



UEBT
SOURCING[®]
WITH RESPECT

UEBT MONITORING & EVALUATION REPORT 2022

Part 3

Changes and effects
prompted by UEBT
requirements in the short,
medium, and long term
For the period 2021

APRIL 2023

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1. FINDINGS LEVEL TWO: MEDIUM-TERM EFFECTS

UEBT members integrate the UEBT standard (previously called the Ethical BioTrade standard) into their management systems. In this way, companies gradually implement the standard at two levels: within their own sourcing, research, product development and other relevant operations and along their supply chains.

Implementing the standard is a process through which companies and their suppliers conduct activities such as:

1. Setting a clear ethical sourcing (previously referred to as Ethical BioTrade) vision and related targets
2. Integrating ethical sourcing principles and practices in the sourcing system
3. Conducting a risk assessment on ingredient portfolios
4. Developing a due diligence system on access and benefit sharing (ABS)
5. Defining a field-level certification system
6. Setting up a traceability system for certified supply chains
7. Promoting ethical sourcing practices for prioritised/certified ingredients
8. Contributing to improving conditions at the field level

The analysis below shows how UEBT members undertake these activities and how the process evolves. Section 1.1 reports on the progress made by a group of UEBT members and their suppliers, between their initial and follow up audit and then for any UEBT member that is moving from the second audit to further audits. Such an analysis is based on information gathered through audits and membership assessments conducted in 2021.

Progress with regards to UEBT membership and certification requirements is assessed and structured in two categories:

- Compliance – requirements are fulfilled
- In process of improvement – corrective actions were required, or improvement areas recommended¹

The information gathered through audit and membership assessments is interpreted also considering the findings of three in-depth evaluation studies on how the process of aligning sourcing practices with the UEBT standard's principles unfolds and, on its effects, as perceived by UEBT members. The studies have been conducted between 2017 and 2018. They concerned three UEBT members involved in three different programs: membership, UEBT ingredient certification, UEBT-RA Herbs & Spices certification (formerly called Herbal Tea certification). The results of these studies have been presented in detail in previous M&E annual report and the summaries are available in the UEBT website ([Martin Bauer](#), [Natura](#) and [Weleda](#)).

¹ In the case of UEBT membership, the membership assessment recommends improvement areas. Members define their working plan and can decide if and when to implement the improvement recommended. In the case of the certification program, the certification audit results in corrective actions. The certificate holder has to implement those actions to ensure compliance with requirements and has a defined time frame for implementation.

It is important to note that the data in each graph throughout this report is shown for UEBT members who are in a particular period of their audit process during 2021. For example, while there were 80 UEBT members and certificate holders in total, some may be in their first audit during 2021 audit (and so their data would be included in those graphs), while other may have moved during 2021 to their second, or following audits (and their data on progress would be included in these 'second audit onward' graphs). Therefore, the data is not to be viewed across graphs by indicator as if the exact same group of companies is moving from first to second to additional audits.

In other words, each graph shown in this report should be viewed on its own as the data comes from a different group of companies, scoring differently in the two graphs.

Moreover, different requirements apply to different programs. Not all requirements included in the analysis below are assessed for all members and certificate holders. This depends on the membership or certification setting applying to each member or certificate holder. In this report, the percentage of members or certificate holders per each level of progress made is reported and it is calculated over the total number of members or certificate holders actually assessed per each requirement.

1.1 Analysis of progress in UEBT standard's requirements implementation

UEBT Members

4 membership requirements are considered in this analysis, namely:

- 1 Setting ethical sourcing commitments (formerly called Ethical BioTrade commitments – this terminology is used in the figures to be consistent with the 2020 M&E report figures)
- 2 Defining an Ethical Sourcing System for natural ingredients within the membership scope
- 3 Implementing risk assessments of the same ingredients
- 4 Defining an access and benefit sharing (ABS) due diligence system



