

What you want to achieve by 2023	Success indicator 2023	Activities and budget 2022	Contribution to FT Strategy
ADVOCACY To be confirmed with Advocacy CoE. Previous goals: FT is recognised as a thoughtleader in HREDD; FT recommendations influence HREDD regulation by EU & Northern and Southern governments.	- To be confirmed with Advocacy CoE - Previous objectives: FT speaks at 10+ high level HREDD events, our influence is evident in EU and national HREDD regulation.	- Statement & social media campaign with producers and licensees on EU HREDD law (Q1-2) - Peer support group - Handing-over & support to Advocacy CoE - Representing/supporting others to represent FT at external events	Advocacy (PILLAR 3)
		Operational 3k Staffing 21k	
O2B Fairtrade has a clear HREDD service portfolio.	- 95% of license holders have received information about our HREDD service portfolio of 5+ service options.	- Peer support group to support capacity building among commercial staff - Updated documentation on FT's HREDD offer for licensees, incl how FT certification delivers against HREDD requirements, esp re salient human rights issues and main products - Recommend contents & processes for O2B pilots; Support pilots - Revise and publish Principles of Corporate Partnerships (PoP) - Support GRM in revising Ways of Working for programmes - (With Finnish gov't funding: Preparing 2-3 FarmerVoice O2B pilots)	Business models beyond certification (PILLAR 2)
		Operational 6k + Finland programme funding Staffing 97,5k	
SYSTEM DEVELOPMENT Fairtrade has a top-notch HREDD process, including the first Human Rights Report, by 2023. (NOTE: This also strengthens FT as an HREDD partner for companies and POs)	- Positive, public feedback received from key stakeholders on Fairtrade Risk Map; HREDD criteria in generic Standards; our first Human Rights Report.	- Support for Trader, HLO , cocoa and fresh fruit Standard reviews - FT-wide risk assessment --> online Risk Map out by Q3/22, incl support to risk mapping work by PNs - Facilitate discussion on FT's expectations on licensees - Start developing Fairtrade's 1st Human Rights Report with FI	All pillars
		Operational 5+36,5+75=116,5k Staffing 45,5k	
EMPOWERMENT & CAPACITY BUILDING FT staff are at ease doing HREDD work as per FT strategy. POs are increasingly empowered to influence HREDD practices and policies.	- 95% of FT staff have received HREDD training, feedback indicates high practical relevance.	- Due diligence guidance for SPOs, HLOs and traders - Support comms material production by PNs - Online HREDD course for FT staff - Continue webinars and workshops to FT staff - Uncertain: Organise follow-up session on public speaking	Producer empowerment (PILLAR 1) Organisational foundation (PILLAR 4)
		Operational 39+3+3,2=45,2k Staffing 25,5k	
CROSS-CUTTING		- Pursue some new partnerships - Monitor customers and peers - Publish 3-5 HREDD Newsletters, organize 2 WG meetings - Hold stakeholder event - Managerial, communications and administrative support by FT Finland No budget/work time: - Physical attendance at events or meetings with FT colleagues (5k)	Transformational partnerships (PILLAR 4) Organisational foundation (PILLAR 4)
		Operational 3,8+5+30,9k Staffing 36k	

Operational 210,4k
Staffing 225,5k
TOTAL 435,9k

Suggested key outputs 2022



System dev't
Support for Trader, HLO, cocoa and fresh fruit **Standard** reviews, incl HLO Standard gap assessment.
FT-wide risk assessment → online **Risk Map** out by Q3/22

- Incl support to risk mapping work by PNs

Facilitate discussion on FT's **expectations on licensees**
Start developing Fairtrade's 1st **Human Rights Report** with FI



Offer to business
Peer support group to support capacity building among commercial staff
Updated **documentation** on FT's HREDD offer for licensees

- Incl how FT certification delivers against HREDD requirements, esp re salient human rights issues and main products

Recommend contents and processes for **O2B pilots**; Support pilots
(With Finnish gov't funding: 2-3 **FarmerVoice** O2B pilots)



Advocacy work
Statement & social media campaign with producers and licensees on **EU HREDD law**
Peer support group
Representing/ supporting others to represent FT at **external events**
Handing-over and support to Advocacy CoE



Capacity building
Due diligence **guidance** for SPOs, HLOs and traders
Support **comms material** production by PNs
Online **HREDD course** for FT staff; HREDD **WG and newsletter**
Explore some **partnerships**
Monitor customers and peers*
Hold stakeholder event*
Next tasks would be
11. Physical attendance at events or meetings with FT colleagues (€4,5k)



* Work plan will be revised on needs basis. Also, should the costs of recruiting a third member of staff (through secondment) be higher than originally envisioned, these tasks will be de-prioritized.

