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# UEBT MONITORING AND EVALUATION REPORT 2021

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## Part 3

Changes and effects prompted by UEBT requirements  
in the short, medium and long term  
for the period 2020



March 2022





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# I. Findings level two: medium-term effects

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

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

1. Setting a clear Ethical BioTrade vision and related targets
2. Integrating Ethical BioTrade 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 BioTrade 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 who are moving from the second audit to further audits. Such an analysis is based on information gathered through audits and membership assessments conducted in 2020.

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

- Full compliance – requirements are fulfilled at the top level
- Progress made – levels of compliance have increased, but there is room for improvement
- Stable – levels of compliance remain stable, but there is still room for improvement
- In process of improvement – corrective actions were required or improvement areas recommended<sup>1</sup>.

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 Ethical BioTrade principle 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 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](#)).

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<sup>1</sup> In the case of the Membership program, 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 time frame of their audit process during 2020. For example, while there were 62 UEBT members in total, some may have moved during 2020 from their first to their second audit (and so their data would be included in those graphs), while others might be moving from their second audit onwards (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 ETHICAL BIOTRADE REQUIREMENTS IMPLEMENTATION

### UEBT members

4 membership requirements are considered in this analysis, namely:

- i. Setting Ethical BioTrade commitments
- ii. Defining an Ethical Sourcing System for natural ingredients within the membership scope
- iii. Implementing risk assessments of the same ingredients
- iv. Defining an ABS due diligence system

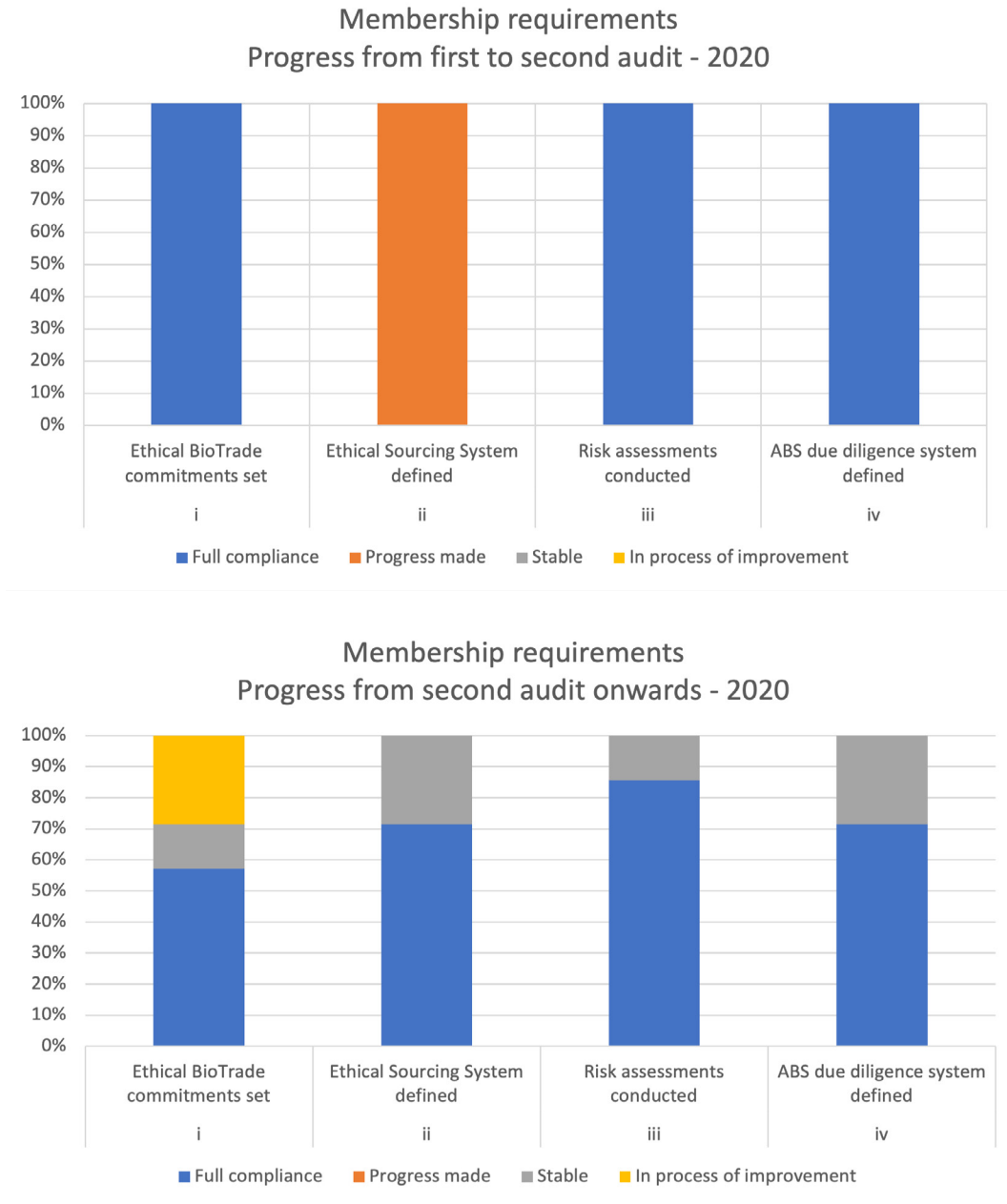
Results for 2020 are summarised in Figure 1.

