

LDC Human Rights Committee – 15th January 2020

Members - Ian McIntosh (Group CEO), Jessica Teo (Global Head – Human Resources), Guy Hogge (Global Head – Sustainability)

Additional Invitees - – Lene Wendland (Chief, Business and Human Rights – Office of the United Nations High Commissioner for Human Rights), Benjamin Smith (Senior Specialist, Child Labour – International Labour Organisation), Tim Bourgois (Global Trading Manager – Cotton Platform), Ross Hawkins (Global Marketing Head – Coffee Platform)

Apologies – Michael Gelchie (Group COO)

As this was the first HR Committee including external invitees, introductions were made by all participants.

- A presentation of LDC's planned human rights commitments in the soon-to-be-published Sustainability Policy was given, including the planned inclusion of references to child & forced labour, and to protect the rights of indigenous peoples, women, national or ethnic minorities, religious and linguistic minorities, persons with disabilities, and migrant workers and their families.
- Lene Wendland stressed that companies should prioritise focus on most salient and severe human rights risks, and publicly explain the process undertaken to identify those risks. This should include an impact assessment that take into account local and international laws as they relate to human rights
- Benjamin also clarified that where child labour is concerned, it should be stipulated that our commitments should cover the "worst forms" i.e. never hazardous work, and does not involve the handling of dangerous chemicals, as well as work that interferes with compulsory schooling or for which the child is too young.
- Tim Bourgois (Cotton) & Ross Hawkins (Coffee) gave insights to the group on their respective commodities – as both involve exposure to smallholder suppliers where we consider potential risks of human rights breaches to be most poignant, especially child labour
- Lene Wendland also stressed that in addressing their salient human rights risks or impacts, companies should identify where they have leverage to prevent or mitigate the situation. In those areas where little or no leverage is likely, building leverage through supporting multi-stakeholder initiatives and programmes works well.
- In addition, in areas or geographies of limited individual leverage, explore engagements that might improve that situation, including but not limited to working/consulting with multilaterals like the UN agencies, consultations with peers on a pre-competitive basis, consultation with appropriate departments within the Company's host government (SECO, Ministry of Foreign Affairs), and finally discuss issues with commodity roundtables if their sustainable production standards include human rights observance.