



Ethical
Trading
Initiative

Respect
for workers
worldwide

CATALYSING CHANGE

ANNUAL REVIEW 2013/14

GUY RYDER

DIRECTOR-GENERAL

INTERNATIONAL LABOUR ORGANISATION (ILO)

'The failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries.'

These prescient words from the ILO's 1919 Constitution are as relevant in today's world as they were 95 years ago. The ILO's system of international labour standards aims to ensure that economic interdependence leads to a race to the top in employment and social conditions. Is it working?

The numbers of women and men working but still living in poverty are decreasing, viewed globally. Real wages are increasing, but not as fast as productivity in many countries, so the labour share of gross national product (GNP) is falling. Minimum wage setting systems and social protection floors are being extended and strengthened in many places. More and more countries are joining the struggle to eliminate child and forced labour, but we still have a long way to go. Discrimination in its many forms blights the lives of millions of working women and men. And trade unions still face many obstacles to being able to organise freely and bargain collectively.

My judgement is that overall we are making progress up a slippery slope and that the ILO and its labour standards are increasingly recognised as a vital component of an emerging system for the governance of globalisation. The UN Guiding Principles on Business and Human Rights (UNGPs), which outline clear responsibilities for states and businesses, based inter alia on ILO standards, form yet another important part of the picture.

The goal of decent work for all is now viewed by political, business, labour and civil

'More and more countries are joining the struggle to eliminate child and forced labour, but we still have a long way to go'



society leaders as a central feature of a post-2015 framework for sustainable development. This is a significant step forward which will have major implications for the future work of the ILO and for all those such as the Ethical Trading Initiative (ETI) who are seeking to protect the rights of workers and make a positive difference in their lives.

At the core of our agenda are fundamental principles and rights at work. Respect for these principles and rights is now very well recognised as an essential foundation of ethical workplaces and of fairness in the world of work. Over the past 15 years, ETI has contributed to their increased recognition by tens of thousands of businesses in global supply chains. But the journey is not over. ETI's action to bring together businesses, workers' and other organisations to secure improvements in working conditions is as vital now as ever.

A handwritten signature in dark ink that reads 'Guy Ryder'.

Guy Ryder, Director-General,
International Labour Organisation

WORKING TOGETHER TO CATALYSE CHANGE

It's been a tough year for workers. There have been too many stories of labour rights abuses and not enough about new laws and systems to protect those rights. Now, more than ever, businesses and governments must start meeting their responsibilities outlined in the UN Guiding Principles on Business and Human Rights (UNGPs).

ETI works with company, trade union and NGO members as they advance the ethical trade agenda. But there is a growing awareness that the workers' rights issues of most concern are deeply entrenched and often too challenging for organisations to tackle alone. Looking at many of the major sourcing countries, we do not see the governance, laws and mechanisms needed to support conditions of decent work.

During the past year, we've watched the world respond to the Rana Plaza collapse and wake up to the stark truth about modern slavery in global supply chains. ETI has focused our efforts on the areas where we can catalyse change for the greatest number of workers. We have brokered dialogue between brands, trade unions and the governments of Bangladesh, Cambodia, Thailand and the UK

'ETI has focused our efforts on the areas where we can catalyse change for the greatest number of workers'



over serious labour rights issues. We also participated in the UN's first high level meeting of the Global Partnership for Effective Development Co-operation and the UN Forum on Business and Human Rights.

We're implementing programmes that deliver real results for workers in Bangladesh, India, Vietnam, Morocco and South Africa. Our presence in China is strengthening, as we support company members in their engagement with suppliers and stakeholders. We've also provided guidance and support on living wages and working hours; two crucial yet challenging clauses in ETI's Base Code of labour practice.

This year has been about firming up foundations with an eye on the future. Organisation revenue is up and we have reinforced our financial stability. Our thanks go to the Department for International Development (DFID) for its continued support through the Programme Partnership Arrangement and to the Foreign and Commonwealth Office (FCO) and Comic Relief for their support. We're also pleased to have secured funding from the Commonwealth Foundation and the Ministry of Foreign Affairs of Denmark (the latter in partnership with ETI Denmark).

