

Fairtrade Australia & New Zealand **Partnerships Policy**

1. Purpose

This policy guides Fairtrade Australia & New Zealand (Fairtrade ANZ) in selecting and working with partners and helps partners understand the principles and types of partnerships available with us.

We value the power of partnerships to achieve shared goals that align with our mission and vision. Our partnerships are collaborative efforts to share skills, knowledge, and resources for meaningful change. This policy outlines our approach to forming and maintaining partnerships that reflect our commitment to Fairtrade principles.

Our first and most important partners are Fairtrade producer organisations and Fairtrade communities. We prioritise their voices, needs, and expertise in everything we do. We also value and seek partnerships with local organisations and experts to support impactful and context-specific solutions.

2. Related Policies

- Anti-Fraud and Corruption Policy
- Capacity Building Policy
- Complaints Handling Policy
- Control of Funds Policy
- Counter-Terrorism Policy
- Disability Inclusion Policy
- Diversity, Equity and Inclusion Policy
- Gender Equity Policy
- Non-Development Policy
- Protection from Sexual Exploitation, Abuse and Harassment Policy
- Protection of Children and Vulnerable Adults Policy
- Transparency and Open Information Policy

3. Scope

This policy applies to:

- All personnel and associates of Fairtrade ANZ, including permanent, fixed term and casual employees, contractors, interns, volunteers and Board and Committee members; and
- All partners and stakeholders, who are directly or indirectly engaged with Fairtrade ANZ's work both domestically and internationally.

4. Policy

Definition of Partnerships

Partnerships are ongoing, collaborative relationships aimed at creating meaningful change. They are built on shared goals and contribute to improving the capacity and connections between stakeholders, enabling communities to realise their potential. Effective partnerships leverage the unique strengths of all parties to achieve better results than working independently.

Relationships with Partners

We can't achieve our mission alone. Our partnerships are based on trust, respect, solidarity, and mutual dependence. We prioritise long-term, meaningful relationships that support Fairtrade communities and create impactful change.

Each partnership begins with a clear understanding of its purpose, outlined in an agreement that evolves as needed. Our partnerships reflect the diverse contexts in which we operate, ranging from collaboration on information sharing, projects, skills exchange, or funding to more complex strategic initiatives.

Suitability Criteria:

We partner with organisations that:

- Share ethical values aligned with Fairtrade ANZ, including human rights, gender equality, disability inclusion, racial justice, labour standards, and environmental sustainability
- Offer genuine opportunities to collaborate on shared goals
- Operate under strong governance frameworks and comply with industry standards
- Are financially viable, as assessed under our Control of Funds Policy
- Actively support Fairtrade ANZ's mission

We do not partner with organisations that engage in:

- Human rights abuses, including violations of women's and children's rights
- Forced or compulsory labour, including child labour
- Activities that harm women, children, people with disabilities, or their communities
- Terrorism, money laundering, or other corrupt practices

We also do not support religious proselytisation or partisan political activities, in line with our Non-Development Policy. Transparency is essential, especially regarding human rights and ethical trading practices.

Identifying Partners

We identify potential partners during project design and implementation phases or through independent research. Partnerships are designed to address local needs and priorities. Whenever possible, we seek local expertise, only sourcing international expertise when it is unavailable locally. International funding partners may also be engaged.

Our partnerships aim to:

- Deliver services
- Conduct research
- Build capacity
- Access relevant stakeholders and resources
- Strengthen strategic links with institutions

When identifying partners, we carefully assess suitability, collect relevant information, and manage expectations to ensure compatibility and alignment.

Principles

Our partnerships reflect the following principles:

1. **Integrity:** Partnerships align with our vision, mission, and values. Activities must comply with Fairtrade ANZ policies, including protection, equity, and anti-corruption policies.
2. **Compatibility:** Partners meet our suitability criteria and share our mission before agreements are formalised.
3. **Mutual Respect:** Partnerships create mutually beneficial outcomes while maintaining independence, reputation, and credibility.
4. **Negotiation:** Open dialogue ensures clear communication, shared expectations, and agreed boundaries.
5. **Interdependence and Accountability:** Partners share risks and benefits, maintain transparency, and honour agreements.
6. **Openness and Responsiveness:** We welcome new ideas, address concerns, and adapt to challenges collaboratively.
7. **Local Focus:** We prioritise local partnerships and ensure communities, including vulnerable groups, are supported and protected.

5. Management of Partnerships and Application of Partnership Principles

Detailed processes for managing partnerships are outlined in our Partnership Procedures document.

6. Document Control

This Policy is available in the shared Fairtrade ANZ drive for all employees.

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

7. Monitoring and Review

- Complaints are logged and reviewed regularly to identify systemic issues.
- This policy is reviewed every 3 years to ensure effectiveness and compliance.

8. For More Information

For more information or assistance, contact us at:

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

Document version	Changes	Date approved	Review Date
1.0	Initial policy developed	August 2019	August 2022
1.1	Includes references to protecting against money laundering.	July 2020	July 2023
2.0	Inclusion of Harassment in Policy	February 2025	February 2028

	Included PSEAH focal point and chair's email as non-personal emails		
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