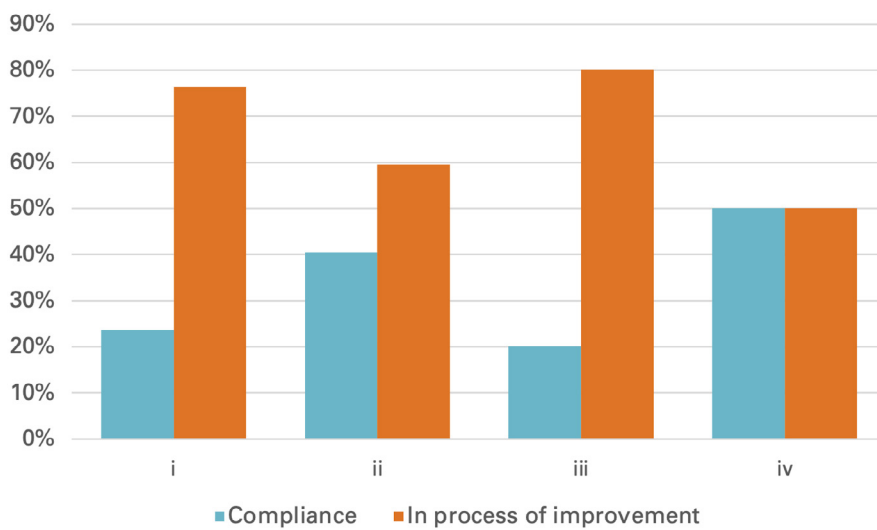
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Results for 2021 are summarised in Figure 1.

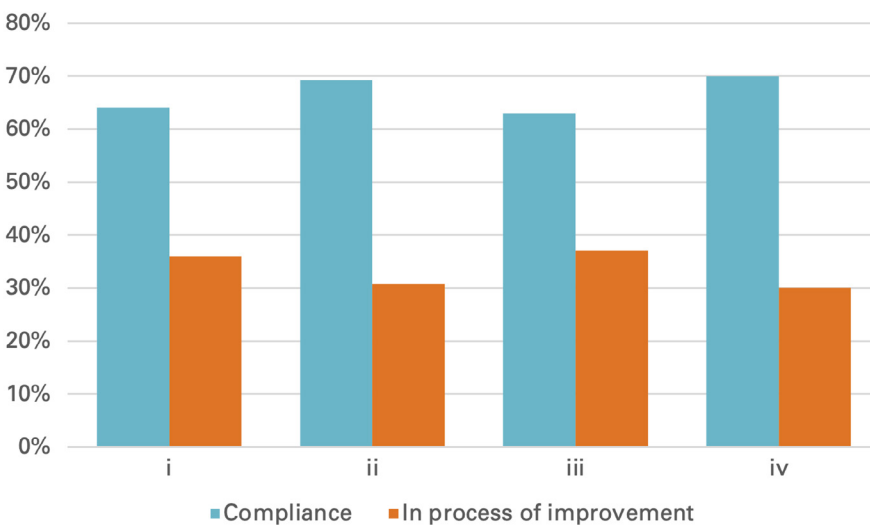
The majority of the UEBT members (between 60% and 80%) going from the first audit to their second one were recommended to make improvements for requirements of (i) setting ethical sourcing commitments, (iii) conducting risk assessments on their natural ingredients' portfolio and (iv) having defined an Ethical Sourcing System. The situation is more even if looking at requirement (ii) having defined a due diligence system to comply with ABS. In this case, 50% is fulfilling the requirements and the other half is recommended improvements.

Figure 1 - Percentage of UEBT members per level of progress in fulfilment of membership requirements

Membership requirements compliance first assessment - 2021



Membership requirements compliance from second assessment onwards - 2021



[Last year's findings](#) showed a slightly different trend, as the level of fulfilment was higher compared to this year for members in their first assessment. The situation is more similar if looking at the level of fulfilment for members in their second or following assessments. However, the general insight about the UEBT membership being a journey toward continuous improvement and increasing ambition for some members is in line with the previous year's result.

Figure 1 shows that members start with setting up a management plan for their sourcing practices which is aligned with the UEBT standard's principles. This includes defining an Ethical Sourcing System and due diligence to comply with ABS. Then members set commitments and start implementing risk assessments of their ingredient portfolio.

Membership is a process of gradual improvement. The improvements may become more complex over the years as the members may raise their ambitions and commitment with ethical sourcing principles and practices.

This finding is explained and validated by the [studies](#) conducted by UEBT on how the process of aligning sourcing practices with UEBT principles unfolds within companies. Members find it crucial to set up an Ethical Sourcing System, define due diligence systems and assess risks in supply chains. They allow for systemic management of their supply chains where various aspects are considered efficiently. These aspects include quality, social and biodiversity issues, and other technical and regulatory aspects.

