



Assessment Questionnaire

FOR COCOA FARMER MEMBERS

FLDD First Mile | Embedding Human Rights in Business
Management Systems

July 2025

Acknowledgements

The First Mile Toolkit is a publication of the Verité Farm Labor Due Diligence Initiative (FLDDI), which develops practical human rights due diligence guidance and associated tools tailored to global agricultural supply chains.



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Confidentiality Agreement

The following assessment tool aims to understand the existing systems to identify and assess risks and harms related to human rights within West African cocoa farmer organizations, including cocoa cooperatives.

The information collected will be used to develop a set of tools to strengthen the policies, processes, and procedures of cocoa farmer organizations and to develop or improve systems for responding to risks of forced labor and other human rights issues.

Note: This is not an audit of your farmer organization, nor is it a forced labor study. The assessment is for the sole purpose of helping you improve your knowledge and capacity when it comes to human rights due diligence/ issues. The results of this self-assessment questionnaire in no way and under no circumstances constitute proof of compliance with any code of conduct or standards.

Confidentiality

The information gathered is for the use of _____, _____, and the participating cooperative(s)/farmer organization(s). The substance and results of the assessment will not be shared with any party outside of those listed above.

Participant Agreement

I agree to participate in the assessment.

☐

Yes

Signature or
thumb print:

☐

No

◀ **Start of Assessment.** *To be read aloud by questionnaire administrator or read by the participant at start of assessment.*

Respondent Information

Cocoa Cooperative/Farmer Organization

To be filled out by the questionnaire administrator before assessment from [Assessment Questionnaire for Cocoa Farmer Organization Leadership](#)

Name of cocoa cooperative/farmer organization

Total number of cocoa cooperative/farmer organization members

Location of Operations

To be filled out by the questionnaire administrator before assessment from [Assessment Questionnaire for Cocoa Farmer Organization Leadership](#)

Cooperative/Farmer Organization Headquarters

Street

City

Region

Postal Code

Country

Respondent Information

To be filled out by participant/interviewee during assessment

Your name

Your role/position

Gender (circle one)

☐

Female

☐

Male

Are you from the same community
as the one you currently work in
for cocoa production?

☐

Yes

☐

No

*If no, where is community
of origin:*

Start of Assessment Questions

Carefully listen to each question and the options presented, selecting those that correspond or come closest to the reality the cooperative/farmer organization you supply cocoa to. An accurate and honest answer will help us identify challenges so that we can design tools to best support the cooperative/farmer organization's human rights initiatives.

1. Does the cooperative/farmer organization you are a member of have a policy or commitment statement on labor/human rights issues?

☐

Yes

☐

No

☐

I do not know

▶ **If Question #1 is No or I do not know, skip to Question #7.**

2. How did you come to know about the labor/human rights policy or commitment statement?

Please explain:

3. What does the labor/human rights policy or commitment statement require of you?

Please explain:

4. Did the cooperative/ farmer organization you are a member of ask you to sign any agreements related to the labor/human rights policy or commitment statement?

☐

Yes, I had to sign a formal commitment

☐

No, I did not sign anything

Feel free to elaborate:

5. Has the cooperative/farmer organization you are a member of provided you support or guidance on how to implement the labor/human rights policy or commitment statement expectations?

☐

Yes, I have received trainings or materials

Please describe what trainings or materials you have received:

☐

Somewhat, but I could use more trainings or materials

Please describe what additional trainings or materials would be most helpful:

☐ No, I have not received any trainings or materials

Feel free to elaborate:

6. What is your opinion about the labor/human rights policy or commitment statement?

☐ The policy has had a positive impact on me

☐ The policy has had no impact on me

☐ The policy has had a negative impact on me

☐ Other, *please describe:*

Please explain why you chose your selection:

7. Does the cooperative/farmer organization have a person, team, or committee in charge of labor and human rights issues?

☐ Yes, there is a person in charge of labor and human rights issues

Name and position of person:

☐ No, there is no person in charge of labor and human rights that I know of

Feel free to elaborate:

END OF ASSESSMENT

Thank you for your time