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For a world in which people and biodiversity thrive



UEBT CONFERENCE 2023 AND FLAGSHIP PUBLICATION

SUMMARY REPORT



260 business leaders gathered online and in Amsterdam on 17 and 18 October for the “Sourcing with Respect” Conference, an annual event hosted by UEBT that brings people together to discuss how ingredients from biodiversity can be sourced in a way that respects people and nature.

The conference covered four main topics during its main day¹.

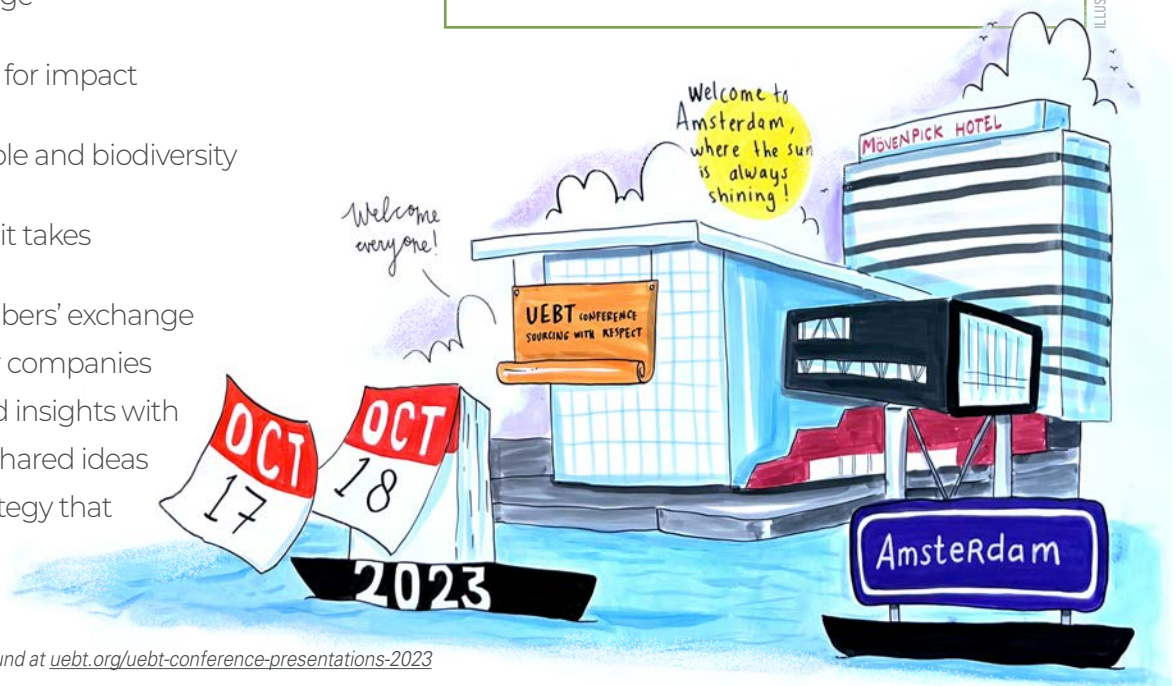
- Global biodiversity framework for transformative change
- Company strategies for impact
- Local voices on people and biodiversity
- Regeneration: what it takes

There was also a members' exchange where UEBT member companies shared challenges and insights with each other as well as shared ideas for the next UEBT strategy that begins in 2025.

Who Attended

- **80% companies**, from a variety of sectors including food and beverage, herbs and spices, flavours and fragrances, natural pharmaceuticals and beauty.
- 20% from international organisations, NGOs, government agencies or individual consultants.
- 260 persons total – **200 participants in Amsterdam** and an additional **60 via livestream**.
- Most of the private sector representatives who attended work in sourcing or in sustainability, with some from the executive teams, marketing, communications, or regulatory affairs.

ILLUSTRATIONS: GETEMEND VERSLAG



¹ Conference slide decks can be found at uebt.org/uebt-conference-presentations-2023
Password: Positiveimpact2023

WELCOME REMARKS AND CALL TO ACTION



Above: UEBT's Board President Eder Ramos of Symrise welcomes the audience to Amsterdam



Eder Ramos, UEBT Board President, welcomed all to Amsterdam and provided a call to action (reprinted below).

EVALUATION HIGHLIGHTS

100 survey responses were received about the conference.

- 99% found the conference “good or very good”.
- 96% of survey respondents said they would like to attend another conference.
- 99% of respondents said it gave them knowledge they could use in their daily work.
- 99% of respondents said it gave them ideas or opportunities for collaboration.

