



HRIA Carousel November 2023





HRIAs: a recap

- **What:** a “context specific process for identifying, understanding, assessing and addressing the adverse effects of a business project, activities or operations on the human rights enjoyment of impacted rights-holders such as workers or community members”
- **Why: UNGPs expectation of human rights due diligence:** assessment of human rights impacts critical step and **HRIAs can be key element** - a range of approaches may be appropriate for assessing human rights impacts
- **How:**
 - Based on **internationally recognised human rights standards** and principles
 - Focus on **participation of rights-holders, duty-bearers** and other human rights stakeholders
 - Attention to **equality and non-discrimination**
 - Focus on **accountability**, including **transparency, access to information** and **access to remedy**



BEHIND THE BARCODES CAMPAIGN

- Shines a spotlight on conditions of people producing food in global value chains
- Low wages, vulnerabilities, brutal working conditions, risk of exploitation and abuse
- Calling on supermarkets to use their power for change





Race to the top

- Significant progress since 2018 – new commitments, policies, increasing transparency
- Tesco, Lidl, Aldi, Sainsbury's, Morrisons all improved their scores year upon year
- We did not compare Walmart 2018 scores with Asda 2022 scores

HOW DOES YOUR SUPERMARKET CHECK OUT?

We analysed these leading supermarkets' policies and practices on human rights in their supply chains. We asked whether supermarkets are transparent and accountable in the ways they ensure that workers' rights are respected, small-scale farmers are prosperous and the women who produce our food are treated fairly.

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SUPERMARKET	TOTAL SCORE 2018	TOTAL SCORE 2022
TESCO	23%	61%
LIDL	5%	59%
ALDI	1%	56%
Sainsbury's	18%	55%
Morrisons	5%	42%
ASDA *	–	9%

* * * * *

* Asda was part of Walmart in 2018. The 2022 assessment is of Asda as the company independent of Walmart.





Call to action: Meaningful Human rights due Diligence Processes

- Without a robust human rights impact assessment, companies cannot formulate accurate action plans, and without a strong commitment to address the issues through effective action, the HRIA process will not be meaningful

