

## Our ethical partners

We feel that collaborating with others, whether they are brands, retailers or stakeholders, is essential to the progress of ethical trade and good working conditions. The suppliers and factories we work with often have many customers and it makes sense to support one another's efforts and work together for change. Our ETI membership has given us opportunities to tackle some key challenges.

### ETI Membership

When we were developing our programme in 2008, we knew it was important to get the right help and expertise, so joining the Ethical Trading Initiative was an obvious choice. This unique organisation is an alliance of companies, NGOs and trade unions that promotes respect for workers' rights around the globe. Its vision is: "A world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity."

Our membership gives us the opportunity to participate in forums and working groups about specific issues and regions, and we regularly come together with other members to share learnings and experiences on ethical trade. To learn more about the Ethical Trading Initiative (ETI) please follow this link: <https://ethicaltrade.org/>.

Here are some examples of what we've worked on together:

### China: ILO SCORE training

Our current activity in the Chinese working group includes participation in ILO SCORE. ETI joined forces with the ILO on the delivery of SCORE Training. This programme helps small and medium-sized enterprises (SMEs) sustain their participation in global supply chains by enhancing worker-manager cooperation. Workers and managers come together in Enterprise Improvement Teams (EIT), then actively engage in driving change together, giving workers the opportunity to shape their own labour conditions.

### India: TNMS (Tamil Nadu Multi-Stakeholder) Programme

We've been working with the ETI to introduce ethical recruitment and employment practices in Tamil Nadu for workers in mills and factories who have been affected by the Sumangali scheme- a government endorsed recruitment programme where young women from rural areas of India are recruited to work in factories many miles from their home villages. After a focus on these issues by both NGO's and the media, a collaborative programme was created through ETI – the TMNS (Tamil Nadu Stakeholder) group.

The three key elements of this programme are:

- A worker peer group programme to establish mechanisms for workers to champion their rights within factories and mills.

- Community outreach programmes to raise awareness within communities where recruitment takes place.
- Advocacy and lobbying at local and national government level to tackle current policy issues and reform required. Read more here: <https://ethicaltrade.org/programmes/women-millworkers-tamil-nadu>.

### **Turkey: Ethical Trade Platform**

We have been working in Turkey for many years but, recently, this work has intensified as the country has seen many new challenges. The UN estimates that 3-4 million Syrian refugees have entered Turkey as a result of the ongoing crisis in Syria and, due to their vulnerability, they're at greater risk of human rights violations. Recognising this is not an issue that can be tackled alone, and one that is affecting the entire industry in Turkey, we were one of the first signatories to the ETI's apparel and textiles platform. This works on strengthening the garment sector's ability to implement the UN's General Principles on Business and Human Rights. Since its inauguration in 2016, this platform has reached 30 brands and retailers, employer associations, trade unions and civil societies, as well as thousands of factories. Its steering group contains important industry voices, including ITKIB, TTSIS and TGSD and it has wide-ranging industry and governmental support.

The key points to this programme are:

- Workshops organised for supplier factories on the needs of Syrian refugees, what constitutes illegal work and obtaining legal work permits.
- The production of a guide to buying responsibly, preparatory research for a planned study on purchasing practices and activities coordinated with ACT (Action, Collaboration, Transformation) around paying living wages.
- Training on workplace social dialogue delivered to supplier factories nominated by ETI member brands, and worker representative systems introduced.

<https://ethicaltrade.org/blog/giving-everyone-turkeys-garment-industry-voice-and-platform>.

### **Mauritius: Migrant Labour Working Group**

Boden is a member of the ETI Migrant Labour Working Group. This concentrates on improving the conditions of migrant Bangladeshi workers in Mauritius and we attended the multi-stakeholder forum in February 2018, where representatives of brands, industry and the government discussed a roadmap for improvements. We will be working with other brands on several projects and have already taken the step of integrating the Employee Pays Principle into our Responsible Sourcing Commitment.

We will update you as this work progresses.