At the same time, members see the alignment of their sourcing practices with the UEBT standard's principles as a complex area of work. It requires the commitment of companies' management and the coordination of different departments within the same company as well as adequate monetary and human resources to fulfil the sustainable sourcing strategy. Buy-in from staff and the existence of procedures and tools that can be integrated with new requirements eases the process, rather than starting it from scratch.

UEBT members with UEBT ingredient certification

UEBT members that hold ingredient certification are required to adapt their sourcing practices even further to integrate the UEBT standard's principles. They undergo this through the following activities, among others:

- 1 Establishing policies, procedures, and guidelines to regulate the certification system (or Internal Monitoring System) at the level of the certificate holder.
- 2 Establishing rules and procedures for a certification system (or Local Monitoring System) to be operated at the level of the supplier to the certificate holder and to complement or replace the certification system at the level of the certificate holder^{2, 1}.
- 3 Establishing procedures to incentivise continuous improvement of suppliers and producers in the fields regarding ethical sourcing practices.
- 4 Implementing procedures to incentivise improvement and close any non-conformities.

The process of certification requires that the above listed practices, procedures, policies are already in place at the time of the certification audit. In few cases a period of three months is allowed post-audit to set up or improve these activities.

Results in Figure 2 are based on audit report findings for 2021 before any three-month-period improvement actions were implemented.

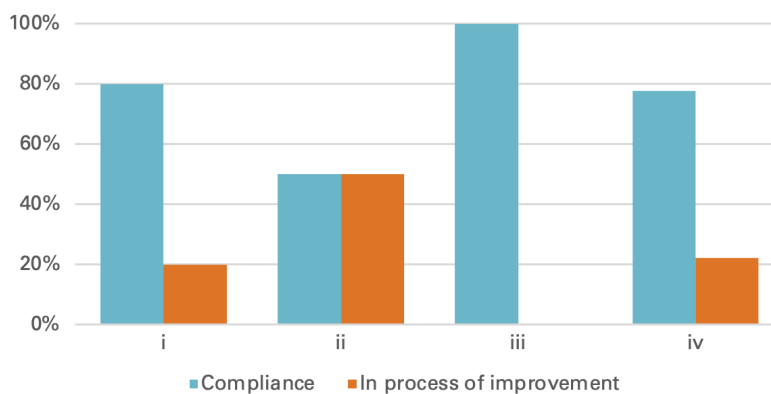
The analysis on progress made in relation to compliance with certification requirements from the first audit to the second shows elevated levels of full compliance (between 78% and 100% of the certificate holders for (i) establishing an internal monitoring system (IMS), (iii) defining procedures to incentivise continuous improvement, (iv) implementing procedures to incentivise improvement.

Lower levels of compliance were reached for requirements (ii) establishing a local monitoring system (LMS). 50% of the certificate holders reaches full compliance and the other half is required to make improvements with the requirement.

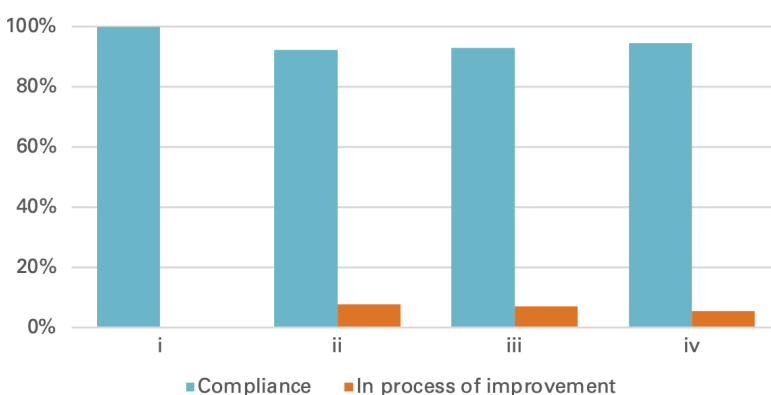
From the second audit onward, the situation is similar but with higher levels of full compliance compared to the situation from first to second audit (between 92% and 100%) for all indicators, including the requirement (ii) establishing a local monitoring system (LMS).