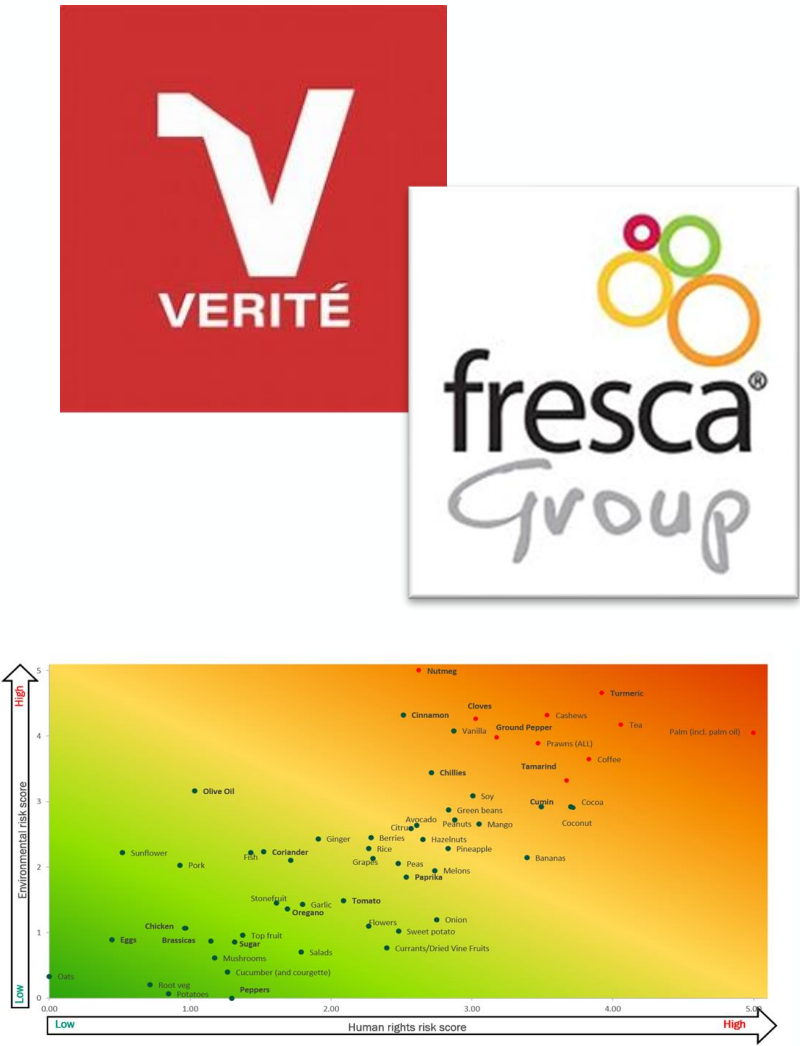
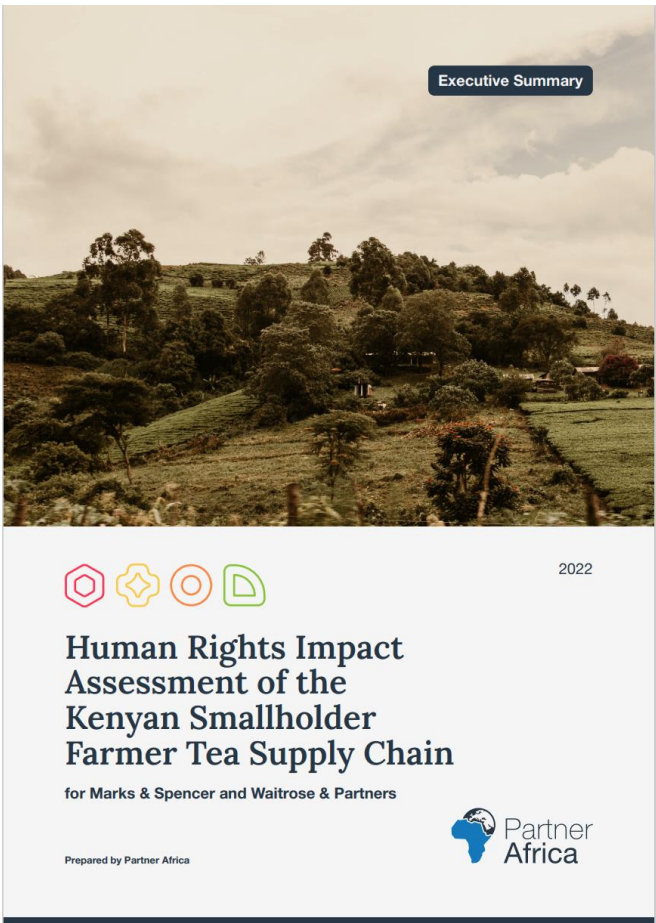
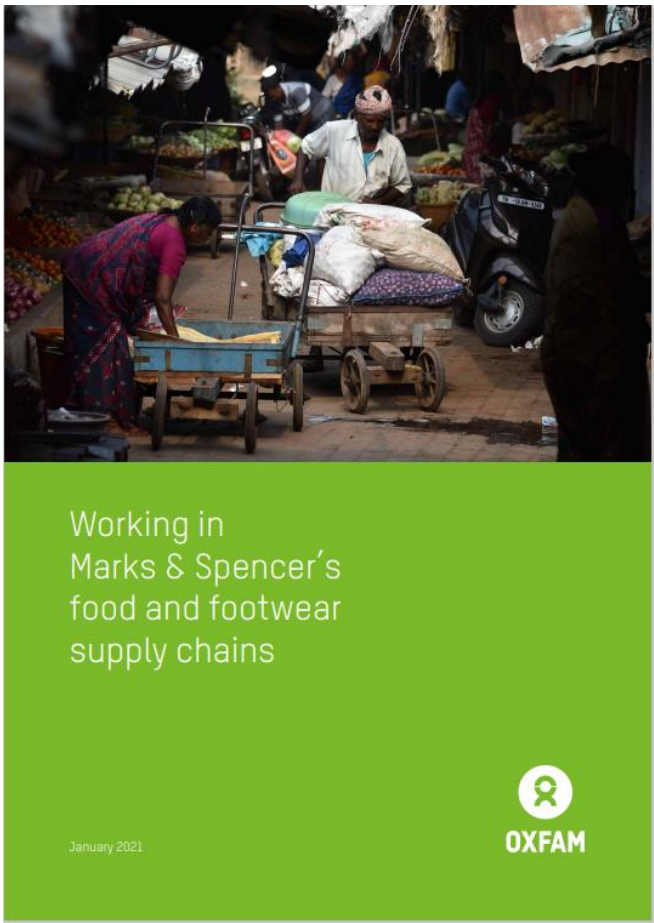


