



AIM-PROGRESS

Catalyzing change,
championing human
rights in supply chains



Our mission and vision

AIM-Progress is a **global business initiative** advancing human rights in supply chains through responsible sourcing.



Sponsored by **AIM** – the European Brands Association, we were **founded by leading FMCG companies** to collaborate, share knowledge, and drive meaningful change.

OUR IMPACT:

- ✓ **55+ member companies** – major global brands and suppliers
- ✓ **26,000+ assessed suppliers** – reducing audit duplication and increasing efficiency
- ✓ **1,000+ suppliers involved** in collaborations – leveraging collective influence for change
- ✓ **\$1 trillion+ in collective revenue** – representing major industry leaders

Why we exist...

Every year, billions are spent on supply chain audits, yet systemic human rights issues persist.

No company can tackle these challenges alone.

**Governments, investors, and consumers demand greater accountability -
companies must act fast.**

**AIM-Progress exists to help businesses navigate these challenges
effectively.**

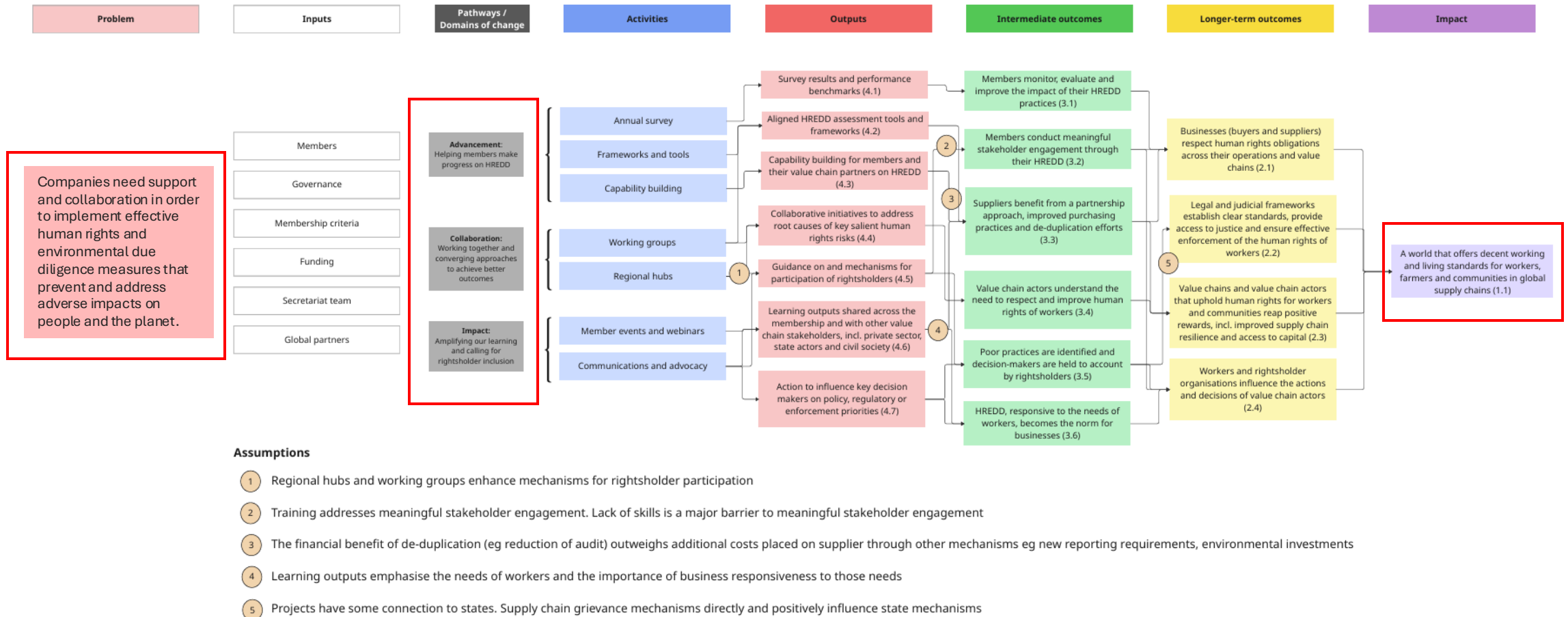


AIM-Progress: The Business-led Solution for Responsible Sourcing.

