

FAQs about our Vision 2030

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FAQs

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1. Why are you launching the FTA Vision 2030?

The world as we know it is changing, which means it's time to rethink and reimagine the future. We want to create a world where all trade delivers social, environmental and economic benefits for everyone.

Change creates new challenges for our members. They will have to supply the world's needs while protecting its finite resources. And the change is not simply one of scale. The growth in economic and political protectionism may mean we have to make the case for open trade once again or resist the introduction of new barriers. Individual empowerment will see a shift away from large, centralised structures to more informal networks and partnerships. We will need to be flexible, expand our global reach and improve our local impact by developing regional partnerships and infrastructure.

Vision 2030 positions us to be adaptable and effective in this new world, supporting our members and championing responsible trade. It takes us forward with a new mission and a clear set of priorities that respond to today's reality and will enable us to adapt to tomorrow's reality.

2. What is the new vision of the organisation?

Our vision is of a world where all trade delivers social, environmental and economic benefits for everyone. A world of trade with purpose.

3. What is the new mission that you are launching?

Our mission is to enable organisations to enhance human prosperity, use natural resources responsibly and drive open trade globally.

4. What is Vision 2030?

Vision 2030 is our long-term strategy to drive trade that delivers social, environmental and economic benefits for everyone. It takes our organisation forward with a new mission and a new set of priorities. It addresses the ever-changing global trends affecting business and

people, and positions us firmly to provide practical support and be the respected voice of open and responsible trade globally.

5. NEW: How did you develop/create Vision 2030? What was your process and were members consulted?

The long-term strategy of FTA Vision 2030, has been built through a step by step and inclusive process based on feedback from our members through surveys and interviews. This exercise enabled us to gain valuable insights and incorporate them in building the new vision. In addition, the interests of members have been voiced through the continuous involvement of the Task Force and Board of Directors, both composed of Members' representatives. The evolution of the BSCI Steering Committee into a Members' Advisory Council with an advisory role and broader scope was done with the support of the concerned body.

We have assessed current best practice and benchmarked against our peers. We reached out to other stakeholders to make sure our future capabilities will meet future needs of businesses. Stakeholders consulted included European institutions, international organisations, academia, NGOs and friends of the FTA.

The response from those we consulted was that Vision 2030 is the right thing to do. Stakeholders recognised that in the future business will need to be even more involved in global labour and environment governance and that the FTA is well-positioned to support organisations in this.

This consultation, benchmarking and research ensures that going forward, our work will be based on good practice, aligned with the world in 2030, benchmarked against our peers and putting ourselves in a strong position to play our part in achieving the Sustainable Development Goals.

6. What does Vision 2030 mean for us members? (What is the impact, benefit, change we will see?)

- Over the past four decades **our membership has grown and diversified** and will continue to do so in the coming years. We expect to see **growth by industry and geography**. This will enable us **to drive change at scale**, whilst improving our support to members at a local and regional level.
- Our members expect us to **offer sustainability tools and services** that help them to map and monitor their supply chain's social and environmental processes, so that they are trading responsibly. **Vision 2030 will enable us to enhance this**

offer – keeping our existing products and services, but broadening their scope and deepening their impact.

- We will continue to support our members through insight, expertise and influence. We will enhance our role as a centre of intelligence and expertise, and provide world-class tools that enable our members to anticipate trends and effectively manage their supply chains.
- We will create mutually beneficial partnerships that support our members on their issues. We will make sure our members' voices shape our strategic approach and all our activities.
- In January 2018 our new brand will be launched and rolled out. BSCI and BEPI will be retained as product names. In January 2020 BSCI and BEPI will no longer exist as product names. The services will be integrated with the corporate name to simplify and present our offering in a more holistic way.

7. What are the objectives of Vision 2030?

Vision 2030 is supported by five objectives, each with clear performance goals and action plans that will ensure we achieve our mission of enabling organisations to enhance human prosperity, use natural resources responsibly and drive open trade globally.

Our five objectives are to:

- Build our organisation to be future fit
- Support our members through insight, expertise and influence
- Inspire action around the world
- Grow high-performing people to become the leaders of a sustainable tomorrow
- Prosper by contributing to the Sustainable Development Goals and increasing human prosperity for all

7.1 What does build our organisation to be future fit mean?

Becoming future fit requires us to remain strong, flexible and relevant, ensuring members' play an active role in all areas of our work. We will grow and diversify our membership and reach to ensure we create change and impact at scale.

7.2 What does support our members through insight, expertise and influence mean?

We will continue to act as a centre of intelligence and expertise and respond to our members' evolving needs to provide world-class tools that enable them to anticipate trends and effectively manage their supply chains. We will create mutually beneficial, multi-stakeholder partnerships that support organisations on their issues.