100% of the UEBT Members going from the first audit to their second one fulfilled the requirements of (i) setting Ethical BioTrade commitments, (iii) conducting risk assessments on their natural ingredients' portfolio and (iv) having a due diligence system to comply with ABS. There is more room for improvement in requirement (ii) having defined an Ethical Sourcing System. In this case, 100% of the members made progress in their level of fulfilment compared to the previous assessment but still had room for improvement.

When analysing members from the second audit onward, the picture is more scattered. Fulfilment levels are higher for the requirement (ii) having defined an Ethical Sourcing System. 71% of the members are fulfilling this requirement and 29% did not show changes in the degree of fulfilment even though there was room for improvement.

Fulfilment levels are lower, compared to the situation from first to second audit, for all other requirements considered, with between 57% and 86% of members from the second audit onward fulfilling those requirements. The rest did not show changes in the degree of fulfilment although there was room for improvement. For 29% of the members improvement areas have been called out with respect to the requirement (i) setting Ethical sourcing commitments.

**Figure 1 - Percentage of UEBT members per level of membership requirements fulfilment - 2020**



The results in Figure 1 show that from the first to the second audit, UEBT members focus on, and reach considerable levels of fulfilment in, setting up their sourcing practices to be aligned with Ethical BioTrade principles. This includes setting commitments, implementing risk assessments of their ingredient portfolio and defining due diligence to comply with ABS. The definition of an Ethical Sourcing System requires more improvements before being fulfilled.

From the second audit onward, the Ethical Sourcing System that allows UEBT members to implement sourcing activities in line with Ethical BioTrade practices is defined for most of the members. However, for some members there is still room for improvements in defining commitments, assessing risks, and defining an ABS due diligence system. The 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 BioTrade principles and practices.

Last year’s findings showed a slightly different trend, as the level of compliance from the second audit onward was higher compared to this year. 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.

Moreover, this finding is explained and validated by the studies conducted by UEBT on how the process of aligning sourcing practices with Ethical BioTrade principle unfolds within companies. Members see the setting up of an Ethical Sourcing System, the definition of due diligence systems and the assessment of risks in supply chains as crucial. They allow a systemic management of their supply chains where different 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 Ethical BioTrade 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 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 Ethical BioTrade principles. They undergo this through the following activities, among others:

- i. Establishing policies, procedures, and guidelines to regulate the certification system (or Internal Monitoring System) at the level of the certificate holder.
- ii. Establishing rules and procedures for a certification system (or Local Monitoring System) to be operated at the level of the suppliers to the certificate holder and to complement or replace the certification system at the level of the certificate holder<sup>2</sup>.
- iii. Establishing procedures to incentivise continuous improvement of suppliers and producers in the fields regarding Ethical BioTrade practices.
- iv. 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 timeframe 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 2020 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 high levels of full compliance for (i) establishing an internal monitoring system (IMS), (iv) defining procedures to incentivise continuous improvement. Respectively, 60% and 75% of the certificate holders reached full compliance for those requirements. The remaining 40% and 25% made progress to increase their level of compliance or were recommended to do so.

Lower levels of compliance were reached for requirements (ii) establishing a local monitoring system (LMS) (iii) implementing procedures to incentivise improvement and close nonconformities. Respectively, 40% and 20% of the certificate holders reaches full compliance with the two requirements. The rest made progress to increase their level of compliance or were recommended to do so. For the requirement on implementing procedures for continuous improvement, 20% of the certificate holders have not made progress although there is room for improvement.

