

Human Rights Impact Assessment



**Basmati rice from Madhya Pradesh, India;
the case of LT Foods PLC**

for Jumbo Supermarkten

**by ImpactBuying BV
Nov 2022 / Feb 2023**

Supply chain impact assessment commissioned by Jumbo Supermarkten in 2022.

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¹ Please see annex 1 for details on the composition of the team and CVs of the members.

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In November 2022, Jumbo Supermarkten commissioned ImpactBuying BV to carry out an impact assessment on LT Foods PLC, its main basmati rice supplier from India.

As part of Jumbo Supermarkten's due diligence process, this impact assessment identified current impact and potential impact (i.e. risks) of LT Foods being a basmati rice supplier of Jumbo. Then, in response, Jumbo can act to mitigate, prevent or remediate negative impact, and enhance positive impact. Therefore, both positive and negative impact were identified and assessed which resulted in a set of actionable recommendations for reducing negative impact and enhancing positive impact. These are addressed to Jumbo as primary client and to LT Foods as well as to other stakeholders.

The assessment focused on impact caused and contributed to by LT Foods business operations on people (human rights), communities (social issues) and natural environment. The below salient issues formed the starting point:

- | | | |
|-------------------------------|---|--------------------|
| - Child labour | - Working conditions | - Biodiversity |
| - Forced labour | - Personal health & safety | - Pesticides use |
| - Discrimination / harassment | - Land property rights | - Water use |
| - Freedom of association | - Community impact (i.e social, land, water, forest, 'commons') | - Land use |
| - Gender equality | | - Waste management |

This assessment was implemented by ImpactBuying. The team extends its warm thanks to LT Foods management and staff for their openness and constructive collaboration, as well as to employees, rice farmers, labourers, people living in the production area, and stakeholders such as NGOs, civil society groups, workers' organisations and women's associations. Without them, this assessment would not have been possible.

The assessment was performed in line with the UN Principles on Business and Human Rights, and in line with the Oxfam impact assessment framework. An approach was applied using various methods for covering all internationally recognised human rights and labour rights, while applying gender equality as a transversal issue throughout the assessment (please see annex 1).

General objective of the assessment

The impact of LT Foods as supplier of basmati rice from Madhya Pradesh, India, is identified and assessed, resulting in recommendations of good supply practices.

In line with the Jumbo due diligence process, these **5 core questions** were addressed:

- What is the current and potential impact that LT Foods has in Madhya Pradesh, India?
- Does LT Foods cause or contribute to that impact, and what is their (relative) attribution?
- What is the irremediability, scale and scope of that identified impact?
- What are the root causes to that identified impact?
- What activities are recommended to reduce negative impact and enhance positive impact?

Both positive and adverse impact were included so as to arrive at a balanced overview of the overall impact. Then, practical recommendations are given for action by LT Foods and Jumbo on reducing the negative impact, and enhancing positive impact.

Approach taken

The first step consisted of desk research on the supply chain context. Findings were cross-checked with LT Foods, experts and other stakeholders through online consultations.

Secondly, a supply chain analysis was carried out mapping the chain structures and establishing the social compliance scores of LT Foods and its production locations in Madhya Pradesh.

Thirdly, stakeholders in and around the supply chain were identified with their interests and relative power structures.

Impact experienced by people was assessed during site visits and personal interviews. Subsequently, the impact findings were validated and assessed for irremediability, scale and scope. Impact drivers and underlying root causes were also analysed before arriving at conclusions and recommendations.

Team

This assessment was carried out by a team of four consultants of Dutch and Indian background (see annex 1). They combined ample experience and expertise in supply chain impact assessment, social compliance, gender relations and engagement with diverse stakeholders in a business context.

Methodology

This assessment was implemented over a period between December 2022 and January 2023. After the usual desk study and preparatory consultations, the team applied a series of interviews with rice experts, a business development program, an international labour union, and INGOs.

Then, the team undertook a mission to Madhya Pradesh, India, during which production locations were visited (rice farmers and rice collection centres in 3 different areas, and the LT processing plant and packhouse,). At these locations, LT employees, seasonal workers, casual and rice farmers were randomly selected by the team irrespective of their caste or social status while ensuring a balanced representation of interviewees (age, sex, caste, position, contract type, migrants etc.). Interviews were conducted with individuals as well as groups of 3. The interviews were conducted both on-site and off-site. Company representatives were not present during the interviews so that workers felt safe to express their opinions without retaliation. No questions were asked about a workers' personal details to keep their identity confidential. The interviews were not recorded and direct quotes were not written down to provide anonymity. The workers and other relevant stakeholders interviewed were able to speak their own language. In several interviews, women were able to speak with the female consultant privately so that they feel more comfortable discussing issues that may be sensitive.

The identified impact was assessed on its irremediability, scale and scope of impact. These criteria are based on the UN principles of Business and Human Rights and explained in the box below:

Firstly, indicate in your supply chains whether the experienced impact is **irremediable**: can that impact be restored or repaired; can people or things affected be returned to their original status; or is there no appropriate remedy and will the damage be everlasting and will impact be experienced for time to come.

Secondly, for each supply chain, establish objectively the **scale** of the impact: how severe, grave, or serious is a particular impact on people, community, environment, and animals; how severe is the harm done?

Thirdly, for each supply chain, establish objectively the **scope** of the impact and/or potential impact: how many people, communities, acres or other areas, water sources, forest cover, animals and biodiversity etc. are affected and experience the adverse impact; how widespread is the harm done?

The impact may be caused by an actor or company, but you dig a little deeper to find the **impact drivers** or **root causes** that are underneath or behind the scenes; root causes need to be brought to the open in order to design and target the solution or remedies.

Reporting

The team is aware that it has taken a punctual photograph of the LT Foods basmati rice supply chain at a specific moment in time. Still, the assessment results are felt to be valuable and conclusive.

Limitations of the assessment include a. the team may not have engaged in deeper investigation of environmental issues due to limited technical capacity and time limitations, b. there were some time constraints so the project was conducted within a four month period, c. there is no long-term literature on many of the salient issues which can be used to compare the current environmental situation and working conditions, and d. Jumbo does not supply SRP rice from LT Foods so it was not in scope for this project.

This report gives a brief overview of the main impact areas identified and anticipated by the team. It specifically highlights those issues that need action by LT Foods and Jumbo; either for the reduction of negative impact or for the fostering of positive impact.

Views and opinions expressed in this report are those of the assessment team and do not necessarily reflect the views of LT Foods, Jumbo or any other party involved in this assessment.

This assessment continues (in paragraph 3) with a brief description of the supply chain context and selected relevant factors from demographic, economic, social, technological ecological and political perspective. Then, the supply chain is presented in more detail in paragraph 4 with its actors. Then, the experienced impact and related risks are dealt with in paragraph 5 which are assessed for scale, scope and irremediability in paragraph 6. Impact drivers and root causes are described there as well. This assessment is closed with conclusions and actionable recommendations in paragraph 7.



India can hardly be called a country, it is rather a sub-continent. In Asia, India ranks second in terms of population and it has been playing an important role in the South-Asian economy and wider. Over the past few years, India has become a relevant trade centre with increasing business opportunities, especially in innovative ventures and information technology. India is a country of great differences; from landlords to landless social outcast, from the high-caste happy-few to countless untouchables, from rich natural forests to overexploited natural resources, and from individualistic careers to the strongest community development and social movements. India has it all.

India has a relatively wide income and capital disparity. In fact, Indian society has deep social and economic inequalities with lower castes, scheduled tribes, religious minorities and women being at the lower end. Persistent inequalities continue to affect the quality of life of these vulnerable population group and their access to goods and (public) services.

Over 2022, India recorded a Gross Domestic Product (GDP) of over US\$ 3 trillion ranking the country in the top 10 of largest economies, but also having the third highest purchasing power disparity in the world. In agricultural sector, India is globally the second largest exporter of rice after China. Next to wheat, rice is a staple food in the country; in fact, it is common to grow rice in almost all parts of the country and in many states, a proper meal cannot do without rice. India is a tropical country with a mixed climate which favours rice farming. National rice production has played a prominent role in fulfilling the growing food grain demand and securing nutritional levels of the increasing population.

India consists of 28 states and 8 union territories. It has the deserts of Kutch, high peaks of Himalaya, it has the Ganges delta, the thick forest covers of Madhya Pradesh, but also the plains of Rajasthan. Export rice is mainly grown in the fertile states of Punjab, Haryana, West-Bengal and Uttar Pradesh whereas Madhya Pradesh is a runner-up as far as rice export is concerned. Rice production in South India is mainly for own consumption where people cannot imagine life without eating rice.