7.3 What does inspire action around the world mean?

We will show how individuals and organisations can promote open and responsible trade, enhancing our existing role as a thought leader and a beacon of good practice. We will pioneer meaningful trade policies and develop a network of ambassadors that inspires others to join.

7.4 What does grow high-performing people to become the leaders of a sustainable tomorrow?

We will continue to help organisations embed sustainability in their cultural DNA; build capability and capacity, and develop best practice responsible business models that enable organisations to achieve their goals while improving working conditions and environmental performance in their supply chains.

7.5 What does prosper by contributing to the Sustainable Development Goals and increasing human prosperity for all mean?

We will help members demonstrate the leading role business can play in delivering prosperity for all and protecting natural resources, while achieving business success. Our combined membership can influence wider change in society and drive significant impact towards the Sustainable Development Goals (SDGs) - 17 global goals that United Nations member states have committed to and are set to transform our world by 2030.

8. EXPANDED: Does the vision 2030 impact the implementation of BSCI 2.0 and BEPI in my day-to-day practice?

The implementation of the Vision 2030 will not impact day-to-day activities. **It will notably not have any impact on the auditing, assessment and capacity building activities performed under BSCI 2.0 and BEPI.**

The functionalities and capabilities of the BSCI Platform and the Sustainability Dashboard, as well as other day-to-day services will not be impacted by the new name. Both platforms will be rebranded to align with the new name and brand.

9. Why are you changing your brand name and identity?

Our new future-fit organisation needs a new brand that will clearly communicate our vision and purpose to our members and stakeholders. It is also important that we have a brand that symbolises our global role and which is easily understood across national boundaries. Our new identity leaves people in no doubt about who we are and what we stand for.

Our new name reflects our belief in trade as an instrument of human progress. Of trade with purpose. Amphorae were containers used to ship staples around the ancient world when the principles of successful trade were established. They symbolise the pioneering spirit of the early global traders and the enduring role of trade in driving human prosperity. Our new name is directly inspired by them.

10. Will Vision 2030 impact your brand/services/products?

As part of Vision 2030 we are launching a new brand and a new name. This communicates our shared purpose and brings together our current brands – FTA, BSCI and BEPI – under one name as Amfori. Our current services around social and environmental sustainability in supply chains will remain and be expanded, and complemented by our work in advocacy and trade policy.

In January 2018 the new brand will be launched and rolled out. BSCI and BEPI will be retained as service names. In January 2020 BSCI and BEPI will no longer exist as product names. The products will be integrated with the corporate name to simplify and present our offering in a more holistic way.

We are adopting a phased approach to ensure continuity for members. We want to be clear that this will have a positive impact on the services we provide and we will share information on the changes as we go along.

11. NEW: Will BSCI and BEPI be combined into a single system?

BSCI and BEPI are two initiatives designed to manage, tackle and improve sustainability across supply chains. There are currently a lot of synergies between the two and we will

take the period of 2018 – 2020 to explore these synergies further to the benefit of members and producers.

12. NEW: How will cooperation including partnerships with stakeholders continue?

We have a large and diverse range of stakeholders, including governments, think tanks, NGOs and trade unions. We will continue to build partnerships with stakeholders and other organisations – collaborating with and consulting them and, where necessary, campaigning and raising issues of concern on behalf of our members.

Through informal round table meetings and a Stakeholder Advisory Council, we will work with stakeholders to champion open and responsible trade – providing professional advice on trade agreements, customs issues and environmental and social challenges, and bringing to their attention specific issues that are of interest to members.

Stakeholders will still be able to join as Associate members, allowing them to support our common vision.

13. What are the most significant changes to the by-laws?

Whilst the overall governance structure is being reshaped to fit today's organisation and support the delivery of Vision 2030, there is much that remains in place. It is evolution, rather than revolution.

The world and how we do business is continually evolving, and our governance structure is also evolving to support our organisation and the delivery of Vision 2030.

The Members' General Assembly will remain our leading decision-making body. The Board, meanwhile, will focus more on strategy and monitoring, while other decisions will be delegated to the relevant bodies at a lower level. The roles of President and Vice-President remain largely unchanged. There are no major changes to the Financial Committee; in addition to the two existing Board members, the Director General will become a member.

One of the most significant changes is that a Member Advisory Council will replace the BSCI Steering Committee in an advisory capacity. Its powers will be determined by the Board under internal rules, but will tap into our membership's broad experience and cover all our activities and services. In the same spirit, a Stakeholder Advisory Committee will replace the Stakeholder Council in an advisory role, drawing on the knowledge and expertise of our

wide stakeholder network. Its rules and functions will also be defined by internal rules and it will cover a broader scope than the Council, encompassing all of our services and activities.

Although we will gradually replace the brand names of the Business Environmental Performance Initiative and the Business Social Compliance Initiative, the essential services they provide to members will remain and be expanded in line with members' needs.

