



JUST TRANSITION PRINCIPLES



Introduction

Businesses are increasingly expected to make changes to their supply chains to address environmental, social, and ethical concerns. These changes may be driven by climate goals, new regulations, public commitments, or the introduction of new standards or requirements.

While these changes are often well intentioned, they can have real and sometimes unintended consequences for suppliers, workers, and communities, particularly where livelihoods depend on access to global markets.

The challenge is not whether change is needed, but how change is designed and implemented. The Fairmiles principles are intended to support better decision-making, helping organisations balance sustainability goals with fairness, resilience, and responsibility.

About Fairmiles

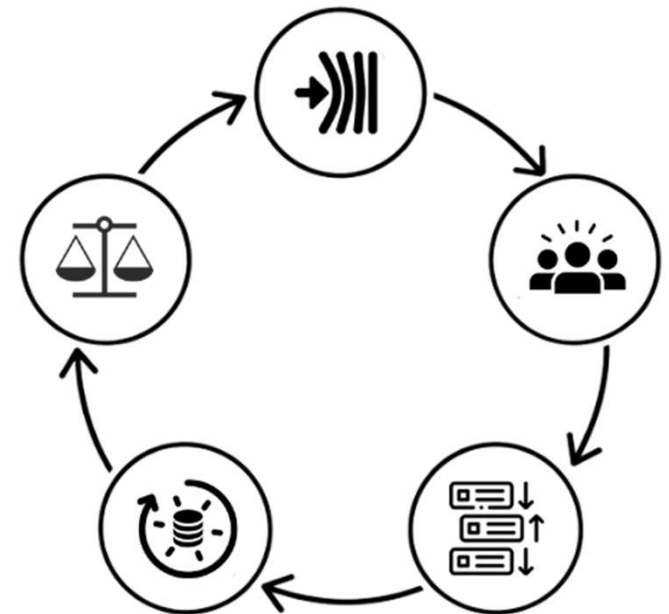
Fairmiles is a collaborative initiative bringing together businesses, supply-chain actors, and other stakeholders to explore how sustainability goals can be achieved without causing unintended harm to livelihoods or communities. The principles have been shaped through practical experience, discussion, and consultation with a wide range of stakeholders, including fresh produce companies, retailers, NGOs, academics, and other practitioners. The initiative is facilitated by **COLEAD**, supporting dialogue, coordination, and shared learning across participants. The principles are intended to support real-world decisions rather than promote one-size-fits-all solutions.

What these principles are

These principles provide a practical decision guide for buyers, retailers, and brands when considering changes that affect suppliers or supply chains. They are not a technical framework or a checklist. They are a set of common-sense questions designed to help decision-makers:

- understand risks and opportunities for the business
- consider impacts on people and communities
- weigh risks and impacts against the intended environmental, social, or ethical benefit
- use information responsibly
- ensure change is managed fairly

They are designed to support sound judgement, not replace it.