The population of India has more male than female people. In 2020, the sex ratio in the country was 108 males per 100 females. In many Indian states, there has been a general preference for sons over girls which is related to the custom that sons take care of their parents when they grow old, and that daughters need to take a large dowry to her in-laws when she gets married. The income inequality is further aggravated by gender-related customs and beliefs; the income and capital share of women in India stands at 18%. With the low financial share comes the lack of access to fertile land, farm inputs and equipment or agricultural implements. The lack of access to financial capital to invest in farming has affected national food production and nutrition security, including rice production for sure.

India has a robust focus on (new) technology. At the moment, the country ranks third amongst the most attractive investment destinations for tech companies. The increased application of technology in agriculture has helped boosting production, yields, food distribution, and (farm) employment.

Globally, India is ranked eighth in biodiversity and is categorized as a megadiverse country in itself. This means that the country has one of the most diverse and ecologically assorted ecosystems in the world. Such a diverse ecology helps a country to protect its natural habitat, feeds its population, and also enjoy tourism revenue. In India, about 57 percent of the rural population directly depends for their livelihood to a large extent on natural resources in their surroundings, with its biodiversity.

Despite the diverse ecology and natural resilience, India is enormously threatened by climate change and natural mishaps. Increasingly, India has experienced floods, landslides, droughts, storms, delay in monsoon rains etc. Rice production volumes has dropped significantly in 2015 as result of climate change and related effects, resulting in an estimated loss of over 40 million euro for that year alone.

India has kept the price of rice in the country rather low through government subsidies to farmers as well as to exporters. The farmers subsidies includes input subsidy which provides free or low-cost seeds, fertilizers, electricity, interest-free loans etc. The national government buys un-milled rice from farmers at a Minimum Support Price. And to exporters, the government provides a 5% subsidy on all rice exports. In 2021, India had an incredible 45 million hectares under rice cultivation. This cultivated area has been on the rise, and this is expected to increase further over the coming years.

The most prevalent rice production technique in the country includes transplanting on paddy fields: first, the rice is planted to grow seedlings; then the plant is uprooted and planted out in the main paddy field for growth. About 65% of the total workforce in India is directed to farming which only contributes some 15% to the country's national economy (GDP).

Rice can be grown as a rainfed crop and under irrigated circumstances. The cereal can thrive both in lowlands or highland, including terraced field in uplands. Generally, rice takes some 4 to 6 months to be harvested. If conditions (land and water mostly) allow, Indian farmers would adhere to an intense cropping system of growing 3 crops a year: Kharif, Rabi, and Zaid. If financial resources allow, most rice farmers would apply considerable volumes of chemical fertilizer which has deteriorated the soil and water quality in several productive areas over time. Nitrogenous fertilizers are widely used on the Indian rice farms; negative effects of over-application of these fertilizers are widespread. Rice production in paddy fields induces considerable methane production and emission from the soils.

India produces an average of 157 million tons (MT) of rice grain every year and this leaves behind a great volume of husk and rice straw. In India, this rice straw is often left in the farmyards and burnt to make the land ready for the next cycle. This causes considerable CO2 emissions.

Amongst the 28 states in India is Madhya Pradesh. The name Madhya Pradesh (MP) literally means 'Central Province'. It is indeed a state located in central India. MP has a vast area of some 308,000 square km. In fact, it is the second largest Indian state after Rajasthan. As per 2011 census, MP has a population of more than 72 million. More than 70 percent of this population lives in rural areas with agriculture being the main stay and source of family income to a large part of the population.

Bhopal, a historical city, is the capital of MP. Its largest city is actually Indore, with Jabalpur, Ujjain and Gwalior being other major cities. MP lags behind other Indian states on the human development index. It has primarily an agricultural and pastoral economy. Main crops include wheat, soybean, pulses, rice, maize, cotton, rapeseed and mustard. MP is also rich in mineral resources. Industrial development in the state is primarily concentrated in more advanced districts like Indore, Bhopal and Gwalior.

In Madhya Pradesh, basmati rice is largely grown in and/or around the 13 districts of Morena, Bhind, Sheopur, Gwalior, Datia, Shivpuri, Guna, Vidisha, Raisen, Sehore, Hoshangabad, Narsinghpur and Jabalpur. The state has seen a turnaround with increased basmati rice production since the mid-2000s. Traditionally, paddy would be grown in the northern and eastern parts of the state. Districts in the central Narmada region, such as Raisen, Hoshangabad, Narsinghpur, started growing rice leading to a rural transformation as several farmers, mostly large-scale farmers, moved out of soybean to basmati rice. The advent of rice processing companies followed in these districts with an increasing number of farmers growing basmati rice. These increased revenues resulted in increased prosperity, especially in central Narmada region, at least to those farmers who had access to the resources required.

Generally, the main basmati rice farmers are large landowners who belong to the upper castes. People from lower castes or scheduled castes, are the weaker socioeconomic sections and lag far behind in the ownership of land as well as in access to water, finance (collateral), social and marketing network.

Indian labour legislation is meant to safeguard the interests of the workers. The Minimum Wages Act (1948), Factories Act (1948), Maternity Benefits Act (1961), and the Payment of Bonus Act (1965) are some of the important labour laws in India. Labour comes under the concurrent list of the Indian Constitution. Dedicated laws enacted by the state of Madhya Pradesh are the Madhya Pradesh Labour Laws – Amendment - and Miscellaneous Provisions Act (2015), and the Inter-State Migrant Worker (Regulation of Employment and Conditions of Service) Act, 1979.

The scheduled castes and the scheduled tribes constitute a significant portion of the population of the state of Madhya Pradesh. As per census 2011, more than 21% of the inhabitants are officially classified as members of scheduled tribes (STs). Among the most prominent of these tribes are the Bhil, Baiga, Gond, Korku, Kol, Kamar, and Maria. Also, a significant proportion of the Madhya Pradesh population is of scheduled caste. Both scheduled caste and scheduled tribe people lag behind on socio-economic indicators including family income, education, access to health care, land and water etc. In particular landownership is utterly skewed with scheduled castes and tribes not owning land in proportion to their population share. Scheduled cast and tribe people have for long time been, and continue to be, the agricultural workforce; in fact, many of them are daily labourers, seasonal and/or migrant workers.

Madhya Pradesh is a deeply patriarchal society with unequal gender norms broadly denying equality to women. As per 2011 census, the female literacy rate was about 59 percent as against 78 percent for men. Very few women own land (mostly widows of landlords), either land for housing or farm land. Women tend to have far less decision-making power than men in rural families (even if they are their direct wives, mothers or daughters) when it comes to agricultural production and animal husbandry.

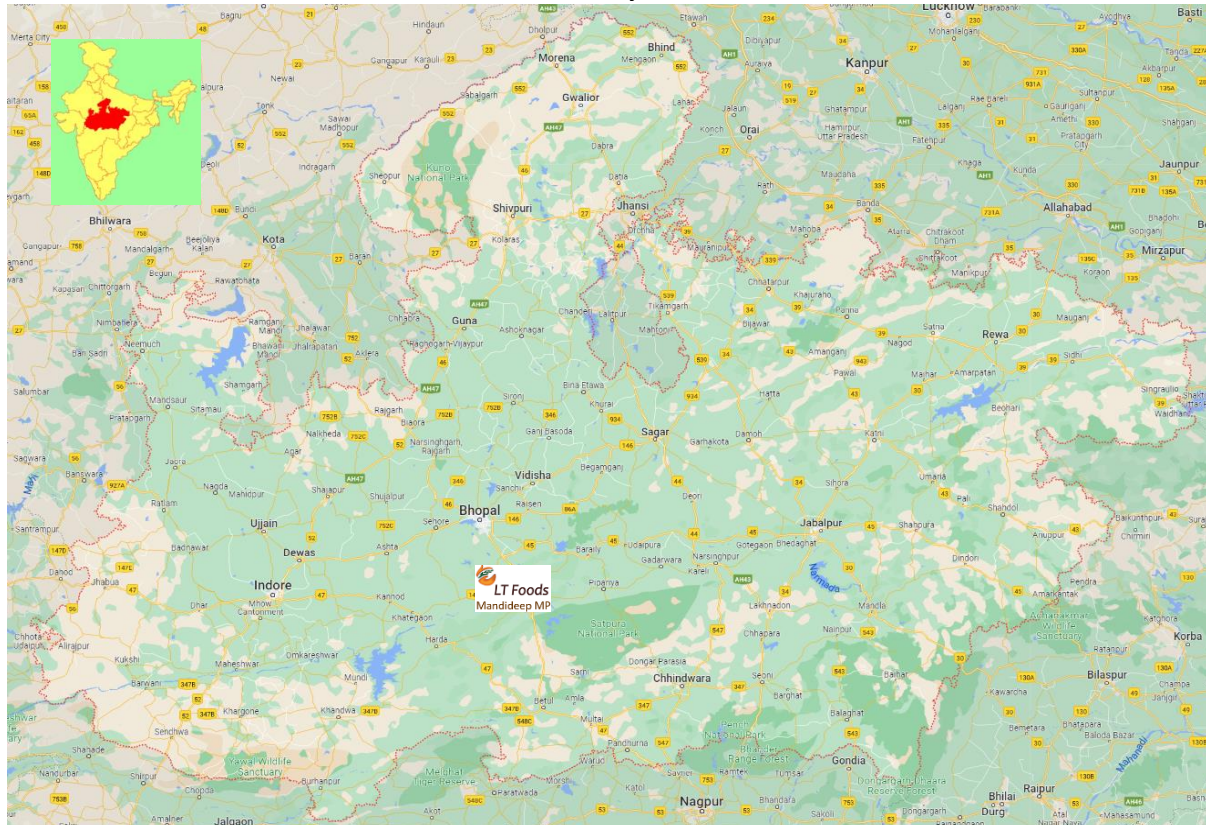
India conducted one of the world's first field verification audits of Sustainable Rice Platform (SRP) in December 2020. SRP is a multi-stakeholder platform, co-convened by the United Nations Environmental Program (UNEP) and the International Rice Research Institute to promote resource efficiency and sustainable trade flows, production and consumption operations, and supply chains in the global rice sector. The SRP assurance scheme pushes farmers to meet environmental requirements on topics such as heavy metals, soil salinity, land conversion and biodiversity, invasive species, water management, nutrient management, pesticide management and many more. There is also a smaller focus on social aspects including occupational health and safety, training, child labour, forced labour, discrimination and freedom of association. Human rights topics are included in the standard but often do not go further than the national legislation or do not go beyond other social compliance standards.

