The intent of this checklist is to help facilities understand the human rights risks associated with child labor and the steps to take to ensure they are not employing children.

The Assessment questions will require you to identify:

- Low risk activities
- Potential risk activities

A low risk identification means that there is a low human rights-related risk with respect to that activity and further action may not be necessary or that a limited and manageable response action may mitigate or eliminate the risk. A potential or high risk identification, on the other hand, suggests that further inquiry or action may be needed in order to mitigate against potential human rights-related risk.

In the case of a potential or high risk identification, one or more of the following actions could be taken:

- Perform the action suggested in the assessment question.
- Obtain further information about the subject matter before determining next steps.
- Contact internal Subject Matter Experts (SME) (e.g., Legal, Environmental, Global Workplace Rights, etc.) for further guidance on addressing the situation.
- Engage community stakeholders in a discussion about the proposed activity.

This human rights self-assessment tool focuses on the principal indicators of potential human rights impact. The questions are not exhaustive and local conditions may require examination and remediation of additional factors.
Child Labor in Agriculture

Hazardous Child Labor

An estimated 218 million children work as child laborers, of which 70 percent work in agriculture. Most work in agriculture, including harvesting sugar cane, is considered to be hazardous work. Under international standards, the Company’s Human Rights Statement, Workplace Rights Policy and Supplier Guiding Principles, children need to be 18 years of age to work in hazardous work.

The Coca-Cola system is one of the world’s largest buyers of many agricultural products, such as sugar. We do not typically purchase ingredients directly from farms, but our direct suppliers do. We hold our direct suppliers accountable for assuring that children under the age of 18 are not working in the harvest of agriculture commodities.

Case Study

An estimated 2 million children between the ages of 11-17 harvest cotton in Uzbekistan under forced labor conditions. Unlike cases where children work on family farms, the Uzbek case is different in scale, organization and government complicity. Founded in May 2008, the Responsible Cotton Network includes a wide range of players including socially-responsible investors, a range of major brands and retailers seeks to influence Uzbek policy makers and target companies to remove Uzbek cotton from their supply chains. More than 25 major brands and retailers have joined the campaign to end forced child labor in Uzbekistan, including Gap, Levi Strauss& Co., Nike, and Wal-Mart.

The Human Rights Due Diligence Assessment

<table>
<thead>
<tr>
<th>Key:</th>
<th>Low risk activity</th>
<th>Perform Action</th>
<th>Contact SME</th>
<th>Obtain further info</th>
<th>Engage Community</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High risk activity</td>
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</table>

**Hiring**

1. Does the site require proof of age and retain documentation when hiring workers?

   - YES ✔
   - NO ❌
   - Perform Action ☑
   - Obtain further info ☑
   - Engage Community ☑

2. Does the site have a verification process to engage only reputable contract labor agencies (business license available, demonstrates legal compliance, etc.)?

   - YES ✔
   - NO ❌
   - Obtain further info ☑
   - Engage Community ☑

3. If contract labor is used, do both the contracting agency and the site have copies of the proof-of-age documentation?

   - YES ✔
   - NO ❌
   - Perform Action ☑
   - Obtain further info ☑
   - Engage Community ☑

4. Does the site have a process to check IDs to eliminate underage workers from working at the site?

   - YES ✔
   - NO ❌
   - Perform Action ☑
   - Obtain further info ☑
   - Engage Community ☑

**Remediation**

8. Is there a system in place for removing children under 18 from hazardous work environments?

   - YES ✔
   - NO ❌
   - Perform Action ☑
   - Obtain further info ☑
   - Engage Community ☑

9. Is there a system to place school age children in school?

   - YES ✔
   - NO ❌
   - Perform Action ☑
   - Obtain further info ☑
   - Engage Community ☑

10. Does the facility have processes to undertake periodic audits of contractor supplier practices?

    - YES ✔
    - NO ❌
    - Obtain further info ☑
    - Engage Community ☑

11. Does the site allow access to paperwork for supplier assessments to verify compliance?

    - YES ✔
    - NO ❌
    - Obtain further info ☑
    - Engage Community ☑

**Community Engagement:**

12. Is there a stakeholder engagement process with government/NGOs/International Organizations on remediation plans and community support?

    - YES ✔
    - NO ❌
    - Perform Action ☑
    - Obtain further info ☑
    - Engage Community ☑

13. Are workers and parents educated on the potential risks and issues related to child labor?

    - YES ✔
    - NO ❌
    - Perform Action ☑
    - Obtain further info ☑
    - Engage Community ☑