

# SLOW

*Regenerative Cocoa & Coffee*

## Stakeholder Engagement Plan

*Who Slow engages, how, how often, and why*

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Approver	Chief Impact Officer (CIO)
Geographic Scope	All stakeholder groups affected by or with an interest in Slow's operations
Standards Alignment	UN Guiding Principles on Business and Human Rights (Principles 18, 31), IFC Performance Standard 1, AA1000SES, GRI 3, B Corp

### 1. Purpose

This Plan identifies Slow's stakeholders, the engagement mechanisms used for each, and the cadence and purpose of engagement. It enables genuine two-way dialogue with affected people and ensures stakeholder voice feeds material decisions.

This Plan operationalises Slow's commitments in Section 5.2 of the Impact Framework (FWK-01) and supports SOC-POL-02 Community Engagement, FPIC and Social Impact Policy.

### 2. Stakeholder Mapping

Stakeholders are identified by their relationship to Slow and their ability to be affected by, or affect, Slow's operations. This mapping is reviewed every two years alongside the Materiality Assessment.

Stakeholder Group	Interest / Dependency on Slow	Influence on Slow	Engagement Priority
Smallholder farmers and Slow-supported cooperatives (such as the Slow Eco Coffee Farmer Cooperative in Laos, and smallholder suppliers across Indonesia, Vietnam, Ethiopia, and Kenya)	Income, market access, training, technical support, governance and capacity-building support	High (supply continuity)	Highest
Third-party cooperatives and traders (not directly supported by Slow)	Commercial relationship; livelihood of their members	High	High
Local communities near sourcing sites	Land, water, forests, social cohesion	Medium (social licence)	High
Indigenous peoples and traditional landholders	Customary land rights, cultural integrity	High (FPIC requirement)	Highest
Slow employees	Livelihood, safety, career development, workplace rights	High	Highest
Commercial customers (wholesale, retail)	Product supply, sustainability claims, EUDR compliance	High	High
Consumers (end users)	Product quality, provenance, sustainability integrity	Medium	Medium
Investors	Financial returns; ESG disclosure	High	High
Certification bodies (Rainforest Alliance, Fairtrade, EU Organic)	Standards compliance and assurance	High (market access)	High
Regulators (EU, national governments)	Legal compliance, tax, permits	High (licence to operate)	High
Civil society and NGO partners (WWF, DGBP, etc.)	Shared mission; active project collaboration; monitoring of company conduct	Medium (project delivery and reputation)	Medium–High

Stakeholder Group	Interest / Dependency on Slow	Influence on Slow	Engagement Priority
Industry and multi-stakeholder initiatives	Sector-wide standards; pre-competitive collaboration	Medium	Medium

### 3. Engagement Mechanisms and Cadence

The table below specifies how each stakeholder group is engaged, by whom, and at what cadence.

Stakeholder	Mechanism	Owner	Cadence
Smallholder farmers and Slow-supported cooperatives	Farmer coordinator visits; farmer group meetings; annual baseline survey; floor-price negotiation; training sessions; cooperative governance and capacity-building support; grievance channels in local language	Country Implementation Lead; Social Lead (baseline survey and coop support design)	Continuous (visits); biennial (survey)
Third-party cooperatives and traders	Commercial meetings; annual DD review; supplier conference (where feasible); Supplier Code acceptance	Implementation Manager; Country Lead	Quarterly (commercial); annual (DD)
Local communities	Community Engagement SOP (SOC-SOP-04); village meetings; community grievance channel; annual community feedback session	Country Implementation Lead; Social Lead (design and oversight)	Ongoing; annual review
Indigenous peoples	FPIC SOP (SOC-SOP-03); representative body engagement; recorded consent process; periodic consent review	Social Lead; Country Lead	Before any activity; periodic review
Employees	Annual engagement survey; 1:1s; Slack channels; grievance forms; offsite (where feasible); exit interviews	HR Manager; CIO (impact-specific)	Annual (survey); continuous (channels)
Commercial customers	Relationship management; sustainability questionnaire responses; EcoVadis scorecard; EUDR compliance documentation	Chief Commercial Officer (relationship); Implementation Manager (sustainability content)	Continuous; annual questionnaire cycle