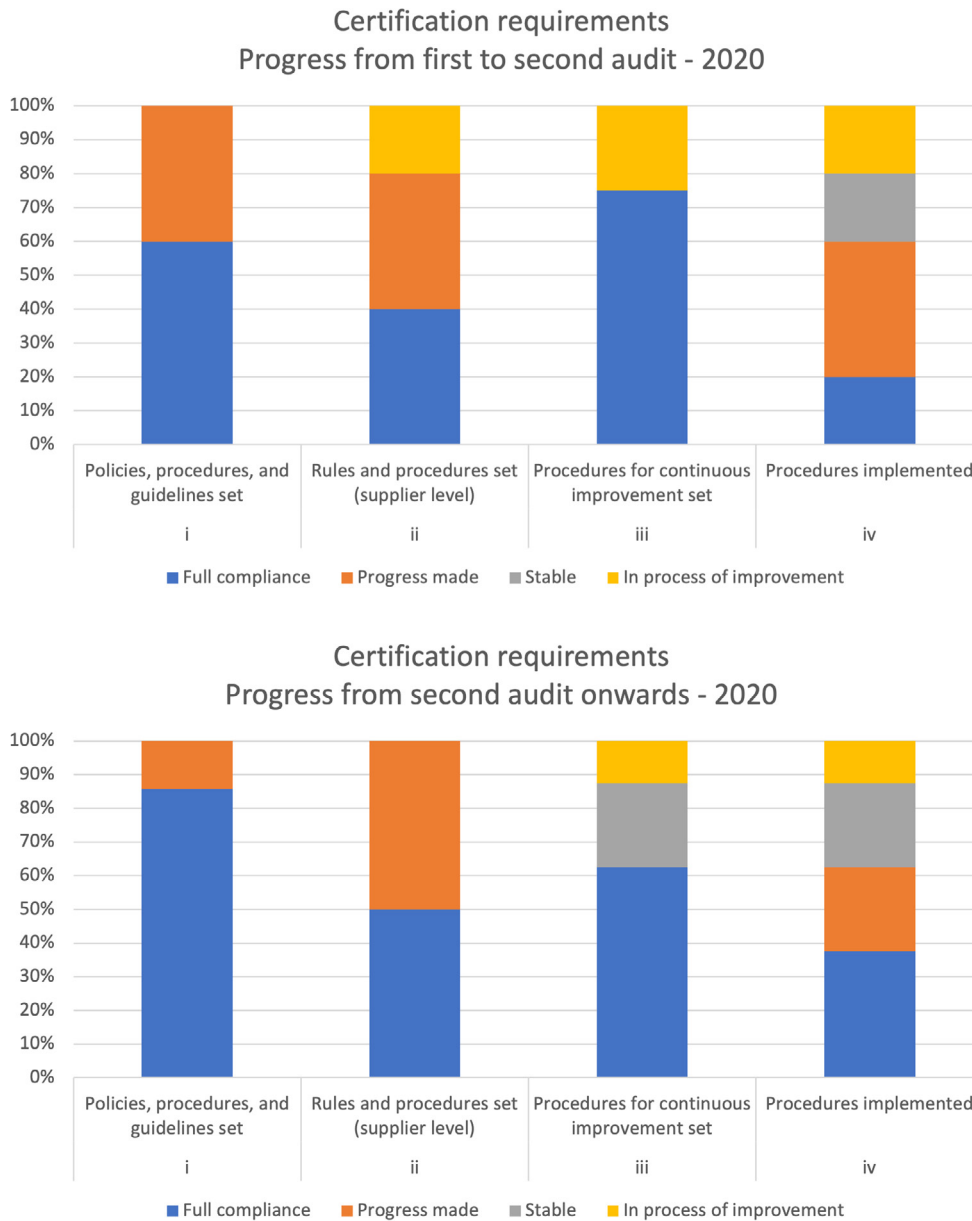
From the second audit onward the situation is similar but with higher levels of full compliance compared to the situation from first to second audit for all indicators except for the indicator (iii) defining procedures to incentivise

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<sup>2</sup> 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.

continuous improvement. Moreover, for the latter indicator and for the indicator (iv) implementing procedures to incentivise improvement and close nonconformities, certificate holders show the highest percentages of not making progress although there is room for improvement (25%) and of being recommended to make progress (13%). Finally, the indicator (iv) implementing procedures to incentivise improvement and close nonconformities shows the lowest percentages of full compliance (38%).