² This requirement does not apply to all certificate holders. Certificate holders can decide to set up an LMS if they work with many field operators, or in other cases when the LMS facilitates the management.

Certification requirements compliance first assessment- 2021



Certification requirements compliance from second assessment onwards - 2021



The results from the 2021 analysis show similar - slightly higher - levels of compliance compared to the results of the [analysis 2020](#). The overall conclusion is similar. The certification approach allows improvements to be identified and fosters the implementation of required changes. This approach is particularly useful for establishing a certification system that emphasises and ensures continuous improvements of requirements that take time to fully implement. The presence of non-conformities, their closure, and additional pieces of progress that moves a certificate holder into a higher degree of compliance, are what show that the system is creating positive change. Improvement may require more effort at the supplier level than at the level of the Certificate Holder as well as in the actual implementation of procedures than in their definition. The requirement to (ii) establish a Local Monitoring System and to (iv) implement procedures to incentivise improvements show the highest share of improvement needed.

Changes required along the supply chains for certification take time for negotiating and learning and may face context-specific challenges that slow down the process. Moreover, the certification system is a dynamic one; it will have adjustments over time such as when a certificate holders add new supply chains into the scope of the certification. This is confirmed by UEBT's [case study](#) on the UEBT-UTZ certification process (the former program focused on herbal tea that later became the UEBT-Rainforest Alliance herbs & spices certification). From the study, context related aspects and capacity of suppliers emerge as influencing the take-off of the certification process.

Certificate holders working directly with local producers

There are some additional requirements that certificate holders must put in place (if not in place already) because of certification. These requirements concern certificate holders that work directly with producers in the field (i.e., farmers and collectors and primary processors) and are responsible for both the implementation of some requirements by these producers and the sourcing activities in the field level.

The main certification related practices are grouped into four pillars and include:

- 1 Biodiversity conservation and restoration**
(e.g., assessing biodiversity related risks in the production area, taking actions to conserve and restore natural areas in and around production areas).
- 2 Sustainable use of biodiversity**
(e.g., cultivation and wild collection practices that ensure resilience and regeneration of the collected and cultivated species, cultivation practices for soil health and water management, etc)
- 3 Human and workers' rights**
(e.g., ensuring working conditions in line with regulations, ensuring health and safety, ensuring transparency and equality in working conditions, etc.).
- 4 Community well-being and local development**
(e.g., ensuring living wage and living income, ensure fair sharing of benefits, respect for community rights and for traditional knowledge and local resources).

The process of certification and verification requires that the above listed practices are already in place at the time of the audit. In a few cases a period of three months from the audit is allowed for reaching these if they are not in place.

The results in Table 1 are based on audit report findings for 2021 before any three-months-improvement actions were implemented.

Overall, the practices required under the pillar 'biodiversity conservation and restoration' show the lowest level of fulfilment (i.e., 56% fulfilment over total assessments). When looking at practices required in this pillar the assessment of risks for biodiversity in wild collection and cultivation areas, the definition of quantitative targets for biodiversity conservation actions, and the monitoring of progresses with respect to those targets - there is the highest level of non-fulfilment (i.e., between 60% and 70%). This means that in the supply chains verified or certified by UEBT there might be biodiversity conservation actions in place, however those might not be systemically linked to risks that are to be prioritised in the production area nor they are associated to quantifiable targets that allow for measuring progress and tackling any lack of progress. Those are requirements for which fulfilment is not required at the first audit. Because of their complexity, some time is given to gather data and define appropriate targets and a monitoring system, while still recognising conservation practices that may still be in place.



IRIS, PICTURE BY J LEE

Table 1 - Percentage of assessments fulfilling UEBT field checklist (version 2020) requirements – 2021

(Note: FO = Field Operators, e.g., pickers, workers, collectors, farmers)

