

introducing ALIGN:

The go-to platform for agri-food companies that want to take action on living wage and income

RECOGNISED BY THE UNITED NATIONS GLOBAL COMPACT



ENVIRONMENTAL

Support farmers in a sustainable transition: with 44-70% of food products' CO2 emissions happening at farm-level, a company cannot achieve their own environmental goals without farmers on board.



SOCIAL

Alleviate poverty & build resilience: Improved livelihoods and working conditions at the first mile ensure stability throughout the chain, including better quality products, services, transport and on-time delivery.



GOVERNANCE

Show accountability & increase your reputational value: Transparent wages and income practices make your social impact tangible. As a result, they allow sustainable relationships to grow by increasing worker motivation and partnerships for the future of agriculture.

FOOD SUPPLY CHAIN OPERATIONS ARE IN THE SPOTLIGHT. GET THE FACTS:

- Consumer confidence is plummeting: **53%** of Europeans do not trust the food sector
- 2/3** of the global population living below the poverty line are farmers, agri-food workers and their dependants
- 80%** of leading agri-food companies have policies in place to improve the health, safety and well-being of their workforce
- Yet, only **13%** of them commit to paying employees a living wage

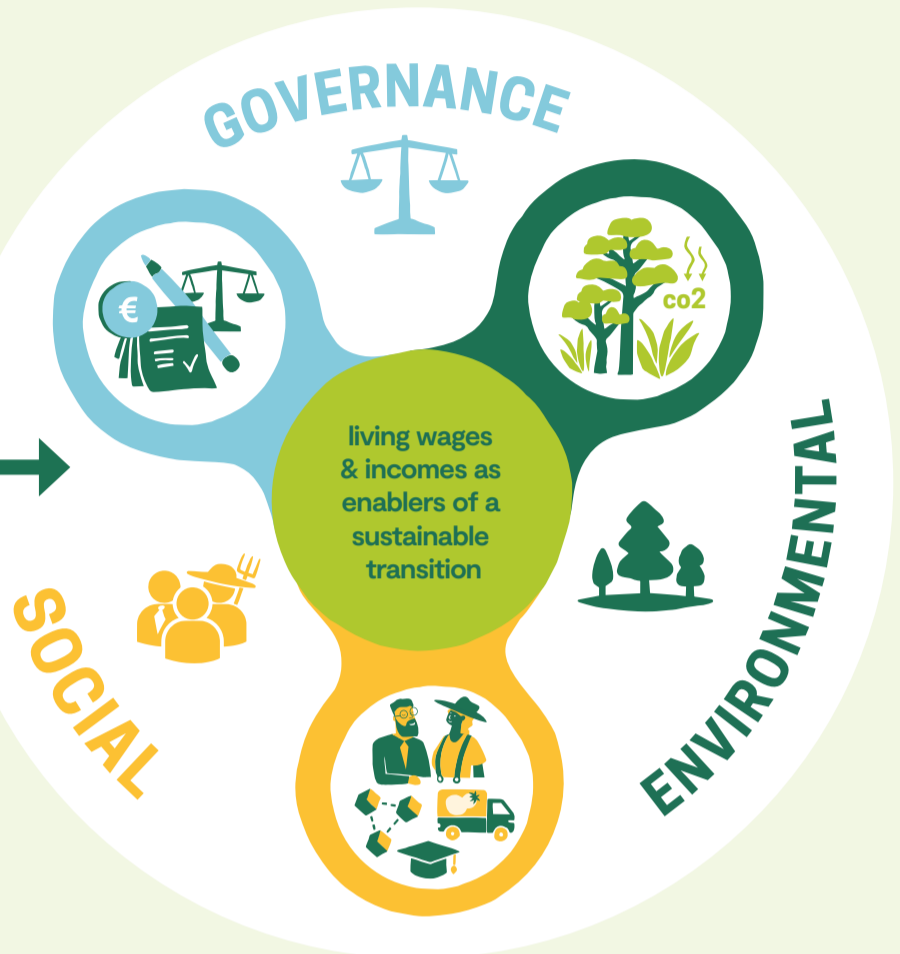


In today's market, a living wage and income strategy is no longer a small part of ESG approaches, but the foundation of a fairer and more sustainable global economy.

SUPPORTING YOU EVERY STEP OF THE WAY

ALIGN was created to help you measure your socio-economic impact. From mapping risks to building up your sustainability policy and communicating your efforts along the way, the ALIGN platform helps you review business practices and confidently organise your chain to fight poverty while doing business.

Traditional supply chains are struggling to keep up with heightened customer expectations, increased regulations, and outside influences on the market — including how to pivot operations in response to climate change and global pandemics. But if most companies work closely with, and rely upon, poor people to make businesses work, is the much-discussed sustainable transition really on the table?



ACTION PROCESS

Amidst rushed timelines, heightened sustainability concerns, and the need to reduce risks with trusted suppliers, "the sourcing and procurement process is growing more complex each day, how then, do we make wage and income targets an integral part of sourcing and procurement practices?"

Enter **ALIGN's Action Process** a step-by-step guide to help you start acting today:

- NAVIGATE THE CONCEPTS**
Get familiar with **who** and **what** defines a living wage or income, and understand why closing these gaps is synonymous with ensuring the future of the agri-food sector.
- TRACK WHAT MATTERS**
Make your product chain traceable to identify **which** and **where** the obstacles for decent wages and incomes. Making it transparent is the next step in creating trust and bringing other stakeholders on board - **including consumers!**
Benchmarking: Improving wages and incomes starts with knowing what exactly people should earn in your sourcing countries to make a decent living. **ALIGN's dataset** shows you the living wage and income gaps in more than 40 countries.
- FORMULATE YOUR STRATEGY**
Here's your **how**. Best practices from short to long term are gathered to help you collaborate and learn with multiple stakeholders. Translate your commitments into action through interventions that fit your goals. Learn about **purchase agreements, price strategies** and **industry and landscape initiatives**.
- MONITOR AND COMMUNICATE**
Set your indicators and track progress. Successful monitoring examples are there to guide you in confidently making your claims.



ALIGN was tailor-made for and by a room full of companies working to tackle poverty in their supply chains. "After a **Living Wage & Income Lab** session, we realised that taking the first step was the hardest part. As this process can easily become overwhelming, we lacked a platform to gather reliable, quality information to guide the way."
~ Isa Miralles, ALIGN lead.

RESOURCE LIBRARY

This **digital library** gives you access to the best practices and recent findings on living wages and incomes. You will be learning from successful case studies, as well as from examples of obstacles holding companies back. And if something isn't there, you can submit it yourself.



SOURCE MAP

An **interactive world map** to dive into the reality of your key supply chains. Easily find high-quality and yearly updated data on poverty and living income benchmarks of farming households, minimum and living wages of agricultural workers and farmers, as well as a snapshot of the key labour risks. Here, you can also access relevant resources and find out what others are doing.



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ALIGN is developed by **Fairfood, Hivos** and the **Rainforest Alliance**, with support of the **German Federal Ministry for Economic Cooperation and Development**. The platform is built with the endorsement and expert contributions of the **Living Income Community of Practice, the Global Living Wage Coalition**, and the **Anker Research Network**.