In 2011, some 10.1 million children, of which 5.6 million boys and 4.5 million girls, were involved in a form of child labour in India. Child labourers could be found in a variety of industries including the textile, agriculture, fisheries and mining sectors. Child labour was found to be large-scale, structural and persistent in several agricultural crops that require labour in a relative short period of time for harvesting or cleaning the fields. In fact, the children involved were usually part of families that had to migrate out of their own original place of living in search for employment (often daily work) in places or states where agricultural work was required. Such migration of entire families in search for work has become part of several agricultural supply chains. When they find work, the entire family is put at work which implies child labour. This form of child labour as part of migrant family labour can safely be called systemic or endemic in several agricultural supply chains. This is certainly not limited to India or to rice; unfortunately, this is a widely found issue. Not only in countries in Asia, Africa or Middle East, but also in Europe and Northern America. And not only in rice, but also in cocoa, coffee, tea, vegetable oils, nuts, fruits, spices and several more.

Child labour poses a threat not only to the physical and mental health of the children, but also to the national society of India. Child labour continues to pose a challenge for India and the government has been taking measures to tackle the problem. The Child and Adolescent Labour (Prohibition and Regulation) Act was implemented in 1986, which prohibits the employment of a child below the age of 14 in any form of employment. Despite these national laws, child labour continues to exist. The form of child labour as part of migrant family labour is deeply rooted in the social inequities and raw poverty in many rural regions. Families without the means (land, education, finance) to make a decent income may feel forced to migrate to other rural areas with agricultural activity in search for work and income to sustain the family. When they migrate, they tend to go as an entire family, thereby making the children drop out of school. The families do not earn enough to escape out of poverty. Therefore, they are trapped in the vicious cycle of deprivation which sustains the migration, putting the children at work thus depriving them from a better future. All in all, this form of child labour can be safely called systemic.

LT Foods produces basmati rice for the export market (EU, UK, USA, Asia). LT Foods sources basmati rice for Jumbo Supermarkten from independent farmers in Madhya Pradesh where it sources Sustainable Rice Platform (SRP) verified rice as well, and promotes its production amongst farmers. The LT Foods rice processing facility is in Mandideep in Raizen district; the rice collection centres are across the state.

LT Foods Plc. – Madhya Pradesh, India



LT Foods started in the year 1978, with Mr. Vijay Kumar Arora beginning a small company in the village of Amritsar, Punjab. The company engaged in the processing and sale of rice, including marketing and sale of parboiled rice, brown rice, white rice, steamed rice and organic rice. Today, LT Foods is one of the leading processors of rice and other speciality foods in India. LT Foods own brands and products are sold in more than 60 countries across the Middle East, Far East, Europe, United States of America and India. LT Foods has set up processing facilities abroad and is listed on the Bombay Stock Exchange as well as the National Stock Exchange of India. LT Foods has large-scale, top-of-the-art rice processing facilities focused on the European market at the Maasvlakte near Rotterdam, Netherlands. LT Foods owns well-known brands like Daawat, Royal, Ecolife and Devaaya.

LT Foods was incorporated in 1990 as a private limited company with the name LT Overseas Pvt Ltd. Then, by 1994 the company was converted into a public limited company. In 1995 the company set up milling capacity (from paddy to rice) in Sonapat, Haryana. Between 1995 and 2007, the company took over rice companies and mills, thus expanding its own business operations. During 2007-08, the company set up a plant at Mandideep Bhopal (in Madhya Pradesh) reaching an overall capacity of 50.50 MTPH. By 2008, the name of the company was changed from LT Overseas Ltd to LT Foods Ltd.

The supply chain of Jumbo Supermarkets sourcing its basmati rice from MP through LT Foods is quite straightforward with 5 links with respective productive activities as follows:

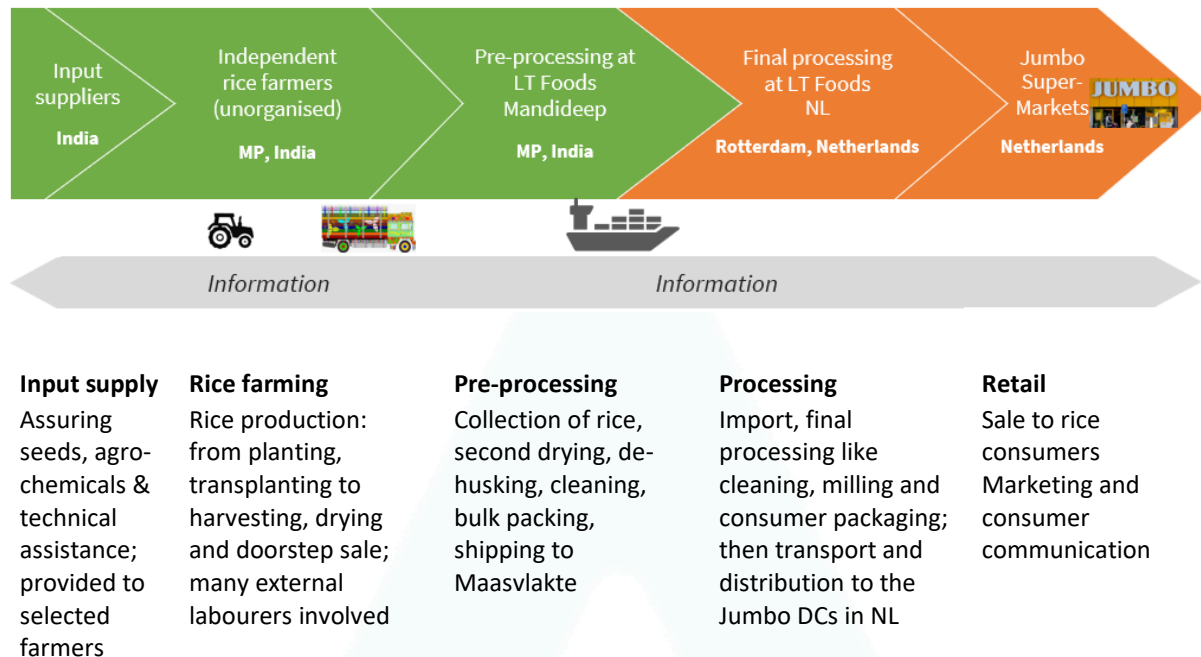


Figure 1: The supply chain

Basmati rice farming for LT Foods

LT Foods has taken significant efforts promoting basmati rice farming in Madhya Pradesh (MP). In times when soy production in the state was under pressure and soy prices did not make up for its production costs, many larger scale farmers were eager to try another commercial or cash crop. In fact, basmati rice production was embraced by a good number of better-off farmers in MP.

