

20 years of 'fairness in trade'

'It's when ordinary people rise above the expectations and seize the opportunity that milestones truly are reached'

Kirit Dave, Jan Simmons and Dipesh Shroff conceived the idea of empowering artisans, producers, craftsmen and small farmers to enhance their livelihoods and alleviate poverty through income generation. They served as a connect between buyers in Europe who were looking for an opportunity to introduce 'fairness in trade', by sourcing from developing countries. IRFT represented small producers in India whose export products found fair-trade market as a viable option.

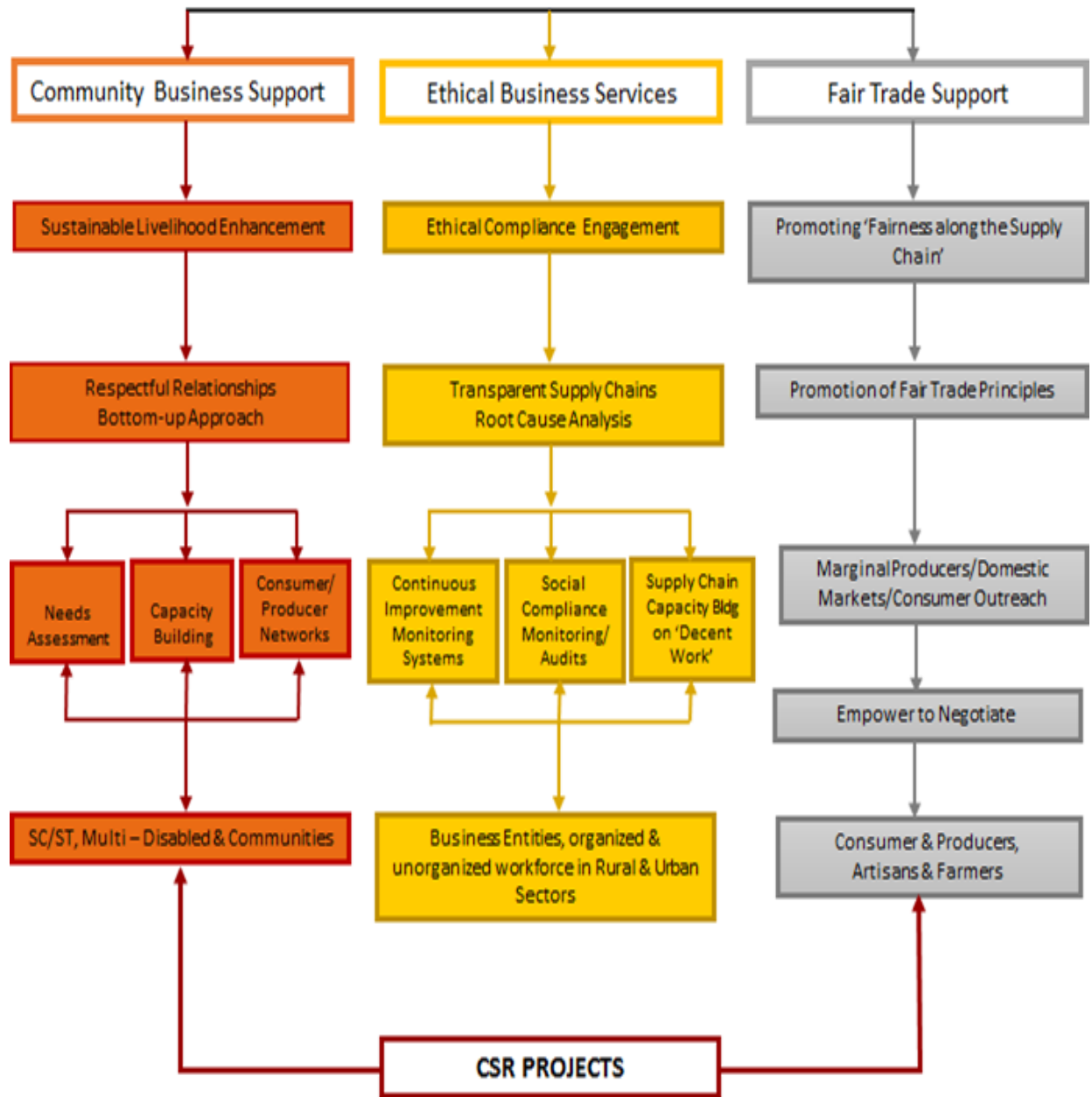
Since then IRFT, established under the Bombay Public Trust Act 1995, has grown in dimension. Working at the intersection of business and development, giving farmers and artisans' access to mainstream markets while encouraging large businesses to incorporate social responsibility and transparency into their core values.

Working closely with both the vulnerable ends of the supply chain, IRFT inspires the supply chain to think fair and propagate fairness along with whole supply chain ensuring a fair deal to one and all.

Down Memory lane:



'Towards Fair & Sustainable Livelihoods'



COMMUNITY BUSINESS SUPPORT



An annual event where the best learning happens at the point when producers meets the consumers.

This fiscal year the Parivartan Crafts Mela was held at Goregaon Sports Club on October 31, 2015, supported by First Rand Bank and Union Bank.

Mr. Udaykumar Vinzanekar, President, Punarvas Education Society formally inaugurated the Exhibition Pavilions and addressed the gathering during the inaugural function. The chief guest was the Actor - Raj Kumar Yadav.

25 small and marginalized NGOs and social entrepreneur groups thoughtfully displayed an array of the art-form they represented ranging from trinkets, artefacts, vibrant Diwali decorations, ethnic sarees, kurtis etc.

The star attractions once again were Acupressure and Massage by the blind - National Association for the Blind and Free Arabic Mehendi.

The Parivartan Mela is not just a platform for market exposure, it serves to reinforce training at the Point of Purchase. Subsequently making hand-holding approach, backed by class-room trainings on management systems, fine tuning costing; pricing, production, quality control and financial management more effective. For instance, Pragati Pratishtan, it was practical lesson like demand for design alternatives, colour-schemes, uniqueness, specialty pricing, quality and quantity learnt at the Point of Purchase and the aspiration to self – entrepreneurship development.

Feedback from one of the first-time participant:

“This was the best platform for my handloom sarees and salwars. I made 3 contacts who were interested in bulk buying to start their own online business. This is worth appreciating. I am very thankful. Most importantly it was a cream layer crowd. I learnt a lot I understood the basic requirement of the people specifically the demand in handloom sarees”.

Seema Tiwari Mishra



Full Circle Learning:

IRFT with the funding from TATA Capital Financial Services Limited (TCFSL) committed to work with the small and medium social enterprises, conducted the Full Circle Learning Workshop – I. This Financial Management Learning was carried out in a series of four Basic Training Workshops.

Trainees Testimonials



“I was very comfortable with the innovative interactive and tools used during the training. Much of the gaps were filled”

Shalini Datta, Founder Trustee, After Taste.

“I am not a finance person; still I could understand all the cost components. The case study and intense illustrations made me comfortable with the subjects”.

Preethi Mutta, CEO, Access Life Assistance Foundation.



Sustainable Livelihood Development Project

Pragati Pratishthan an NGO established in 1972, has been working with the Tribal towards social, environmental challenges that affect the indigenous tribes in Palghar District. With good intention and limited resources Pragati Pratishthan interventions have been continuous but disjointed in its approach and implementation.

IRFT with the support of Tata Capital Financial Services Ltd. have committed to handholding and developmental trainings to Pragati Pratishthan staff and beneficiaries including families in the seven villages of Palghar to enhance their skills towards Sustainable Livelihood and Self – Reliance.



After the Needs Assessment, IRFT planned and executed the Market Linkage programmes I & II, at Goregaon Sports Club and Thane Rotary Club Trust, to bring about awareness in terms of design, quality, production efficiency and pricing of the Pragati products. This programme gave an insight into the gaps and a reference point for further team building sessions through a Bottom – up approach.

The Thane Rotary Trust Expo was a follow-up of the 6 months intervention at Pragati where emphasis was given on product development and designing through demonstrations to Team Pragati on ‘What Sells’. Invitations were extended to the Corporate Funding Agencies ‘Seeing is Believing’. Based on our understandings and outcomes, Phase III & IV programmes were initiated accordingly.

The Sustainable Development Project gave an insight into the strengths and weaknesses of the organization and the team, and the ‘need to change’ towards Sustainable progress

ETHICAL BUSINESS SERVICES



FAIR LABOR
ASSOCIATION™ (FLA)



FRUIT OF THE LOOM® (FOTL)

signed an agreement with FRUIT OF THE LOOM® (FOTL) to conduct a Workplace Fire Safety Facilitator Trainings for their 11 selected suppliers in China in two phases

The training modules were designed by Dr. David Gold for FLA, accredited by the Institution for Occupational Safety and Health (IOSH). Thus the training could be conducted only by qualified and certified trainers. Bhawna Solanki, an Indian Master Trainer, IRFT aptly fitted the profile and conducted the training along with Huizhen, the Chinese Master Trainer and Translator, FLA.

Penny Woronoff, the Supply Chain Sustainability Manager based in U.S. also participated in the training

The course was conducted as per prescribed syllabus, order and timeline. The simulation exercises incited pragmatic and vigorous discussions. The training gap assignments being the crucial part of the course was justified by the participants in their assignments and evidently observed during their presentations in the second phase. 60% of the participants were able to adopt the Zen style presentation approach and came up with clear real pictures to support their assigned topics. Serious hazards were identified and presented as a part of the Hazard identification assignment. 78 workers were collectively reached upto and awareness was created on fire safety issue by the participants as a part of the training assignment.