Stakeholder	Mechanism	Owner	Cadence
Consumers	Public Annual Impact Report (RPT-01); website and packaging disclosures; QR-code traceability; consumer inquiry line	Chief Commercial Officer (channels); CIO (Annual Impact Report content)	Annual (report); continuous (channels)
Investors	Board briefings; Annual Impact Report; ad hoc ESG disclosure responses	CFO and CEO (lead); CIO (impact content)	Annual and on request
Certification bodies	Audit cycles; CAP tracking; scope change notifications	Global Certifications and Compliance Manager; Country Lead	Per audit cycle
Regulators	EUDR DDS submission; tax and company filings; permit renewals; local environmental and labour law compliance	GIS and Data Specialist (EUDR); Country Manager (local laws and permits)	Per shipment / per regulation
Civil society and NGOs	Project partnerships (e.g. WWF, DGBP); feedback sessions; NGO briefings	CIO; Implementation Manager; Head of Nature or Social Lead depending on project scope	Per partnership; biennial materiality input
Multi-stakeholder initiatives	Working-group participation; industry event attendance	CIO; Implementation Manager; topic owners depending on subject	Per initiative schedule

## 4. Principles of Engagement

All stakeholder engagement follows these principles, adapted from AA1000SES and IFC PS1:

- Inclusive: reach those most affected, not only those easiest to reach.
- Culturally appropriate: use local languages and culturally appropriate formats.
- Genuine: engage before decisions are final, not after.
- Two-way: listen and respond, not broadcast.
- Transparent: be clear about purpose, scope, and what will and will not be decided.
- Safe: protect participants from retaliation or harm.
- Documented: record what was heard, how it was considered, and how it affected decisions.

## 5. Vulnerable Groups and Extra Care

Certain stakeholder groups require additional care in engagement due to elevated vulnerability. Slow applies the following practices:

- Women: ensure women can participate separately from men where cultural norms inhibit voice in mixed settings; use female field staff where possible. Gender-responsive engagement and SGBV-safe channels follow SOC-POL-03 Gender Equity and Women’s Empowerment Policy and SOC-SOP-06 Gender and SGBV Programme SOP.
- Indigenous peoples: engage through legitimate representative institutions; follow FPIC SOP (SOC-SOP-03).
- Children: engage with parent or guardian consent; never use child-specific information in commercial decisions.
- Migrant workers: engage in their native language; use trusted intermediaries; never engage through recruiters or labour brokers.
- Workers fearing retaliation: offer anonymous channels (GOV-FRM-03); engage away from worksite.

## 6. Feedback Loop

Stakeholder input is recorded and actioned:

1. Input received via the mechanisms in Section 3.
2. Logged in the appropriate record (Grievance Log, Community Engagement log, Employee Survey outcomes, Risk Register).
3. Reviewed by the relevant document owner and CIO at quarterly reviews. Grievance-sourced inputs coordinate with HR Manager per GOV-SOP-01.
4. Actions assigned and tracked.
5. Outcomes reported back to the stakeholder group where appropriate ("you said, we did").
6. Aggregate trends inform the Materiality Assessment (MGT-02) and the Annual Impact Report (RPT-01).

## 7. Review and Revision

### 7.1 Review Cycle

This Plan is reviewed every two years alongside the Materiality Assessment (MGT-02). Interim updates are triggered by:

- A new stakeholder group becoming material (e.g. a new country of operation).
- Feedback from stakeholders that existing mechanisms are not working.
- Regulatory changes requiring new engagement (e.g. CSDDD stakeholder consultation requirements).

### 7.2 Revision History

Version	Date	Author	Description of Changes
1.0	2026	Social Lead	Initial release. New document; previously implicit in the Sustainability Governance Policy v1.0. Introduces formal stakeholder mapping, engagement mechanisms and cadence, principles, and feedback loop.

