Fairtrade Standard for Cocoa

Timeline for implementation for new requirements taking effect in July 2023, January 2024, January 2025, and July 2025

Fairtrade has introduced a new approach to assurance that encourages continuous improvement and progress. The gradual implementation ensures that producers and trader have enough time to prepare, and to build their systems step by step to achieve full compliance with the standard.
For some of the new requirements in the revised Fairtrade Standard for Cocoa, a timeline for implementation was developed. This timeline details how implementation of the new requirements can be phased by Producer Organizations over several years, and what will be checked by the certification body in which year. This list is complimentary to the standard.
In case of any questions, please contact: standards-pricing@fairtrade.net

Fairtrade Standard for Cocoa requirement	Timeline for implementation
2.1.1 Recording Member and Organization Production *Applies to: SPOs* *Core, year 1*	**As of July 2023:** You started to record your individual member production and the total production of your organisation (estimated and actual production). Compliance can be met by showing that the process has started and PO is starting to collect the information. **As of July 2024:** there is consistent and credible information available on member production, and total production, which includes both estimated and actual production. **As of July 2025:** the above and you have compared and checked for differences, and you have a system in place to investigate if significant deviations occur. **As of July 2026:** the above and you have taken measures to prevent recurrences of errors. You fully comply with the requirement.

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2.1.3 Documenting the Product Traceability Procedure *Applies to: SPOs* *Core, year 0*	**As of July 2023:** You start to document a product flow map and the associated traceability procedure from farmer members to first buyer. **As of July 2024:** The product flow map and associated traceability procedure includes all details listed in the requirement.
2.1.4 Product Tracing Solutions *Applies to: SPOs in Africa, Asia* *Core, year 3*	**As of Jan. 2024:** The organization researches tools needed to trace the cocoa beans and starts to deploy the tool. **As of Jan. 2025:** You continue roll out the tool. **As of Jan. 2026:** You fully comply with the requirement.
3.1.1 Member Information *Applies to: SPOs* *Core, year 0*	**As of Jan. 2025:** You start to extend records of your members as described in the requirement and annex, building on the records you formerly already collected. **As of July 2025:** You fully comply with the requirement.
3.1.4 Records of Farm Operators *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 3*	**As of January 2024:** You have some farmers records available. **As of January 2026:** You have all relevant farmers records available, updated annually and all farmers are sensitized on Fairtrade Standards.
3.1.5 Formal agreements between Farm Owners and Farm Operators *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 3*	**As of July 2025:** You have legally binding written contracts in place for some farm operators, and these contracts are signed by the farm operator and the farm owner. **As of July 2026:** You increase the number of legally binding written contracts in place for farm operators. **As of July 2027:** You fully comply with the requirement.
3.2.2 Awareness Raising *Applies to: SPOs in Africa, Asia* *Core, year 0*	**As of July 2023:** You have a plan on how you will educate your key stakeholders, to raise awareness of human rights, environmental sustainability and your organization's commitment. **As of July 2024:** You informed and educated your key stakeholders on awareness of human rights,

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	environmental sustainability, and your organization's commitment. **As of July 2025:** You also raised awareness among other stakeholders.
3.2.3 Risk assessment *Applies to: SPOs in Africa, Asia* *Core, year 1*	**As of July 2023:** You have started your risk mapping process, and you identified the resources you will use to inform your risk assessment. **As of Jan. 2024:** You mapped all the risks in your country and field of production using the resources identified previously. You prioritised your risks and your 3 most salient risks to your operation. **As of January 2025:** You engage with farmers, farm workers and other relevant parties. You further expand your risk assessment and identify and focus on the most vulnerable groups of people that could be impacted. You comply with the full requirement.
3.2.4 Grievance Mechanism *Applies to: SPOs in Africa, Asia* *Core, year 1*	**As of July 2023:** You proof that you started to put a grievance procedure in place. You start by setting up a grievance committee. The committee can propose a grievance procedure that specifies how complaints can be made, handled and recorded. **As of July 2025:** You have the full grievance procedure in place according to the requirement. You raise awareness of the grievance procedure among all stakeholders.
3.2.5 Human Rights Policy and Procedures *Applies to: SPOs in Africa, Asia* *Core, year 1*	**As of January 2024:** You draft policies to mitigate, prevent and remediate the three most serious human rights and environmental risks or challenges you have identified through your risk assessment. A governance body approves the HREDD policies and procedures and these are communicated to management, staff, members, farm operators and workers.

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	As of July 2025: You implement the policies. You communicate the policies to buyers, suppliers, job brokers and contractors. You fully comply with the requirement.
3.2.6 Action Plans *Applies to: SPOs in Africa, Asia* *Core, year 1*	**As of January 2024:** You draft an action plan to prevent, mitigate, cease and remediate the most serious risks identified by your risk assessment and informed by your policies which you are drafting. **As of January 2026:** A governance body (e.g. General Assembly) approves your action plan and you started its implementation. **As of January 2027:** You revise the plan annually and you fully implement the requirement.
3.3.1 Monitoring and Remediation for Child Labour and Forced Labour *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 3*	**As of January 2024:** You make a plan how to build the system in your organization. **As of January 2025:** You start to implement the system gradually. **As of Jan. 2026:** You roll out the system across your membership and organization.
3.3.5 School Attendance *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 1*	**As of January 2024:** You identify root causes for lack of school attendance and define actions to mitigate it. **As of January 2025:** You carry out one activity. **As of January 2026:** You carry out another activity.
3.3.6 Vocational Training and Employment *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 1*	**As of January 2024:** You make a plan how to promote decent employment. **As of January 2025:** You carry out one activity. **As of January 2026:** You carry out another activity.
3.3.7 Vulnerable Groups *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 1*	**As of January 2024:** You identify vulnerable groups and make a plan how to support them. **As of January 2025:** You roll out your plan with at least one activity carried out. **As of January 2026:** You have rolled out your full plan and carry out activities.

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3.3.8 Equal Opportunities *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 1*	**As of Jan 2024:** You research and make a plan how to support equality among your members and in the organization. **As of January 2025**: You carry out one activity. **As of January 2026:** You carry out activities.
3.4.1 Protection of forests and ecosystems *Applies to: SPOs* *Core, year 0*	Until requirement 3.4.5 becomes applicable in Latin America and Caribbean, this requirement will be audited similarly to SPO standard requirement 3.2.31 in this region.
3.4.3 Deforestation Prevention and Mitigation Plan *Applies to: SPOs* *Core, year 1*	**As of Jan 2024:** You draft a Deforestation Prevention and Mitigation Plan. **As of Jan 2025:** You start to implement your Deforestation Prevention and Mitigation Plan. **As of Jan 2026:** You fully implement your Deforestation Prevention and Mitigation Plan.
4.3.5 Recording Fairtrade Payments to Members *Applies to: SPOs in Côte d'Ivoire, Ghana* *Core, year 3*	**As of Jan 2024:** You decide on a tool and start to roll it out. **As of Jan 2025:** You fully comply with the requirement.

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