All the participants passed in the three areas of assessments i.e. the Post Test, Hazard Assessment and Training Gap Exercise. The lowest score being 69% and the highest score being 88% achieved by one of the participant.

The participants' feedback reflected the objective of the course was met.



A Corporate Social Responsibility wing of Ambuja Cements Ltd. works with the rural communities surrounding Ambuja's manufacturing sites. The Foundation is engaged in a variety of people-centric, integrated rural development projects. Since inception the Foundation has expanded its reach and diversified its programme to include as many members of its stakeholders group as possible.

ACF felt the need to build the capacity of the master trainer /project team at Bathinda, Kodinar & Chandrapur on decent work criteria and take it to the community level for which IRFT was approached.

A tailor-made training was conducted in three phases:

Needs Assessment - To gauge on the kind of intervention/training required to improve gender sensitivity and decent work parameters and how various ACF programmes/projects can be dovetailed for the betterment of target groups at ACF project locations.

Based on our overt and covert observations a Capacity Building Training for 28 Master Trainers/Project Team was conducted at Kodinar to appraise them of the 8 key indicators under the Decent Work Principles, process of implementation in their work areas and identifying integration opportunities to fulfill the 8 principals within the project areas of ACF.

Some of the valuable quotes from the participants:

Vikram Singh Dahima from Kodinar said *“The training helped us to realize the very existence of Decent Work principles in our work areas and the importance of working on it’.*

Jitendra Bais from Chandrapur said, *“Though I have heard the word integration many a times, it is through this training that I understood the integration in its real sense and the possible practical interpretations of it in the project areas of ACF.’*

Sudhakar Pinumalla from Nadikudi said, *“The interactive of Offer and Receive using the woolen balls as training tool helped us better understand the integration opportunities within the existing project areas of ACF”.*



is committed to a standard of excellence in every aspect of the business in every corner of the world, ethical and responsible conduct in all of their operations, respect for the rights of all individual and for the environment. They expect the same commitment to be shared by all manufacturers of Disney merchandise.

IRFT has been consulting Disney vendors through Gap Assessments and Continuous Improvement projects since 2012 and have built our strength on the requirements of Disney Code Of Conduct.

This fiscal year we have conducted Gap Assessments to the following corporates:



Authentic Impex



IRFT being an expert in Social Compliance Audits, was approached by Anshul Life Sciences Partnering innovation, adding value. to conduct an audit based on the IRFT Code of Conduct at their factory in Roha for 137 workers.

This audit is related to the working standards, environment and business ethics of a company. After a meeting with the factory management and an assessment of the factory, a Gap Assessment Report and a photo album along with the comments/suggestions was prepared and sent to the client for corrective action plan.

DAVID JONES embarked on 'control' audits' to test the strength of the audit data provided by audit companies. This process entailed doing a counter audits on factories supplying David Jones brand merchandise and having all factories and suppliers registered on the Supplier Ethical Data Exchange. IRFT was selected as David Jones Preferred Audit Providers for India, Bangladesh and Pakistan.

IRFT alongwith Ms. Jaana Quaintance, Ethical Sourcing Manager, David Jones Pty. Ltd., conducted Third Party Audits in November 2015 in Prabhat Textiles, Indore and Stalwart Homestyle, New Delhi. Based on their observations/findings Corrective Action Plans were discussed and formulated.



In 2009 IRFT attempted to convert and reinforce the Syngenta Code of Conduct on Child Labour, Health, Safety and Environment in a positive way by creating a positive identity and brand that created a bond between the Stakeholder and Syngenta Seeds Ltd. It depicted Syngenta as nurturing and caring for the 'Family' of the employees. NFT's & FT's and **Syngenta me&mine** was born.

Rigorous Train the Trainer trainings and follow ups by IRFT gave clarity on usage of endorsing the tools, to engage the growers and organizers to play and learn the Syngenta Code of Conduct. Since the induction the brand and the good work has been taken forward by leaps and bounds to 18 other countries by the Syngenta team. All the stakeholders are held together by the family spirit of **Syngenta me&mine**

In 2016 Syngenta approached IRFT to conduct an extension of the **Syngenta me&mine** with a holistic approach for the code of conduct on Health, Safety and Environment for two of its major seed producing regions Warangal & Eluru. The modules and tools created by IRFT for this assignment will be used for training in other regions by the Syngenta Team.