**Figure 2 - Percentage of certificate holders per level of progress in fulfilment of UEBT ingredient certification requirements – 2020**



The results from the 2020 analysis show higher levels of compliance from second audit onward compared to the results of the analysis 2019 where compliance was higher from first to second audit. Nevertheless, 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 in the certification. This is confirmed by UEBT's [case study](#) on the UEBT-UTZ certification process. 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 also the sourcing activities in the field level.

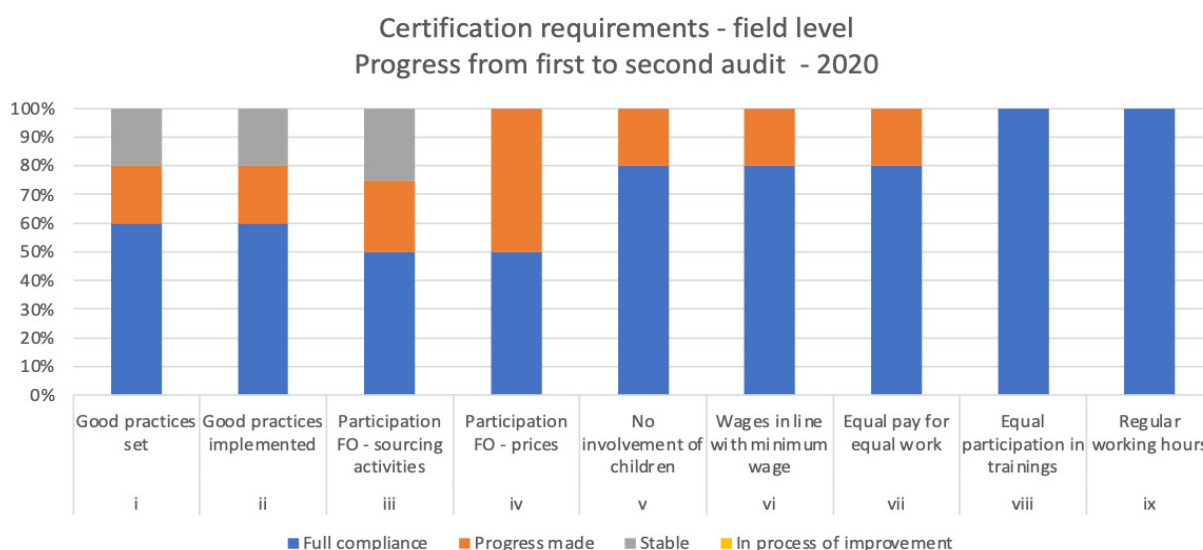
The main certification related practices include:

- i. Defining good collection/cultivation practices to ensure negative impacts on biodiversity will be avoided/mitigated.
- ii. Implementing those good collection/cultivation practices to avoid/mitigate negative impacts on biodiversity.
- iii. Promoting active participation of field operators in discussions and negotiations on sourcing activities.
- iv. Promoting active participation of field operators in discussions and negotiations on price.
- v. No involvement of children below 15 years of age in sourcing activities.
- vi. Paying wages in line with minimum wage regulations, collective bargaining agreements or other official wage regulations.
- vii. Equal remuneration for men and women for work of equal value.
- viii. Ensuring equal participation in trainings and awareness raising sessions for both men and women.
- ix. Respecting regular working hours of 48h per week.