Changes in global consumer and retail dynamics call for innovative thinking. We are finalising a strategy that builds on ETI's 15 years of experience, setting ambitious goals and an agenda for change. We must respond to shifts of power from the global north to south and demands for greater corporate transparency and credibility. Our thanks to outgoing Chair, Suzanne McCarthy, and Vice Chair, Lord Young of Norwood Green, for their support in developing this strategy.

Looking ahead, we will continue to harness the expertise and resources of our company, trade union and NGO members to improve working conditions in global supply chains. Any truly viable business strategy, and sector, has respect for workers' rights at its heart.

A handwritten signature in black ink, reading 'Peter McAllister'.

Peter McAllister, Executive Director,
Ethical Trading Initiative

OUR WORK IN FOCUS

IMPROVEMENTS FOR WOMEN WORKERS

Our work with members in Bangladesh, India and South Africa over the past three years has improved working conditions for 367,000 workers (273,500 women and 93,500 men). This is significant, given the large numbers of women workers globally who struggle to have their working rights respected and upheld.



GUIDANCE ON WORKING HOURS

We revised the working hours clause in our code of labour practice, making it easier for companies to understand and implement within their supply chains. We worked with members and ethical trade experts to provide stronger definitions and guidance on technical aspects of the clause (eg number of hours workers should be expected to work per week and use of overtime). The revised wording was launched in April and we're supporting its roll-out with online learning tools, guidance documents and a new training course.



Meaningful engagement with the right stakeholders is one of our core strategies for catalysing change



ENGAGING CRUCIAL STAKEHOLDERS

Meaningful engagement with the right stakeholders is one of our core strategies for catalysing change. There are 500 organisations actively involved in our programmes and joint initiatives – nearly double last year's figure. One driver is the international focus on the business and human rights agenda, as our supply chain programmes offer an opportunity to put the UNGPs into practice. It is also the result of raised profile, following our media work around the Bangladesh garments sector.

This year we welcomed our first India-based company member and our first South African retailer



500
 organisations actively involved in our programmes and joint initiatives
367,000

workers whose working conditions have been improved in Bangladesh, India and South Africa over the past three years

EXTENDING OUR MEMBER REACH

Deeper and broader – these two words sum up changes to our membership mix. For some time, British, European and US brands have made up the majority of our company members, but this year witnessed newcomers from other continents. We welcomed our first India-based company member (online retailer Jabong) and our first South African retailer (Mr Price). Our work to promote ethical procurement within the healthcare sector has also brought us a new member, Mölnlycke Health Care, which supplies surgical and wound care products.



Garment worker using a dial linking machine: Dhaka, Bangladesh

WORKERS AT THE HEART OF CHANGE

This past year, the world has watched to see how brands and governments would respond to recent tragedies in the Bangladesh garments sector. We have been working with our members to support their collective efforts, as well as launching a new project that puts workers front and centre of industry-wide reform.

In late 2012 and early 2013, two large scale industrial tragedies highlighted the terrible plight facing many Bangladeshi garment workers. The Tazreen Fashions factory fire and Rana Plaza collapse took the lives of more than 1,200 workers and injured hundreds more. These horrific events galvanised an international response and we are proud to have played a central role in this. We gave strong support to the development of the Accord on Fire and Building Safety in Bangladesh, which brings together global trade unions, brands and NGOs. Our company members were amongst its early signatories, while some also joined the Alliance for Bangladesh Worker Safety.

'Collective bargaining in the workplace is key – the factories need to allow it and the international brands need to demand it'

Monika Kemperle,
Assistant General Secretary,
IndustriALL Global Union

15,000

Bangladeshi garment workers will initially be reached by our programme

WHAT WE'RE DOING
**FOSTERING
STRONGER
COMMUNICATION
BETWEEN WORKERS
AND EMPLOYERS**

IMPACT
**WORKERS PLAY A
MEANINGFUL ROLE
IN WORKPLACE
DECISIONS THAT
AFFECT THEM**

The Accord and Alliance are busy conducting electrical, fire safety and structural inspections in garment factories. These have resulted in immediate actions prioritising worker safety and many factories have already begun to implement repairs. ETI company members have also undertaken their own efforts to raise safety standards within supplier factories: updating policies, bolstering in-country teams and investing in health and safety training for managers and workers.

Workers must be at the centre of driving change. Improvements in occupational safety and health will not be sustained unless workers are able to exercise their right to freedom of association and to bargain collectively over their conditions of work.

