



Human Rights & Social Impact

What is Social Impact?

“Social sustainability is about identifying and managing business impacts, both positive and negative, on people. The quality of a company’s relationships and engagement with its stakeholders is critical, as companies affect directly or indirectly, what happens to employees, workers in the value chain, customers & local communities.”

– UN Global Compact –



Why do we do it?

Our aim: a sustainable future for all.

As a company, we believe that businesses have a responsibility for the well-being and fair treatment of their stakeholders.

We help companies achieve these responsibilities and other personal aspirations they may have tackling the different social issues by identifying & mitigating risks.

“Businesses have a responsibility to RESPECT human rights & provide ACCESS TO REMEDY for situations in which rights holders are harmed.”

– [UN Guiding Principles on Business and Human Rights](#)



Demand Driver - Risk

COMMODITIES NEWS DECEMBER 30, 2020 / 9:09 AM / UPDATED A YEAR AGO

U.S. blocks palm oil imports from Malaysia's Sime Darby over forced labour allegations

By Reuters Staff 3 MIN READ

KUALA LUMPUR (Reuters) - The United States has banned imports of palm oil from Malaysian producer Sime Darby Plantation from Wednesday over allegations of forced labour during production, the U.S. Customs and Border Protection (CBP) said.



Ikea drivers living in trucks for months

By Zoe Conway
Reporter, Today and Victoria Derbyshire programme

15 March 2017



Emilian says he feels "like a prisoner" in his cab

Lorry drivers moving goods in Western Europe for Ikea and other retailers are living out of their cabs for months at a time, a BBC investigation has found.

Some drivers - brought over from poorer countries by lorry firms based in Eastern Europe - say their salary is less than three pounds an hour.

Food giants accused of links to illegal Amazon deforestation

Cargill, Bunge and Cofco sourced beans from companies allegedly supplied by a farmer fined for destroying swathes of rainforest



Soya beans are loaded on to a truck in Rio Grande do Sul, Brazil. The beans are a key ingredient in poultry, pig and cattle feed, and Brazil is among the world's biggest producers. Photograph: Silvio Avila/AFP/Getty Images

Three of the world's biggest food businesses have been accused of buying soya from a farmer linked to illegal deforestation in the Brazilian Amazon.

Cargill, Bunge and Cofco sourced soya beans from the Chinese-owned Fiagril and the multinational Aliança Agrícola do Cerrado, both of which have allegedly been supplied by a farmer fined and sanctioned multiple times after destroying swathes of rainforest, according to a new investigation.

Demand Driver - **Aspiration**

PepsiCo's biggest challenge: winning over millions of farmers to regenerative agriculture

By Oliver Balch

September 21, 2022 11:45 AM EDT · Updated 3 months ago



Industry Insight from Ethical Corporation Magazine, a part of Thomson Reuters.



COMPANIES

Inside Estée Lauder's approach to gender equity in the supply chain

Estée Lauder Companies's supply chain leadership team discusses how focusing on people and equity can drive business performance.

BY MALIHA SHOAB

ENVIRONMENT

Singapore fund raises \$106 million to tackle plastic pollution

Investors include Coca-Cola, Dow Chemicals and PepsiCo



The world churned out around 300 million tons of plastic waste in 2015, a figure academic estimates suggest has roughly doubled in the last two decades. Environmental groups fear it could double again by 2030. (Photo by Akira Kodaka)



Video Ad Feedback

Patagonia founder says 'Earth is now our only shareholder'



