**FACILITATOR**

**Round 1: Introduction**

Welcome to Fair Tea Responsibility Deal. My name is \_\_\_\_\_\_\_\_\_\_ and I am an expert facilitator from the ISEAL Alliance. We are the umbrella body for the FairTrade, the Marine Stewardship Council (MSC) and the Forest Stewardship Council (FSC) voluntary standards. Following extensive complaints from various stakeholders that the tea supply chain is still insufficiently ethically responsible you are gathered here today to see whether collectively we can make a difference and develop a new ‘Responsibility Deal’. The Responsibility Deal will potentially cover the entire UK tea market/ supply chain:

* Ninety-six per cent of tea in the UK is bought as tea bags and 165 million cups of tea are drunk each day.
* Five companies dominate the UK market. Tetley’s (27%), Unilever - PG Tips brand (25%), Apeejay Group (Typhoo), Bettys and Taylors of Harrogate (Yorkshire Tea) and Associated British Foods (Twinings and Jackson’s of Piccadilly).
* 9.3 million cups of Fair Trade tea drunk every day

Can I invite you to each, in turn, going round the table, to introduce your concerns.

**Round 2: Ideas**

Thank you. Can you I now ask you to each present your ideas for the Fair Tea Responsibility Deal. After each stakeholder has presented their ideas I will invite you to vote (from your stakeholder perspective) as to which idea you would like to see included in the Responsibility Deal. I will also invite you to vote for the status quo as an option if this is your preference.

**EMPLOYEE – UK TRADE UNION**

**Round 1**

Hello my name is \_\_\_\_\_\_\_\_\_\_\_\_\_. I am a representative of the UK Trade Union representing workers rights at Just Change Tea, Best Earl Grey and other companies.

**Round 2**

We believe the salaries of directors are growing too fast. We would propose that the Ethical Tea Responsibility takes action on so-called “fat cat” salaries.

Option 1: Commit to the Chief Executive’s salary being no more than 8 times the salary of the lowest paid worker (Cost/ Saving: £10million saving in industry – more profits returned to shareholders)

Option 2: Introduce an employee representative to comment on the Remuneration committee of each tea company. This is the committee where executive salaries are decided. (Cost/ Saving: Nil)

Option 3: Status quo (Cost/ Saving: high cost, given the continued loss of moral that excessive director salaries are causing in the workforce)

**EMPLOYEE – INDIAN TRADE UNION**

**Round 1**

Hello my name is \_\_\_\_\_\_\_\_\_\_\_\_\_. I am a representative of the Indian Trade Union representing workers rights at Just Change Tea, Best Earl Grey and other companies. We are disappointed that the management of Best Earl Grey tea particularly has not moved faster to introducer higher standards in the tea supply chain. You are already suffering the reputational consequences.

**Round 2**

We believe the ethical improvements being discussed today neglect the rights of the children of Indian tea farmers.

Option 1: Invest in an extra teacher for every plantation school in (Cost/ Saving: £30million cost/ annum)

Option 2: Invest in a university scholarship fund for brightest students (Cost/ Saving: £50million cost/ annum)

Option 3: Status quo. (Cost/ Saving: Unknown)

**SHAREHOLDER & INVESTORS ACTION GROUP**

**Round 1**

Hello, my name is \_\_\_\_\_\_\_\_\_\_\_\_\_. I am here today representing the Shareholder & Investors Action Group for the tea industry. We aim to make sure that the tea companies make a healthy profit and has a reliable and increasing share value.

**Round 2**

We believe sustainable value creation will be driven by transparent reporting and executive pay that reflects long term performance.

Option 1: Online annual reports on environmental and social performance to common Global Reporting Initiative (GRI) standards (Cost/ saving: Cost £0.5 million)

Option 2: Status quo. (Cost/ saving: Social costs of inaction are unknown)

**CAMPAIGNER: FRIENDS OF THE EARTH**

**Round 1**

Hello, my name is \_\_\_\_\_\_\_\_\_\_\_\_\_ and I am here today representing Friends of the Earth, the environmental charity. We are concerned about the climate change impacts of tea import/export. As the earth is warming up, Himalayan glaciers are melting and the risk of water shortages across the Indian agricultural sector grows by the year. The industry needs to urgently make its contribution to reducing its CO2 emissions.