We have identified a clear role for ETI in this. In partnership with our Danish and Norwegian ETI counterparts, we have begun a three year programme that focuses on worker empowerment through training and local supplier capacity building. A safe and sustainable sector is in everyone's interest, so we are working with the Bangladesh government and employers' associations. Our programme will initially positively impact 15,000 Bangladeshi garment workers, with the potential to benefit many more workers over time.

CHAMPIONING PROTECTION OF RIGHTS

Cambodia's garment and footwear sector came into international focus in January 2014 during violent clashes between protesting workers and police. We supported brands and trade unions as they engaged with the Cambodian government over its duty to protect workers' rights.

Cambodia forms an important part of many global brands' supply chains for denim, knitwear and footwear. It is no stranger to industrial relations issues; workers regularly give voice to concerns over decent pay, working hours, malnutrition, poor ventilation and better benefits. But the violent clashes in January placed Cambodia firmly in the international spotlight when at least four workers were killed and many more injured.

The deteriorating labour rights situation prompted concern from all quarters. We brought together a group of around 30 international brands (including many ETI member companies) and global trade unions, securing a meeting with the Cambodian government in February

'ETI played a significant role for brands and trade unions when they engaged with the Cambodian government'

Philip Chamberlain,
Head of Sustainable Business
Development, C&A

\$5bn

annual export value of the garment sector

500,000

Cambodian workers employed in 500
garment factories

WHAT WE'RE DOING
**SUPPORTING
STATE-LEVEL
DIALOGUE ABOUT
PROTECTING
WORKERS**

IMPACT
**WORKERS' RIGHTS
PRINCIPLES
INTEGRATED INTO
NEW LAWS AND
FRAMEWORKS**



Garment workers rally against the low wage increase: Phnom Penh, Cambodia

and then May. These meetings sent a clear signal; there was support for the Cambodian garment and footwear industry, but a common need to improve working conditions and create the environment for future investment. We attended both meetings and played a convening and advisory role throughout, in tandem with the ILO's Better Factories Cambodia.

The UNGPs outline a clear role for states to protect human rights. We viewed this as an important opportunity to support companies, as they engaged with the Cambodian government over its duty to workers. In both meetings, the group expressed support for the development of a robust wage setting mechanism and a new trade union law.

It's too early to draw any direct line between this dialogue and any positive outcomes. But given the seniority and breadth of the Cambodian government's delegation and the frank, open and sometimes passionate nature of these conversations, they have heard what brands and unions have had to say. Our collective efforts in Cambodia and other countries are allowing us to understand how to constructively influence the 'protect' pillar of the UNGPs. We are committed to sharing what we learn along the way.



Workers at a stone processing site: Rajasthan, India

BUILDING LOCAL CAPACITY

Our work takes us to the sandstone quarries and processing yards of Rajasthan, an arid state in north-west India. Working with members and stakeholders, our programme is strengthening the sector's ability to address business and human rights concerns.

Rajasthan sandstone is a popular product – each year around 280,000 tonnes are imported to the UK for use in domestic and commercial driveways, patios and pavements. Yet there are a number of labour rights concerns in this sector, including allegations of child labour and forced and bonded labour in some quarries. Workers tell us there are issues around wages, paid leave, safety equipment and medical benefits.

Our programme involves nine ETI company members that import sandstone from Rajasthan, and we are using their commercial leverage to drive positive change in the supply chain. Our work is also supported by ETI trade union and NGO members that have specific knowledge of the labour rights environment in India.

'Being a member of ETI gives us the means to contribute to real and lasting change for the lives of workers supplying us'

Duncan Robertson,
Production Planner,
Brett Landscaping

280,000

tonnes of Rajasthan sandstone imported every year to the UK

3m

people employed by the Rajasthan natural stone industry

WHAT WE'RE DOING
**CHAMPIONING
ETHICAL TRADE AT
EVERY LINK OF THE
SUPPLY CHAIN**

IMPACT
**LOCAL INDUSTRY
HAS THE TOOLS
AND CAPACITY TO
UPHOLD WORKERS'
RIGHTS**

We're focusing on building capacity within Rajasthan's sandstone sector, so that it is well placed to promote positive business and human rights practices. Our project team based in Rajasthan interviewed more than 100 workers and managers in the past year, to help understand their needs.