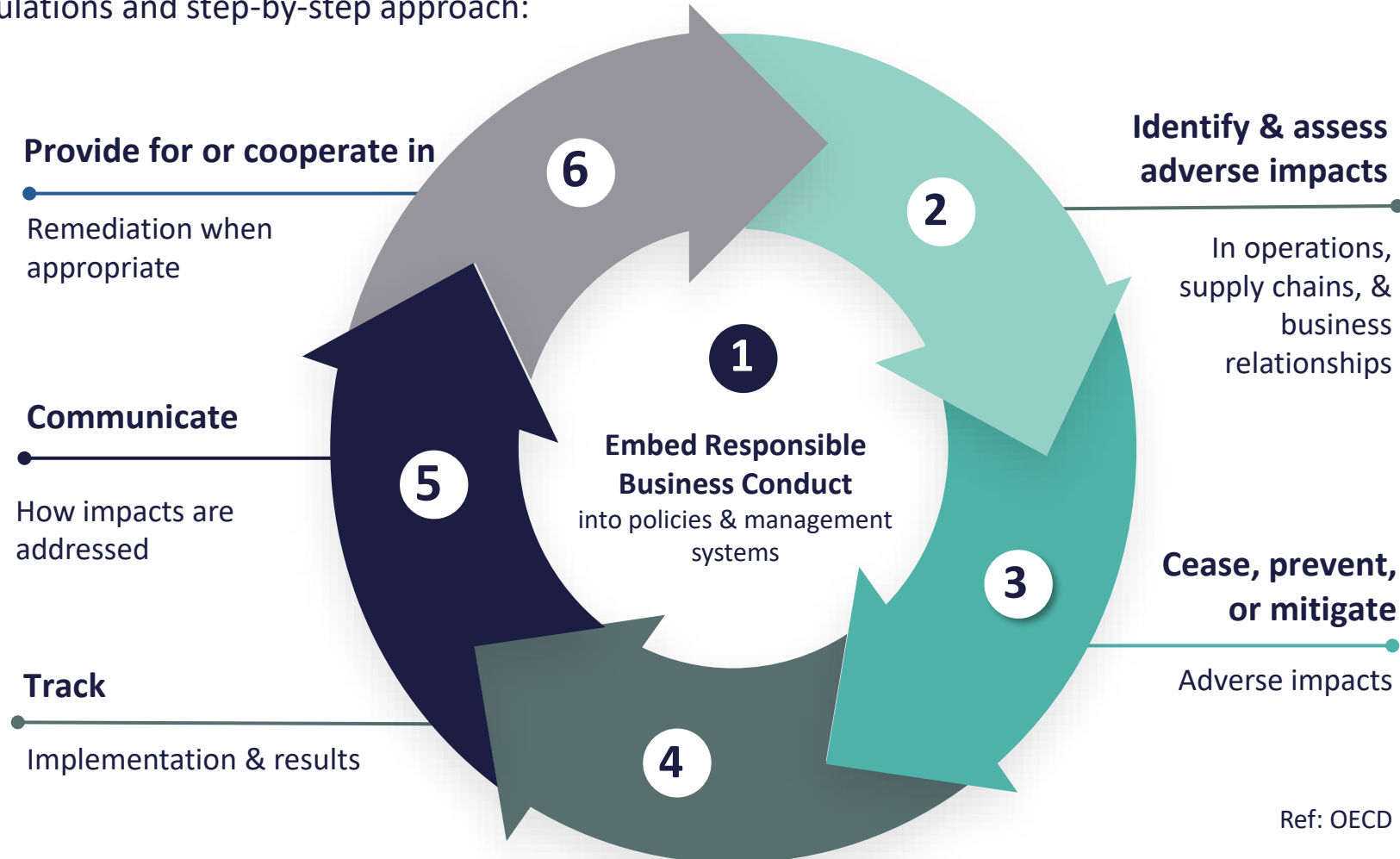
Unilever inclusivity plan to tackle living wage, diverse suppliers, ad stereotypes

CEO Alan Jope said commitments to address social inequality "will make Unilever a better, stronger business", and pushed for "collective action" in addressing widening social divides.



How we do it?

We follow the UN's regulations and step-by-step approach:



What do we do?

Our services can be divided in 2 categories, depending on the company/project's objective:



Due diligence

We help companies detect social impact & human rights areas of improvement within their supply chain for due diligence purposes.



