



Ethical  
Trading  
Initiative

For human rights,  
for better business



Ethical Trading Initiative

Overview of ETI Membership

# Who we are

Our **vision** is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity.

Our **mission** is to advocate for the most vulnerable workers, by harnessing the power of a diverse and growing membership.



Through collaboration and innovation, we work to drive engagement, challenge barriers to change and ensure respect for human rights at work.



# A world of work that protects human rights



- Pioneering brands, NGOs and trade unions established ETI in 1998 to promote fundamental human rights in global supply chains.
- Based on the ILO Core Conventions, the ETI Base Code turned international labour standards into a practical framework for business.

- ETI has over 120 members globally, of which approximately 100 are companies ([listed here](#)).
- We work together with key stakeholders to promote practical solutions to end the abuse of human rights at work.

Founding members include



Sainsbury's

# Fundamentals of ETI

There are five fundamental characteristics that define and guide ETI and inform how we work.

**Our membership** comprises companies, trade unions and NGOs. By effectively combining the strengths and influence of these three groups we can have most impact.

**The ETI Member Charter** establishes the commitments and expectations of ETI and our membership, and how we work and collaborate for impact. It is through these commitments that ETI holds its members to account.

**The ETI Base Code** is founded on the conventions of the International Labour Organisation (ILO). It is an internationally recognised code of labour practice which all ETI members are expected to implement.

**The UN Guiding Principles on Business and Human Rights (UNGPs)** are used as a framework for ETI's work and guidance to business. We use the UNGPs to influence the wider external environment and sectors our members operate in.

**Our practical expertise** has been garnered over 25 years convening for change, influencing business and promoting respect for human rights at work. This informs our expert advice, guidance and advocacy and reflects our experience in applied solutions to real world problems that benefit workers and business.

## ETI Base Code



The ETI Base Code is an internationally recognised set of labour standards based on ILO conventions. It is used by ETI members and others to drive improvements in working conditions around the world.

[www.ethicaltrade.org](http://www.ethicaltrade.org)



Employment is freely chosen



Freedom of association and the right to collective bargaining are respected



Working conditions are safe and hygienic



Child labour shall not be used



Living wages are paid



Working hours are not excessive



No discrimination is practised



Regular employment is provided



No harsh or inhumane treatment is allowed

# The business case for membership



**Ethics:** Respecting human rights is the right thing to do.

**Resilience:** From climate change to future pandemics, investing in people and sustainable business models is key to long-term resilience.

**Risk:** Significant ethical sourcing budget is spent on audits, which fail to capture many human rights violations, leaving risks unknown. Engaging with suppliers 'beyond-audit' more effectively mitigates risk.

**Legislation:** With growing pressure worldwide to strengthen business and human rights legislation, those ahead of the curve are better placed to adapt.

**Investors:** With increasing focus on environmental and social governance, investor risk analysis places value on strong business-supplier relationships, mitigating risk of disruption and disrepute.

**Brand:** Consumers are increasingly motivated by company ethics. Demonstrating respect for human rights builds trust and protects brand integrity.

## Features of membership

We work with our members on...

### **Progression & accountability**

Supporting members in their approach to human rights, including human rights due diligence.

### **2. Collective action**

Convening members to understand and address systemic and emerging human rights issues.

### **3. Enabling environment**

Influencing the policy and regulatory environment for responsible business and human rights.

# Benefits of ETI membership



## Support to progress

- Tailored, individual support and guidance on how to develop and improve your organisational approach to addressing human rights issues in supply chains.
- Access to ETI's Progression Framework, a trusted tool for gap-analysis and action planning based on 25 years of effective and meaningful approaches.
- Guidance, resources and tools to inform your approach on complex areas – such as gender, freedom of association and purchasing practices.

## Collaboration

- A dedicated safe space to convene members and other stakeholders to develop shared solutions to common challenges.
- Sector-specific workstreams to address priority human rights issues in different supply chains.
- Peer to peer learning and networking across the membership, including with companies, NGOs and trade unions.

## Impact

- Support to prioritise your work on actions and changes that impact workers.
- Ability to participate in initiatives within your supply chain focused on improvements for workers – i.e. supplier training and development, research, policy and advocacy.

## Learning

- Access to exclusive insights, better practice and expertise from ETI's network of NGOs, trade unions, companies and partners.
- Access to data-driven communications and learning from all ETI initiatives.

# What our members say

## Parently Group

*"Understanding through ETI resources has led us to carry out extensive research and set up new procedures that are informed by the ETI Base Code and The Parently Way, our values that guide the way we do business"*

**Samantha Leigh, Sustainability Lead**

## Joules

*"Joules has found its involvement with ETI invaluable over the last two years. Joules has had the opportunity to learn, develop its ethical trading work and collaborate with other brand members, trade unions and NGOs, all of which is crucial to driving real change across the industry"*

**Ruby Fowler, CSR Manager, Joules**

## Birdsnest

*"Highlights of our foundation stage have been mapping Birdsnest's first tier supply chain and the establishment of ethical trading terms which use the ETI Base Code as the minimum expectation for all our manufacturing partnerships. Internal teams are also now referring to the ETI Base Code in their everyday workings with each supplier and acknowledging that their actions can also have an impact on the factories' ability to respect and manage the rights of workers."*

**Emilie White, Head of Production**





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**MORE INFORMATION**

Key contact:  
[membership@eti.org.uk](mailto:membership@eti.org.uk)

Find out more at:  
[ethicaltrade.org](http://ethicaltrade.org)