Percentage of compliance - UEBT Field Checklist (version 2020) - Data from 2021

Clusters	TOTAL	CULTIVATION	WILD COLLECTION	AFRICA	ASIA	EUROPE	LATIN AMERICA	NORTH AMERICA	OCEANIA	Certificate holders	Certificate holders 1st year	Certificate holders 2nd year onward	Verified suppliers	Verified suppliers 1st year	Verified suppliers 2nd year onward
Biodiversity conservation & restoration	56%	58%	44%	66%	47%	46%	46%	86%	No assessments	77%	59%	86%	same 1st year	41%	All 1st year
Cultivation & wild collection practices for sustainable use of biodiversity	86%	88%	71%	87%	68%	92%	73%	97%	No assessments	90%	84%	94%	same 1st year	83%	All 1st year
Human & workers' rights	84%	87%	70%	84%	83%	87%	76%	78%	No assessments	92%	90%	92%	same 1st year	79%	All 1st year



As far as the other three pillars with higher levels of fulfilment are concerned, this is the situation when looking at the details:

- 1. Sustainable use of biodiversity** – the highest level of fulfilment is reached (up to 90% for certain requirements) for the practices put in place to ensure suitable crops and crop patterns, appropriate water and soil management. Lower levels of fulfilment are reached when looking at practices for agrochemical, energy, and waste management, assessment and management of the effects of changing climatological conditions as well as at wild collection practices for the assessment and management of the regeneration status of the wild collected species (up to 30% and 40% of non-fulfilment, especially for wild species regeneration and agrochemicals management, respectively).
- 2. Human and workers' rights** - the highest level of fulfilment is reached (up to 96% for certain requirements) for the practices put in place to ensure children are not involved in production activities, transparent pay in line with at least minimum wage equivalent, social security requirements, working conditions for pregnant women to be adequate to their status, and adequate access to drinking water for workers. Lower levels of fulfilment are reached when looking at having procedures to assess risks for human right violations and having procedures in place to deal with those violations, ensuring health and safety with protective equipment, first aid equipment, adequate storage of hazardous substances, ensuring payments in line with living wage equivalents, setting up mechanism to track accidents and deal with those, ensuring adequate housing when provided to workers (up to 30% and 40% of non-fulfilment, especially for practices to handle hazardous substances, health and safety, steps to reach living wage equivalents, to have mechanisms to hear and handle concerns with respect to human rights).
- 3. Community well-being and local development** - the highest level of fulfilment is reached (up to 96% for certain requirements) for the practices put in place to ensure adequate payments to producers, give priority to the employment of local community and create opportunities for value-addition in those communities, ensuring quality in line with market standards, complying with legislation, avoiding and resolving conflicts with local communities, and respecting local community rights, knowledge, and the benefit deriving from them. Lower levels of fulfilment are reached when looking at having procedures to reverse possible negative impacts on local communities, ensuring traceability, strengthening producers' capacity when dealing with the effects of climate change, poverty and similar, and ensuring prices in line with living income benchmarks (up to 30% and 40% of non-fulfilment).

When looking at other permutations in table 1:

- Assessments of cultivation production systems show higher levels of fulfilment than assessments of wild collection production systems. The biggest gap between the two systems in terms of requirements fulfilled concern the pillar of 'community wellbeing and local development'. In this pillar, the highest level of unfulfillment concerns practices to ensure price in line with living income benchmarks, sourcing conditions being set transparently with producers and for the long term, reduction of dependency of local producers on wild collection activities by setting up strategies for income diversification and local development, identifying and tackling disputes around local communities' rights, and having mechanisms to consider concerns and interests of local

communities. Wild collection is more informal than cultivation and involves communities that are more vulnerable. When considering the requirements on biodiversity, actions for biodiversity are more difficult to take because of 1) lack of ownership of the land where wild collection take place, 2) commonly high turnover of the wild collectors (pickers) that reduces the likelihood that recommended practices are respected over time, and 3) the wild collection area being accessed by organisations not involved in UEBT programmes, not following the recommended practices, and hampering the work of those who follow those practices. All this can explain the higher level of fulfilment of UEBT requirements in production systems based on cultivation. However, another explanation come from the typology of data used. The assessments of wild collection production systems mostly concern Latin America. While the assessments for cultivation mostly concern Europe and Africa. Europe and Africa show the highest level of fulfilment as will be explained below.