Members' exchange

82 member representatives participated in two conversations:

1 Facilitated topic tables

Choices were:

- Reducing burdens on local suppliers related to double audits
- Improving downstream side of supply chain relationships
- Human rights and biodiversity
- Living wages and living income
- Biodiversity and climate

2 Discussions to gather ideas from members about priorities for UEBT's next strategy starting in 2025

“ In our industry we often speak of biodiversity as a source of innovation and inspiration, for example for our perfumers. We hope that like biodiversity, this conference will also be a source of innovation and inspiration for you.

“I encourage you, over the next two days, to try and push aside your phone and their endless streams of emails, and to focus on the wealth of collective experience in this room:

- The people in the room, we all work in similar areas.
- The rich knowledge you all have to share.
- The challenges we face that are similar.
- And some may have found solutions that help us all.

“This conference will be bountiful if we can really take advantage of this time to step away from the tasks we have for this week, this month, or this year.

“Over the next two days I encourage you to think about what needs to **change, stop, or start** in the coming year for a true **transformation** of the sectors we work in.

“Later today we are going to talk about this idea of ‘**sector transformation**’ – for biodiversity, towards ‘**nature positive**’. UEBT has issued a **new report with special focus on the beauty industry which it will be sharing**.

“But for now, I would like you all to be asking yourself during the conference, what can my company or organization do – in the next year – to really transform?

- What can we **change**?
- What needs to **stop**?
- What needs to **start**?

“Because we need brave transformation, from all of us, and we need it soon.

“...And if I may, I would like to ask the larger companies in the room – the brands, the manufacturers, international processors and fragrance houses: how can we ensure that we, the companies away from the sourcing areas, are **not only** asking our suppliers to transform, but how are we **also transforming our own companies and practices**?

“If we all do this, and if we do this together, will truly be able to serve our joint vision: **a world in which all people and biodiversity thrive.**”

Conference sponsors



COMPANY STRATEGIES OPENING PANEL



Above: The audience is full for the opening panel.

The opening panel featured leaders from Pernod Ricard, Symrise, Nelixia and MartinBauer. The focus was on how companies are implementing effective programmes that drive impact.

The presentations and discussions made these points, among others:

- actions must be tailor made and are not one-size fits all
- starting with risk profiles is important, and also to understand the production model
- pre-competitive agreements are helpful
- focus on next generation farmers and making a decent living
- scaling up requires partnerships, quantifiable targets, clear budgets and learning curves



- challenges, among others, are systemic inertia such as tensions between profit and sustainability, short and long term visions
- strategies must be alive, and adapt and evolve
- verification supports ongoing actions but also enhances dialogue

Questions from the audience centered on topics such as how to finance, measure, communicate and structure these programmes and strategies. There was also a question as to whether, in today's world, 'long term' is really no longer that long, as we must make urgent strides rapidly, so looking at 5 to 7 years as 'long term' and no longer targets for 20 to 30 years away.

“ At the source, not everything can be measured; Key Performance Indicators do not cover intangibles.

One perspective in the Companies Strategies session.



The conference graphic recording

Netherlands-based 'Getekend Verslag' ('Signed Report' in English) made a graphic recording of day one of the conference for us. You can see the whole graphic here: uebt.org/uebt-conference-presentations-2023
Password: Positiveimpact2023

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GLOBAL BIODIVERSITY FRAMEWORK TOWARDS TRANSFORMATIVE CHANGE ON BIODIVERSITY



Above: Edouard Mauvais-Jarvis, Head of Biodiversity and Product Sustainability at Parfums Christian Dior talks about the company's experience with biodiversity tools.



5 Key Priority Actions

The Beauty Sector on Biodiversity

- “ Set targets to conserve and regenerate biodiversity in sourcing areas
- “ Include biodiversity in life cycle assessments and other tools to assess impact.
- “ Integrate biodiversity in supply chain due diligence
- “ Bring equity and human rights aspects into all biodiversity measures
- “ Engage meaningfully along supply chains and treat suppliers as partners



Speakers from Business for Nature, Dior, L'Occitane, UEBT and the World Economic Forum discussed how the new UN Global Biodiversity Framework (GBF) can be a step change for biodiversity.

Some perspectives included, among others:

- the GBF provides a framework for 2030 with 23 action targets and one focused on business assessing and disclosing their impacts and dependencies on biodiversity
- the biodiversity COP15 was unprecedented in its presence of the business sector and that business calls to action were more ambitious than governments
- large business and biodiversity initiatives have launched guidance documents on 'sector transformation' including one on personal care that uebt contributed to and co-convended business workshops for
- the uebt deep dive on beauty and biodiversity complements the personal care guidance published by the world economic forum
- companies are starting to work with biodiversity tools that support the GBF such as science based targets for nature (SBTN) pilots and others

Questions and perspectives from the audience included how to claim a contribution to 'nature positive'; how to not get complacent when achieving early success in initiatives such as carbon neutrality; how nature impacts are rooted in the supply chains; and how traceability is key.