FNET's collation of HRIAs

- 28 in total, across 15 product categories
- Approx. 20% were commissioned jointly by two or more organisations (typically retailer or brand)
- 50% were undertaken by Ergon
- Over 90% published, with c.50% publishing detailed reports and timebound action plans
- Average length to complete: 6-12 months
- Cost variable / not disclosed: determined by scope, complexity and scale of stakeholders engaged



A FEW M&S REFLECTIONS



“HRIAs are an expensive waste of time ...” Discuss

Yes!

What hasn't worked?
(method, content and more)

No!

What has been useful?
(method, content and more)

In small groups, share your **examples** of both **yes** and **no**
Jot down on stickies, group into **common themes**
... and nominate someone to **feed back** in plenary

No	Product	Country	Brand	Implementation partner	Published
2	Citrus	Spain Morocco	Aldi Nord Coop Sweden	Ergon Oxfam	2022 HRIA report 2022 HRIA report
3	Coffee	Brazil Brazil Peru	Aldi South Morrisons Morrisons	Ergon Ergon Ergon	2022 HRIA report 2023 HRIA report 2023 HRIA report
1	Avocado	Peru	Aldi South	Ergon	2022 HRIA report
2	Brazil nuts Hazelnuts	Bolivia Turkey	Aldi South Unilever	Ergon Shift/Impactt	2022 HRIA report 2021 HRIA summary
3	Tea	India Kenya Kenya	Aldi South Lidl M&S and Waitrose	Ergon Ergon Partner Africa	2023 HRIA report 2020 HRIA report 2023 HRIA report
1	Tuna	East pacific & Indian ocean	Aldi Nord	Ergon	2021 HRIA report
2	Banana	Belize, Colombia, Costa Rica, Dominican Republic, Honduras Columbia	Fyffes Lidl	BSR Ergon	Summary in 2019/2020 Sustainability report 2021 HRIA report
2	Fresh produce	Spain (berries) Spain (salads, veg)	Lidl M&S & Fresca	Ergon	2020 HRIA report TBC 2023
1	Beans & Pulses	Argentina	Princes	Ergon	2023 HRIA report
2	Prawns	Vietnam Thailand Vietnam	Tesco Unilever Coop, Sainsburys, Lyons seafood	Impactt Shift/Impactt	2021 HRIA report 2021 HRIA summary 2022 HRIA report
1	Pork and Lamb	UK	Pilgrims, Waitrose & Coop	Impactt	2023 HRIA report
1	Poultry	UK	Moy Park and Sainsburys	Ergon	TBC 2023
2	Processed Tomatoes	Italy Italy	SOK Corporation CBL Dutch Food Retail Association/ Lidl	Oxfam ImpactBuying bv	2019 HRIA report 2022 HRIA report
3	Wine	Italy South Africa South Africa	Systembolaget AB Ahold delahaize Lidl	Oxfam ICCO Ergon	2021 HRIA report 2021 HRIA report 2023 HRIA report
1	Palm oil	Indonesia	Nestle	DIHR/TFT	2018 HRIA report Nestle HRIA summary report

What are some of the new insights found?