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

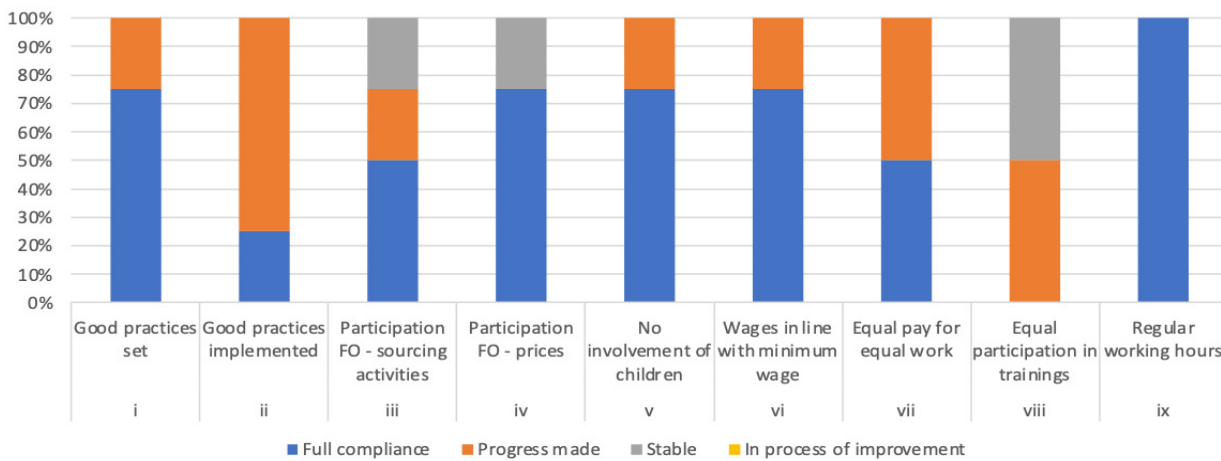
The results in Figure 3 are based on audit report findings for 2020 before any three-months-improvement actions were implemented.

**Figure 3 - Percentage of certificate holders per level of progress in fulfilment of UEBT ingredient certification requirements at the field level - 2020**





**Certification requirements - field level**  
**Progress from second audit onwards - 2020**



The analysis on progress made in relation to compliance with certification requirements from the first audit to the second shows that full compliance was reached for all field certification requirements included in the analysis by 50% up to 100% of certificate holders.

The requirements with the lowest levels of full compliance are promoting active participation of field operators in discussions and negotiations on (iii) sourcing activities and (iv) price. For those requirements 50% of the certificate holders have reached full compliance from first to second audit. The requirements with the highest levels of full compliance are ensuring (viii) equal participation in trainings and awareness raising sessions for both men and women and (ix) regular working hours. For those requirements 100% of the certificate holders have reached full compliance from first to second audit.

For all requirements, the rest of the certificate holders from first to second audit made progress to increase their level of compliance or have not made progress despite room for improvement.

From the second audit onward, from 50% to 100% of the certificate holders has reached full compliance for seven out of nine field certification requirements. The two requirements with lower levels of compliance are: (ii) Implement collection/cultivation practices to avoid/mitigate negative impact on biodiversity, (viii) Ensuring equal participation in trainings and awareness raising sessions for both men and women. For the former requirement, 25% of the certificate holder reached full compliance, and 75% made progress. The level of compliance is lower for the requirement on equal participation in trainings and awareness raising with no certificate holders reaching full compliance, and equally divided between staying stable even if there is room for improvement and making progress.

The results from the analysis in 2020 show lower levels of compliance than the results from the analysis 2019. In 2020, for most of the requirements the percentages of full compliance are lower compared to 2019. However, the percentage of certificate holders making progress in 2020 are higher than in 2019 when the majority of certificate holders not reaching full compliance stayed stable despite opportunities for improvement. Therefore, in 2020 we see higher efforts from certificate holders to make improvements compared to 2019.

However, the overall conclusions stay the same. Most of the certificate holders reach full compliance with the field certification requirements during the period from the first to the second audit and also from the second audit onward. For a minority of certificate holders some extra effort is required to increase the level of fulfilment and this is found particularly in the implementation of good collection and cultivation practices and equal opportunities for men and women to participate in trainings and awareness raising activities. Those are requirements that ask for a certain level of documentation to be fully assessed and often the improvements required are related more to documentation than practices per se.

### 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 BioTrade 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 Ethical BioTrade 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.

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. Moreover, there are changes that are easier to introduce, while other require more time to be fully implemented.

The case studies implemented in the past and qualitative interpretation of the data reported, ages, 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 is 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 2020, the 93% 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. More than 60% 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 Ethical BioTrade Standard and the outcome of UEBT's membership audit are also considered as useful guidance to improve sourcing practices toward full compliance with Ethical BioTrade principles by most of the members.

Improvements are suggested: increasing the opportunities for direct support and interactions between UEBT staff and members; increasing clarity and guidance for auditors and members in interpreting of UEBT requirements and providing more guidance and examples for those requirements that prove to be more difficult to fulfil; simplifying procedures and documentation.