- If excluding North America, assessments in Europe show the highest level of fulfilment of the required practices, except for the pillar 'biodiversity conservation and restoration' where it is Africa showing the highest level of fulfilment. North America is considered an outlier, and therefore not commented on in the analysis, because it only includes three supply chain assessments, of which one is a very long-term certificate holder at UEBT. When looking at Africa and the elevated level of fulfilment for biodiversity conservation and restoration, this is mostly due to some suppliers being assessed and performing very well in monitoring their actions. When looking at Europe the elevated level of fulfilment is because those assessed are very well-established farms. The opposite situation is found in Latin America where very informal wild collection activities, conducted by marginalized people, are mostly assessed. In Asia, the highest levels of non-fulfilment are due to lack of actions to conserve biodiversity, work in protected areas without respecting management plans, use of high toxicity agrochemicals and poor management of these chemicals, and poor management of waste and energy.
- Assessments done for certification show high level of fulfilment, especially after the first assessment. Lower levels of fulfilment are shown in the UEBT verification assessments. In those cases, the supply chains assessment is not done for the purpose of certification (and indeed 90% of the assessments does not achieve what would be the equivalent to certification status). UEBT verifications are often requested by companies to start knowing the supply chain better and understand the key areas to start acting upon. Moreover, different from certification, all the verification assessments concern supply chains that were verified for the first year. The main non-fulfilment for both certification and verification assessments concern what has been explained above in these comments about the overall assessments pillar by pillar.

2021 was the year when the UEBT Field Checklist (version 2020) was used for the first time. However, as it was a transition year, the option was given to choose between this and the previous version. Some assessments were conducted using the previous version of the field checklist. Table 2 reports the level of fulfilment of the requirements in the previous version of the UEBT field checklist over all assessments done.

Table 2 shows a higher level of compliance compared to table 1. There are at least two explanations for this:

1. Those who decided to use the previous version of the UEBT field checklist have been mostly UEBT certificate holders for a long time. Those had gone through years of certification and improvement to reach higher levels of fulfilment compared to new certificate holders and verification clients that mostly used the version 2020.
2. The version 2020 of the UEBT field checklist kept the same four pillars of the previous version, however it introduced some new requirements and strengthened others. This was the case of the requirements around climate resilience, requirements around use and management of agrochemicals, requirements around living income and living wage, some requirements on human and workers' rights and community rights. Understanding those requirements and putting actions in place requires some time. This holds true also for those certificate holders who were in the UEBT programme before but decided to use version 2020 of the field checklist.

Table 2 - Percentage of assessments fulfilling UEBT field checklist (before version 2020) requirements – 2021

Percentage of compliance - UEBT Field Checklist (previous to version 2020) - Data from 2021

Clusters	TOTAL	CULTIVATION	WILD COLLECTION	AFRICA	ASIA	EUROPE	LATIN AMERICA	NORTH AMERICA	OCEANIA	Certificate holders	Certificate holders 1st year	Certificate holders 2nd year onward	Verified suppliers	Verified suppliers 1st year	Verified suppliers 2nd year onward
Biodiversity conservation & restoration	50%	53%	48%	56%	54%		55%	86%	No assessments	69%	68%	73%	39%	All 1st year	All 1st year
Cultivation & wild collection practices for sustainable use of biodiversity	82%	84%	69%	82%	69%		74%	96%	No assessments	83%	83%	85%	81%	All 1st year	All 1st year
Human & workers' rights	83%	85%	73%	83%	84%		78%	77%	No assessments	92%	91%	94%	77%	All 1st year	All 1st year
Community well-being & local development	83%	86%	68%	83%	79%		64%	93%	No assessments	86%	85%	93%	80%	All 1st year	All 1st year

The analysis of data 2021 changed a bit compared to the analysis done in the previous years. The aim was to aggregate the data better and be able to show more easily some key permutations. Despite the difference, one general conclusion stays the same. Specifically, as time passes and supply chains go from the second assessment onward, the level of fulfilment increases. The supply chains that are verified show a lower level of compliance compared to those certified because they are not ready to reach a level of fulfilment like what is required for certification. They are often assessed because the client wishes to have a first understanding of the field level conditions.

The level of fulfilment is not uniform for all requirements.