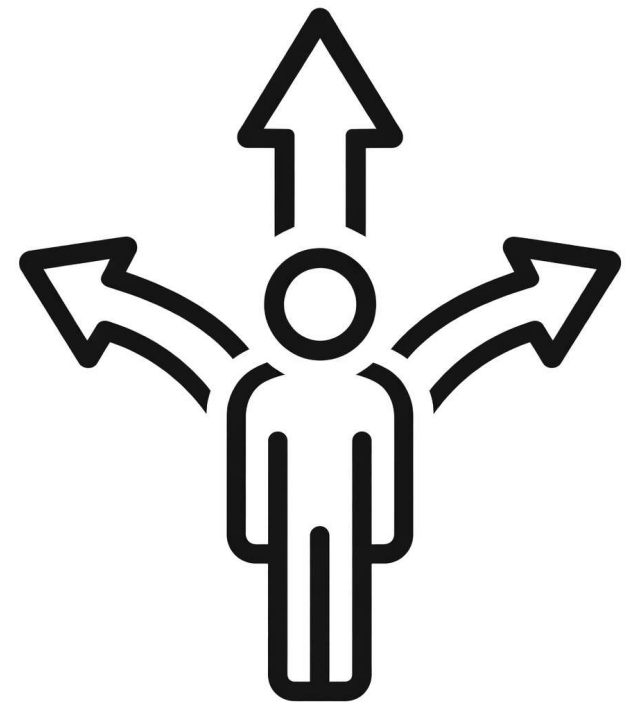


When these principles apply

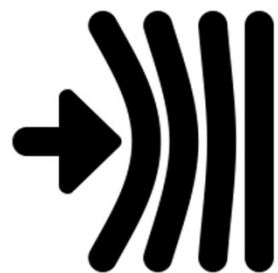
These principles are primarily intended to be used when changes are being considered that affect suppliers or supply chains and are driven by environmental, social, or ethical objectives. This includes, but is not limited to:

- changes to sourcing, specifications, volumes, or transport
- the introduction or revision of environmental, social, or ethical standards
- new policies, codes of conduct, audits, or requirements introduced as a condition of trade

The principles are intended to help ensure that such changes strengthen sustainability while avoiding unintended harm to people, communities, or long-term supply chain resilience.



The Principles



Principle 1

Risk and Resilience

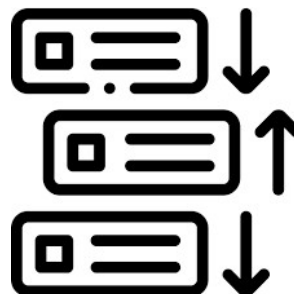
Does this decision make sense for the business?



Principle 2

Impact on People

Who will be affected by this decision?



Principle 3

Proportionality

Do the risks and impacts justify the intended benefit?



Principle 4

Data Responsibility

What information do we need, and how do we gather it responsibly?



Principle 5

Fair Transition

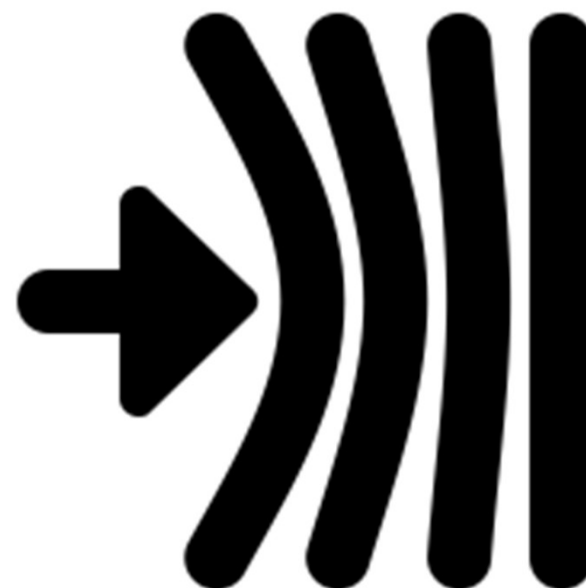
If change is needed, are we making it fair?

Principle 1: Risk and Resilience

Does this decision make sense for the business?

Decisions should take account of risks and opportunities linked to supply chains, including legal, regulatory, reputational, and commercial considerations.

Decision-makers should consider whether a decision could create legal or regulatory issues, such as unfair purchasing or trading practices, misleading or unsupported claims, or contractual, liability, or duty-of-care risks. They should also consider whether it could damage trust or reputation with customers, suppliers, or the public, or affect long-term security, reliability, or continuity of supply. Where alternatives are being considered, these should be realistic in terms of cost, quality, availability, and reliability.



Principle 2: Impact on People

Who will be affected by this decision?

Understanding impacts on people and communities is central to fair and responsible supply chain decisions, particularly where livelihoods depend on continued access to trade.