# II. Findings level three: the long-term effects

## 2.1 LONG-TERM EFFECT FOR COMPANIES

UEBT membership and certification promote and consolidate changes in the way companies manage their supply chains. UEBT has been conducting and commissioning studies to evaluate the changes and effects perceived by members and their suppliers from adopting the UEBT standard in the company's sourcing system for natural ingredients.

A study has been conducted and completed between 2019 and 2020 and concerned a member and certificate holder (Martin Bauer Group) with an internal sustainability standard that is externally verified by UEBT and RA (Rainforest Alliance) in the frame of the herbs and spices certification programme. The study completed a series of studies started in 2017 and concerning changes and effects at the company and suppliers level.

The study goal was to gain insight into the possible positive, as well as unintended negative, effects of external certification programs on companies that have their own internal sustainability standards. A summary of the study is published in the [UEBT website](#), below the methodology and key findings are presented.

### Methodology

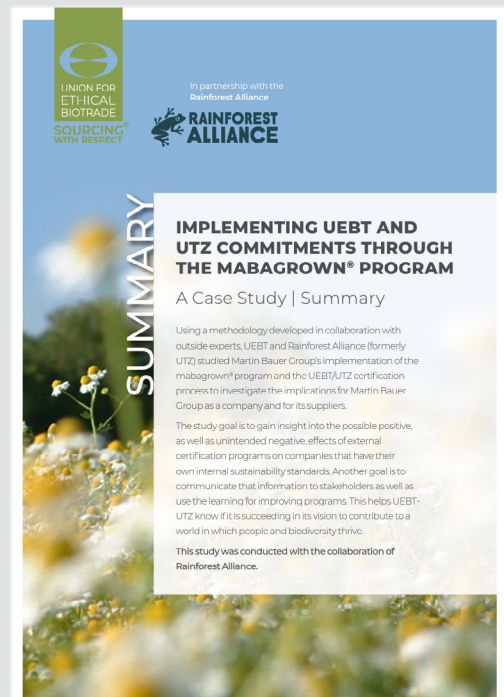
The study methodology was developed in collaboration with outside experts, UEBT and Rainforest Alliance (formerly UTZ). The study was conducted with the collaboration of RA and by an independent consultant.

The study covered the time frame from 2000 to 2017. The following methods have been used:

- Semi-structured interviews with Martin Bauer Group
- Semi-structured interviews with supplier companies
- Audit data
- Company self-reports
- Desk research
- Validation with company, and with Rainforest Alliance and UEBT experts

The following informants have been involved:

- 5 Martin Bauer Group staff, including
  - Head of Strategic Procurement
  - Managing Director of Procurement
  - Head of the Supplier Management Team
  - Head of Sustainability
  - Biodiversity Action Plan Specialist
- 2 supplier staff, including:
  - managers of two supplier companies to Martin Bauer Group





## Study findings

The study highlighted the following positive effects coming from the certification programme according to the perception of the interviewees:

- ✓ Improved traceability and transparency.
- ✓ Systematised approach to sustainability.
- ✓ Sustainability is grounded in the business and in its strategy.
- ✓ Improved competencies.
- ✓ Achieving trust with suppliers.
- ✓ Economic resilience during growing demand.
- ✓ Improved living and working conditions in the fields.
- ✓ Enhanced reliability.
- ✓ Increased confidence in communicating about the program.



The positive effects resulted from some changes that the company implemented:

- ✓ Redefinition of company sourcing approach and procedures including definition and implementation of a company sustainability standard, verification system and trainings for internal auditors and suppliers.
- ✓ After joining the UEBT/UTZ program new requirements on biodiversity and access and benefit sharing were added to the mabagrown® standard as well as more details on scoring, corrective actions and non-compliance.
- ✓ Reorganisation of departments and functions, including the growth of the mabagrown® team from two people to a full staff team across several departments. New functions and new staff added, including at the supplier level. Several junior professionals hired with new skills.
- ✓ Redefinition of relationships with suppliers toward more long-term, participatory relations and also more support for local development projects, particularly due to increased resources from the UTZ premium.
- ✓ Field operators increasingly involved in decision-making.
- ✓ More focus on traceability and separate stocking of prioritized ingredients.
- ✓ New production facilities to improve collection and raw material processing.

