



**Embody**

*Discovering Depth to make a Difference*

[www.embody.co](http://www.embody.co)



Aarti Kapoor  
Embody Founder and Executive Director

Embody is a blend of the words  
'abode' and 'embody'  
representing the shift we make  
within,  
in order to take right action without;  
co-creating a world we all want to  
live in.







# Who are we?

We are an international agency with offices in Hong Kong and Thailand.

We have expertise in areas of:

- Business & Human Rights, Social Sustainability
- Forced labour, migrant labour, child labour, trafficking and exploitation

# The Team

## Our Team around the world

*Embode has strong, credible experience working in corporate responsibility & accountability, social research, industry supply chains, mediation & facilitation, and community development. The team is made up of lawyers, social workers, trainers and researchers.*



National consultants & core-team

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[Joshua Bailey](#)

Embode Associate, based in Colombia with over 10 years experience in designing and managing programs to address human rights, forced labor, and trafficking in persons.



[Aarti Kapoor](#)

Embode's Executive Director, based in the UK and Thailand with over 25 years' experience on human rights and social protection. She founded Embode in 2015 and has led countless research studies and situational assessments. Sits on a number of expert advisory boards and is a member of the Board of Trustees for NGO THIRST.



[Erik van Os](#)

Embode's Associate Director, based in Thailand with extensive senior leadership experience across corporate and social sectors working on human rights and supply chain advancement.



[Jennie Williams](#)

Embode Associate, based in Australia and the UK with over 10 years of experience as a consultant and researcher on gender, migration and trafficking in South-East Asia.





# Relevant experience

- **Extensive experience** assessing supply chains, consulting supply chain actors, workers and farmers (across agricultural and manufacturing tiers)
- **Expert national researchers** supported to interview participants in home language and cultural contexts across Asia and Africa.
- **Tailored methodology** suited to assessment objectives and relationships.



# Discovering Depth to make a Difference

**PURPOSE:** is to promote and protect human rights across organisations, businesses and communities.

## QUALITIES:

- Integrity
- Adaptability
- Systemic Awareness
- Working with complexity
- On-the-ground



# Our services



## Research Assessments

Risk assessments  
Supply Chain  
Context analysis  
Monitoring & Evaluation



## Strategy & Recommendations

Tailored corporate and/or departmental strategy  
Communications approaches  
Recommendations & Actions Plans



## Project Implementation

Training & building capacity  
Supply chain engagement  
Community development





Here are some of our clients. A fuller list of our clients and projects can be found at

<https://www.embody.co/our-work>



# Highlights of Projects

*A selection of projects from our portfolio for corporate clients*

# Cocoa supply chain in India

Client: Mondelez India

- Undertook a Community focused **Situational Analysis** of the Cocoa Supply Chain
- Undertook a comprehensive **Community Needs Assessment** in the four southern Indian states.
- Developed a Community Based Sustainability **Programme Strategy**.





# Migrant forced labour assessment - Malaysia

Clients: Mondelez, Cargill, Bunge Loders Croklaan,

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- **Focus:** Palm Sector in Malaysia
- **Project:** A broad-based situational assessment of migrant labour in the Malaysian palm oil sector as well as the Nepal recruitment corridor.
- **Outcome:** Publication of report and supporting government and stakeholder engagement by Mondelez, Cargill and Bunge.



# Worker Well-Being - Malaysia

Commissioned by Proctor & Gamble, FGV and FELDA

- **Focus:** Palm oil sector in Malaysia
- **Project:** Extensive worker wellbeing consultations
- **Outcome:** Analysis of data and formulation of insights and recommendations





# Feasibility Study on ADR Mechanism- Malaysia

Client: UN International Organisation on Migration (IOM)

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- **Focus:** Palm Oil and Electronics in Malaysia
- **Project:** To conduct a feasibility study on Alternative Dispute Resolution Mechanism for migrant workers in Malaysia.
- **Outcome:** Findings and recommendations to be published soon.





# Assessment on Labour Conditions in garment value chain - Vietnam

Clients: Anti Slavery International

- **Focus:** Forced labour conditions in Vietnam's garment sector
- **Service:** Face-to-face interviews with garment factory workers in Ho Chi Minh City and Hanoi
- **Outcome:** Worker insights provided into labour conditions. Supporting advocacy to European Commission for mandatory human rights due diligence.



# Human Rights Impact Assessment - Thailand

Client: Twenty Fifty



- **Focus:** Review of human rights in a manufacturing plant in Thailand
- **Service:** Face-to-face interviews with workers, desk study and stakeholder coordination.
- **Outcome:** Insights provided through on-the-ground expertise as well as through context appropriate methodology.



# Child Labour Assessments in Cocoa Supply Chain

Clients: Mondelez International



- **Focus:** Cocoa sectors in Côte d'Ivoire, Ghana and Indonesia
- **Service:** Research conducted across all countries and publication of three in-depth country reports on of child labour and child slavery in supply chains
- **Outcome:** Development of the child-centred approach and other recommendations. Adopted by Mondelez and other cocoa and chocolate companies





# Child Labour Monitoring Mechanism

Client: Cargill

- **Focus:** Cocoa sector in Indonesia
- **Service:** To assess and develop a supply chain child labour monitoring system in the Indonesian supply chain
- **Outcome:** Comprehensive assessment report with proposed prioritised Action Plan adopted by Cargill



# Social Safeguarding Online

Client: TikTok

- **Focus:** Social media platform for free expression of young people
- **Project:** To regularly monitor for safeguarding risks
- **Outcome:** Advisory and reporting for Cambodia and Lao PDR.

# Client: Barry Callebaut

- **Focus:** All ingredients (cocoa, sugar, hazelnuts, vanilla etc), Global supply chains
- **Projects:** Formulation of BC's Zero Child Labour Roadmap, with three pillars of activities and timebound action plan.
- **Outcome:** Formal adoption of Roadmap, with phased approach of implementation across all corporate functions and supply chain. Also, the establishment of Human Rights Advisory Committee.



FOREVER  
CHOCOLATE



# Capacity Assessment in Justice Sectors across 7 ASEAN countries

Client: ASEAN ACT



- **Focus:** Justice sector responses to child trafficking in Cambodia, Lao PDR, Myanmar, Indonesia, Philippines, Thailand and Vietnam.
- **Project:** Assessing capacity of lawmakers, judges, prosecutors, police and social workers.
- **Outcome:** Assessment findings and a series of Capacity Strengthening Frameworks across all countries.

# Other projects

Client: ILO, IOM, Barry Callebaut, Cargill, Sedex, Bunge, etc

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- **Training:** On forced labour, labour standards, child labour, business and human rights practices, etc.
- **Project Development:** On risk assessments across sectors from cotton, sugar, garments and apparel, electronics.
- **General expert advisory:** Supply chains, monitoring systems, grievance mechanisms





## Other roles

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- **Regional APAC Hub for AIM-PROGRESS**
- **THIRST - Roundtable on Sustainable Tea:** Member of the Board of Trustees
- **Barry Callebaut Sustainability Advisory Council:** Member of the Advisory Board
- **Better Cotton Initiative:** Member of their expert taskforce on Forced Labour





# Thank you

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