AIM-Progress membership



Our intended impact and how we measure it



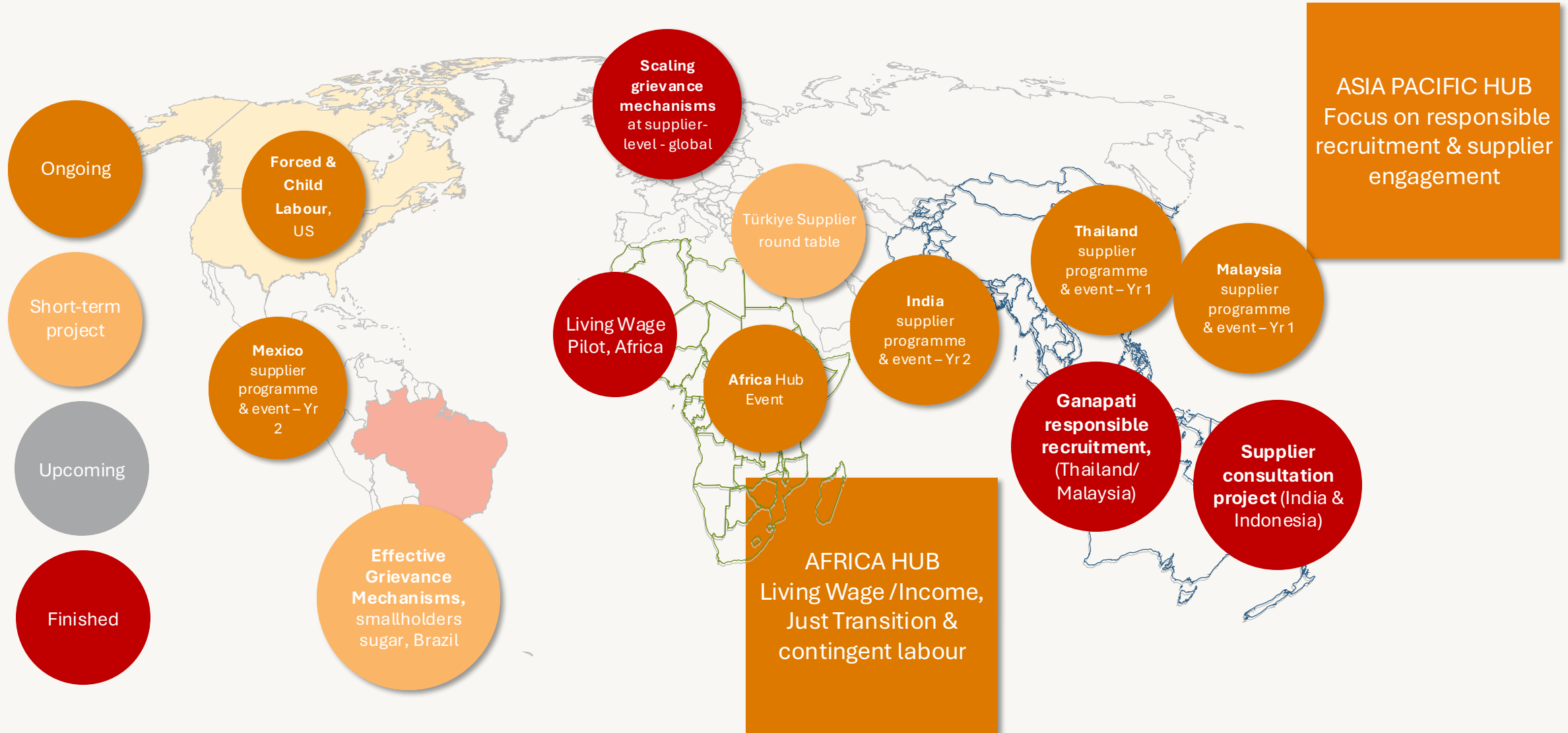
NB: "Global partners" encompasses external stakeholders, including multi-stakeholder initiatives, UN agencies and organisations we partner with for specific projects.