In 2021, the following are the requirements with highest level of fulfilment:

- Assessments of cultivation production systems show higher levels of fulfilment than assessments of wild collection production systems. The biggest gap between the two systems in terms of requirements fulfilled concern the pillar of 'community wellbeing and local development'. In this pillar, the highest level of unfulfillment concerns practices to ensure price in line with living income benchmarks, sourcing conditions being set transparently with producers and for the long term, reduction of dependency of local producers on wild collection activities by setting up strategies for income diversification and local development, identifying and tackling disputes around local communities' rights, and having mechanisms to consider concerns and interests of local communities. Wild collection is more informal than cultivation and involves communities that are more vulnerable. When considering the requirements on biodiversity, actions for biodiversity are more difficult to take because of 1) lack of ownership of the land where wild collection take place, 2) commonly high turnover of the wild collectors (pickers) that reduces the likelihood that recommended practices are respected over time, and 3) the wild collection area being accessed by organisations not involved in UEBT programmes, not following the recommended practices, and hampering the work of those who follow those practices. All this can explain the higher level of fulfilment of UEBT requirements in production systems based on cultivation. However, another explanation come from the typology of data used. The assessments of wild collection production systems mostly concern Latin America. While the assessments for cultivation mostly concern Europe and Africa. Europe and Africa show the highest level of fulfilment as will be explained below.
- ensure the use of suitable crops and crop patterns, appropriate water and soil management.
- ensure children are not involved in production activities, pay conditions are transparent and in line with at least minimum wage equivalent, social security requirements, working conditions for pregnant women adequate to their status, and adequate access to drinking water for the workers.
- ensure adequate payments to producers, give priority to the employment of local community, and create opportunities for value-addition in those communities, ensure quality in line with market standards, comply with legislation, avoid, and resolve conflicts with local communities, respect local community rights, knowledge, and the benefits deriving from them.

This means that lower levels of fulfilment are reached for requirements such as:

- the assessment of risks for biodiversity in wild collection and cultivation areas, the definition of quantitative targets for biodiversity conservation actions, and the monitoring of progress with respect to those targets show the highest level of non-fulfilment.
- agrochemical, energy, and waste management, assessment, and management of the effects of changing climatological conditions as well as wild collection practices for the assessment and management of the regeneration status of the wild collected species.
- having procedures to assess risks for human right violations and to deal with those violations, ensuring health and safety with protective equipment, first aid equipment, adequate storage of hazardous substances, ensuring payments in line with living wage equivalents, setting up mechanism to track accidents and deal with those, ensuring adequate housing when provided to workers.
- having procedures to reverse possible negative impacts on local communities, ensuring traceability, strengthening producers' capacity when dealing with the effects of climate change, poverty and similar, and ensuring prices in line with living income benchmarks.

Other relevant points emerging from the analysis are:

- The pillar on Biodiversity conservation and restoration is the one with the lowest levels of compliance. Given the complexity of the actions, fulfilment of some requirements in this pillar is not required at the first audit. Some assessments show compliance with having actions in place for conservation, but those are not well linked to risk assessment, targets, and a monitoring system.
- Assessments for wild collection show lower levels of fulfilment compared to those done for cultivation. Most of the wild collection supply chains involve marginal communities, show higher levels of informality and more challenges in putting in place actions for biodiversity compared to cultivation supply chains.
- Among the continents, Europe and Africa show higher levels of fulfilment compared to Latin America and Asia. In Europe we have assessments for farmers that are highly structured. In Africa, the high level of fulfilment for biodiversity conservation and restoration is mostly due to some suppliers being assessed and performing very well in monitoring their actions.

1.1.1 Learning points from analysis of membership certification requirements fulfilment

As part of the UEBT membership and certification processes, members introduce changes in the companies' strategy that will include ethical sourcing commitments. In addition, how sourcing is managed is adjusted at the company and supplier levels to consider risk assessments for the ingredient portfolio, traceability, verification, and ABS due diligence.

Changes are introduced at the field level as well. Certain collection and farming practices are required for the sustainable use and conservation of biodiversity and for good working conditions (some of the UEBT standard's principles). In addition, companies and suppliers extend their actions beyond the supply chains to generate positive effects on the socio-economic conditions of the local communities.

their actions beyond the supply chains to generate positive effects on the socio-economic conditions of the local communities.

These improvements are introduced and allow the company to reach higher degrees of compliance. The UEBT membership process allows UEBT members to set their own improvement plans while the certification process sets more rigorous deadlines for compliance. The verification process allows understanding the starting conditions of new supply chains and the actions that would be need for improvement.