Performance improvement



Key Sectors



Palm



Sugar



FMCG
Manufacturing



Packaging



Fisheries



Proteins



Cotton



Tobacco



Apparel
& textiles



Energy

Our expertise | Human Rights



Impact/Risk Assessment & Prioritization

- Human Rights Assessment
- Social impact assessment
- Risk Prioritization
- Landscape Review
- Regulation GAP analysis



Stakeholder Engagement

- Community Impact & Needs Assessment
- Grievance & Feedback Mechanisms
- Awareness campaigns
- Secretariat Services



Standard Development

- Compliance Criteria
- Verification Methodology
- Scheme Benchmarking
- Field pilots



Supplier Capacity Building

- Supplier Scorecard & Benchmarking
- Performance Improvement plans
- Manager & Worker Training



ESG Services

- Materiality Analysis
- KPI Development
- ESG Reporting
- Claims validation



Technology-Enabled Service Delivery

- Worker Voice surveys
- Community Direct Feedback
- Data Analysis & Visualization
- Product Traceability
- Geolocation
- E-learning platform

Impact / Risk Assessment & Prioritization

Impact assessment is a process of evaluating the long-term and/or significant changes caused by a development intervention or series of interventions. It is not a specific tool or methodology, but a general approach to assess change. (Intrac, 2017)

Service offering:

- Internal evaluation of the ALP program
- Internal evaluation of the monitoring
- Data analysis
- Field visits
- Level of adherence of employees to standards to ALP
- Qualitative evaluation of the results
- Measurements of selected KPI's in human rights
- Impact measurement frameworks & data collection tool development
- Due-diligence maturity assessment



Tailor-made Standard Development

A tailor-made standard/program gives companies control and flexibility over the achievement of their sustainability goals, in their own time, at their own scale and own speed.

Service offering:

- Sustainability themes application
- Compliance Criteria
- Verification Methodology
- Scheme Benchmarking
- Score/ level or standard development



ESG Services

Environmental, Social, & Governance aims at determining the risks & opportunities for those 3 categories within the company's day-to-day activities.



Service offering:

- ESG strategy & reporting
- Materiality analysis
- Sustainable KPIs design
- Digital dashboard development/implementation
- Gap assessment



Stakeholder Engagement

To ensure that key stakeholders are included throughout the process, we help & support companies in their internal & external engagement, training, as well as develop and/or guide them through the supporting tools needed.

Services offering:

- Materiality Assessment
- Stakeholders Mapping: Profile & prioritization
- Communication Channels & approach
- Reporting & measuring results
- Engagement Strategy
- Dialogue Facilitation
- Field visits



Capacity Building

Capacity building is the improvement in an individual's or organization's facility (or capability) to produce, perform or deploy.

For us, this refers to educational programs & initiatives designed to enhance the ability of companies, suppliers, & individual stakeholders to establish as well as maintain effective social impact strategies.

Services offering:

- Supplier scorecard & benchmarking
- Performance improvement plans
- Manager & worker training



Technology-enabled service delivery

We take pride in transforming ideas into services that meet the dynamic business & market requirements, generating added value for our clients.



Data analytics



Geo services



Software development



e-learning

Developments for social impact:

- Traceability tools
- Dashboard creation
- Digitalization of data collection, processing & analysis
- Geo-mapping, geo-localisation
- Risk assessment dashboard & data collection
- Supplier performance
- Process flow for grievance mechanism & other tailor-made solutions



Our expertise



Livelihoods

- Living Income & Living Wage
- Pay Transparency Analysis
- Socioeconomic analysis
- GAP analysis & Benchmarking
- Assessment & performance improvement
- Pay model development & implementation



Resource Rights

- Access Rights & Ownership
- Climate Impacts
- Livelihood Impacts
- Biodiversity



Responsible Labor

- Forced Labor
- Child Labor / Underage Workers
- Ethical Recruitment



Equity & Inclusion

- Gender Assessment
- Economic Empowerment & Inclusion
- Intersectional Lens



Worker Wellbeing

- Workplace Health and Safety
- Wage, Hours & Benefits
- Worker Voice & Agency



Grievance / Feedback Mechanisms

- Community & Worker-Focused
- Report validation & verification
- Mechanism Development & implementation
- UN guiding principle 31 alignment ¹⁶

