



Ethical  
Trading  
Initiative



Ethical Trading Initiative

# Overview of ETI Membership

# Who we are

ETI is a **leading alliance** of trade unions, NGOs and companies.



Our **vision** is of a world of work that protects human rights, ensures dignity for all, provides opportunity and is free of exploitation and abuse.

Our **mission** is to advocate for the most vulnerable workers, by harnessing the power of a diverse and growing membership.

# Our story



In 1998, pioneering companies, NGOs and trade unions established ETI to promote respect for human rights in global supply chains.

Today, ETI has 120+ members globally, of which 90 are companies ([listed here](#)).

Founding members include



LIBERTY  
LONDON



OXFAM



ITUC CSI IGB

Rapha®

PRIMARK®

# ETI Base Code

The ETI base code is an international code of labour standards.

Members of ETI must commit to implementing the ETI Base Code.

This commitment must be supported by a company's senior management.

## Why commit to the ETI Base Code?



[www.ethicaltrade.org](http://www.ethicaltrade.org)



### Employment is freely chosen

Slavery and bonded labour are totally unacceptable. Almost 21 million people are victims of forced labour.



### Freedom of association and the right to collective bargaining are respected

Tens of thousands of workers lose their jobs every year for attempting to form or join a trade union or improve working conditions. Some even lose their lives.



### Working conditions are safe and hygienic

An estimated 2.3 million people die every year from work-related accidents and diseases.



### Child labour shall not be used

168 million children work to support their families, missing out on education and often damaging their health. This reinforces the cycle of poverty.



### Living wages are paid

Roughly half the world's population still lives on two dollars a day. If people can't feed their families on an adult's wage, they may send their children to work.



### Working hours are not excessive

Long working hours are the norm for most of the world's workers. This damages people's health and undermines family life.



### No discrimination is practised

Women and certain minorities are often confined to the lowest-paid jobs with no access to training or promotion.



### Regular employment is provided

Most workers can be laid off when it suits the employer. This fuels poverty and insecurity and drives down wages.



### No harsh or inhumane treatment is allowed

Few workers have protection against physical, verbal or sexual abuse in the workplace.

# Three ways we work with our members:

## 1. Convening our members to find solutions



### **Reactive support** and crisis management:

- On global issues, for example war in Ukraine, Myanmar crisis.
- On supply chain-specific issues, including support on remediation.

### **Sector-specific workstreams** to address priority human rights issues:

- Apparel & Textiles
- Food, Farming & Fisheries
- General Merchandise

### **Thematic focus** areas:

- Just Transitions
- Business Practices
- Gender

## 2. Progression and accountability

### Supporting your approach to human rights



#### 1:1 progression meetings

- Discuss progress in the past year and focus for the next.
- Expert feedback and guidance.

#### Accountability tools

- Commit to Member Charter and Corporate Transparency Framework.
- Join as foundation member. Request graduation to full member once meeting all requirements.

#### ETI Progression Framework:

- Practical tools to support members in implementing the ETI Base Code.
- Aligned with the UNGPs. Supports a human rights due diligence approach.
- Integrates ETI's 25 years of learnings.

### 3. Enabling environment

Sharing knowledge and influencing responsible business



**Tripartite engagement**, both individually and collectively.

**Global initiatives** applying practical action to human rights issues in supply chains.

**Community support:**

- ETI Community site – online platform for collaboration.
- Roundtable events, member days and training.
- Networking and industry collaboration.



# ETI's five-year strategy 2026



## Five year aims:

- 1 Leverage the influence of our members to reach more than 15 million workers in their supply chains.
- 2 Harness the power of a growing and diverse membership, to demonstrate impact in key issues that matter for workers.
- 3 Ensure ETI and our members are recognised leaders in promoting human rights.