UEBT flagship publication

The new report **Sector transitions to nature positive: Deep dive on beauty and diversity** was shared at the conference and then launched widely to share the key priorities for the sector (see above box)



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LOCAL VOICES ON PEOPLE AND BIODIVERSITY

LEADERS DISCUSSION



Photos: Martha Negumbo of Eudafano Women's Cooperative, Namibia (above), and Filip Lissicharov of Enio Bonchev, Bulgaria (below right), share their buying expectations with companies.

Once again, our most powerful session (per consistent feedback) was our session featuring leaders from companies at the source.

With powerful words from local leaders from Australia, Bulgaria, Indonesia, Namibia and Zimbabwe, this session focused on how buying companies must work in more meaningful partnerships with their suppliers.

Each presenter shared the unique work of their own company including the communities they work with, the workers or farmers involved, and what challenges they are facing.

The session had clear calls to action to the buying companies in the room, including to invest in the costs of making production sustainable, understand the tradeoffs and challenges producers face and seek to reduce those burdens, pay fair prices and make longer-term commitments including in terms of volumes to support supplier resilience.



More perspectives from panellists and audience

Local voices session

- “ We must actively work to change mindsets.
- “ Many of us at source are maintaining deep relationships with pickers, developing unique approaches in different environments, and challenging traditional practices.
- “ We must dig deeper to understand what is happening on the ground and develop an aligned long-term strategy.
- “ The decision to change needs to be made at the top and these changes must be implemented with urgency.



BREAKOUTS DAY 2

This report focuses on the main plenaries on day 1 of the conference. Day 2 was just as exciting with eight different sessions bringing together pressing topics:

- EU due diligence: upcoming rules and implications for business
- Leveraging business support for responsible sourcing from the wild
- Human rights in botanical supply chains
- Living wages and living income
- Biodiversity in product environmental footprints
- ABS – Latest cases and updates

and more...

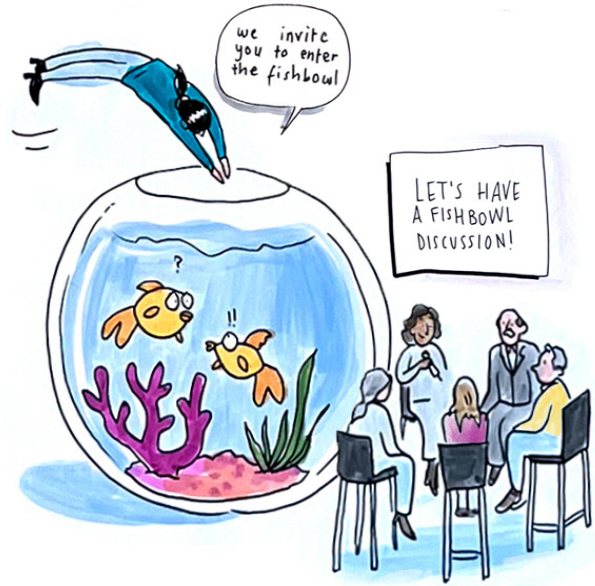
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REGENERATIVE WHAT DOES IT TAKE



Above: Participants in the regenerative 'fish bowl' discussion included (from L to R) the Rooibos Council, Natura &Co., and LVMH, among others.



The final of the plenary panels focused on taking a deeper step into the concept of regenerative, what it means and what it doesn't mean, and ended in an open 'fish bowl' discussion of what it looks like in supply chains.

Panelists first shared their regenerative programmes under way including from Natura &Co and LVMH.

Perspectives included:

- that carbon capture and biodiversity restoration are important components, but including social justice is key
- that communities and direct partnership with farmers is also crucial, as regenerative is often about (re) adopting traditional practices
- costs must be a focus, but a company needs to look at the long term value



More perspectives from panellists and audience

Regenerative

“ It may not be entirely clear how to get there or what regenerative terminology means exactly what, but we have to get there, because biodiversity and people are asking for action.

Regenerative 'fish bowl' participant



The UEBT Sourcing with Respect Conference 2023

The UEBT Sourcing with Respect Conference is the premiere global event for industry professionals working in the beauty, food and beverage, and pharma sectors to discuss ethical sourcing of ingredients from biodiversity. We generously thank the companies supporting the event in 2023:

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