LT Foods operates outreach teams throughout the state. These teams focus on productive pockets and are called Agricultural Development Workers (ADOs). These teams ensure basic connection and communication with the rice farmers, as they grow the basmati rice that LT Foods wants to buy from them. In principle, all farmers are independent farmers. They are not contracted by LT Foods and can sell to the party of their choice. With technical assistance, fast payment and good communication, LT Foods ties rice farmers to them so that it can fill up its required trading volumes. LT Foods can offer seeds and other inputs to a selected group of farmers only, as they do not have the financial capital needed to offer such a package to a wider group of rice farmers.

The technical assistance provided ranges from instructions on the use of agro-chemicals, good farming practises, input type and equipment to be applied, or the timing of activities. LT Foods has a network of rice collection centres in MP. Intermediaries called 'Aadtis' actually take care of the procurement. Broadly, these MP rice farmers are not organised; they do not have their own rural production and sales organisation or structures (such as farmer groups, associations, collectives or cooperatives).

LT Foods has found greater understanding among relatively large-scale farmers as compared to farmers with rather small landholdings. Farmers with large landholdings have more productive land rice cultivation, thus produce higher volumes of rice which favours LT Foods. Procurement from smaller rice farmers entails higher transaction costs per volume of rice, especially since farmers are independent and not organised.

LT Foods promotes high-quality inputs which distinguishes them from other traders and rice buyers in the eyes of farmers. They recognise LT Foods as a company that promotes good practises for production of quality basmati; in fact, LT Foods has been able to establish its identity amongst farmers in MP as a professional company with eye for quality.

A selected number of farmers form part of the LT Foods project or group of preferred farmers; they are provided with inputs and advice. They form the basis for LT Foods rice trading volumes. However, LT Foods also buys rice, like conventional buyers, from individual farmers. This kind of buying does not require the farmers to be associated with LT Foods. The ADO teams of LT Foods maintain a basic level of information with key data about the farmer, land size, last year's yield, and crop related details that are collected through a locally used app. LT Foods promotes the production of basmati rice following specifications of SRP in villages of MP. SRP involves good agricultural practises with robust monitoring of production on a number of indicators, mostly related to the natural environment.

Over the past years, LT Foods has tried promoting mechanisation of rice production activities such as transplantation of the paddy saplings. However, adoption of this technology is still at nascent stage.

LT Foods has built up a service relationship with Krishi Vigyan Kendra centres (KVKs) for reaching out and providing technical knowhow to rice farmers. Scientists from KVKs are invited to training sessions organised by LT Foods as resource persons. LT Foods has also produced short videos to make farmers aware about environmental friendly practices for growing rice (e.g. SRP rice).

LT Foods has three levels of engagement with farmers depending on the intensity of that engagement:

- Selected large-scale farmers are “part of the project” and directly associated with LT Foods for production of their rice; they are regularly monitored on export parameters;
- Independent, individual farmers grow basmati rice and LT Foods procures from them (like a conventional producer – buyer relation);
- The third type is Sustainable Rice Platform farmers who are engaged with LT Foods to produce SRP verified rice and are monitored regularly on the specific SRP indicators.

Rice procurement, collection and transport

LT Foods collects rice from farmers through Aadtis or intermediaries. These Aadtis are generally local people who have a good connection with communities and rice farmers. They are known and trusted by the rice farmers. These Aadtis arrange the transportation for procurement of rice. They hire their own labour for picking up the rice from the doorstep of farmers. Vehicles for transportation of rice are also arranged by the Aadtis. The independent, individual farmers tend to get in touch with Aadtis only to sell their produce and agree on the sale conditions.

Farmers take care of the first drying of the rice in their own farm or house. Subsequently, the rice is generally collected from the doorstep of these farmers. LT Foods bulks the rice in the rural areas in collection centres, before it is transported to its processing plant in Mandideep.

LT Foods pre-processing

LT Foods has a large-scale and professional rice processing facility in the industrial town of Mandideep which is about 25 kilometres from Bhopal, the capital of Madhya Pradesh. This processing facility is used to process the paddy collected from the districts in MP. Rice processed in this facility is exported to other countries, amongst which to the Maasvlakte in Rotterdam. The Mandideep processing facility also processes the rice to be sold under LT Foods' brand Royal.

This processing facility engages more than 300 permanent employees (see below) and during harvest period on average another 200 seasonal or contractual workers. The vast majority of both permanent employees and seasonal workers are men, see table 1 and 2. We have been consistently working towards creating a healthy gender balance at all our factories. In addition to permanent and seasonal workers, LT Foods deploys labourers through external contractors. Under such labour sub-contracting, LT Foods is formally not the employer, but a buyer of labour services.

Apart from other facilities, this processing facilities has a boiler plant and an installation to process parboiled rice. This facility also storage for large quantities of rice including a number of silos that are used to store rice. From the Mandideep facility, the rice is packed in bulk and trucked to a main port like Mumbai, from where it is shipped to importing countries. There it receives the final processing such as in the LT Foods plant at the Maasvlakte near Rotterdam.

Table 1. Number of permanent employees at LT Food Mandideep by sex

Type	Male	Female	Sub-total
Management positions	33	2	35
Regular workers	274	3	277
Total	307	5	312

Table 2. Number of seasonal / contractual workers at LT Food Mandideep by sex

Type	Male	Female	Sub-total
Management positions	n.a.	n.a.	n.a.
Regular workers	202	3	205
Total	202	3	205

Overall, basmati rice farmers consider LT Foods to be professional and reliable rice trader or buyer that is there to stay. Farmers appreciate the technical assistance, the presence in the production areas, the communication with its teams or intermediaries, and correct payment as per agreement.

Many farmers, especially the relatively large ones, consider LT Foods a long-term business partner.

Other stakeholders

Board members of the Sustainable Rice Platform (SRP) consider it broadly a positive development for farmers and farm labourers that a shift has been made from subsistence farming and low margin crop farming to basmati rice production in parts of Madhya Pradesh. At the same time, they also clearly see the adverse effects to land, water and natural resources that are associated to this transition. As a result, they are very pleased to see that LT Foods is actively promoting and propagating the SRP way of production with respect for land, water and wider environment. Yet, the increased SRP production also requires demand by rice buyers and ultimately by retailers, such as Jumbo Supermarkten.

Village leaders or Sarpanches in the production area confirm that increased paddy farming in MP has brought prosperity to numerous people in the villages. This has also contributed to an increased price of land. Earlier people could buy land easily, however this is no longer the case as prices have shot up, especially of land which is near a good approachable road or highway. Local people find it difficult to buy land nowadays. It is mostly rich people from the cities who can buy land and invest in plantations or farms. Rents of agricultural land have gone up since the advent of rice in the area. In some cases, large landowners who have children that do not want to work on farms, but choose to find urban-based jobs and professional jobs are leaving agriculture. Although land prices go up, at times the farms that are vacated by traditional farmers are taken over by people of castes that traditionally do not engage in agriculture; they may take land on rent and grow mixed crops for subsistence and cash income.

Sarpanches also state that family incomes have increased. Many people have improved their house or constructed new houses. Also an increasing number of farmers are in the possession of tractors, even multiple tractors, and other advanced farm equipment while earlier in a village there would be just one or two tractors. However, off late, the concern of rising prices (inputs, equipment, land) is affecting farmers more and more. Rice farming is not as profitable as it used to be due to a significant increase in input and equipment prices, especially of diesel, and other fertilisers.

Following the above description of the supply chain context, actors and external stakeholders, this paragraph identifies the actual impact generated by LT Foods in Madhya Pradesh and/or the risk of such impact to occur. The focus is on negative and positive impact on people, their communities and on the natural environment.

From social compliance analysis, the team concluded that LT Foods is fully compliant with the Indian laws and international standards (e.g. ETI/SMETA). Recent ETI/SMETA audits did not report major non-conformities. These audits did not include the 8 labour providers that are regularly deployed by LT Foods in order to have sufficient workers for rice collection, transport and/or processing. During high season, LT Foods has considerable demand for seasonal workers. The latest ETI/SMETA audit report claims that all labour providers are being monitored without evidence to substantiate such claims though. The team did not find proof of active monitoring on working conditions provided by labour providers to the workers involved. The COVID pandemic appears to have worsened the risk of deploying labour providers, as the vulnerability of workers has gone up and is still high, implying that workers are desperate and tend to accept jobs and work at poor terms and working conditions.

The findings from these audits were cross-checked by the team through interviews with experts and other stakeholders. From all its interviews, discussion and consultations, the team had no reasons to doubt the full compliance by LT Foods and the team thus underwrites the conclusions that the risks or potential negative impact by LT Foods are low on the following listed issues:

- Forced labour
- Discrimination / harassment
- Freedom of association
- Land property rights
- Biodiversity
- Pesticides use
- Land use
- Water use
- Waste management

Based on the consultations and interviews, the team zoomed in on the impact on the most prevalent risks and issues found in the case of LT Foods for further in-depth assessment:

- Child labour
- Working conditions
- Gender equality
- Personal health & safety
- Community impact
(i.e social, land, water, forest, 'commons')

The tables below represent the number of people interviewed during the site visits.

