

Beyond legal harvest

Considering the workers...

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A man wearing a light blue long-sleeved shirt, dark blue shorts, and a tan cap is riding a green motorcycle on a dirt road. The motorcycle is heavily loaded with a large stack of logs, secured with green straps. The logs are stacked high, reaching above the man's head. The background shows a dirt road and some trees in the distance.

Ensuring supply chains benefit the workers they touch.



WHO IS TFT?

We're a global non-profit helping companies transform the way they source their products.



Working in timber supply chains since 1999

Business-minded, focusing on products and supply chains

80% of our team are field-based experts

260 staff, 16 countries

Combining environmental and social expertise

Making the connection between business and civil society

HEALTH & SAFETY

Good starting point for many sites. Normally clear legal frameworks for standards that should be in place and it is easier to identify the problems.



HYGIENE & ACCOMODATION

Easy to spot and often involves minimal effort and cost for the sites to fix



CHILD & FAMILY LABOUR

Children sometimes live on harvesting and processing sites. Their safety and the conditions in which they work are hugely important.



OTHER ISSUES

Can be harder to spot but are important to safeguard the rights of the individuals

- Forced and bonded labour
- Wages and working hours
- Contracts
- Discrimination
- Representation
- Child and family labour





Labour as a legality issue?



EUTR 'APPLICABLE LEGISLATION'

The EUTR defines 'applicable legislation' as 'the legislation in force in the country of harvest'

The EUTR defines 'illegal harvest' in broad terms. Illegal harvesting can include violations of regulations regarding tax payments, transfer pricing manipulation, labour violations, and health and safety precautions. A violation of any of these regulations implies that the timber is illegally harvested.

- rights to harvest timber within legally gazetted boundaries
- payments for harvest rights and timber including duties related to timber harvesting
- timber harvesting, including environmental and forest legislation including forest management and biodiversity conservation,
- where directly related to timber harvesting
- third parties' legal rights concerning use and tenure that are affected by timber harvesting
- trade and customs, in so far as the forest sector is concerned.



CHANGING LEGAL FRAMEWORKS

The Netherlands Dutch Covenant

Aims to improve conditions for workers textile producing countries. Signatory agree to inform consumers about the source and production process therefore requiring them to map their supply chains. If brands encounter risks, they should intervene and report on it.

2016

UK Modern Day Slavery

Businesses should report on steps they are taking to ensure no slavery in their supply chains.

2015

France's Devoir de vigilance

TBL

2012

Californian Supply Chain Act

Requires a company to disclose on its website its initiatives to eradicate slavery and human trafficking from its direct supply chain for the goods offered for sale.

TBC

Business Supply Chain Transparency on Trafficking and Slavery Act

Similar to the California SB 657, it aims to accomplish this objective through mandatory public disclosures regarding companies' efforts to assess and address the aforementioned human rights violations within their supply chains.

2017

Australia - Formal enquiry

➤ Inquiry into whether Australia should adopt national legislation to combat modern slavery.



Challenges?!



These are new issues.

Resistance to change in the supply chain

Lack of awareness in the supply chain

Complexity of the legal requirements

The more informal and further down the supply chain the higher the risk



**HOW CAN COMPANIES
ADDRESS THIS?**



RESPECTING WORKERS – TFT GUIDELINES FOR SITES



These are top line principles, individual guidelines are available for different commodities, and are in line with ILO conventions and international standards



Child labour is not used or promoted, and appropriate measures are taken to prevent the use of such labour.



Forced labour, bonded labour and human trafficking are not used or promoted, and appropriate measures are taken to prevent the use of such labour. Remedial actions are in place in the event that such labour or trafficking is found, to ensure that victims are referred to existing services for support and assistance.



Recruitment practices are transparent and fair, and direct recruitment is encouraged.



Workers are protected from exposure to occupational health and safety hazards that are likely to pose a risk of permanent injury, illness or death.



All workers are given in writing, in a language they understand, the details of their working conditions, including as a minimum, the nature of the work to be undertaken, rate of pay and pay arrangements, working hours, vacation and other leave, and other benefits of employment.



All workers are paid a wage equal to or exceeding the legal minimum wage.



All workers (including workers paid piece rate) do not work more than national legal maximum hours; overtime hours are worked on a voluntary basis, and workers have at least one day off in seven.



