



# ETI Member Charter 2021

**Our vision is a world of work that protects human rights, ensures dignity for all, provides opportunity and is free of exploitation and abuse.**

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# About ETI

ETI brings together leading responsible businesses, with Trade Unions and NGOs.

Our vision is a world of work that protects human rights, ensures dignity for all, provides opportunity and is free of exploitation and abuse.

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.

The world of work, and the context within which businesses operate, is constantly changing. But the ETI Base Code, an internationally recognised code of good labour practice founded on the conventions of the International Labour Organisation, remains a fundamental global reference standard and a benchmark for responsible, ethical business practice all over the World.

## Purpose

This Charter sets out the expectations of all ETI members: companies, trade unions and NGOs, and of the ETI Secretariat itself. It outlines the actions, behaviours and ways of working, essential to achieving our vision and mission.

Common expectations for all ETI members include:

1. The recognition of the unique but equal roles that all ETI members can play.
2. That we strive for tri-partite collaboration in everything we do.
3. That all members respect the safe space environment that allows for robust discussion.
4. That all our efforts are aimed at improving conditions and achieving better outcomes for workers in supply chains.
5. That members work within ETI's agreed processes and structures, to hold each other to account against the commitments as outlined in this Charter<sup>1</sup>.

<sup>1</sup>In line with established ETI procedures, this does not preclude NGO or trade union members campaigning against an ETI member or advocating for regulatory change, outside of ETI's processes.

# Company commitments

As an ETI company member<sup>2</sup>, we commit to:

1	Acting in a way that respects the rights of workers <sup>3</sup> .
2	Implementing the <a href="#">ETI Base Code</a> , in accordance with the ETI Progression Framework, based on continuous improvement and learning.
3	Identifying, preventing, mitigating and remediating any adverse human rights impacts we cause or to which we contribute, this includes ensuring relevant and effective grievance mechanisms are in place.
4	Understanding and tackling the underlying causes of human rights abuses in the workplace and working collaboratively with other members, including NGO and trade union experts, where we cannot address the issues alone.
5	Implementing responsible business practices including but not limited to fair purchasing terms, engagement and dialogue with suppliers, capacity building, and supporting diversity and inclusion in the workplace.
6	Informing ETI and acting with full transparency when evidence of severe <sup>4</sup> labour rights abuses in our supply chain are brought to our attention or when allegations are made against us.
7	Recognising trade unions as a means of promoting and enabling increased worker representation across our supply base and fostering collective bargaining <sup>5</sup> .

<sup>2</sup> These commitments apply to full ETI members. New ('Foundation') members will be required to build their knowledge and understanding of these commitments during the Foundation period and commit to them as part of the graduation process to full membership.

<sup>3</sup> As per Pillar II of the UN Guiding Principles on Business and Human Rights [here](#), noting consideration for particularly vulnerable workers: "Depending on the circumstances of their operations, companies may need to consider additional human rights standards in order to ensure that they respect the human rights of people who may be disadvantaged, marginalized or excluded from society and, therefore, particularly vulnerable to impacts on their human rights, such as children, women, indigenous peoples, people belonging to ethnic or other minorities, or persons with disabilities."

<sup>4</sup> Severity is judged by the scale, scope or irremediability of the actual, potential, or alleged labour rights abuse and encapsulates the 'prioritisation' framework set out in the UNGPs (Para. 24) and does not refer to the 'form' of labour rights abuses.

<sup>5</sup> Where trade unions are not able to operate, we commit to pursuing alternative forms of elected worker representation.

# Company commitments

As an ETI company member<sup>2</sup>, we commit to:

8

Prioritising sourcing from companies committed to enabling human rights, for example via demonstrable adoption of the [ETI Base Code](#) and a human rights due diligence approach<sup>6</sup>.

9

Reporting publicly on our approach and progress<sup>7</sup>, particularly the most severe<sup>8</sup> issues we face and how we are addressing them, via a human rights due diligence approach focused on salient risk.

10

Publishing a description of our supply chains<sup>9</sup>, in accordance with the ETI Corporate Transparency Framework, based on continuous improvement. At a minimum this includes the geographical spread of production and/ or sourcing, and areas of highest risk; and publishing a list<sup>10</sup> of first-tier<sup>11</sup> suppliers.

11

Showing leadership via senior-level public advocacy for and promotion of respect for human rights at work.

12

Actively promoting the value of ETI membership to other industry stakeholders as a means of progressing respect for human rights at work.