Interviewed LT Foods employees on permanent or seasonal contracts		
Men	Women	Total
7	1	8

Interviewed workers sub-contracted through intermediaries (in the processing plant, in transport, in rice collection, in .. etc.)		
Men	Women	Total
10	4	14

Interviewed rice farmers

Men	Women	Total
15	3	18

Interviewed farm labourers		
Men	Women	Total
15 (of which 7 are migrants)	10 (of which 3 are migrants)	25 (of which 10 are migrants)

Positive impact

In large pockets of Madhya Pradesh, there has been widespread transition from soybean farming to basmati rice farming. With paddy fetching better prices and greater assurance of decent crop yields as compared to soybean, farmers have reaped the economic benefits from this transition to basmati rice. People in the villages involved (being experienced farmers or not at all) tend to have the general feeling that the transition to growing rice resulted in **increased prosperity**. This prosperity can be seen from the increased number of rural households being able to have durable household goods such as TV sets, motorbikes, fridges, and fancy mobile phones, as well as (productive) assets such as improved houses, tractors, rice threshing machines, water pumps etc.

The above transition to rice production entailed an increased degree of **farm mechanisation**. Over the past decade, the number of tractors, ploughs, levellers etc. has multiplied. However, that process of farm mechanisation has been rather limited to those farmers with access to fertile land and water sources (for large-scale farming practises) and with access to financial capital for required investments in productive assets, tools and equipment. Some farmers, especially the large landowners, were able to take on more than one tractor and/or water pump.

Rice farmers use water pumps or other pumping machines for drawing out water from underground or surface sources to irrigate their rice fields. These pumps have mostly electricity-driven motors and the bore wells are usually diesel-run. Smaller rice farmers also make use of mechanised agricultural tools and equipment, but they generally rent them or seek the agricultural services rather than having their own machinery. Mechanisation of rice plant transplantation has been tried and field tested, but the adoption of such mechanised transplanting machines of paddy saplings is still at nascent stage as not many farmers are satisfied with the currently available technology. LT Foods has promoted the use of Alternate Watering and Drying (AWD) techniques for using irrigation water more efficiently in growing paddy.

In general, people in the rice growing villages in MP consider that the increased prosperity has led to an improved access to **social services** such as **education** and **healthcare**. Parents with higher family income and security, are now paying greater attention to ensure that their children take on and finish education for a better future. Moreover, they see that farming gets more complex and requires more technical know-how. In fact, the farm mechanisation has been embraced by rather young farmers or educated children of farmers. Parents who experience increased income from rice production prefer to send their children to private schools. These are generally low cost private schools, however still broadly preferred over government-run schools. Yet, some large landlords and rice farmers send their children to cities like Bhopal for higher quality schooling.

With the increased prosperity, the access to healthcare has across-the-board improved, but certain medical preferences have also changed. Amongst better-off families, there is increased preference to

consult private doctors and less reliance on home remedies to address health issues. Also, nowadays, more people are able to go for laboratory tests for proper diagnosis of their illness than in the recent past. As mentioned by people to the team, an increasing number of pregnant women (or their relatives deciding for them) opt for deliveries of their children in hospitals and other institutions unlike in the past when the majority of women would have child births at home, if deemed safe and viable.

The gains and benefits of the transition to rice growing have been concentrated with a **limited** group of well-off landlords and farmers who have relatively good access to land, water sources, network, and financial capital for the required large-scale and mechanised rice farming practises with high quality inputs to result in high yields, high productivity and high revenues. Small farmers, landless labourers or regular farm workers have not benefitted as much from the transition process to rice.

LT Foods as a supply chain party in the rice sector is a recognised name in the rural areas of MP. People have come to know LT Foods as a **steady and reliable company** that buys dried paddy from farmers in rural areas and they generally consider it to be a **trustworthy** entity that upholds its word and that pays in time. They are also known as a company that promotes specific kinds of agro-chemicals to be used in rice farming, namely inputs following the Sustainable Rice Platform (SRP) practises. People in certain villages also appreciate the street lights as installed by LT Foods.

A considerable group of employees at LT Foods have been with the company for more than a decade which shows that LT Foods is a **stable and decent employer**. Salaries are paid in time with employees having provident fund registrations as well as registration for Employee State Insurance (ESI). There is also a worker representative committee in place with its meetings being organised every quarter.

Negative impact

Notwithstanding compliance to international standards, the following issues of concern and negative impact were found in the rice sector in Madhya Pradesh and the supply chain involved:

The basmati rice procured, processed and sold by LT Foods is primarily produced by a large number of independent farmers spread out over different pockets of Madhya Pradesh. Rice production is rather labour intensive. In particular, the sowing, transplanting and harvesting stages require a lot of work. Despite initial steps in mechanisation, most of the work in rice production is manual. Of course, rice farmers use family labour where possible. However, the higher caste families do not have their women and daughters working in the field as long as they can avoid it. Those farmers depend on male family members and externally hired labourers. Some higher caste rice farmers have workers who are permanently employed at the family. However, most farmers take on labourers as they need them, and often on a daily basis (as daily worker) or a periodical basis (e.g. for transplanting or through the harvest). Smaller-scale and lower caste rice farmers depend more on their family labour and less on external labour. LT Foods prefers to source from larger farmers as they supply higher volumes and as they tend to be more reliable with regard to quality, consistency and required export rice standard.

Landlords have fertile land for production but do not till their land themselves, instead they contract farmers to till it against a fixed compensation (part of the yield) or rent it out to families without much land or to farmers with capacity to take on more land under (rice) production.

The independently operating farmers decide what labourers to hire for the work in their rice fields and at what labour conditions. More often than not, rice farmers do not offer written labour contracts with conditions well spelled out. The labour contract is rather a verbal agreement between farmer

and worker, and sometimes between the farmer and a worker including his (or her) family. LT Foods is not the employer of the labourers working in the rice fields. Moreover, LT Foods does not decide on the labour conditions offered to these rice workers. LT Foods may have a very limited influence over rice farmers that it sources from, with regard to workers and labour conditions.

Rice farmers who need labourers to work in their rice fields, either for the day or for a longer period, tend to have ample choice. There are many people in these rural areas looking for employment or at least a job for the day. With many people with urgent need for daily income, farmers do not have to negotiate much and can offer the labour conditions that they deem alright. Workers on their end, tend to accept labour conditions that are well beneath what they consider to be fair, out of the prolonged urgency for food and income. The labour agreements are informal and often verbal, which makes it difficult if not impossible, to monitor on decent wages and conditions.

The numerous people looking on a daily basis for family income, even if it is employment for the day only, form a vulnerable labour force. Within this group, the landless people who do not have land for some subsistence farming and fully depend on external labour, have higher vulnerability than those families that can fall back on a plot of land from themselves. The most vulnerable group of people within this group however, are the migrant labourers that originate from other pockets in Madhya Pradesh or from other states. These families leave practically all their belongings behind and travel with the family as a whole to areas with agricultural activity so that they can earn an income. They live in self-made tents or rather under plastic shelters on agricultural fields of their temporary employers.

Corresponding to their high vulnerability, the large sub-group of migrant labourers tends to accept the lowest labour conditions or in other words, they are the cheapest rice field workers.

Large rice farmers use migrant labour extensively. Migrant workers move with their families, thus including women, children (in school-going age) and infants. They set up their settlements in the rice fields near the village. When a migrant labourer is contracted by a rice farmer to work for him (the vast majority of the rice farmers are male), it is often understood that the migrant labourer will bring his or her family along to the fields to work. This may not be laid down on paper nor in words (as per verbal agreement), but the hiring farmer makes his decision for the person and labour conditions amongst others on the size of the family of the migrant labourer and the age of the family members.

Rice farmers in Madhya Pradesh contract migrant labourers, in particular large-scale rice farmers use migrant labour extensively. Contracting migrants and employing them in a rice field, implies that the entire family of that labourer works in that field. From fathers, mothers to grandmothers, pregnant women, youth and children if they can handle basic tools for harvesting or can help in cleaning the fields. If independent farmers deploy migrant labourers to produce rice, it cannot be excluded that child labour may be involved, which poses a risk to any rice processor in India. This conclusion was confirmed by the team from interviews with several migrant labour families that had worked for rice farmers supplying companies like LT Foods. Though the harvest period had ended on some of these fields, the migrant labour families were still there and had not yet moved on, as they were still waiting for (part of) their payments by the rice farmers. As a result, the team was able to have multiple interviews with migrants confirming and reconfirming that this form of child labour as part of migrant family labour is used.