Beside the external certification programme, there are other factors that stimulated the changes and, therefore, the positive effects. Some of those factors were there before and even stimulated the joining of the certification programmes. Among those factors, at the company level:

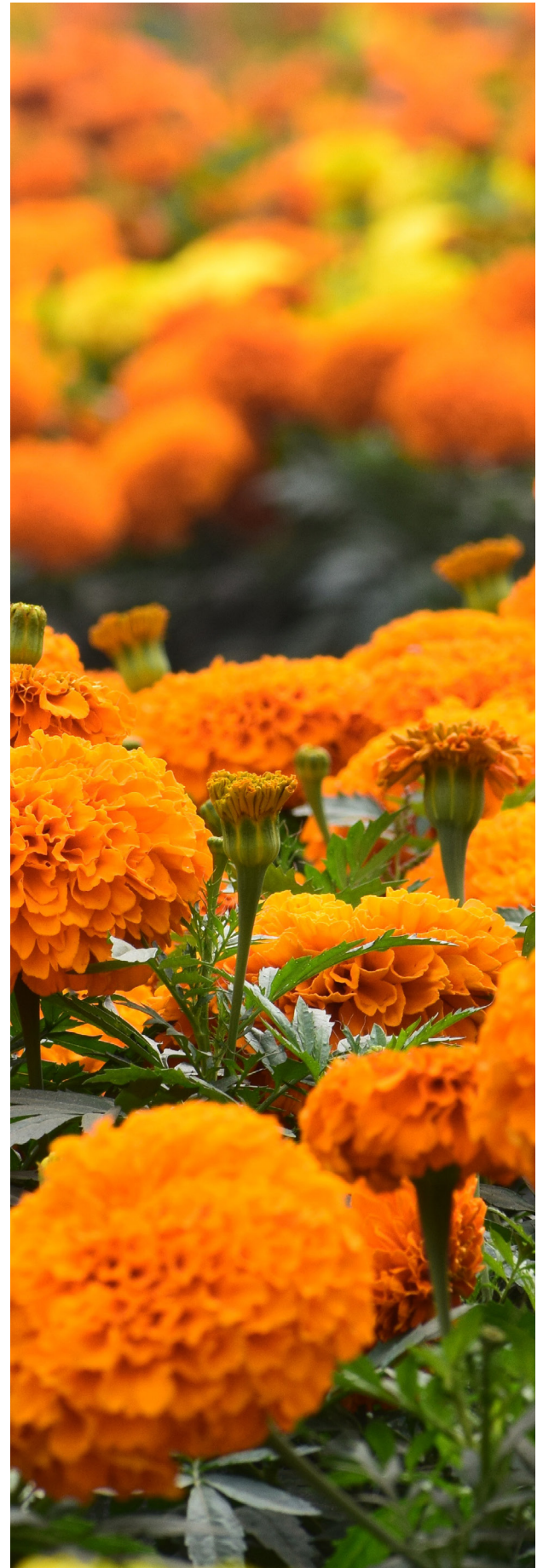
- ✓ Demand for sustainability labels and external verification.
- ✓ Confident that communication is substantiated.
- ✓ Recognition and possibility to build on the existing system.
- ✓ Having tools and procedures in place and used for the mabagrown® system.
- ✓ Trainings and other forms of support for compliance with UEBT/UTZ requirements.
- ✓ External recognition, economic value and internal commitment.

Similar factors had a positive influence at the supplier level:

- ✓ Clients increasing demand for sustainability.
- ✓ Support from Martin Bauer Group.
- ✓ Resources available.
- ✓ Increased commitment of staff.
- ✓ New opportunities for certifications and opening of new markets.
- ✓ Recognition of work and efforts.

However the changes and positive effects were not straight forward and some challenges slowed them down both at the company and suppliers levels:

- ✓ Complexity of the procurement system with several supply chains, working in different contexts and with different starting conditions.
- ✓ Management challenges for coordination.
- ✓ Slow uptake in sharing and understanding the vision, due to limited internal and external communication.
- ✓ Cultural resistance to change.
- ✓ Difficult requirements to put in practice.
- ✓ Limited applicability of requirements which might not be appropriate in all contexts.
- ✓ Contextual factors including lack of land ownership, and confusing or changing legislation.
- ✓ Increasing demand for resources and late return on investments.
- ✓ Difficulty to find new suppliers to respond to the increasing demand.
- ✓ Suppliers lost due to complex requirements.
- ✓ Too much extra work.
- ✓ Higher risks due to less flexibility in shifting to new suppliers.
- ✓ Risk of losing investments if suppliers do not comply and have to be moved back to the conventional supply chain.
- ✓ Risk of attracting more control and critics.
- ✓ Limited recognition of UEBT/UTZ at the supplier level.