Workers are protected from any discrimination that would constitute a violation of their human rights; working practices are established that safeguard against any unlawful or unethical discrimination; and migrant workers are treated no less favourably than other workers performing similar tasks.



Policies are in place and implemented to prevent and remediate harassment and abuse, including sexual harassment and abuse.



Workers at all levels have access to judicial remedy and to credible grievance mechanisms without fear of recrimination or dismissal.

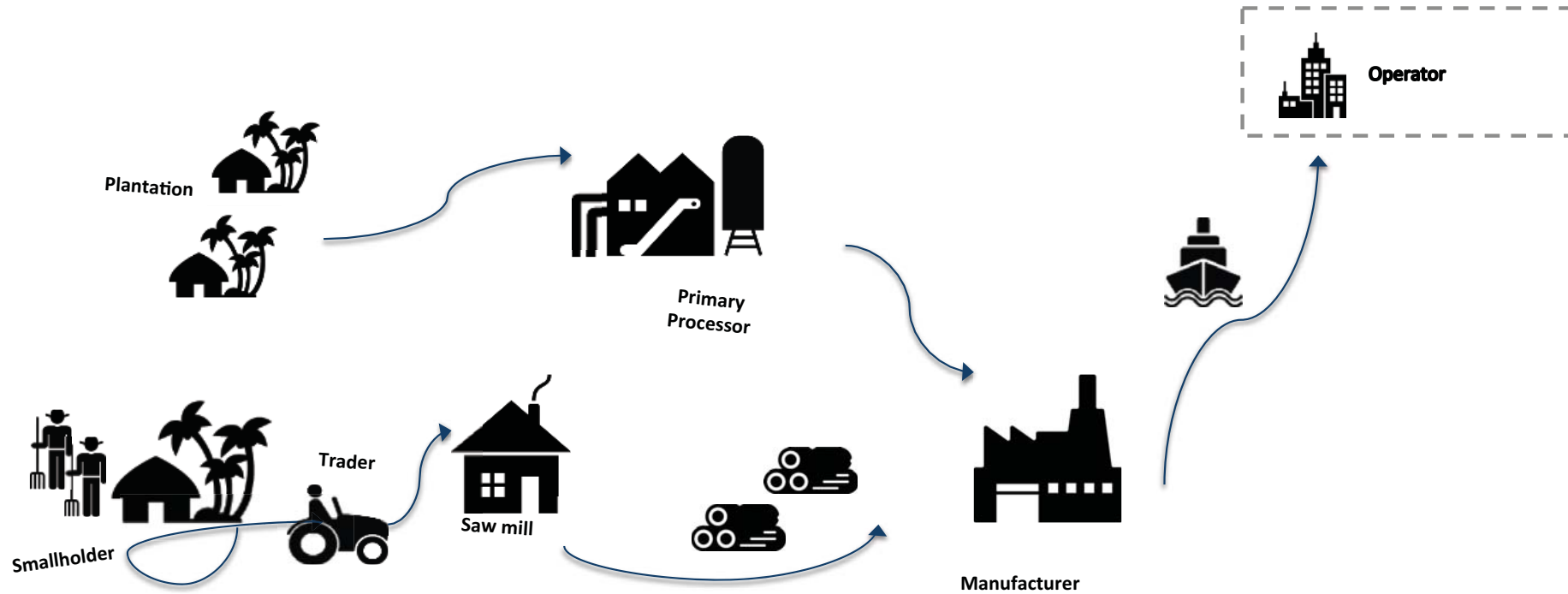


Where accommodation is provided, it is safe, hygienic and conditions are acceptable.



All workers, regardless of rank or job grade, have the right to form and join trade unions of their choice, and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining are made available to all workers.

MAPPING SUPPLY CHAINS



**IDENTIFY THE GAPS
BETWEEN EXPECTATIONS &
REALITY.**

**CREATE PRACTICAL AND
REALISTIC SOLUTIONS WITH
THE PEOPLE INVOLVED
(SITES AND WORKERS)
HELPING THE SITES TO
EMBED LASTING CHANGE**



MONITORING & VERIFICATION





IN SUMMARY...



Serious human rights issues
within timber supply chains

In most countries laws
protect the rights of
workers

Companies can *and* are
addressing these issues

Collaboration is key!

Companies can integrate these issues into
their pre-existing due diligence procedures



Thank You!



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