<sup>6</sup> As per ETI's human rights due diligence framework.

<sup>7</sup> In accordance with ETI's Corporate Transparency Framework based on continuous improvement in public reporting.

<sup>8</sup> As per description of severity in endnote 3.

<sup>9</sup> To include the main elements of supply chains as they relate to activities, brands, products, and services.

<sup>10</sup> In accordance with ETI's Corporate Transparency Framework.

<sup>11</sup> Exceptions may be permitted by ETI on a case-by-case basis i) where it is not possible due to contractual or other obligations, or ii) for reasons of high commercial sensitivity. These reasons should be disclosed within public reporting. Recognising the capacity challenge publication of first-tier may present for some members, a longer timescale may be agreed.

# Trade union commitments

As an ETI trade union member, we commit to:

- 1 Alerting other members to the issues affecting workers in global supply chains, raising and voicing their concerns and expectations.
- 2 Representing the interests, concerns and expectations of workers in global supply chains.
- 3 Working in collaboration with ETI company and NGO members, individually or collectively, to prevent or mitigate risk to workers, address human rights impacts and ensure effective remediation where needed.
- 4 Supporting company members in their continuous improvement, in line with the ETI Progression Framework and in their efforts to implement the [ETI Base Code](#).
- 5 Using our global networks and resources to facilitate social dialogue between ETI company members and unions in sourcing countries.
- 6 Supporting the resolution of disputes and labour rights violations.
- 7 Publicly advocating for and promoting respect for human rights at work, and ETI membership as a means of achieving that.

# NGO commitments

As an ETI NGO member, we commit to:

- 1 Alerting other members to the issues affecting workers and communities in global supply chains, raising and voicing their concerns and expectations.
- 2 Working in collaboration with other ETI members, individually or collectively to support companies in their efforts to prevent or mitigate risk to workers, address human rights impacts and ensure effective remediation where needed.
- 3 Sharing insight, evidence, and case studies which will support company member progression.
- 4 Supporting company members in their continuous improvement, in line with the ETI Progression Framework, and in their efforts to implement the [ETI Base Code](#).
- 5 Using our global networks and leverage to facilitate effective action.
- 6 Supporting the resolution of disputes and labour rights violations.
- 7 Supporting social dialogue and promoting and respecting the role of trade unions in representing workers and addressing labour-related disputes.
- 8 Publicly advocating for and promoting respect for human rights at work, and ETI membership as a means of achieving that.

# Secretariat commitments

As an ETI Secretariat member, we commit to:

- 1 Providing high quality tools and guidance, created through tri-partite consultation, to support our company members in implementing the [ETI Base Code](#).
- 2 Providing tailored support to our members to make progress on their individual commitments as stated in this Charter.
- 3 Effectively and efficiently facilitating collaboration and collective action between and by members to address identified priority issues related to human rights at work.
- 4 Responding promptly and efficiently to member requests for support with a focus on excellent service, in line with the member offer<sup>12</sup>.
- 5 Ensuring our efforts are based on lessons learned and expressed need, are outcome focused, time bound, properly accounted for and reported on.
- 6 Acting without fear or favour based on evidence provided to us of labour rights issues, with the aim of seeking outcomes that are in the interests for workers.
- 7 In consultation with the tri-partite membership, acting as a spokesperson, facilitating and leading advocacy for human rights at work..
- 8 Challenging serious malpractice in order to inform debate, raise awareness, and encourage better business practices.
- 9 Promoting and celebrating examples of responsible business practice from our membership to help raise the bar.
- 10 Forming strategic partnerships with industry stakeholders to drive change.
- 11 Respecting and adhering to ETI processes, including the provision of a 'safe space' where disputes can be resolved collaboratively.

<sup>12</sup> As outline [here](#) for each of: Apparel &Textiles; General Merchandise; and Food, Farming and Fisheries.

# For human rights, for better business

ETI is a leading alliance of trade unions, NGOs and businesses, working together with key stakeholders to promote practical solutions to end the abuse of human rights at work.

Our vision is a world of work that protects human rights, ensures dignity for all, provides opportunity and is free of exploitation and abuse.

Ethical Trading Initiative  
KP LHB04, Lincoln House,  
1-3 Brixton Road  
London SW9 6DE  
United Kingdom

+44 (0)20 7841 4350  
eti@eti.org.uk  
@ethicaltrade  
ethicaltrade.org