



Section	Question/ Criteria	Fulfillment	Score	Score out of
COMPANY DATA	Parent company name	BEHR'S CHOCOLATE	F	
	Brand or subsidiary name(s)	BEHR'S CHOCOLATE		
	Product type(s)	ALL BEHR'S CHOCOLATE PRODUCTS		
	Scope of rating	Applies to all products under the Behr's chocolate brand		
	Industry	Chocolate		
	Standard Industry Classification (SIC)	Food & Kindred Products		
	Industry-specific grade category	Cocoa (Key component of product)		
	Company headquarters address	4677 LB McLeod Road, Suite J, Orlando, FL 32811		
CEO name	Doug David			
All Regular Sections TOTAL			1	48
Industry-Specific Cocoa SUBTOTAL			0	1
ABOUT THIS RATING	Behr's Chocolate is a Florida-based company that specializes in seasonal products, gift baskets and corporate gifts as well as other licensed products. The company has no public information available concerning any policies related to labor rights or monitoring its supply chain. The company was also not responsive to requests for additional information.			
CERTIFICATION	Is the product certified by a certification program?	NO		
SECTION A. CORPORATE POLICIES	Does the brand have a Code of Conduct?	NO		0 out of 1
	Does the Code apply to all levels of supply chain?	NO		0 out of 1
	Code includes FOA and collective bargaining?	NO		0 out of 1
	Code includes abolition of forced and compulsory labor?	NO		0 out of 1
	Code includes elimination of child labor?	NO		0 out of 1
	Code includes elimination of discrimination?	NO		0 out of 1
	Company link to above information.		N/A	
	Are suppliers required to pay living wage?	NO		0 out of 2
	Please give the formula or calculator that is used for living wage.		N/A	
	Suppliers are guaranteed a stable price regardless of world price fluctuation.	NO		0 out of 2
	Please give the formula or calculator that is used for price.		N/A	
	Is there a public list of suppliers or factories?	NO		0 out of 2
	Give location of the public list.		N/A	
	Does the brand have a program to improve the social responsibility of its sourcing practices? (This does not include auditing improvements; it refers to changes in sampling, order timelines or prices to improve business practices)	NO		0 out of 2
IF YES, please describe the program and goals.		N/A		
Section A SUBTOTAL			0	14
SECTION B. CODE IMPLEMENTATION	Is Code of Conduct included in supplier contracts?	NO		0 out of 1
	Does the brand have a routine monitoring program?	NO		0 out of 2
	List the types of monitors used.		N/A	
	In addition to routine monitoring, does the brand use unannounced monitoring?	NO		0 out of 2
	Monitoring program: describe coverage of raw materials and/or vulnerable parts of the supply chain.	NO		0 out of 2
	Company link to above information.		N/A	
	Does brand participate in any multi-stakeholder initiative (MSI)?	NO		0 out of 1
	Please list the MSI.		N/A	
Section B SUBTOTAL			0	8
SECTION C. EMPLOYEE EMPOWERMENT	Does the supply chain include some of the following: either worker-owned cooperatives or democratically elected unions?* (see definition below)	NO		0 out of 2
	List the suppliers that have worker-owned cooperatives or democratically elected unions.		N/A	
	Does the supply chain include producer cooperatives?		N/A	
	Do any suppliers with worker-owned cooperatives or democratically elected unions have collective bargaining agreements in place?	NO		0 out of 2
	List the suppliers where collective bargaining agreements exist.		N/A	
	There are ZERO reports of retaliation against employees who attempted to organize.	YES		1 out of 1
	Please list site and location and/or media reports if any.		N/A	
	Are there neutrality agreements in place in some factories in the supply chain? (These pledge non-interference if employees attempt to organize.)	NO		0 out of 1



Section	Question/ Criteria		Fulfillment	Score	Score out of
	Is there a framework agreement between the brand and an international independent union to support the protection of freedom of association?	NO		0 out of 1	
	Do suppliers use a communication/grievance procedure involving an outside party (brand or 3rd party) and having an anonymous option?	NO		0 out of 1	
Section C SUBTOTAL				1	8
SECTION D. CHILD LABOR RESPONSE	Does company have a child labor remediation policy? (i.e., policy that includes more than dismissal of the child)	NO		0 out of 2	
	For a company in a high-risk industry (as identified by US DOL reports), does the company have local partnerships in place to rehabilitate child labor when it is found?	NO		0 out of 1	
	Please list partner organizations		N/A		
	When child labor is removed from the workplace, is it later verified by unannounced monitoring?	NO		0 out of 2	
	If child labor is discovered, does the employer or buyer find a way to replace the lost income to the family?	NO		0 out of 2	
	Company link to above information.		N/A		
Section D SUBTOTAL				0	7
SECTION E. TRANSPARENCY	Are monitoring benchmarks / results shared publicly?	NO		0 out of 2	
	Company link to above information.		N/A		
	Are monitoring benchmarks / results verified by an outside organization?	NO		0 out of 2	
	Please give name of verifier.		N/A		
	Does any third party trace inputs/commodities back to point of origin?	NO		0 out of 2	
	Are site audit reports and corrective action plans publicly accessible?	NO		0 out of 2	
	Employee access to resources on child labor and forced labor: please list specific projects, trainings, countries, nongovernmental organizations, other partners and services provided	NO		0 out of 1	
	Please list projects or give link to resources.		N/A		
Does buyer share supply chain and audit information (aggregate or specific) with government ministries such as labor or justice?	NO		0 out of 1		
Section E SUBTOTAL				0	11
All Regular Sections TOTAL				1	48
SECTION F. INDUSTRY-SPECIFIC DATA	Category		Cocoa (As a key component of product)		
	Brand supports at least 1 community impact project in an area of cocoa bean sourcing	NO		0 out of 1	
	Please list the project or initiative.		N/A		
Industry Specific SUBTOTAL				0	1

* Democratically elected unions: independent unions which are decided upon by workers in a free and fair election process. Unions which are state-sponsored or employer-sponsored are not regarded as independent worker organizations.

* Worker owned co-ops: these are production enterprises in which workers have ownership, a vote and a voice. This does not include enterprises which are centrally managed by a single person or company, even if those are local.