## Study learning and recommendations

The main learnings and recommendations emerging from the study for the company are:

- › Offer more client-oriented communication that is substantiated by stories, figures and evidence from the field.
- › Continuously improve and expand the good practices implemented, both in supply chains already certified and in new supply chains to meet increasing demand.
- › Improve analysis of supply chain conditions and plan interventions according to workload.
- › Increase internal and external knowledge about interventions and results, to improve communications and substantiate claims.
- › Improve the monitoring and evaluation system of the mabagrown® program and communicate about it to increase confidence of clients and other stakeholders.
- › Complement this exploratory study with studies to look at actual impact on communities, verifying with primary socio-economic and biodiversity data the positive, negative, intended and unintended effects that this study has highlighted through perceptions.

## 2.2 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 Ethical BioTrade 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. Results from a baseline study conducted between 2019 and 2020 are available but not published because of confidentiality issues. Others have started in 2021, and others are to be started in 2022, therefore results are not available.

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 2020 an evaluation study was commissioned to assess impact on socio-economic and environmental conditions of a project that UEBT has been implementing with partner and member companies over the last years. Results from this study are confidential and cannot be published.

## 2.3 LEARNINGS FROM BASELINES (LONG-TERM EFFECTS)

From the studies on the changes and effects on the UEBT membership and certification programmes on members management the following learnings can be shared:



- Incentives to join assurance programmes and implement changes include opportunities to improve some aspects of the company management (e.g. traceability, sustainability requirements), having demand from consumers and clients, opportunities for increasing external recognition and making substantiated claims.
- The initial input to join the programmes is reinforced and continued if there is a commitment from the leadership, including commitment of resources, and buy in from the staff and suppliers that would need to implement the changes and undergo extra work.
- Once the commitment is there, changes are facilitated and positive results more easily achieved if the companies have systems already in place on which to build on (e.g. internal standard and monitoring system, risk management tools, traceability systems, etc.). It is important to set up a path for continuous improvement, selecting crucial changes and simpler changes for the early stages.
- Even when the changes are being in place, there are factors that continuously challenge their successful implementation and continuation. Among those, the complexity of the changes, resistance within the company and along the supply chains, late return on investment and scarcity of resources, recognition and market fluctuation, more stringent criteria for the selection of suppliers and possible scarcity of raw material.
- The challenges can be overcome by working on continuous improvement. Training programmes and activities to raise awareness and engagement, constant and fluid communication within the company and along the supply chain are relevant.
- Positive results of the effort are also a good incentive to overcome challenges and continue with the work. Among those, more efficient supply chains management system and higher ability to manage risks and meet market demand.

From the assessment of the situation before any actions is taken either in the frame of the UEBT certification or of other initiatives supported by UEBT, several socio-economic and biodiversity issues emerge. The following learning points can be shared:

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. We work to regenerate nature and secure a better future for people through ethical sourcing of ingredients from biodiversity. We aim to contribute to a world in which all people and biodiversity thrive.

## CONNECT WITH US:

[www.uebt.org](http://www.uebt.org)

@EthicalBioTrade 

[www.linkedin.com/company/uebt](https://www.linkedin.com/company/uebt) 

[www.youtube.com/user/UEBTgva](https://www.youtube.com/user/UEBTgva) 

**UNION FOR ETHICAL BIOTRADE**  
De Ruijterkade 6, 1013 AA  
Amsterdam, The Netherlands  
Phone: +31 20 22 34567  
Email: [info@uebt.org](mailto:info@uebt.org)

**FINANCIAL ADMINISTRATION**  
p/a CR Gestion et Fiduciaire SA  
Rue de la Vallée 3  
1204 Geneva  
Switzerland

**BRAZILIAN REPRESENTATION**  
Belém  
Phone: +55 51 999161702  
Email: [brazil@uebt.org](mailto:brazil@uebt.org)

**MALAGASY REPRESENTATION**  
Antananarivo  
Phone: +00261330586161  
Email: [madagascar@uebt.org](mailto:madagascar@uebt.org)

**VIETNAM REPRESENTATION**  
Hanoi  
Phone: +84 (4) 243 237 3907

**INDIAN REPRESENTATION**  
Ghaziabad  
Phone: +91 981 810 1690  
Email: [india@uebt.org](mailto:india@uebt.org)