Partners/Collaborators



... and many more

Clients



Case Studies



Scheme Development



Asia-Pacific – North Africa – Europe – Caribbean – South America



Packaging



Recycled PET Manufacturers



Scheme Development

Gender; wage/hour; H&S; fair labor; grievance mechanism



Assessment Protocols

Methodology; data collection/reporting; scoring

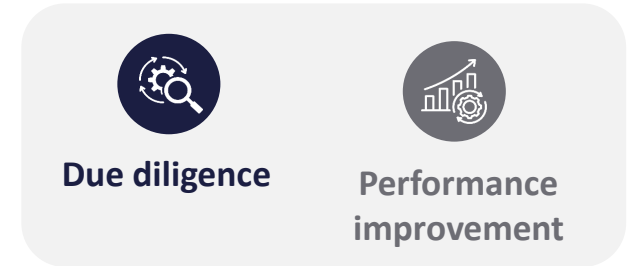


Pilot Assessments

6 countries; 5000+ workers



Corrective Action Management



Due diligence **Performance improvement**



CIRCULATE CAPITAL **PREVENTED OCEAN PLASTIC™** **BANTAM MATERIALS INTERNATIONAL UK**

Next step: collection centers - Underage workers; livelihoods; H&S

Grievance Mechanism



Global – Malaysia – Indonesia – Papua New Guinea – Guatemala – Brazil



Palm - Soy - Sugar



Grievance mechanism process development

NDPE; worker rights; community/resource rights



Determination of potential risk(s) & expectations for the supply chain

Human rights; grievance mechanism; fair labor; community; land rights



Situational analysis + re-entry protocol application

Next step: visualization tools



Client



PEPSICO

Partners

proforest

earthworm

Farmer Livelihoods



Brazil



Tobacco

-
- ✓ **Assessment & reporting on smallholder living conditions**
Health and safety; livelihoods; responsible labor
 - ✓ **Living Income Gap Analysis**
Performance improvement recommendations
 - ✓ **Price + cost forecasting**

Next step: Implementation review



Agricultural Labor Practices



Türkiye



Tobacco



4 years program

Human rights; working hours, minimum wage, child labor, health & safety.



Gap Analysis

Statistics improvements & recommendations



Due Diligence

Assessment/external verification



Social compliance issues, prompt actions, & trainings

Verification of training efficiency & change of behavior



Performance improvement

Client



Partners





UNDISCLOSED Caucasus Region – Hazelnuts

Review, update, & assessment criteria implementation and protocols for responsibly sourced hazelnuts in response to external stakeholder inquiries.

Assessment criteria included voluntary labor, safe/dignified working conditions & access to reporting channels/grievance mechanisms.

Verified status of young workers in family farming operations; identified key opportunities to support producers with improved health & safety practices.

Olam Nigeria – Rice

In-depth due diligence on child labor risks in the rice supply chain in Nigeria, following a tailor-made social & labor compliance verification methodology.

More than 400 farm sites were visited at different stages of rice production over a nine-month period.



Thai Union et al. Global – Fisheries

In locations as varied as Thailand to the Cook Islands & the Bering Sea; and across vessels ranging from high sea longliners to small day boat fleets.

Developed & piloted a vessel-specific social assessment standard to bring a level of practicability to a particularly challenging technical environment & methodology. Thai Union is a notable partner in this initiative.





Better Cotton Initiative USA – Cotton

Review and analysis of federal and state labor requirements applicable to large-scale cotton farms, including regulatory enforcement and worker-facing grievance mechanisms.

Analysis of gaps between local law and Better Cotton Standard, with specific emphasis on worker rights, on-farm health and safety, and migrant (H-2A) workers vulnerable to unethical recruitment.



CLIENT UNDISCLOSED Mexico - Sugarcane

Buyer-initiated global social performance improvement program focused on worker wellbeing, implemented at a sugarcane refinery in Central Mexico.