Once these families move out of their own villages and migrate, the education of their children gets affected; in fact, most children drop out of school as a result of the longer-term migration. The families

living under shelters in the rice fields have no option but to go for open defecation as they do not get access to toilets. Their access to sanitation and hygiene is also compromised while staying in the fields.

In some cases the rice farmers contract and pay migrant labourers directly. In other cases, rice farmers use the informal services of a contractor. In case of the latter, the contractor deploys the migrant labour and is supposed to pay the family. Apart from charging the rice farmers for their service, contractors also take a cut or commission from the wages of labourers. This cut ranges from INR 20 to INR 30 per day of work for each migrant labourer. The intermediaries who collect rice from farmers for companies like LT Foods also engage migrant labour for paddy collection and use the services of contractors as well.

The agreements between rice farmers and their labourers, being migrant worker or not, are mostly informal agreements and not formal contracts, thus excluding any **social security and social benefits**.

In order to complement its work force on permanent contracts, LT Foods engages multiple external contractors or labour providers in its processing facility in Mandideep. These intermediaries arrange the provision of workers for specific tasks. These are usually temporary and/or seasonal tasks. There are broadly two kinds of intermediaries: 1. those who ensure the company compliances such as ESI benefit, provident fund registration, housekeeping etc.; 2. those who engage seasonal workers and casual labourers that are not directly engaged in rice processing, but rather in loading or unloading of trucks, paddy collection or in civil works in the facility. Seasonal workers are paid as per the quantum of work done (piece rate payment) while those engaged in civil works receive daily wages. LT Foods is not the formal employer of these seasonal and casual workers and is thus not in a position to determine the labour conditions provided by the intermediaries to their workers.

The team observed that most of the seasonal workers worked without goggles or masks when needed and had no access to shade nor water. Workers engaged in civil works claimed that their daily wages had been stagnant at INR 300 for a long time, despite inflation and COVID. In case of any leave, the corresponding day would get deducted from their wages. The workers contracted by intermediaries do not receive any kind of **social security or social benefits**; they do not get any **monthly leave**; their wages get proportionately deducted if they take any leave.

LT Foods is not the formal employer of these seasonal and casual labourers. Despite the information in the latest ETI/SMETA audit reports that LT Foods would monitor on the performance of the labour providers or intermediaries, the team observed that LT Foods is not in a position to monitor on the labour providers and the (primary and secondary) working conditions that they offer to their workers. The team observed and found issues that cause negative impact to this group of seasonal and casual workers, such as working without protective gear and lack of access to shade and water.

Moreover, the **risk of labour exploitation by labour providers**, especially as LT Foods uses the services of various labour providers and intermediaries, is certainly serious. The team was not in a position to go deeper into the negative impact of labour exploitation to the workers and their families due to time constraints, however this supply chain risk was widely and obviously noted. In fact, this risk must unmistakably be a serious concern to a decent rice exporting company like LT Foods and its supply chain partners like Jumbo Supermarkets.

Manual transplantation of paddy saplings is the common practice in rice farming areas in Madhya Pradesh. Though LT Foods has made efforts promoting mechanisation for transplantation, farmers,

even the large-scale ones, generally prefer manual transplantation. This labour-intensive and heavy task is generally done by agricultural labourers, either migrant labourers or people from the area. A large number of labourers transplanting paddy saplings, are women. And, many of them belong to scheduled tribes or scheduled castes. Most rice farmers claim that this transplantation task requires strong dedication and accurateness; therefore, women would be more designated for this type of work than men (so farmers claim). Transplanting rice saplings implies standing in the paddy field mud and water for hours and hours in a row. Keeping their feet in the mud and water has **health effects**; female labourers mentioned to experience different ailments in their feet.

Paddy fields are generally filled with water. Weeding in paddy fields is done manually (a tractor or machine could not even go in). Weeding again involves standing in the water and mud for long hours per day which again entails ailments and injuries to the labourers' feet (or through the feet entering their body). Paddy field workers hardly receive any kind of preventive medicines from their employers; many people use the expression "*pair ko mitti kha gayi*" which can loosely be translated as "*soil ate my feet*" to refer to the effect to the feet after keeping them for long in paddy fields filled with mud and water, with insects, bacteria and chemicals that go with it. When labourers have an ailment, they use locally available solutions to address the wounds on their feet. The team observed the feet of many labourers that had clearly suffered serious injuries. Labourers mentioned that working in paddy fields induced swollen and painful feet. The team found that indeed women are generally more affected by the work in water-filled paddy fields as they do most of the transplanting work.

Patriarchal norms and attitudes are widely prevalent in India, more so in rural areas of the country, such as in rural Madhya Pradesh. Age-old gender norms which are followed at broader level in society are manifested in supply chains of rice farming as well. Labour Force Participation rate (LFPR) is still low for women in India with many families preferring to have their women focus on raising children, forming families and taking care of household duties rather than entering the job market.

Rice is a water intensive crop. The transition to rice farming over recent years in Madhya Pradesh has resulted in higher use of and greater reliance on groundwater. More and more rice farmers have adopted technologies for groundwater extraction: diesel pumps, but mostly electric pump systems. With more farmers installing electric motors and diesel-run bore wells in their fields, groundwater extraction has become a common phenomenon. Farmers do make use of the surface water available through rivers and canals, but groundwater has become the major source of water for paddy fields.

The perception about the status of groundwater in the state is rather diverse amongst farmers. Some of them perceive that the groundwater table has been falling over the past decade while others do not appear to see any change. In particular, the elderly people mention that the groundwater level used to be better and that now farmers need to go much deeper for water, whereas rice farmers with considerable land under paddy production and thus with high dependence on groundwater, feel that there is no need for action. The team did not engage in deeper investigation of the **groundwater table** due to limited technical capacity and time limitations. However, considering the farmers' reliance on groundwater to grow the important cash crop rice, it is possible that the extensive use of groundwater in the areas affect the groundwater table, at least of certain aquifers, and that there is a risk that large scale extraction of groundwater for rice production will pose challenges in the foreseeable future.



In the above paragraph, the following negative impact was identified in the LT Foods supply chain:

- a. Child labour in rice production at farmers' fields cannot be ruled out;
- b. Poor working conditions of workers sub-contracted through intermediaries;
- c. Health ailments and injuries resulting from long hours working in wet paddy fields;
- d. Gradually falling groundwater table in rice producing areas and surrounding communities.

This paragraph assesses these impact areas following the subsequent questions:

- Does LT Foods cause or contribute to that impact, and what is their (relative) attribution?
- What is the irremediability, scale and scope of that identified impact?
- What are the root causes to that identified impact?

Ad. a. Child labour in rice production at farmers' fields cannot be ruled out

LT Foods sources its basmati rice from independent farmers. These farmers decide who to deploy in their paddy fields. Rice farmers, especially the large-scale ones, employ migrants who are known to be the cheapest labour and to accept poor working conditions out of urgent daily needs and sheer poverty. The majority of migrant labourers move out of their home villages with their entire family and also engage in work with their entire family (as long as age and health allow). When contracting migrant labourers, the rice farmers reckon that they contract the family to work in their paddy fields. For, the migrant family is isolated in the new place and lives in shelters on or at the border of a field; the children have been taken out of school. As this form of migration takes a considerable time, this causes most of the children in school-going age to drop out of school and education.

Now, LT Foods does not cause this impact directly, as it does not deploy any children itself in its own fields or own facilities. Any processor would contribute to this negative impact, if it sources rice from (large-scale) farmers, who had used child labour in the production of that rice. Without a proper monitoring system, child labour cannot be ruled out in rice production. In fact, child labour as part of migrant family labour is quite a common issue in rice farming.

The impact of child labour on the children involved includes the dropping out of school and inability to complete their basic education as well as the effects on the health and bodies of young children by long-days hard physical work in open paddy fields with their feet in mud and water. The impact on such children is largely irremediable (serious). Moreover, the child labour as part of migrant family labour is a systemic problem in various agricultural supply chains which is truly serious.

The scale (severity) of the impact caused by child labour is found to be serious. Child labour as part of migrant family labour is not limited to a few days, but continues for a long period combined with poor housing and safety conditions to the children.

The scope of the impact could not be well established by the team, as the harvest had mostly ended during its visits and rice was merely being collected by LT Foods while the rice farmers had their crop in their houses or farm premises already. However, the team found multiple migrant families living in shabby shelters on fields of rice suppliers to LT Foods. From interviews and testimonies by these migrant families, it concluded that child labour in paddy fields of farmers that supply rice to companies like LT Foods cannot be ruled out, and the scope is therefore at least moderate.