An overview of our approach and activities



Projects, regional hubs & capability building

We work globally, through two regional hubs – APAC and Africa - and in partnership with other organisations to build member and supplier capability and deliver on-the-ground projects.



Key resources and our member zone

All of our resources are shared via our **member zone**. We try wherever possible to make public versions of key tools in order to influence the industry...



Our ways of working



DATA SHARING & CONFIDENTIALITY

- Members **retain control of any data they submit for survey or project purposes** and we work under **NDAs with any third parties** who support our work
- Shared supplier lists are **anonymous - protecting** your business relationships

COLLABORATION & ANTI-TRUST

- AIM-Progress works under a strict **anti-trust compliance programme**
- Our collaborative projects adhere to external legal counsel anti-trust guidelines

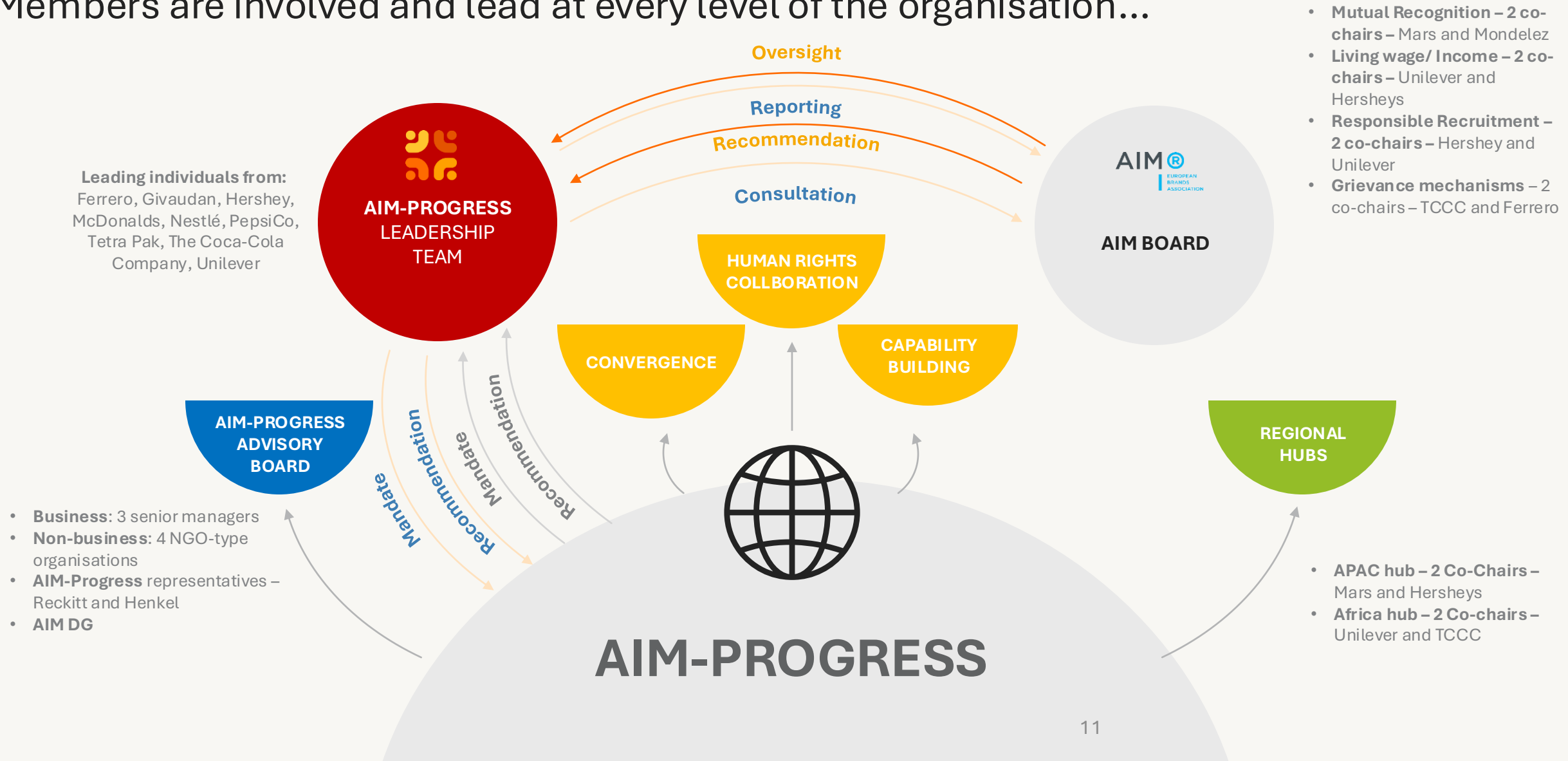
TIME COMMITMENT

- **Flexible participation levels** – Take part in one or more workstreams based on capacity,
- Get value, even with minimal time investment

AIM Progress is designed to maximize value while respecting your constraints

Governance and member leadership

Members are involved and lead at every level of the organisation...



Meet the Team



LOUISE HERRING
EXECUTIVE DIRECTOR

3.5 DAYS P/W



KATRIN RECKE
OPERATIONS &
CONVERGENCE
MANAGER

4 DAYS P/W



Yael FATTAL
GLOBAL PROJECT
MANAGER

3.25 DAYS P/W



NORA WOLTERS
CAPABILITY
BUILDING LEAD

3 DAYS P/W



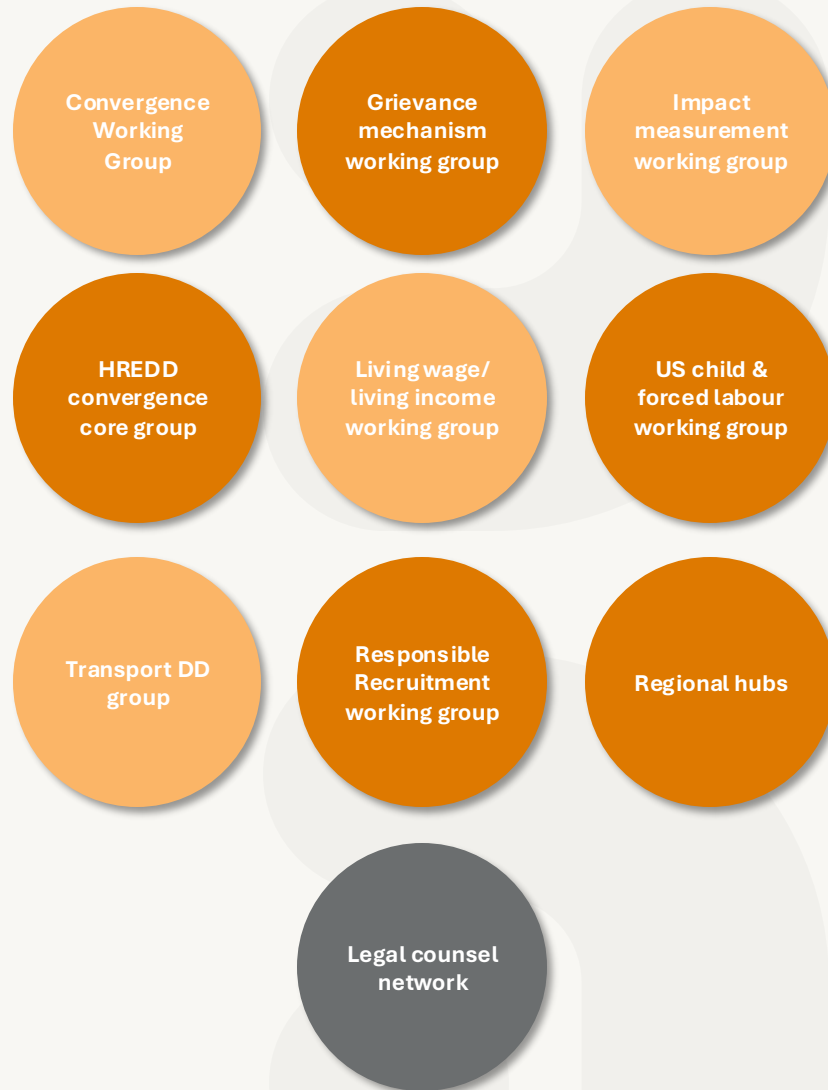
DONATA CAGNATO
COMMUNICATIONS
MANAGER

2.5 DAYS P/W

How you can get involved...