Onsite assessment and worker voice survey, followed by intensive management support to 1) strengthen management systems; 2) improve worker health and safety; 3) reduce worker-reported instances of gender-based exclusion.

Gender Assessment Türkiye - Apparel

Developed and piloted an original assessment and verification framework suitable for application in any workplace context.

Assessment criteria modeled after UN Women's Empowerment Principles & World Benchmarking Alliance include:

1. Organizational Culture & Policies;
2. Representation;
3. Compensation & Benefits;
4. Health & Wellbeing; &
5. Grievance Mechanism.

Piloted in Türkiye garment sector; available worldwide.





Solidaridad Thailand - Pineapples

Field-level labor assessment of pineapple growing operations across 6 provinces to measure alignment with Buyer Code of Conduct and local law.

Workforce included significant migrant labor via third party brokers in Thailand and Myanmar.

Gap analysis, contextual analysis of growing regions, risk prioritization, and recommendations for corrective action.

Emphasis on constructive approach to supplier engagement.



CLIENT UNDISCLOSED Malawi - Tobacco

Human rights risk assessment of Malawi-based tobacco supply chain for a European brand (similar projects conducted in the Americas).

Activities included criteria development, field data collection/analysis, key stakeholder consultation, risk prioritization, and corrective action plan development.

Key risk topics included grower/worker health and safety; responsible recruitment; child labor/underage workers; minimum wage; and WASH access.

PepsiCo India - Potatoes

Responsible sourcing production practices capacity building for smallholder potato growers within the context of PepsiCo's global Sustainable Farming Program.

Local teams incorporated a gender sensitive approach to engage male and female growers separately and ensure gender-disaggregated data collection to support more visible impacts by gender.

Local collaborators included Tetratek, Landesa, and CARE.





About us

Peterson Projects & Solutions



Who we are

Peterson Projects & Solutions - the advisory division of Royal Peterson & Control Union

Experience

From our origins in agricultural inspections, we have been operating 100 years in the field of logistics, quality, certification and risk management.

Commitment

Committed to deliver high quality services using the latest technologies and experts in the field to deliver tailor-made customized services serving the needs of our clients.

Solutions

Our deep expertise and knowledge covers all aspects of the supply chain in many industries, such as agriculture, energy, silviculture and sustainable textile.



Our purpose

Mission

Why we do what we do

“Growing our future together”

We build a better tomorrow with our partners. Together we take the next step towards a more sustainable, more efficient and safer world.

Values

How we do what we do

“Driven by family values”

We take pride in our customer focus, making our partners purpose our business. We work with integrity committed to safety and transparency, offering long-term sustainable and innovative solutions.



Our services



Sustainable Sourcing

- Traceability
- Regenerative Agriculture
- Private Programs
- Social assessments



Sustainability Services

- ESG strategy & reporting
- GHG & Environmental performance management
- Sustainable Finance



Certification Support

- Analysis of existing procedures & documents
- Recommendations for certification
- Preparation for audit

Amongst our clients...

Corporate ESG



Responsible Sourcing



Supply Chain



Our strengths



Boots on the ground – more practical & on-site services. We get things done!



Experience & credibility - network of local & global experts in regenerative agriculture, working already for many years & internationally



Capability building – participatory approach to engage with farmers and other stakeholders, experienced trainers, Train the Trainer model, and toolkit development



M&E – significant experience verification, developing baseline, monitoring & measuring change & impact



Amongst our team...



Other services



- With a presence throughout Asia, EMEA & the Americas, **Peterson Projects and Solutions** is a fast-growing sustainability consultancy with a client base embracing some of the world's leading brands in the food & beverage, consumer goods, agricultural, bio-energy, forestry, logistics, textiles & other sectors.
- We provide pragmatic & hands-on solutions to the sustainability challenges faced by corporations, governments, & NGOs.
- Our consultants work closely together with **Peterson Technology & Peterson Academy** to provide organisations with a full-service package; from data services to expert insights & local training.

Your partner
in what matters!

Thank you!



For more information,
please visit our website: