



Embody

Discovering Depth to make a Difference

www.embode.co



Aarti Kapoor
Embode Founder and Executive Director

Embode 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>



Procter & Gamble



BUNGE

Loders Croklaan



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,

- **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)

- **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.

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

- **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

- **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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