We have developed a video as an awareness-raising tool, which will be used at factories during induction. We have also produced a practical guide on ethical sourcing that will be rolled out across the sector. We have 35 stakeholders supporting our work, including suppliers and the Rajasthan State Human Rights Commission.

The UK and European construction and building industry has the potential to play an important role in our work. We are taking every opportunity to promote the ethical trade agenda within this sector; attending stone supplier fairs in Europe and hosting UK industry events. Major building and construction groups are starting to look at how they can work with companies and suppliers that are committed to ethical sourcing. These are positive signs, and we'll continue to engage across the supply chain as part of our efforts to drive long-lasting change for Rajasthan sandstone workers.

PROMOTING EQUAL TREATMENT

We've been working in the fruit and flower farms of South Africa's Western Cape, promoting equal treatment of workers. This project illustrates how training can be an effective catalyst for change.

It might hold a strong position in global markets, but research shows that South African horticulture is plagued by labour rights issues including sexual harassment, racial discrimination and wage inequalities. For the past three years, ETI and our local partner WIETA have been providing training that tackles these issues by promoting equality and respect. Delivered on fruit and flower farms that supply ETI company members, the course combined technical knowledge, interactive exercises and group action planning.

We trained a total of 4,553 workers (285 managers, 513 supervisors and 3,755 workers) including a significant number of seasonal workers and women who rarely get access to training. Our post training assessment

'I didn't know about my rights before the training, but since that day I know my rights'

Tabitha,
Fruit company supervisor,
South Africa

84%

were able to cite the benefits of eradicating sexual harassment after our training

WHAT WE'RE DOING
**DELIVERING
TRAINING THAT
TACKLES SEXUAL
AND RACIAL
DISCRIMINATION**

IMPACT
**WORKERS
UNDERSTAND AND
ARTICULATE THEIR
RIGHT TO RESPECT
AND EQUAL
TREATMENT**



Tabitha supervises workers at a fruit export company: Western Cape, South Africa

showed that 88% of managers and supervisors understood the definition of sexual harassment in company policy, while 84% were able to cite the benefits of eradicating sexual harassment for the company as a whole. Participants told us the training was unique because it brought supervisors, managers and workers together for the first time to talk about these sensitive issues. Understanding may not be eradicating, but it's a vital step towards creating a culture of equality and mutual respect.

TABITHA'S STORY

For 14 years, Tabitha has been working for a Western Cape company that packs apples and pears and distributes them globally. Workers spend their shift standing at conveyor belts full of water that carry fruit, sorting the good from the bad. Over the years Tabitha progressed from sorter to supervisor, but even in this position, she wasn't fully aware of her rights. All that changed in September 2013, when she took part in our training. It helped Tabitha speak up about a manager who shouted at her rudely in front of the workers she supervises. As a result, the manager apologised and now Tabitha feels more respected in her position. "I didn't know about my rights before the training," Tabitha said, "but since that day I know my rights".



Agricultural workers on their way to work: Tanzania

HIGH ROAD TO DECENT WORK

How can the private sector best support international development? This is a hot topic right now within government and not-for-profit circles. We hear from Oxfam and the Fairtrade Foundation: two ETI NGO members that are engaged in the discussion.

The Millennium Development Goals are being re-defined, charting a course beyond

'Jobs are the main route out of poverty'

Rachel Wilshaw,
Ethical Trade Manager, Oxfam

their 2015 end date. The role of the private sector forms a major part of the conversation. The UNGPs are also starting to gain traction; in September 2013 the UK became the first country to outline an action plan on implementing this framework.

"Jobs are the main route out of poverty", said Rachel Wilshaw, Ethical Trade Manager for Oxfam. "But the system is trapping workers in a 'low road' of work and wages from which they cannot escape, however hard they work."

The table below highlights a global spectrum of jobs. On the far left is the 'illegal road', where jobs deny workers their rights, freedom and income. The 'high road' on the far right is where jobs meet the definition of decent work, providing regular employment, paying a living wage and providing benefits that can transform workers' lives. Such jobs are also crucial to building a sustainable private sector within developing countries.

So what does this mean for companies? Rachel Wilshaw said: "Progressive companies are the ones which recognise the need for appropriate regulation by governments and use their commercial leverage strategically. They can play a vital role by moving jobs up towards the 'high road', and reporting their progress and challenges openly."

