Database for mapping 363 labor contractors and 9440 workers

### 2. STAKEHOLDER ENGAGEMENT

3 working groups  
3 peer-to-peer learning sessions

4 project steering committee meetings

### 3. TRAININGS

Suppliers and labor intermediaries trained

Provision of tools, policies and procedures

Support to suppliers to develop a labor compliance system

### 4. COVID-19 RELATED ACTIVITIES

Need assessment and informative sessions conducted with more than 200 labor intermediaries

Materials, brochures, videos and guides about COVID-19 were developed

### 5. RISK ASSESSMENT & DATA COLLECTION

Risk identification capability built  
Salient human and labor risks identified by suppliers

- Risk assessment conducted for 6 commodities, across 13 cities, 35 districts, and 86 villages.

746 farmer producers reached

528 worker groups mapped

9440 workers impacted

363 labor intermediaries accessed

- Salient Human and Labor Rights risks identified:

- Child labor
- Hazardous tasks by young workers
- Lack of contract and registration
- Long working hours
- Monetary deductions and compensation less than minimum wage
- Debt bondage
- Harassment and abuse
- Poor living conditions (access to water, toilet, electricity and shelter)

## 5 COMPONENTS OF PHASE I KEY HIGHLIGHTS



EXPECTED OUTCOME

**Child Labor**

- Suppliers to integrate child protection and remediation system in core operating procedures
- 100% of child labor identified are referred to available services like summer school
- 200 children to benefit from childcare facilities
- 800 farmers and 350 labor contractors with no child labor clause in contracts with suppliers/farmers
- Build understanding on hazardous work and precautions for young workers

**Referral mechanism between ILO and EU funded Elimination of Child Labor in seasonal agriculture Project with the Turkish Government and FLA-led HTF project:**

- 12,000 children will be provided education (on-site), consultancy, rehabilitation services
- Improvement of living conditions in camps



**Responsible Recruitment**

- 350+ labor contractors, legally registered, with no child labor clause and decent work principles

**Basic Needs**

- Provision of decent working and living areas

**Grievance Mechanism**

- Suppliers introduce grievance mechanism in their supply chain

**Living Wage**

- Brands and suppliers develop roadmaps to build bridges to living wage

