**Actions**
- Establish + communicate supply chain codes of conduct
- Research labor flows, conditions, + living wage at country-level
- Conduct supply chain mapping/traceability
- Audit/measure track compliance to norms
- Remediate non-compliances
- Train workers + farm owners on rights + labor best practices
- Increase capacity of supply chain actors to support compliance
- Establish grievance mechanisms
- Engage government agencies on policy/regulations

**Outputs**
- Diagnostic on labor conditions at country level w/ identified hotspots
- % traceable purchases
- % compliance to norms
- # of workers + farm owners trained on rights + labor best practices
- % of workers aware of specific rights
- % coverage of grievance mechanisms
- Use of grievance mechanisms
- # incidences reported, by severity
- % of total export volume in compliance w/ benchmarked code of conduct
- Results from pilot projects confirming the business case for labor interventions
- Average worker wage (and as % of living wage)

**Impacts**
- Eradication of child and forced labor from coffee (SDG 8)
- Improved labor conditions (wages, rights, health & safety) (SDG 1, 8)
- Improved worker health and safety (SDG 3)
- Empowerment of women and indigenous communities (SDG 5,10)

**Outcomes**
- Improved compliance
- Reduced non-compliances reported/reduced severity
- Improved worker wages
- Improved worker retention/reduced worker scarcity
- Improved farm performance (productivity, quality, cost savings)

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**Investments**
- $ invested in projects to improve labor conditions and worker welfare
- $ invested in responsible sourcing programs

**Enabling Conditions**
- Supportive laws + policies (e.g. minimum wage, overtime, anti-discrimination, health + safety)
- Strong local enforcement mechanisms
- Consumer-side regulations + laws (e.g. TETF act)
- Culture encouraging voicing grievances, including from marginalized populations
- Established business case for labor interventions
- Institutional alliances

**Outcomes**
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- Improved farm performance (productivity, quality, cost savings)

**Impacts**
- Improved/maintained productivity and quality per acre (SDG 12)
- Reduced cost of production (SDG 8)