PANK AJAYJI RAM
A.Y. 2016-2017
PTR No. F-16183

INTERNATIONAL RESOURCES FOR FAIRER TRADE

BALANCE SHEET AS AT 31ST MARCH, 2016

(Amount in Rupees)

FUNDS & LIABILITIES	SCHE DULE	CURRENT YEAR 31-03-2016	PREVIOUS YEAR 31-03-2015	PROPERTY & ASSETS	SCHE DULE	CURRENT YEAR 31-03-2016	PREVIOUS YEAR 31-03-2015
Trust Fund	I			Fixed Assets	IV		
As per last Balance Sheet		989,084	989,084	Loans, Advances & Amount Receivables	V	2,874,640	1,217,375
Add: Recd. during the year		989,084	989,084	Deposits	VI	528,500	729,500
Other Liabilities	II			Cash & Bank Balances	VII	10,423,353	17,130,272
Sundry Creditors		60,453	283,553	In Saving a/c with Banks		6,362	6,733
Other Liabilities		12,709	234,054	Cash in hand		10,429,715	17,137,005
Advance Retained		9,636,623	15,018,706				
Provision for Gratuity		540,815	413,975				
Provision for Doubtful Debts		46,318	-				
		10,296,918	15,950,097				
Income & Expenditure A/c	III						
As per last Balance Sheet		3,030,940	2,735,745				
Add/(less): Surplus/(Deficit) of income & expenditure a/c		328,144	295,193				
		3,359,084	3,030,940				
Nettes To Accounts	VIII					14,645,086	19,970,121

For International Resources For Fairer Trade

[Signature]
TRUSTEE

Place: Mumbai
Date: 30th May, 2016

As per audit report of even date
For S. Ramchand Aiyar & Co,
Chartered Accountants



[Signature]
Dipen Parekh
(Partner)
M. No. 40991
Firm No. CCG990N

Place: Mumbai
Date: 30 MAY 2016

Trustees

PAN AAATI 0124M
A.Y. 2015-2016
PTR NO. E-16181

INTERNATIONAL RESOURCES FOR FAIRER TRADE
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31-03-2016

EXPENDITURE	SCHE DULES	CURRENT YEAR		PREVIOUS YEAR		INCOME	SCHE DULES	CURRENT YEAR		PREVIOUS YEAR	
		2015-16	2014-15	2015-16	2014-15			2015-16	2014-15		
To Expenses in respect of Property		-	-	-	-	By Interest income	B	749,003	386,468		
To Establishment Exp.		-	-	-	-	By Grants	C	5,382,081	3,294,193		
To Expenses On Objects of Trust	A	12,534,562	10,709,033	10,709,033	10,709,033	By CSR Contributions	D	2,460,156	1,300,000		
To Depreciation		100,010	112,350	112,350	112,350	By Other Income	E	4,371,476	6,135,915		
By Excess of Income over expenditure		328,144	295,193	295,193	295,193						
		12,962,716	11,116,576	11,116,576	11,116,576			12,962,716	11,116,576		

(Amount in Rupees)

As per audit report of even date
For S. Ramesh Aiyar & Co.
(Chartered Accountants)



Place: Mumbai
Date: 30 MAY 2016

Place: Mumbai
Date: 30th May, 2016

For International Resources For Fairer Trade
M. No. 40991

TRUSTEE

Trustees



S. Ramanand Aiyar & Co.

CHARTERED ACCOUNTANTS

501 / 502, 5th FLOOR, UMERJI HOUSE, NEXT TO CRESCENT PLAZA, OPP IMPERIAL HOTEL,
TELLI GULLY, ABOVE BANK OF BARODA, ANDHERI (EAST), MUMBAI - 400 069.
Tel. : 91-22-2682 0605 / 2682 0608 / 4077 0800 Fax : 91-22-2682 0274
Website : www.sraco.in Email : mumbai@sraco.in

FORM 10B

(See rule 17B)

Audit Report under Section 12A(b) of the Income-Tax Act, 1961, in the case of
charitable or religious trusts or institutions

We have examined the balance-sheet of **INTERNATIONAL RESOURCES FOR FAIRER TRADE** as at 31st March, 2016 and the income & expenditure account for the year ended on that date which are in agreement with the books of account maintained by the said trust or institution.

We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of the audit. In our opinion, proper books of account have been kept by the Head Office, Mumbai, of the above named trust visited by us so far as appears from our examination of the books, and proper returns adequate for the purposes of audit have been received from branches not visited by us, subject to the comments given below:

In our opinion and to the best of our information, and according to the information given to us, the said accounts give a true and fair view:

- (i) in the case of the balance-sheet, of the state of affairs of the above named trust as at 31st March, 2016, and
- (ii) in the case of the income & expenditure account, the surplus of its accounting year ending on 31st March, 2016.

The prescribed particulars are annexed hereto.

Place: Mumbai

Date: 30 MAY 2016

FOR S. RAMANAND AIYAR & CO.
Firm Registration No. 000990N
(Chartered Accountants)



[Signature]
Partner
Dipen Parekh
M.No. 40991