

Fairtrade Australia & New Zealand

Locally Led Policy

1. Purpose

This policy affirms Fairtrade Australia and New Zealand's (Fairtrade ANZ's) commitment to locally led development.

Fairtrade ANZ recognises that lasting change happens when Fairtrade farmers, cooperatives, and partners, including community organisations, government, civil society, and the private sector, lead the decisions that affect their lives and livelihoods. Locally led development strengthens ownership, accountability, and sustainability by ensuring that solutions reflect local priorities, systems, and knowledge.

The purpose of this policy is to guide Fairtrade ANZ in embedding locally led approaches across all our international programming work from programme design and implementation to learning and partnerships. By acknowledging the rights of our primary stakeholders to make decisions about their own lives, Fairtrade ANZ contributes to fairer, more inclusive, and effective development outcomes.

2. Scope

This policy applies to:

- All Fairtrade ANZ staff, contractors, volunteers, and Board and Committee members.
- All partners and stakeholders engaged in Fairtrade ANZ funded activities.
- All programmes, partnerships, procurement, advocacy initiatives, and organisational practices.

3. Related Policies

- Complaints Handling
- Disability Inclusion
- Gender Equity
- Human Resources Manual
- Modern Slavery
- Partnerships
- Protection from Sexual Exploitation, Abuse and Harassment
- Protection of Children and Vulnerable Adults
- Racial Justice
- Whistleblower Protection

4. Principles

Fairtrade ANZ's approach is guided by the following principles:

Self-determination: Communities and Fairtrade farmers have the right to define their own priorities and lead in implementing them. Fairtrade ANZ respects this right and seeks to understand, support, and within our capacity and resources, respond to locally identified priorities. Where we are unable to

meet all needs, we will be transparent about our constraints and work collaboratively to identify alternatives.

Equitable Partnerships: Resources, responsibilities, and decision-making are shared fairly between Fairtrade ANZ and local partners.

Inclusion and Accessibility: Leadership and participation opportunities are open to women, youth, people with disabilities, and other marginalised groups.

Accountability: Fairtrade ANZ is committed to being transparent and responsive to the communities and partners we work with. Primary stakeholders are encouraged to provide feedback, raise concerns, and influence how initiatives are shaped and adapted. Where multiple stakeholders have differing views, Fairtrade ANZ will facilitate inclusive dialogue to navigate these respectfully and transparently.

Sustainability: Strengthening local systems, leadership, and capacities ensures that outcomes and decision-making remain with communities beyond project cycles.

5. Commitments

Fairtrade ANZ will:

- Integrate locally led approaches into programme design, delivery, and monitoring, evaluation and learning.
- Support Fairtrade farmers, cooperatives, and in-country partners to lead where possible, and meaningfully contribute to decision-making throughout the activity cycle..
- Invest in strengthening local systems, leadership, and governance capability.
- Maintain participatory feedback and complaints mechanisms that inform ongoing adaptation.
- Co-facilitate regular reflection and learning processes with partners and primary stakeholders.
- Allocate resources and track investment in local leadership and capacity development.
- Ensure that locally led approaches are embedded across operational systems, including human resources, procurement, and partnerships.

6. Implementation

Fairtrade ANZ will use a range of practical tools and systems to put this policy into action, including:

- Participatory design and planning frameworks to guide activity development.
- Partner capacity assessment and co-design templates that emphasise shared governance.
- Accessible feedback and complaints channels for all stakeholders.
- Training and mentoring for staff and partners on locally led approaches.
- Resource allocation tracking to monitor investment in local leadership and systems.

7. Responsibilities

Board of Directors: Oversee implementation of this policy and champion locally led principles across governance and strategy.

CEO and Leadership Team: Lead the promotion of this policy, allocate resources, and ensure operational alignment with commitments.

All Personnel and Partners: Apply this policy in their work, promote participatory approaches, and raise concerns if gaps are identified.

Primary Stakeholders: Participate in shaping initiatives and hold Fairtrade ANZ accountable to this policy.

8. Document Control

This Policy is available in the shared Fairtrade ANZ drive for all employees and is available on our website.

A copy of this policy will be provided to any person or organisation on request.

9. Monitoring and Review

This policy will be reviewed every three years, or earlier as needed to reflect new learning and changes in context. Implementation will be monitored through Fairtrade ANZ's programme appraisal, monitoring and evaluation systems, and partnership reviews.

10. For More Information

For enquiries or to raise concerns, please contact:

- Australia: info@fairtrade.com.au
- New Zealand: info@fairtrade.org.nz

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