Informality

Issues relating
to contracts

Excessive
working hours

Low and
/underpaid
wages

Anti union
activity by
employers

Direct and
indirect gender
discrimination

Serious health
implications

Forced labour

Negative
impacts on the
right to life,
liberty and
security

Poorly
maintained and
/ or inadequate
housing and
sanitation

Lack of
available and
accessible
grievance
mechanisms

Root Causes

Weak labour
market

Poor regulatory
framework and
enforcement

Embedded social
norms

Length and
complexity of
many supply
chains

Certification
benefits not
realised

New pests &
disease result
unpredictable
yield and
earnings

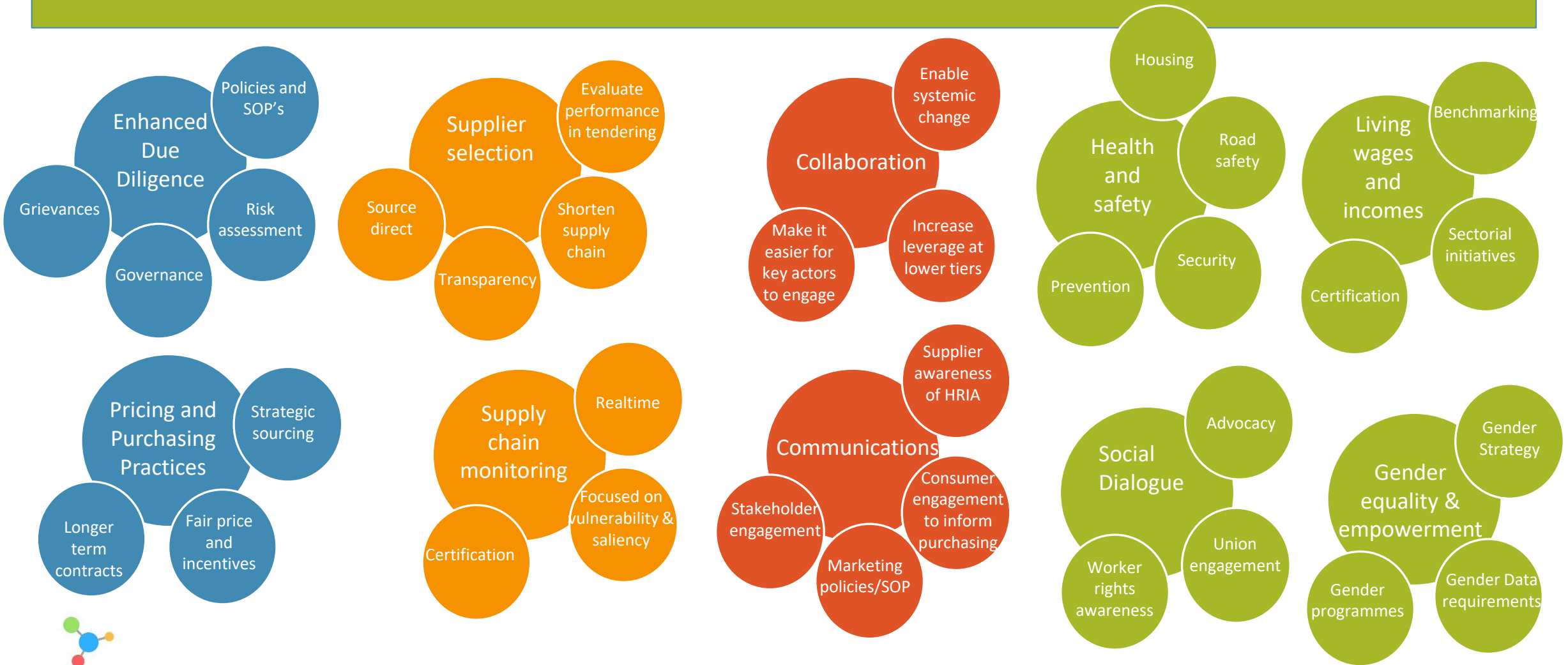
Volatile prices/
don't cover
Cost of
production

Climate change

Labour
shortages

Buying
practices

What are the typical types of recommendations



So what next?

What would maximise the positive learnings / minimize the negatives?

Where are our opportunities to collaborate more as FNET members?

How can we use this to improve HRDD approaches?