Members are expected to:

- Engage, participate and contribute to our activities, as a basic membership criterion
 - **Take part in at least one working group and one member meeting per year**
 - **Respond to membership benchmarking survey and RSJ self-assessment**
 - **Participate in at least one of the Mutual Recognition (MR) mechanisms**
- See our detailed membership criteria [here](#).



MR mechanisms

- Audited supplier list
- Human rights impact assessments converged list
- Converged HREDD tool



Thank you

You can reach the team here:

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Working Groups & their Plans 2025 (1)

Members need to **participate in at least one working group to fulfil membership criteria.**

1. Mutual Recognition:

Objective: Enhance convergence and implementation of supplier assessment standards.

Activities:

- Strengthening our Mutual Recognition Mechanisms, including labour provider assessments
- Keeping audits fit for purpose in an HREDD world
- Enabling collaborative remediation

2. HREDD convergence core group:

Objective: Align HREDD assessment approaches to reduce assessment burden

Activities:

- Deploy Converged HREDD assessment tool to learn and improve
- Digitalisation of tool via ITC

3. CS3D (due diligence) knowledge sharing network (dormant)

Objective: Provide operational input to EU advocacy on CS3D guidance. (joint effort with Consumer Goods Forum)

Activities:

- Contribute to identification of guidance needs and input to EU advocacy outreach
- Strengthen operational aspects of guidance requests to legislators based on implementation experience

4. Responsible Recruitment:

Objective: Strengthen responsible recruitment practices.

Activities:

- Facilitate sharing of best practices and collaboration with like-minded organisations.
- Execute supplier capability building and collaborative projects in Asia Pacific and the USA

5. Living Wage/Living Income:

Objective: Support members in implementing living wage commitments in operations and supply chains.

Activities:

- Share best practices, tools and guidance
- Increase number of companies moving to living wage/income
- Roll out collaborative projects

6. Grievance Mechanisms:

Objective: Improve implementation of effective grievance mechanisms in operations and supply chains.

Activities:

- Share best practices and tools to reach “integrated” maturity on RSJ
- Collaborate on projects that drive positive impact
- Co-develop tools and guidance as needed, ideally with relevant partners
- Engage with like-minded organisations for broader collaboration

Working Groups & their Plans 2025 (2)

Members need to **participate in at least one working group to fulfil membership criteria.**

7. Impact Measurement working group:

Objective: enable companies and AIM-Progress to measure impact of activities

Activities:

- Sharing best practice and challenges
- Rollout of converged measurement framework
- Piloting of supplier capability building impact metrics

8. Climate Change & Human Rights /Just Transition (Steering Group):

Objective: Integrate climate and human rights into members' strategies.

Activities:

- Promote integration of cc and HuRi by sharing case studies & best practice
- Launching collaborative projects with other expert organisations to build & pool knowledge
- Integrate Just Transition into supplier capability building + regional hubs
- Influence member approaches through briefings

9. US Child and Forced Labour Project Group

Objective: Support effective remediation of child/forced labour

Activities:

- Raise awareness of CL/ FL with US manufacturing sector and service providers
- Strengthen sector's management systems for identifying, addressing and remediating cases
- Support procurement teams to better identify and manage risks
- Create a blueprint to replicate effective remediation for future cases of child labour and avoid non-repetition.

10. Legal Counsel network

Objective: Provide discussion platform for supply chain legal counsels to discuss developments relevant for deployment of human rights due diligence

Activities:

- Review legal landscape of human rights legislation
- Provide legal input to advocacy outreach
- Inform debate on collaboration and anti-trust
- Exchange on practical aspects of legal counsels' work

11. Regional hubs

Objective: enable regional representatives to network and work towards a region-specific human rights agenda

Activities:

- Sharing learnings and members' best practices through regular meetings
- Hosting supplier training on HRDD
- Driving industry best practices on living wages, responsible recruitment and other human rights issues

11. Transport (project group)

Objective: enable regional representatives to network and work towards a region-specific human rights agenda

Activities:

- Sharing learnings and members' best practices through regular meetings