**Round 2**

To address the climate change impacts of tea we propose either:

Option 1: Reduce emissions in processing, transport and packaging (Cost/ saving: Saving over time of £200million)

Option 2: Offset carbon emissions by planting trees (Cost/ saving: Ongoing cost of £30million per annum)

Option 3: Status quo (Cost/ saving: Cost to society of £40million per annum)

**CAMPAIGNER: HUMAN RIGHTS WATCH**

**Round 1**

Hi, my name is \_\_\_\_\_\_\_\_\_\_\_\_\_ and I am here today representing Human Rights Watch. Having extensively studied the Tea supply chain we are extremely concerned at the welfare of tea farmers: their housing is inadequate and poor education means they have little idea how the tea industry as a whole works.

**Round 2**

Option 1: Farmers housing and living conditions will be improved through an investment programme (Cost/ saving £70million)

Option 2: Education for famers to help them understand the supply chain (Cost/ saving: £10million)

Option 3: Status quo. (Cost/ saving: Social costs of inaction are unknown)

**CAMPAIGNER: COMMUNITY MARK**

**Round 1**

Hi, my name is \_\_\_\_\_\_\_\_\_\_\_\_\_ and I represent the Community Mark initiative. This is awarded to companies that do most to invest in the communities in which tkey operate. Generally we are concerned that there is a huge difference between the best and worst tea manufacturers.

**Round 2**

To increase the level of community investment we would suggest:

Option 1: Donations of tea supplies to shelters for the homeless (Cost/ saving: £5 million)

Option 2: A volunteering programme that sees all managers undertake 2 days of community work (Cost/ saving: £1million per annum)

Option 3: Status quo. (Cost/ saving: Unknown)

**CAMPAIGNER: INVESTORS IN PEOPLE**

**Round 1**

Hello. I am \_\_\_\_\_\_\_\_\_ from Investors in People. We award a kitemark to companies that value their people and invest in their development.

**Round 2**

To ensure the tea industry invests in its people we suggest considering either:

Option 1: Invest in financial literacy programme for all staff in tea supply chain (£10million per annum)

Option 2: Global training programme to increase all staffs’ minimum skills level to a GCSE equivalent in English and Maths Cost/ saving: £50million per annum)

Option 3: Status quo. (Cost/ saving: Unknown)

**CUSTOMER: WHICH?**

**Round 1**

Hello. I am \_\_\_\_\_\_\_\_\_ from consumer champion ‘Which?’

We are keen to ensure that a Fair Tea Responsibility Deal is fair to end customers that drink tea. We will judge the Deal on price, value for money, quality etc.

**Round 2**

At Which? we believe the fundamental choices facing the Responsibility Deal group are:

Option 1: The entire Responsibility Deal can exceed £200million across the industry. Whilst the price of a cup of tea will increase as a result, we believe this is acceptable given then wider social and environmental benefits (Cost/ saving: Nil – costs accounted for elsewhere)

Option 2: Costs of the entire Responsibility Deal should be capped at £200million. This will ensure no price is experienced by the Consumer (Cost/ saving: Nil – costs accounted for elsewhere)

Option 3: Status quo. (Cost/ saving: Unknown)

**BUSINESS LEADER: FINANCE DIRECTOR, JUST CHANGE TEA**

**Round 1**

Hello. I am \_\_\_\_\_\_\_\_\_ Finance Director at Just Change Tea. We welcome the proposals to make the whole industry fairer, more ethical and sustainable. It is about time more action was taken and others followed our lead!

**Round 2**

At Just Change Tea we have three suggestions for the Responsibility Deal group to consider:

Option 1: Increase tea picker wages by 25% across the industry (Cost/ saving: £100 million extra costs per annum)

Option 2: Invest in expanding our Fair Trade tea programme to China (Cost/ saving: £10million cost in first year)

Option 3: Status quo. (Cost/ saving: Unknown)

**BUSINESS LEADER: FINANCE DIRECTOR, BEST EARL GREY**

**Round 1**

Hello. I am \_\_\_\_\_\_\_\_\_ Finance Director at Best Earl Grey Ltd. We concerned at the level of competition in the tea market place. The amount of traditional tea being drunk is shrinking as more people buy herbal teas and coffee. We are making staff redundant every month.

**Round 2**

At Best Earl Grey Ltd we have three suggestions for the Responsibility Deal group to consider:

Option 1: Invest in new plant that will increase productivity, reduce costs to consumers and protect jobs from the expansion of coffee (Cost/ saving: Nil – costs recovered in first year)

Option 2: Invest in new herbal teas (Cost/ saving £30million investment)

Option 3: Status quo. (Cost/ saving: Costs of £50million per annum and rising as the market shrinks)