The root causes of this form of child labour lie in the long-term deep-rooted poverty and deprivation of many rural families in Madhya Pradesh and surrounding states. Families, most landless and lower caste families, do not see any other option than to migrate with their entire family in search for daily income and employment. Thus, it is part of an employment system with cheap labour by migrant families, including (young) children. The cheap labour by migrant families, including (young) children, forms part of agricultural production systems in contexts with persistent poverty and deprivation.

Impact: <i>Child labour in rice production at farmers' fields cannot be ruled out</i>				
	Negative impact scores			
	Low	Moderate	Serious	High
Irremediability				
Scale				
Scope				

Overall, this impact is considered serious. In fact, to many clients and retail buyers, child labour is taken as serious that it breaks up a business deal or trade relationship if not properly addressed.

Ad. b. Poor working conditions of workers sub-contracted through intermediaries

LT Foods does not hire in seasonal and casual workers directly on contract with the company as the standard procedure. The majority of its seasonal and casual workers are sub-contracted. LT Foods uses the services of various intermediaries or labour providers who arrange for the required number of workers. In this way, LT Foods is not the employer of the people sub-contracted and do not have to deal with the administrative part of being a good employer. Since LT Foods is not the employer, it does not take responsibility and does not feel accountable for the working conditions offered to the sub-contracted workers. These workers are deployed in LT Foods activities and business operations, usually in LT Foods teams or at LT Foods premises. The team did not find proof of due monitoring by LT Foods on their sub-contractors. By consciously using sub-contracting structures for hiring seasonal and casual labour through intermediaries, a company would run the risk of causing (poor) working conditions to the workers involved.

This impact on workers is diverse. Several workers mentioned experiencing health damage (e.g. to their lungs, hands, legs or back) due to working without proper protective gear, machines or loading equipment. Others mentioned suffering from the constant income insecurity that comes with being sub-contracted; they continuously feel the pressure to perform and not complain nor fail for work, in order to be taken to the job again tomorrow, and thus have family income for the day. The team did not encounter workers with claims about psychological or physical harassment by sub-contractors, but from international experience, it is well known that such risk is considerable. Now, most of this impact can be repaired, though part of the health related impact build up over time in people's body and is irremediable. All in all, the irremediability of this impact is considered low to moderate.

The impact as described above may be seen as moderately grave and/or severe. Yet, the impact is to a large extent unseen and unheard, as workers tend not to complain so as not to lose their daily work and income.

This impact has a serious scope as LT Foods sub-contracts the majority of its seasonal and casual labourers. Given the seasonality of the rice business, yearly LT Foods sub-contracts a large number of workers in this way. So, the scope of this impact is clearly moderate and probably serious.

Impact: <i>Poor working conditions of workers sub-contracted through intermediaries</i>				
	Negative impact scores			
	Low	Moderate	Serious	High
Irremediability				
Scale				
Scope				

Overall, this impact is considered moderate. From international experience, the sub-contracting of seasonal and casual labour brings serious risks (or potential impact) of exploitation of workers.

Ad. c. Health ailments and injuries resulting from long hours working in wet paddy fields

This impact is the result of frequent and prolonged working in the standing water of the paddy fields with bare feet. LT Foods does not directly contract and send workers to work in such circumstances in the fields. It is rice farmers who do so, and thus rice farmers cause this impact. By buying the rice produced with labour causing this ailments and injuries, it could be inferred that LT Foods could contribute to this impact.

Workers stated that the ailments and injuries do not occur from one day to the other, but gradually appear and cause pain and discomfort. Most of them also mentioned that the effects would cease over time when no longer working in the standing paddy fields. Consequently, it is concluded that the irremediability of this impact is low, but that the remediation takes time and sometimes proper medication.

The scale of this impact may be seen as rather low, as the health effects tend to be limited to pain and discomfort, whereas the team did not encounter many people with more serious diseases or health threats related to this impact.

Rice production goes with working in standing water of paddy fields. In particular, the activities of sowing and transplantation requires prolonged work with feet in the mud and water. As a result, the scope of this impact is moderate. A large part of the rice field workers are women. What is more, an activity like transplanting tends to be done predominantly by women, as they work very accurately and treat the saplings with delicacy. Consequently, the scope is moderate, and this impact affects in particular women workers.

Impact: <i>Health ailments and injuries resulting from long hours working in wet paddy fields</i>	
	Negative impact scores

	Low	Moderate	Serious	High
Irremediability				
Scale				
Scope				

Overall, this impact is considered low to moderate. The impact is predominantly on women who do not have the means to protect themselves from the impact nor access the required medicines.

Ad. d. Gradually falling groundwater table in rice producing areas and surrounding communities

The transition to growing more and more rice in Madhya Pradesh has entailed an increased demand for irrigation water, and as surface water does not reach everywhere, an increased demand and use of groundwater. The team noted that somewhat elderly villagers and people who do not have a rice farm themselves, mentioned that they experience a gradually falling groundwater level. Rice farmers do not report a falling water table in their farms as yet. LT Foods does not cause the water use and falling groundwater table. It is caused by many farmers in the area, including rice farmers. If such farmers would actually supply rice to the processing industry there would be a contribution to this negative impact. Yet the attribution by LT Foods would be very limited, as the impact is caused by many actors drawing groundwater in the state. Those who do not reap the direct benefits, appear to experience the negative impact, including communities that depend on groundwater for their drinking water and other household water needs.

Groundwater is naturally replenished by rainfall. As such, a falling groundwater level can be stopped and reversed with time. However, this speed of replenishment is may be slower than the current use of groundwater, and the demand for irrigation water is not expected to decrease in the near future. Therefore, the irremediability of this impact is low to rather moderate.

The scale of the impact is currently low, as it is not yet much perceived by people and communities as an ongoing issue or development with severe and far-fetching effects to families, farmers, animals and nature in the area. As soon as groundwater scarcity is experienced, the severity and gravity of this impact will be more denounced and will be quickly considered moderate.

People in rice producing areas in Madhya Pradesh appear to experience this falling groundwater table. As a result, the scope of this impact is moderate, and what is more, this impact is expected to become more prevalent and thus serious in the years to come.

Impact: <i>Gradually falling groundwater table in rice producing areas & surrounding communities</i>				
	Negative impact scores			
	Low	Moderate	Serious	High
Irremediability				
Scale				

Scope				
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Overall, this impact by falling groundwater level is considered moderate. What is worse, it is broadly expected to have more wide and more severe effects in the future if the current demand for water, and in particular groundwater for irrigation is not altered.



LT Foods sources basmati rice from independent farmers in 3 states of India, amongst which Madhya Pradesh. LT Foods processes the rice for sale at the national market under its own brands as well as for export to European countries, the UK, USA and the like.

LT Foods is the supplier of private label basmati rice of Jumbo Supermarkets in The Netherlands. As per specifications of Jumbo Supermarkets, LT Foods sources and processes conventional basmati rice for supply to Jumbo. Next to conventional rice, LT Foods sources paddy produced under Sustainable Rice Platform standards (SRP rice) in Madhya Pradesh. This SRP Rice is not supplied to Jumbo and was therefore not in scope of this impact assessment.

LT Foods has an interest in sourcing high volumes of high quality and cleaned paddy from a limited number of farmers. As a result, LT Foods prefers to work with and source from large-scale farmers.

LT Foods is known as a reliable business partner in the basmati rice supply chain. Independent rice farmers confidently rely on LT Foods for provision of technical advice and for trusted procurement of their crop. LT Foods is a business partners that is there to stay. Over the years, it has built up a good name and fame; it has the reputation amongst farmers and local communities of being trustworthy and being reliable in payments. Due to financial capital limitations, LT Foods can only provide seeds and other inputs to a relatively small group of farmers, mostly large-scale farmers.

LT Food is a decent employer to workers who are contracted directly by the company. LT Foods does not control nor actively engage in the use of labour by independent rice farmers. In particular larger and high caste farmers require a significant number of workers from outside their family during the planting and harvest seasons. In order to be able to take more margin per ton of rice, farmers look for the cheapest labour. Basmati rice growing pockets of Madhya Pradesh attract large groups of migrant workers from other parts of the state as well as from other states on a yearly basis. These form the cheapest labour. The majority of migrants move to the rice growing areas with their entire families. When contracted by a rice farmer, they work as a family. By contracting a migrant, it is well understood that the entire family will work, including infants, young kids, pregnant women and even grandparents. As a result, child labour as part of migrant family labour cannot be ruled out.

During the harvest period, LT Foods deploys a large number of seasonal and/or casual workers. This group of people does not have a regular employment contract with LT Foods, but is sub-contracted through intermediaries, contractors or labour providers. This form of sub-contracting was found to currently have moderate negative impact on the workers involved. However, sub-contracting of seasonal and casual labour entails serious risks of labour exploitation. The paddy processing industry, including LT Foods, needs to manage these risks.

