

## **Charter of the organisation**

**AIM-Progress** is a global forum of leading Fast Moving Consumer Goods (FMCG) Manufacturers and their Suppliers assembled to enable and promote responsible sourcing practices, respect for human rights and further sustainable supply chains.

AIM-Progress is established under the umbrella of AIM – The European Brands Association, a not-for-profit trade association established as a legal entity under Belgian law, and located at Avenue des Gaulois 9, BE-1040 Brussels.

The mission of AIM-Progress is to:

***Positively impact people's lives and ensure respect for human rights, while delivering value to our members and their supply chains.***

### **Strategy objectives**

- Elevate members' capability to respect Human Rights globally
- Drive convergence in approaches to responsible sourcing
- Create measurable positive impact for member companies & people in their supply chains

Thus enabling more efficient and effective member programs for human rights due diligence and responsible sourcing, whilst improving conditions for people in the FMCG supply chain.

### **Scope**

1. AIM-Progress is aligned with the 10 principles of the UNGC.
2. We aim to converge companies' practices, thereby creating momentum towards continuous improvement, whilst being standard agnostic.
3. Supplier evaluation methods will converge towards the combined requirements of member companies, thereby striving towards a harmonised approach to supplier engagement.
4. The program's main priority is Tier 1 suppliers of Raw and Packaging materials, ingredients and critical indirect items.
5. However, AIM-Progress will provide flexibility to address specific initiatives of member companies, which may involve deeper Tiers in the supply chain (e.g. from farm/mine to shelf.)

6. Issue resolution and corrective action plans arising from supplier evaluations will be left to the needs and discretion of individual members, although overall guidance may be given, and on-the-ground projects may be facilitated with the help of external third party support.

### **Working method**

1. Provide a meeting forum to exchange views & best practices and share learnings between member companies to improve common practices for responsible sourcing.
2. Support collaboration and alignment with other global initiatives having similar aims or interests
3. We work around four work streams:
  - a. Human Rights Steering Group - Sets priority areas for Human Rights (HR) related work and associated targets from best practice external input; identifies HR best practices to converge common solutions and strengthen the membership's responsible sourcing due diligence approaches; develops common approaches to emerging HR issues and SDG priorities.
  - b. Mutual Recognition: creates joint "A-P Ways" and solution in responsible sourcing due diligence; converges and evolves common tools and practices; builds a common impact measurement framework.
  - c. Capability Building: elevates capability to respect HR and strengthen RS practices; facilitates collaboration on the ground to collectively tackle systemic HR challenges; integrates RS and HR into supply chains
  - d. Regional hubs: Drive member collaboration locally; elevate members' and suppliers' capability locally; advance regional topics of interest.
4. We set up projects to drive specific topics with the involvement of member companies, facilitated by the AIM-Progress Secretariat and supported by external third parties where expert input is required.
5. The AIM-Progress work is facilitated by a central Secretariat, established within AIM, the umbrella organisation. The central Secretariat acts as a neutral convenor, respecting confidentiality of individual company information gained through project management, one-to-one contacts and other day-to-day management tasks.

### **Guiding principles for AIM-Progress**

1. Whether or not to adopt specific AIM-Progress recommendations is left to the judgement and ultimate decision of the respective member companies.
2. All supplier-related decisions (including selection criteria, supplier policies etc.) will be entirely within the discretion of each of the member companies.

3. Member companies are sensitive to competition law and are committed to comply with all applicable anti-trust regulations. This includes that no competitively sensitive information will be discussed or exchanged during or outside of any AIM-Progress meeting or in connection with any AIM-Progress activity. Competitively sensitive information includes at least all information relating to pricing, terms and conditions, and downstream activities related to sales, marketing or product development initiatives. AIM-Progress abides by the AIM anti-trust compliance program.
4. All FMCG brand manufacturers, both members and non-members of AIM, as well as common suppliers to the FMCG industry are encouraged to participate in AIM-Progress (with the exception of the arms and tobacco industries). All will be required to pay an appropriate annual membership fee to cover costs incurred through meetings, work stream activities, projects, training events, resources, etc.
5. Participation in AIM-Progress does not require joining a specific data handling platform nor prevent members from joining platforms of their choice. AIM-Progress is platform and standards-agnostic.
6. AIM-Progress acts as a forum to support the collective interests of member companies using common platforms in the pursuit of the objectives, and encourage convergence between those platforms.
7. AIM-Progress members hold themselves to at least the same standards as they require of their suppliers.
8. AIM-Progress members, when joining, agree to comply with the membership criteria.