

UK Retailer Commitment on Living Wages in Banana Supply Chains

Goal

As a coalition of UK retailers, we will strive for workers in our banana supply chains to receive a living wage by the end of 2027. We will progress faster wherever feasible.

Scope

This commitment applies to 1) workers in our hired labour farm-based supply chains and 2) all the fresh bananas we sell, sourced either directly or through third party suppliers.

Context

British consumers enjoy over 8 billion bananas each year, which is 4% of global banana imports.¹ These bananas are grown by over 80,000 people working on hired labour banana farms as permanent, temporary, seasonal, or casual workers. We want to see the workers and farmers in our banana supply chains achieve a decent standard of living. UK retailers have an important role to play in enabling banana producers to pay a living wage to their workforce.

A living wage is “the remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.”²

Living wages are critical to lift people out of poverty and a key component of a sustainable supply chain. In addition to enabling the first Sustainable Development Goal (SDG) of No Poverty, living wages support achieving targets set under the following seven SDGs: Zero Hunger (2), Good Health and Wellbeing (3), Quality Education (4), Gender Equality (5), Clean Water and Sanitation (6), Decent Work and Economic Growth (8), and Reduced Inequalities (10).³

We have been working with IDH The Sustainable Trade initiative, using the tools provided through the [Roadmap on Living Wages](#) to map our banana supply chains and understand the living wage gaps. This work enables us to take concrete steps to support the banana workers in our supply chains.

Each retailer, individually, commits to:

1. Adopt responsible procurement practices and pay suppliers fairly (those payments to be determined independently by each retailer) in order to support the payment of living wages.

¹ <https://www.theguardian.com/sustainable-business/banana-pricing-unsustainable-nature-uk>

² <https://www.globallivingwage.org/about/what-is-a-living-wage/>

³ https://www.livingwage.org.uk/sites/default/files/LW_SDG_Report.pdf

2. Avoid switching supply bases to countries with smaller gaps or lower living wage benchmarks purely to meet the goal of no living wage gaps in our banana supply chain.⁴
3. Work in genuine partnership with the suppliers and producers growing the bananas we source, and with other stakeholders such as trade unions, NGOs, and certification bodies.
4. Collect living wage data in our banana supply chains.
5. Support and invest in capacity building across the value chain to enhance areas such as productivity, collective bargaining, and gender equality.
6. Continue sourcing bananas from small scale farmers, where relevant.
7. Map our small scale farmer supply chains, use the [IDH Roadmap on Living Income](#) to develop an approach to working on living income for small scale banana farmers, and explore a retail commitment focused on living incomes.⁵
8. Advocate with supply chain stakeholders on policies and regulations that promote and enable living wages.
9. Publicly report the impact of this commitment on banana workers.

While implementing these commitments, we recognise the importance of shared responsibility across the value chain and avoiding negative unintended consequences both for workers included in the scope of this commitment, and for the small scale farmers who are also a vital part of banana supply chains.

We will conduct all activities to meet these commitments in compliance with the UK Groceries Supply Chain Code of Practice and the UK Competition Act.



⁴ This does not prevent retailers from making sourcing decisions based on a variety of other considerations.

⁵ This applies only to retailers sourcing significant volumes from small scale farmers.