Tim Aldred, Head of Policy and Research at the Fairtrade Foundation, agrees. "If we are to achieve decent work for all, it can't just be about raising the bar on standards, important though that is. We must also find ways to increase the prices paid on the ground to fair and sustainable levels."

During the coming year, the UN will continue to engage with stakeholders on the post-2015 development agenda. We encourage companies, NGOs and trade unions to get involved and help shape the new framework and goals.

UNSUSTAINABLE		SUSTAINABLE	
ILLEGAL ROAD	LOW ROAD	MEDIUM ROAD	HIGH ROAD
DOES HARM	SUBSISTENCE ONLY	DOES SOME GOOD	TRANSFORMATIVE
Forced labour, denying workers their human rights, freedom, safety and income.	Many factory or farm jobs. No matter how hard people work, they cannot improve their lives.	Incremental improvements in standards possible year on year.	Decent work. Regular work with living wages and benefits which allow a work-life balance.

HOW WE ARE SUPPORTING THIS JOURNEY

Companies that are committed to trading ethically face challenges at every step of the way. Multi-stakeholder initiatives such as ETI offer a vital opportunity to join forces with others, and tackle these issues together. Here's how we're helping our members find the 'high road' to providing decent work.

TOWARDS A LIVING WAGE

As part of their membership obligations, our company members are committed to paying workers a living wage. Yet this remains one of the most challenging clauses in our ETI Base Code of labour practice, not least because the global economic crisis has squeezed wages, increased the casualisation of labour and widened the gap between high and low paid workers. We are providing focused support on this issue through forums, policies and practical guidance that outline clear steps they can take towards a living wage.

TACKLING MODERN SLAVERY

Almost on a daily basis, horrific stories emerge in the press about workers facing extreme abuse at the hands of employers. These stories chronicle cases of trafficking, exploitation, forced and bonded labour; all forms of modern day slavery. Companies can play a crucial role in efforts to eradicate slavery. We are engaging with the UK government over the Modern Slavery Bill and supporting members as they address trafficking and forced labour in sectors including Thai shrimp.



Garment factory workers: New Delhi, India

Women workers are over-represented in many of the world's poorest paying sectors and jobs

BRINGING GENDER INTO THE MAINSTREAM

One of our central goals is to improve working conditions for poor and vulnerable workers, especially women, within prioritised supply chains. Women workers are over-represented in many of the world's poorest paying sectors and jobs; the Bangladesh garment sector is just one example. In addition to programmes that drive improvements for women workers, we're working with members to make sure gender inequalities are addressed in strategic decisions and in practice, across all activities.

STRATEGIC PARTNER IN ETHICAL TRADE

Our company members work across a range of sectors, each with its own dynamics and labour rights challenges. Our trade union and NGO members have the expertise and local contacts to support companies in their ethical trade efforts. We offer strategic partnership to our members, providing a safe space to explore issues through forums, events, training and programmes. We also play the role of critical friend, challenging members in their thinking and action. It's only by working together that we can start to realise a world where workers enjoy conditions of freedom, security and equity.

21m

people globally are forced to work for their employers

COMPANY MEMBERS

FOUNDATION STAGE

Allport
BBC Worldwide
Bonmarché
Euro Packaging
H&M
Hobbs
Hoss Intropia
Jabong
Mayoral Moda Infantil
Meltemi Company Clothing
Mölnlycke Health Care
Mr Price
Orsay
Promointernational
River Island
Shop Direct Group
Stella McCartney
White Stuff

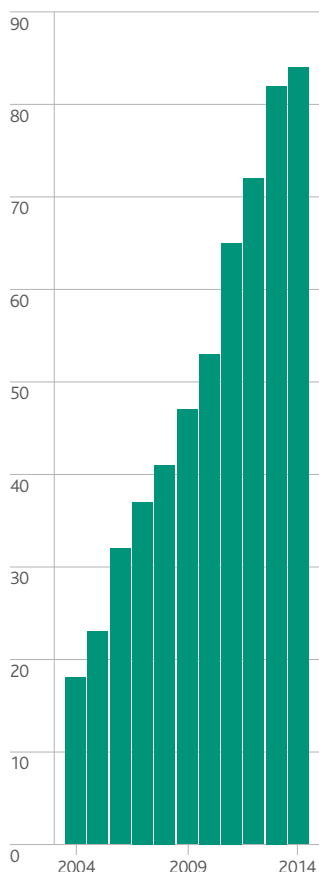
FULL MEMBERS

Arco
Asda
ASOS
BBS Granite Concepts
Beltrami (including Stoneasy)
Boden
Brett Landscaping
BTC Group
Burberry Group
C&A
CED
Commercial Group
Co-operative Retail
DAKS
Debenhams Retail
DNS Stones (UK)
Eileen Fisher
Fat Face
Finlays Horticulture Holdings
Foster Refrigerator
Fyffes Group
Gap

