

Fairtrade Australia & New Zealand

Racial Justice Policy

1. Purpose

This policy affirms Fairtrade Australia and New Zealand's (Fairtrade ANZ) commitment to racial justice as part of our broader commitment to trade justice and human rights.

Fairtrade ANZ recognises that global trade systems have developed within historical and structural contexts that have shaped access to markets, resources and decision-making power. These dynamics continue to influence economic opportunity for small-holder farmers and workers in the Global South and for communities in Australia and Aotearoa New Zealand.

As a trade justice organisation, Fairtrade ANZ is committed to identifying and addressing racial inequities, as appropriate, including through our programmes, partnerships, advocacy, governance and organisational practices.

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
- Locally Led
- Modern Slavery
- Partnerships
- Protection from Sexual Exploitation, Abuse and Harassment
- Protection of Children and Vulnerable Adults
- Whistleblower Protection

4. Policy Position

Fairtrade ANZ recognises that racial inequity can operate at structural, institutional and interpersonal levels. We acknowledge that these inequities may influence who participates in decision-making, who benefits from economic systems, and whose knowledge and leadership are recognised.

We are committed to ensuring that our work does not reinforce inequitable power dynamics and that we contribute, where possible, to more inclusive and equitable trade systems.

5. Domestic Context

Aotearoa New Zealand

In Aotearoa New Zealand, Fairtrade ANZ recognises Māori as tangata whenua. As tangata Tiriti, we acknowledge our responsibilities under Te Tiriti o Waitangi and commit to strengthening our understanding of these responsibilities in governance, strategy and partnership practice. We are committed to upholding the rights of Māori as tangata whenua, respecting tino rangatiratanga (self-determination), and working in partnership in ways that uphold equity, justice and enduring relationships.

Australia

In Australia, Fairtrade ANZ acknowledges the sovereignty of Indigenous Aboriginal and Torres Strait Islander Peoples as articulated in the Uluru Statement from the Heart and the UN Declaration on the Rights of Indigenous Peoples. We recognise the ongoing impacts of colonisation on economic participation and community wellbeing, and we commit to engaging constructively in reconciliation processes and identifying practical steps that contribute to equity and inclusion.

6. Principles

Human Rights

Racial justice is grounded in respect for human rights and dignity. All people have the right to participate fully and equally in economic and social life.

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.

Equity

Fairtrade ANZ seeks to address barriers that limit participation or opportunity for Indigenous Peoples and other communities experiencing disadvantage.

Representation

We value diverse leadership and recognise the importance of inclusive decision-making.

Accountability

Fairtrade ANZ is committed to being transparent and responsive to the communities and partners we work with. All 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.

7. Commitments

Fairtrade ANZ will:

- Strengthen inclusive governance and leadership pathways within the organisation.
- Provide learning opportunities for Board members, staff and volunteers to build cultural capability and understanding of racial equity.
- Consider equity and representation in recruitment, procurement and partnership decisions.

- Integrate a racial justice perspective into programme design, monitoring and evaluation processes, operations, policies, partnerships and public communications
- Ensure that advocacy and communications reflect the voices, knowledge and priorities of Fairtrade farmers and workers.
- Maintain accessible and culturally appropriate feedback and complaints mechanisms.
- Identify and implement practical actions to strengthen racial equity within our domestic context in Australia and Aotearoa New Zealand by providing targeted investment or support to develop leadership or economic capabilities of Indigenous communities.

8. Implementation

This policy will be implemented through existing governance, strategic planning, human resource and programme management systems. Where appropriate, Fairtrade ANZ will develop supporting action plans to outline practical steps, responsibilities and timeframes.

9. Responsibilities

Board of Directors: Provide oversight of this policy and ensure alignment with Fairtrade ANZ's strategic direction and values.

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, participate in relevant learning opportunities and raise concerns where inequities are identified.

10. Monitoring and Review

The policy will be formally reviewed every three years or as needed to respond to changing contexts and learning.

11. For More Information

For enquiries or to raise concerns, please contact:

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

Date approved by Board: March 2026

Date for revision: March 2029