Our focus areas within the strategy are to:

- Support our members to **protect human rights** by adopting business practices in line with the **UNGPs**.
- Enable business to be better prepared to adapt to a changing environment for workers, with a focus on:
  - **Just transitions**
  - **mHRDD**
  - **Purchasing practices**
  - **Crisis response**
  - **Mainstreaming gender**

# Benefits of membership

1. **Develop your human rights strategy** – ETI has a framework aligned with the UN Guiding Principles that enables companies to adopt an HRDD approach to identify and address risks in their supply chains.
2. **Access good practice and expertise** – ETI has been working with businesses for over 25 years. As members you can learn from others, adopt tried and tested approaches and utilise our specialist thematic and geographical expertise to develop your supply chain approach. As the owner of the ETI Base Code, our expertise aligns with this internationally recognised code.
3. **Collaborate with NGOs and trade unions** – Our membership structure is designed to facilitate business collaboration with key stakeholders in a safe environment. ETI's approach supports companies, NGOs, and trade unions to address workers' rights issues together.
4. **Effectively respond in a crisis** – Increasingly workers are impacted by global crises - from conflict and climate change to global pandemics. ETI supports businesses to react and protect workers in times of crisis and do this collaboratively with peers and suppliers.
5. **Join ETI projects and initiatives** – ETI leads initiatives to address specific issues impacting workers and companies in supply chains globally, this work regularly benefits from donor funds and collaboration with external partners.
6. **Operate within a safe space** – ETI cultivates a confidential space to collaborate with over 100 companies, trade unions and NGOs, unlike any other MSI. Members can network and engage via an exclusive online community of free guidance and resources, from ETI and our members.
7. **Get training and advice** – ETI offers training which enables individuals new to human rights to understand the landscape and learn from peers



## Our global community

While based in the UK, we also have offices in **India** and **Bangladesh** providing local expertise and support to members sourcing from those regions.

Visit the [ETI Bangladesh website](#).



Our international teams lead the implementation of our donor and member-funded projects in country.

Details of those projects are [available here](#).

There are currently 6 live donor-funded projects.

We have strategic alliances with a broad range of key global stakeholders: institutions such as the UN, ILO and OECD, other multi-stakeholder initiatives such as Fair Wear Foundation and ETI partner organisations in Norway, Denmark and Sweden.

# Member journey

## Member progression and accountability

**Foundation stage**  
Two years



- Commit to the ETI Member Charter.
- Foundation meetings focused on working towards meeting the entry level requirements of the Progression Framework.
- Build understanding of the ETI Member Charter and the Corporate Transparency Framework.

**Graduation**



- Meet all the entry level requirements in the Progression Framework.
- Be prepared to meet the ETI Member Charter.
- Submit against the Corporate Transparency Framework within one year of graduation.

**Full membership**

- Submit annually against the Corporate Transparency Framework.
- Meet the ETI Member Charter commitments.
- Group progression meetings focused on a human rights due diligence approach to tackling salient labour rights risks – structured around the Progression Framework

**Collective action:** pro-active workstreams, reactive issues, sourcing country initiatives, enabling environment.

# Session types

Members can participate in particular types of group progression sessions:



## Core sessions

Overviews of the Principles of Implementation (POI) in ETI's Progression Framework. Designed to support Foundation members in meeting the entry level requirements.

## POI deep dives

Workshops on specific sub-principles of the Progression Framework, such as risk assessment and remedy. Designed to enable Full members to progress past entry level on sub-principles which have been identified as challenging.

## Thematic focus areas

Sessions to build understanding on ETI's strategic focus areas and share cross-sector learning from the collective action workstreams.

## Hot topics

Sessions focused on emerging issues and other relevant topics, such as changing legislation, impact monitoring and communicating about human rights work with integrity.

## What our members say

*Fantastic content, good engagement, good networking possibilities with other members.*

Rocío Ortiz, Responsible Sourcing Manager, Typhoo Tea

*Very interactive, good resources, guidance and training programmes.*

Ella Wiseman, CSR Coordinator, Mint Velvet

*The expertise and knowledge from ETI is fantastic.*

Samantha Leigh, Sustainability Lead, The Parently Group



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ETI can support you to better protect your people, brand, and bottom line, working together for human rights and for better business.

#### **MORE INFORMATION**

**Key contact:**

[Imran.Serugo@eti.org.uk](mailto:Imran.Serugo@eti.org.uk)

**Find out more at:**

[ethicaltrade.org](http://ethicaltrade.org)