

ASSURANCE STATEMENT

Independent assurance statement on the 2014/15 Chocolate Sustainability Report

To the management and stakeholders of Barry Callebaut AG:

denkstatt GmbH was commissioned by Barry Callebaut AG (hereinafter referred to as "the Company") to provide independent third-party validation of the printed and online versions of the Company's 2014/15 Chocolate Sustainability Report (hereinafter referred to as "the Report"). The assurance brief covered the nature and extent of the Company's incorporation of the principles of inclusivity, materiality and responsiveness for stakeholder dialogue contained in the AA1000 AccountAbility Principles Standard 2008 (AA1000APS).

Management responsibilities

The Company's management is responsible for preparing the Report, the information and statements contained in it and the related website content. Management is also responsible for identifying key stakeholders and material issues, defining commitments with regard to sustainability-related performance, and establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Assurance provider's responsibilities

Our responsibilities are to:

- provide appropriate assurance that the information in the Report is accurate and free of material misstatements;
- assess performance management and internal control systems from which the reported information is derived; and
- express a conclusion and make recommendations on the nature and extent of the Company's adherence to the AA1000 standard.

In 2015 we did not perform any tasks or services for the Company or other clients

which would lead to a conflict of interest, nor were we responsible for the preparation of any part of the Report.

Scope

We have fulfilled our obligation to provide appropriate assurance that the information in the Report is free of material misstatements. We planned and carried out our work in accordance with AA1000APS. We used the criteria in AA1000APS to perform a Type 2 assessment and to provide a moderate assurance regarding the nature and extent of the Company's adherence to the principles of inclusivity, materiality and responsiveness. In addition, we have reviewed all sustainability-related content and data included in the Report for the 2014/15 financial year, and assessed the performance management and internal control systems from which the reported information is derived.

Methodology, approach and limitation of work

We planned and carried out our work in order to obtain all the evidence, information and explanations that we considered necessary in relation to the responsibilities outlined above. Our examination included the following measures:

- Group headquarters level: we gathered information and conducted interviews with managers and employees of the following departments: Cocoa Sustainability, Global Sourcing, Human Resources, OSCO, General Counsel, Community Development and Corporate Communications. We assessed and verified information published in all key sections of the Report.
- Regional and country level: we gathered information and conducted

interviews with managers and employees involved in the Company's operations in the following locations:

- Asia-Pacific headquarters, Singapore;
- Sumatra operations (co-operation with SwissContact and the Cocoa Learning Center in Tanah Datar);
- Pasir Gudang plant, Malaysia;
- Wieze plant, Belgium;
- Louviers plant, France;
- Dübendorf plant, Switzerland.

Conclusions

In the course of our review, nothing led us to believe that the information in the Report is inaccurate or contains material misstatements. Furthermore, we found that the Company adheres to the principles of inclusivity, materiality and responsiveness as defined in the AA1000 Accountability Principles Standard 2008.

Positive developments

We were pleased to observe positive developments in the following areas:

- Scope: compared to last year, the Company has significantly broadened the scope of the Sustainability Report. The following new elements and chapters have been added: Strategy and governance, Non-cocoa ingredients, Protecting the environment, Addressing climate Change, Developing employees, Community engagement, and Innovating for health.
- Strategy: the Company's cocoa sustainability strategy has been strengthened by means of two important new initiatives:
 - Cocoa Horizons Foundation: launched in February 2015, the Foundation is a new vehicle enabling efficient and transparent investment in cocoa sustainability and community development.

- Horizons Cocoa: replacing QPP, this new sustainability program represents a more robust approach with a stronger potential impact on the market.
- Policies: important new policies have been developed and are in the process of implementation, such as the Sustainable Sourcing Policy Ingredients, the Sustainable Sourcing Policy – Palm oil, the Sustainable Sourcing Policy – Vanilla and the Sustainable Sourcing Policy – Sugar cane.
- Environment: energy efficiency activities were identified throughout the organisation, and new roles to drive energy efficiency are under development.
- Improving farmer practices: a new Cocoa Learning Center was opened in Tanah Datar, Western Sumatra, with the aim of promoting sustainable farming practices in the region.
- Developing employees: a new HR platform, Success Factors, has been launched. It has strong potential to improve the quality of HR data across the Group.
- Community development: excellent and meaningful projects have been implemented (such as Water for Life) and data quality has improved.

Key observations and recommendations concerning adherence to the AA1000 principles of inclusivity, materiality and responsiveness

Inclusivity

- Strategic approach: long-term goals should be defined for sustainable sourcing, and the implementation of environmental and social sustainability goals should be further strengthened across all operations.
- Stakeholder engagement: at plant level, stakeholder expectations are currently managed mostly on an ad-hoc basis. The use of systematic stakeholder mapping and

engagement processes is therefore recommended.

platform within HR is an important step in this direction.

Materiality

- Material sustainability issues were identified during a panel discussion with 12 representatives of key stakeholder groups. In order to build up a more detailed picture of material topics/stakeholder concerns, it is recommended to broaden the scope of stakeholder dialogue.
- Geographical balance: the Report provides a more balanced picture this year, with sustainability-related information from the Company's Southeast Asian operations. Details of Latin American operations would represent a further improvement.
- Code of Conduct and Supplier Code: the Group-wide implementation strategy needs to be strengthened. A roadmap needs to be set out for all operations for training and refresher activities.
- Group Environmental Policy and Health and Safety Policy: the level of implementation varies between operations. A robust implementation strategy that defines goals, indicators and monitoring mechanisms is recommended.
- Community projects are mainly located in West Africa. Conducting needs assessments in other regions is recommended and the results should be integrated into community development programs.

Responsiveness

- Different communication approaches are used to reach white- and blue-collar workers; reaching the latter is often difficult. Equally efficient communication approaches should be used for white and blue collar workers.
- The collection process for sustainability data is partly fragmented. The introduction of reliable Group-wide data collection systems (e.g. data management software) is recommended. The introduction of the Success Factors



Vienna, 11 November 2015
denkstatt GmbH
Consultancy for Sustainable
Development

Willibald Kaltenbrunner
Lead Auditor
Managing Director, denkstatt



AA1000
Licensed Assurance Provider
000-86