

LDC Human Rights Committee – 12th December 2019

Members – Ian McIntosh (Group CEO), Michael Gelchie (Group COO), Guy Hogge (Global Head – Sustainability)

Apologies – Jessica Teo (Global Head – Human Resources)

- The soon-to-be-published policy commitments related to eradication of child and forced labour from LDC supply chains were approved. In addition, while we do make reference in the Discrimination section of the People part of the Sustainability Policy to elements on slide 4 of the ppt, there was consensus that we also include these elements (rights as they relate to indigenous workers, women, ethnic minorities, religious minorities, people with disabilities, migrant workers and their families) in the Human Rights section of the new policy. This is because the Discrimination section relates to LDC as a direct employer, while the Human Rights section covers both LDC's direct employment practices as well as labour practices in our supply chains.
- Approval was given to the approach to present areas of risk in our supply chains, especially related to smallholder-related supply chains (coffee, cotton, rice), as well as the mitigants and actions taken to counter those risks.
- Committee members were keen for certain Platforms (Cotton & Coffee) to be present at future Committee meetings, and that these invitees were from the commercial side of the business – Tim Bourgois from Cotton and Ross Hawkins from Coffee, were the suggested candidates, and will be approached to attend the next meeting
- The choice of external invitees for participation in the Committee were agreed as Benjamin Smith of the ILO for child labour expertise, and Lene Wendland from the Office of the High Commissioner for Human Rights – both will be approached and invited.
- In addition, it was proposed that the scheduling of the Q1 Committee would be in mid-January, and that the external attendees would be invited to that meeting, subject to their agreement to participate
- The Committee approved an overarching public facing grievance process to be designed and launched as part of the Sustainability Policy publication process, modelled on the existing LDC palm grievance process.
- It was also agreed that a version of the minutes from each Committee meeting would be placed in the public domain, and that the Policy be socialised internally in each LDC region in parallel with its publication.
- The next meeting date was set for 15th January 2020