Greencell
Hardscape
Icon Live
Inditex
Jack Wills
Jaeger
John Lewis Partnership
Keith Spicer
London Stone
London Underground
Mackays
Madison Hosiery
Marks & Spencer
Marshalls
Matrix APA
Melrose Textile
Men's Wearhouse UK (MWUK)
Monsoon Accessorize
Mothercare
M R International
N Brown
Natural Paving Products

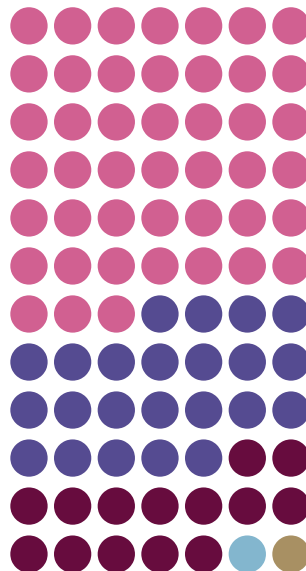
New Look Retailers
Next Retail
Pacific Brands
Pavestone
Pentland Brands
Primark (ABF)
Regatta
Rohan Designs
Ruia Group
Sainsbury's
Stone Masters
SuperGroup
Supremia
Tchibo
Tesco
The Body Shop International
Typhoo Tea
Union Hand-Roasted
WHSmith
The White Company
William Lamb Footwear
Winfresh (UK)

MEMBER GROWTH



84
COMPANY
MEMBERS,
TOTTALLING
£157bn
TURNOVER,
REACHING
MORE THAN
10m
WORKERS
WORLDWIDE

OUR MEMBERS' SECTORS



45

Apparel and textiles

These members include well-known high street and online retailers, as well as luxury fashion brands. They sell a wide range of products including menswear, womenswear, maternity, outdoor clothing and footwear.

23

Food and farming

Leading British supermarkets are the main members in this category, providing a cross section of food, clothing and household goods. Other members supply tea, coffee and fresh produce.

14

Hard goods and household

These members supply a wide array of products including furniture, electronics, toys, household items, promotional merchandise, accessories, jewellery and cosmetics. Many of these members source and supply stone.

1

Healthcare

1

Cargo services

TRADE UNION MEMBERS

Our union members represent nearly 160 million workers around the world in every country where free trade unions can operate. They are the Trades Union Congress (TUC – the national trade union federation in the UK) and the world body of national union federations, the International Trade Union Confederation (ITUC). Workers in industrial sectors are represented through the Council of Global Unions*, which includes IndustriALL Global Union (uniting workers in mining, energy and manufacturing sectors), and the IUF (uniting food, farm and hotel workers worldwide).

*MEMBERS OF THE COUNCIL OF GLOBAL UNIONS

Building and Wood Workers' International (BWI)
Education International (EI)
IndustriALL Global Union
International Federation of Journalists (IFJ)
International Transport Workers' Federation (ITF)
International Union of Food Workers (IUF)
Public Services International (PSI)
UNI Global Union

NGO MEMBERS

Our NGO members operate in more than 40 countries and reach millions of the world's poorest and most vulnerable people. They include large international development charities and specialised labour rights and fairtrade organisations.