There are changes that are easier to introduce, while other require more time to be fully implemented. For some production systems like cultivation is easier to make those changes compared to wild collection. In some geographic areas, such as Europe where advanced farming systems are assessed, the changes are higher than in other areas.

The [case studies](#) implemented in the past and qualitative interpretation of the data reported, shed light on some of the processes behind the changes that members, certificate holders, and their suppliers make. There are challenges to implement those changes, especially those that require a complete re-thinking of the supply chains management and those that require the collaboration of suppliers and other operators in the field. Those changes require commitment from management, availability of resources, availability of pre-existing tools and processes that can be adjusted as well as long-term relationships with suppliers. The results of a successful implementation of those changes are considered as a positive contribution to a systemic and effective management of the supply chains where risks are handled better.

UEBT members satisfaction with UEBT

Every year UEBT members are asked to express their satisfaction with what the membership process and UEBT in general offers to them.

- In 2021, the 100% of UEBT members that completed the survey stated they were either 'satisfied' or 'highly satisfied' with the overall functioning of UEBT. More specifically, the members appreciate the value of UEBT membership for their clients and the value of networking opportunities obtained from membership.
- UEBT members appreciate the support provided by UEBT. Between 67% and 85% of UEBT members taking part in the survey consider many of the communication tools, guidance notes and tools, and technical assistance provided by UEBT to be useful. The UEBT standard and the outcome of UEBT's membership audit are also considered as useful guidance to improve sourcing practices toward full compliance with UEBT's principles by most of the members.
- Improvements are suggested: Increase matchmaking, put suppliers in contact with manufacturers and brands, promote experience exchange among organisations, restore spaces for networking and exchange (e.g., conference), create spaces to discuss sectors challenges and identify solutions collectively, work on increasing consumers awareness of UEBT.

2. FINDINGS LEVEL THREE: THE LONG-TERM EFFECTS

2.1 Long-term effects for people and biodiversity

UEBT certification attests that natural ingredients are sourced with respect for people and biodiversity, in line with the UEBT standard. In this context, certified supply chains provide an opportunity to measure the long-term impact of interventions made by certificate holders and their suppliers.

In 2016, two baseline studies were conducted, and summary results were published in [previous years M&E annual reports](#). Moreover, In the context of the UEBT/RA herbal tea certification, RA and UEBT are implementing six evaluation studies over a period of three years: 2019-2021. A baseline study was conducted in 2021 but the results cannot be reported for confidentiality reasons.

UEBT promotes positive impact on people and biodiversity also through multi-stakeholders' projects and initiatives. Evaluation studies on the impact of those projects are conducted or commissioned.

In 2021 a baseline study was commissioned to assess socio-economic and environmental conditions before the starting of a project that UEBT might be implementing with partners. Results from this study are not included in here, because confidential.

2.1.1 Learnings from baselines (long-term effects)

From [the studies published in the past](#) and concerning the field level before the starting of UEBT interventions, challenges are identified with respect to natural resource management, both in the production fields and around them. Changes in land-use, overexploitation, presence of invasive species, poor management of relevant biodiversity areas are behind these challenges. There is a general recognition that the environment is important and requires attention because, among others, this will ensure resilience of economic activities. However, this recognition is coupled with low awareness on what can be done or limited resources to put appropriate actions in place.

As far as socio-economic aspects are concerned, challenges are identified with respect to the opportunities for those involved in the production field to live above the poverty line and to have access to basic services for themselves and their families. Other issues emerge with respect to the opportunity to ensure adequate working conditions. It also emerges that there is awareness of those challenges and the willingness to contribute to overcome them through actions to ensure health and safety and appropriate contractual conditions for field workers. However, even more can be done to stimulate opportunities for additional value creation and income diversification, overcoming some structural and infrastructural limitations and ensure better access to basic services especially related to children education and health.

All those aspects are considered in the UEBT standard and approach. Certificate holders and other companies working with UEBT are asked or stimulated to work on overcoming those challenges. This explains the data presented above about the process of complying with certification requirements and the time it takes. Future evaluation studies shall give follow-up to the baseline studies and focus on ascertaining how far companies working with UEBT are able to overcome the challenges faced by people and biodiversity in production areas.



UEBT is a non-profit association that promotes sourcing with respect. Its mission is to regenerate nature and secure a better future for people through ethical sourcing of ingredients from biodiversity.

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