

ESG data sheet 2024/25

This data sheet focuses on the key performance indicators (KPIs) that not only track the key approach and progress of our [Forever Chocolate](#) program, but also cover Barry Callebaut's [material topics](#), as defined by our stakeholders. For more information on our position on ESG, including Annual Reports, Global Reporting Initiative (GRI), position papers and policies, please view our dedicated [ESG page](#).

Reported information covers the annual reporting period from September 1 to August 31 of the stated year.

KPI	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	2018/19
Environment							
Greenhouse Gas (GHG) Emissions							
Scope 3 FLAG removals (tCO ₂ e) ¹	-457,592	-377,722	-231,408 ²	-162,706 ³	-97,737	-155,693	-90,857 ⁴
Total net carbon footprint incl. removals (million tCO ₂ e)	11.81	13.02	13.18	13.95	7.83	7.80	8.49
Total net carbon intensity [tCO ₂ e / t of product]	5.61	5.68	5.79	6.00	3.57	3.73	3.92
Energy							
Total energy consumed (MWh)	1,388,530	1,534,382	1,521,366	1,514,615	1,500,653	1,447,693	1,455,018
# factories using only renewable electricity sources	38	39	35	29	26	23	17
Traceability							
% of plots mapped within our direct cocoa supply chain	85.6 %	83.0 %	78.9 %	79.7 %	66.0 %	72.3 %	
% certified or verified agricultural raw materials sourced	53.9 %	56.2 %	59.6 %	50.0 %	47.7 %	46.6 %	51.0 %
% cocoa and chocolate products sold which contain certified or verified cocoa	55.8 %	55.5 %	51.5 %	49.4 %	42.6 %	37.0 %	

¹ Scope 3 Forest, Land and Agriculture (FLAG) removals from agroforestry insetting, independently verified by SustainCERT.

² As of 2022/23 the amount excludes a 20% withholding buffer, safeguarding against potential unforeseen losses of planted trees under our agroforestry activities.

³ In our base year 2021/22, we do not consider our Scope 3 FLAG removals in our total net carbon footprint. Agroforestry insetting is an additional effort to decrease carbon emissions.

⁴ The 2018/19 reported number is for the monitoring periods 2017/18 and 2018/19.

KPI	2024/25	2023/24	2022/23	2021/22	2020/21	2019/20	2018/19
Thriving Nature							
# ha of agroforestry newly established	24,301	33,795	18,066	11,000			
% primary deforestation linked sourced raw materials demonstrated not to be contributing to deforestation	81.8 %	46.5 %	34.1 % ⁵	24.5 %	28.7 % ⁶	34.0 %	37.6 %

Social

Human Rights

% farmer groups in our direct supply chain that have systems in place to prevent, monitor and remediate child labor	99.3 %	91.0 %	76.5 %	80.6 %	61.4 % ⁷	42.2 %	21.3 %
# child labor cases identified	25,288	19,389	53,839	25,235	21,258	22,965	3,867
# child labor cases under remediation	51,420	41,190	65,569 ⁸	41,794	25,486	4,971	2,333
# remediated child labor cases	30,080	26,530	10,504	2,844	362	335	0

Prospering Farmers

# farmers above WB international poverty line	557,739	428,997 ⁹	269,762 ¹⁰	214,124	214,584 ¹¹	143,233	104,645
# farmers in our sustainability program	625,410	594,608	462,471	343,023	406,628	262,791	302,239
# farmers who have received Farm Service activities	177,973	197,763	169,981	171,710	125,593	71,972	46,176
# ha covered by programs to support farmers with paid labor teams	35,797	43,631	19,326	8,110			

Governance

Board of Directors who are women	25.0 %	11.1 %	20.0 %	22.2 %	25.0 %	25.0 %	20 %
Executive Committee members who are women	20.0 %	16.7 %	16.7 %	11.1 %	10.0 %	10.0 %	11.1 %
Management positions who are women (director level)	35.1 %	30.7 %	31.0 %	35.0 %	28.0 %		

⁵ As of 2022/23 we applied our methodology beyond Cocoa Horizons volumes, now also including all other cocoa volumes directly sourced in Côte d'Ivoire and Ghana. At the same time we expanded our forest scope to reflect upcoming regulations (EUDR).

⁶ Based on Maplecroft methodology, in 2020/21 we refined our methodology. An increase of forest layers was considered in Cote d'Ivoire (classified forests 2 considered) and Ghana (forest reserves considered). For the first year, we are only considering countries with a 'low' risk according to Maplecroft. In previous years, 'medium' and 'low' risks were considered for 'risk adequately addressed'.

⁷ A minimum threshold of census and CLMRS coverage per farmer group was added in 2020/21.

⁸ Methodology modified to consider a case under remediation only if a remediation activity or follow-up visit has been done in the last fiscal year.

⁹ In June 2025, the World Bank raised the international poverty line from USD 2.15 to USD 3.00/day/person, based on 2021 Purchasing Power Parities (PPPs). We recalibrated this threshold per country using 2021 PPPs and inflation, and updated our fiscal year 2024/25 KPI accordingly.

¹⁰ We adjusted our methodology aligning with the OECD household equivalent scale and to account for the update in the World Bank poverty line, which has been revised from USD 1.90 to USD 2.15 in September 2022.

¹¹ We revised our methodology to extrapolate the percentage of farmers above poverty line to the farmers participating in our programs over the past two years.