At the same time a new membership category has been created, enabling certain companies to join as Affiliate members. This means that companies who support the vision and purpose of Amfori will be able to have access to limited services, without adhering to all Amfori's operating documents.

14. Will membership fees increase if the new structure has been agreed?

Membership fees will not change as a result of the new structure. A full overview of our current membership rates can be found on our [website](#),

15. NEW: How will members be able to participate in Amfori's governance?

Members will continue to play an instrumental role in our governance and activities. The updated structure will increase opportunities for participation, helping us tap into the vast expertise of our membership. Our members will continue to be able to vote on a variety of issues at the annual General Assembly, including the election of the Board of Directors that will represent their needs and interests.

Members will also have access to the following:

- a. The Member Advisory Council, in which appointed members will participate;
- b. Specially created project groups, in which the expert advice of members will be crucial;
- c. The Amfori Network, through informal and local network meetings, will continue to respond to members' needs and voice their feedback at the secretariat level.

16. EXPANDED: What will happen to the current BSCI Steering Committee?

Updating our structure for the future with the objective of improving simplicity and clarity inevitably means some elements are no longer required going forward. The BSCI Steering Committee will remain in place until December 2017, after which it will be replaced by the Member Advisory Council in an advisory role.

Promoting open and responsible trade will become core to the work of all bodies within the association. Therefore, sustainability will no longer be the domain of just one committee. The Member Advisory Council will cover both trade and sustainability issues. This will ensure a common and harmonised approach across all of the association's activities.

The decision to transform the Steering Committee into a Council functioning in an advisory capacity was made with the full support of the Committee's current members. The Member Advisory Council will provide the expertise and guidance, while the Board of Directors will oversee key decision making.

Furthermore, the Board of Directors, elected in June 2016, now reflects a harmonised balance with representatives of a more diverse background. The composition and mandate of both the Council and the Board will support our members in achieving trade with purpose

17. NEW: Is there a transition period for Working Groups? Or will they not exist anymore?

Working Groups will be known as 'Project Groups'. The change of name aims to express that Project Groups are issue-specific and time-restricted.

Our objective is to clearly seek the expert advice of our members. The new governance structure gives us better flexibility to create them in a timely manner and therefore be more reactive to the challenges of tomorrow.

18. NEW: Will the roles of the FTA Board, FTA President and Vice-president change?

In future, the Board will continue to be comprised of a maximum of ten directors. Decisions will be made by simple majority. Each Director will have one vote and serve in their position for a three-year term.

The Board will have power to:

- Adopt, amend and revoke internal rules as well as operating documents related to activities and services;
- Appoint, revoke and discharge the President, Vice-President/Treasurer, Director General, and the two Board Directors who will become members of the Financial Committee;
- Create internal bodies (e.g. ad-hoc committees or councils) and determine their respective working rules. It will be mandatory to create at least two internal bodies to seek timely and expert advice;

- Request advice from members and stakeholders on Amfori's activities;
- Monitor and allocate the budget, approve the annual accounts and the budget before their submission to the General Assembly, and determine the annual membership fees;
- Hear appeals against decisions by the Director General relating to the exclusion of, and sanctions against, members;
- Decide upon affiliate membership application;
- Select non-members to be provided services.

To maintain and improve transparency, the Board foresees a conflict of interest procedure.

For more information on all bodies, please see the [Introduction to Vision 2030 Governance Brochure](#)

19. What does the new affiliate member category entail?

The new affiliate membership will be for rather very large companies that share and support our vision but cannot adhere to all our operating documents (such as the terms of implementation) because of the legal environment where they are operating in.

To assess the fulfilment of FTA's requirements, a 3rd party review will apply for the company to meet FTA obligations. This would apply for example, but not exclusively, to companies from the US and other markets outside the EU & Asia. The affiliate membership will allow us to extend our collaborations to a broader base of engaged companies and maximise the leverage those companies can provide.

20. NEW: What should members or stakeholders do if they have concerns or questions about Vision 2030 and the brand change? How will members be informed about the vision 2030, progress and updates?

Anyone wishing more information on Vision 2030 and the brand change should visit our website: www.fta-intl.org/content/fta-vision-2030- or contact us via email at info@fta-intl.org

We have regularly communicated about Vision 2030, the brand change and governance since September 2016. Further details will be announced on 25 April through an email sent to members. We have produced 2 brochures, which explain the vision and the new brand. Members and stakeholders will receive information up to and during the General Assembly and annual conference on 14-15 June.

We have promoted the change through our website and online articles and cascaded messages through our network of representatives and coordinators. Over the coming

months we will continue to communicate our new vision, branding and governance to help members understand what will change and why it is happening.

21. Should we communicate to producers?

For governance reasons, we recommend not communicate to producers before the GA. As from the second half of 2017 we will develop specific material to communicate to producers directly. The implementation of the Vision 2030 will be done as from January 2018.