Anti-Slavery International (ASI)
Bananalink
CAFOD
CARE International
Christian Aid
Dalit Solidarity Network UK (DSN-UK)
HomeWorkers Worldwide (HWW)
Oxfam GB
Partner Africa (formerly Africa Now)
Quaker Peace and Social Witness (Religious Society of Friends)
Save the Children
The Fairtrade Foundation
Traidcraft Exchange
TWIN Trading
Women in Informal Employment: Globalising & Organising (WIEGO)
Women Working Worldwide (WWW)



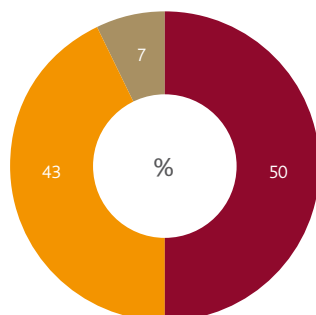
Flower pickers enjoying a break: Tanzania

FINANCES

INCOME

Our total income was £1,748,329 for the year ending 31 March 2014. Our main source of income was membership fees and project funding from members and donors. We're grateful to the UK Government for its support through DFID and the FCO. We'd also like to thank Comic Relief and the Ministry of Foreign Affairs of Denmark for their support.

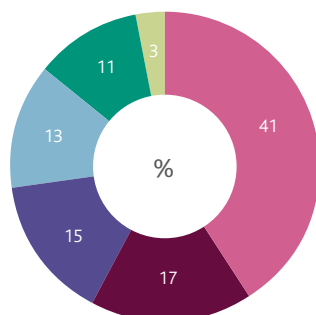
● Membership fees	£872,153
● Grants	£747,690
● Training	£128,487



EXPENDITURE

Our total expenditure was £1,702,995.

● Programmes	£703,644
● Knowledge and learning	£288,942
● Communications and partnerships	£255,422
● Membership services	£223,025
● Operations	£188,394
● Governance	£43,566



This financial information has been extracted from the full published financial statements, which have been audited by haysmacintyre Chartered Accountants and tax advisors. The full financial statements are available at www.ethicaltrade.org/accounts2013-14

BOARD

ETI's Board is derived from our membership and has overall responsibility for our policy, strategy and resource management. Board members are elected to represent companies, trade unions and NGOs respectively. In turn, Board members elect an independent Chair.

VICE CHAIR AND ACTING CHAIR

Lord Young of Norwood Green

CORPORATE REPRESENTATIVES

Jane Blacklock, Mothercare
Philip Chamberlain, C&A
Chris Gilbert-Wood, Finlays Horticulture Holdings
Chris Harrop, Marshalls

TRADE UNION REPRESENTATIVES

Monika Kemperle, IndustriALL
Owen Tudor, TUC
Alison Tate, ITUC
Scot Walker, IUF/Unite

NGO REPRESENTATIVES

Aidan McQuade, Anti-Slavery International
Katherine Teague, Christian Aid
Meena Varma, Dalit Solidarity Network UK
Rachel Wilshaw, Oxfam GB

DFID OBSERVER

Karen Johnson

Our thanks to outgoing Chair Suzanne McCarthy (resigned March 2014) and to outgoing Vice Chair Lord Young of Norwood Green. We would also like to thank outgoing corporate representatives Jane Blacklock and Chris Gilbert-Wood, and outgoing NGO representative Katherine Teague for their invaluable contributions to the ETI Board.

ETI BASE CODE

At the root of our work is the ETI Base Code, an internationally recognised set of labour standards which all our members adopt.



EMPLOYMENT IS FREELY CHOSEN

Slavery and bonded labour are totally unacceptable. 21 million people globally are forced to work for their employers.



FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

Tens of thousands of workers all over the world lose their jobs every year for attempting to form or join a trade union or improve working conditions.



WORKING CONDITIONS ARE SAFE AND HYGIENIC

Every day 6,300 people around the world die from work related accidents or diseases. Most of these tragedies could be prevented.



CHILD LABOUR SHALL NOT BE USED

168 million children work to support their families, missing out on education and often damaging their health. This reinforces the cycle of poverty.



LIVING WAGES ARE PAID

Nearly 400 million workers are living in extreme poverty. If people can't feed their families on an adult's wage, they may send their children to work.



WORKING HOURS ARE NOT EXCESSIVE

Long working hours are the norm for most of the world's workers. This damages people's health and undermines family life.



NO DISCRIMINATION IS PRACTISED

Women and certain minorities are often confined to the lowest-paid jobs with no access to training or promotion.



REGULAR EMPLOYMENT IS PROVIDED

Most workers can be laid off when it suits the employer. This fuels poverty and insecurity and drives down wages.



NO HARSH OR INHUMANE TREATMENT IS ALLOWED

Few workers have protection against physical, verbal or sexual abuse in the workplace.

The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe. Our vision is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity.

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