Decision-makers should consider who depends on the supply chain for jobs, income, or economic security; how many people may be affected directly or indirectly; whether those affected are particularly vulnerable or have limited alternatives; and whether the decision could affect access to decent work, income, health, education, or training. Consideration should also be given to the wider financial and resource impacts on communities, and whether the decision may weaken or strengthen long-term community resilience.

Decisions taken to reduce environmental or ethical risk should not create disproportionate burden or harm to people or communities that rely on the supply chain.



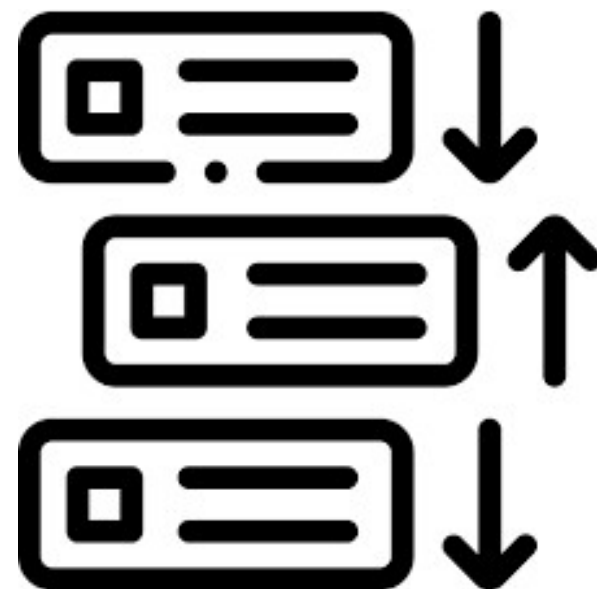
Principle 3: Proportionality

Do the risks and impacts justify the intended benefit?

Not all decisions require the same level of attention, care, or response. Decision-makers should assess the significance of impacts on people and communities alongside risks or opportunities for the business.

Where impacts on people and communities are significant, or where risks or opportunities for the business are significant, decision-makers should pause before proceeding and consider whether the intended environmental, social, or ethical benefit justifies the level of risk and impact involved, whether the change is necessary to achieve that benefit, whether it can be adapted or limited in scope, and whether it needs to apply in the same way to all suppliers.

Where livelihoods may be affected, additional care, engagement, and scrutiny are required.



Principle 4: Data Responsibility

What information do we need, and how do we gather it responsibly?

Information should be used to understand both the issue a decision is intended to address and its potential impacts on people and communities. The level of information gathered should be proportionate to the importance of the decision.

Engagement should come first. Decision-makers should engage directly with suppliers and communities before relying on secondary data, assumptions, or making formal requests for information.

Information should be used fairly and in context. Where impacts are described as positive or negative, it should be clear what they are being compared against, and how conclusions have been reached, including the methods and assumptions used.

Data should support judgement, not replace it. Requests for information should be reasonable and proportionate and should avoid placing unnecessary costs or burdens on suppliers.



Principle 5: Fair Transition

If change is needed, are we making it fair?

Where decisions may affect jobs, incomes, or livelihoods, change should be planned and managed together with those affected, not imposed on them. Fair transition is not an add-on, but a core part of responsible decision-making where impacts on people are significant.

Decision-makers should ensure meaningful involvement of affected suppliers, workers, and communities in shaping transition plans, including the active inclusion of more vulnerable groups. They must allow sufficient time for people and organisations to adapt, alongside providing practical support, training, or guidance, and taking steps to protect or replace jobs and livelihoods where possible.

A fair transition ensures that progress does not come at the expense of people.





Have Your Say on the Fairmiles Principles

www.fairmiles.org/principles



Fairmiles is an independent multi-stakeholder initiative facilitated by COLEAD, bringing together fresh produce businesses, academia and the international development sector to develop fair, evidence-based and practical pathways towards more sustainable global fresh produce supply chains.

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