Growing basmati rice has brought prosperity to selected pockets of Madhya Pradesh. Along with the benefits, some adverse effects have come to light. The prolonged work with bare feet in water-filled paddy fields induces ailments and injuries to labourers, who are predominantly women. Moreover, the increase in paddy farming has meant a significant increase in demand for irrigation water. As a result, people in rice producing areas report a gradually falling groundwater table, which may worsen in the near future.

LT Foods has been promoting basmati rice production following the Sustainable Rice Platforms (SRP) criteria and standards. As compared to conventional basmati farming, SRP verified rice production:

1. reduces the use of irrigation water;
2. reduces the use of (expensive) inputs and agro-chemicals;

3. reduces the fields filled with standing water, thus reducing the prolonged work in it; 4. reduces the emission of methane from the paddy fields; 5. reduces the carbon emission from burning down left-over crop and straw in the fields.

Moreover, producing rice according to SRP standards requires that LT Foods provides sufficient attention to the farmers involved. In addition to the attention to productive aspects (use of inputs, water techniques, farm management etc.), LT Foods can provide the required attention to social aspects applied by the farmers in its SRP program, such as the deployment of child labour as a part of migrant family labour.

Based on the above assessment, this paragraph now continues answering the following question:

What activities are recommended to reduce the negative impact, and to enhance positive impact in the basmati rice supply chain of LT Foods and Jumbo Supermarkets?

- A. LT Foods should continue to monitor with independent farmers that is sources from, whether child labour is used in their fields. It is advised to do this with farmers in the SRP program. In collaboration with such farmers, an appropriate and effective monitoring system or instrument can be designed, to collectively monitor on the reduction of child labour as part of migrant family labour.

Jumbo Supermarkets is recommended to make proof of no child labour a binding precondition in its basmati rice buying contracts. As the child labour situation may not be changed overnight, this binding precondition can be introduced and effectuated within a reasonable period of time.

Jumbo will be moving from conventional rice to Sustainable Rice Platform rice. Within SRP, an efficient monitoring instrument on top of the current standard to detect child labour is crucial. Jumbo will advocate with the SRP platform for integration of monitoring on child labour into the SRP standards. Strengthening the SRP standard would guarantee that the whole sector will be working on preventing child labour instead of Jumbo alone in its own supply chain. Only in such a manner, a systemic issue like child labour as part of migrant family labour can be changed.

- B. LT Foods is recommended to provide all its seasonal and casual labourers a direct employment contract with the company itself, thus ensuring them decent working conditions. Contractors or other intermediaries can be hired in for identification and selection of the required number of seasonal and casual workers; they would need to get paid for that particular service only.

Jumbo Supermarkets is recommended to request proof of direct contracting of seasonal and casual workers by the company under working conditions that apply to the whole workforce.

- C. LT Foods is recommended to continue to actively promote the production of SRP rice by farmers which entails less hours of working with bare feet in water-filled fields by workers.

Jumbo Supermarkets is recommended to buy only SRP verified rice with LT Foods from now on so as to reduce the impact of ailments and injuries on workers from standing in paddy fields.

The option of making boots and medications/ointment available to labourers for avoiding injuries/ailments in feet is explained in some more detail in annex 3.

- D. LT Foods is recommended to continue actively promoting the production of SRP rice by farmers which reduces the demand for irrigation water by rice farmers and could slow down the falling groundwater level.

Jumbo Supermarkets is recommended to only buy SRP verified rice with LT Foods from now on so as to reduce the water foot print of its private label basmati rice, and could slow down the falling groundwater level.

The SRP scheme has a strong focus on water management and ground water extraction that must be followed. In addition, a recommendation on this topic can be found in Annex 4 through promoting usage of water management techniques for efficient use of water.

LT Foods is advised to seek collaboration with Jumbo Supermarkten when embarking on activities based on these recommendations as LT Foods and Jumbo are rice supply chain partners working together for continuous improvement of that chain.

As discussed in the report, child labour stems from long-term deep-rooted poverty and deprivation of many rural families in Madhya Pradesh and surrounding states. Combating the root causes is challenging yet integral to our action plan. Children often partake or are pressured to work due to financial pressure on their families.

Our concrete actionplan will include, amongst other elements, the following:

1. Moving towards SRP verified rice, as this stream is segregated;
2. Investigating together with NGOs, governments trade unions and other stakeholders to advocate for the improvements of human rights within the SRP certification;
3. Understanding the needs of the farmers and impacted rightsholders.

Due to the utmost care in respect of handling the conclusions of this Impact Assessment. We have to acknowledge time and diligence in the process of publishing our in-depth actionplan. Therefore, we have agreed together with LT Foods to publish our cooperative action plan by the end of next week.

Annex 1 Terms of Reference and Assessment Team

Jumbo Supermarkten is keen to increase its understanding of supply chains of its various products that are being sold in Jumbo supermarket outlets. It has defined a due diligence process including fact finding, impact assessment and stakeholder consultations.

Jumbo aims to improve its reliable knowledge and data on the impact that its products have on the people, society, natural environment and animals along the supply chains involved. With such data and knowledge, Jumbo can act upon it: avoiding and reducing negative impact that is experienced; and enhancing positive impact that is found. Jumbo wants to communicate to external stakeholders about such impact action.

Jumbo has commissioned ImpactBuying B.V. to carry out an impact assessment identifying, analysing and assessing the actual impact along the supply chain. The assessment will deliver constructive and concrete recommendations for practical action by Jumbo and LT Foods Ltd. to improve its rice supply chain. The supply chain selected for this impact assessment is basmati rice produced in the state of Madhya Pradesh, India, and exported in bulk to The Netherlands for further processing and packing.

The primary producers of this rice are (smallholder) farmers. LT Foods Ltd. is the processor, trader and exporter from India (Mandideep).

This supply chain type induces a focus on the impact to people and communities in producing areas; from income and living conditions of the smallholder rice farmers to water and pesticides use, while there will be less focus on climate and impact on animals.

The assessment will be performed in line with the UN Principles on Business and Human Rights as well as with the human rights impact assessment framework of Oxfam.

At the end of this assessment, the impact of Jumbo's supplier producing and/or sourcing rice in India is identified and assessed, resulting in recommended good supply practices to be applied.

In line with Jumbo's due diligence process, the assessment will address these **5 core questions**:

- What is the current and potential impact that LT Foods Ltd. has in India?
- Does LT Foods Ltd. cause or contribute to that impact, and what is its (relative) attribution?
- What is the irremediability, scale and scope of that identified impact?
- What are the root causes to that identified impact?
- What activities are recommended to reduce negative impact and enhance positive impact?

The concluding actionable recommendations on how to reduce negative impact and how to enhance positive impact can be used by Jumbo and LT Foods Ltd. to apply good supply practices (GSP).

The supply chain of basmati rice sourced from (smallholder) farmers, that is pre-processed, stored and exported by LT Foods Ltd. from India to The Netherlands designated for further processing, packing and supply to Jumbo as its private label basmati rice, forms the scope of this assessment.

LT Foods Ltd. sources this rice from farmers in the states of Punjab, Madhya Pradesh, Haryana, Uttar Pradesh and Uttarakhand states in India. The basmati rice sourced and designated for sale to Jumbo originates predominantly from Madhya Pradesh (MP). Therefore, this assessments looks into MP.

As LT Foods Ltd. sources Sustainable Rice Platform rice from Madhya Pradesh as well, this rice will be compared with the regular basmati rice that Jumbo currently buys from LT Foods.

For the site visits in MP, at least 6 different production locations will be visited.

Production locations: LT Foods Ltd. Mandideep (collecting, pre-processing, exporting)
Rice farmers in different districts of MP

The starting point of this assessment will be to first check on salient issues that are prevalent in the rice sector in India as a whole, and whether the salient issues identified are relevant for the supply chain of LT Foods. Desk research and literature study is used to understand the potential issues, and to guide the team during the site visits in India.

The livelihood position of smallholder rice farmers will be a specific focus area. Gender inequality will be applied as an integrated issue throughout the assessment.

Thus, broadly this assignment consists of **5 complementary parts** with related **activities**:

- a. Context analysis: by desk research, consultations, data analysis
- b. Supply chain analysis: by consultations, compliance analysis, site visits
- c. Stakeholder analysis: by consultations, data collection, site visits
- d. Validation and assessment: on scope, scale, root causes and impact drivers
- e. Conclusion and presentation: by reporting & actionable recommendations

Complementing its desk research, compliance analysis and consultations, the IB team will collect data and cross-check its preliminary findings through site visits during the rice harvesting season to at least 6 different production locations.

To identify and assess adverse as well as positive impact at the production locations, the IB team will be actively gathering data through interviews and/or focus group discussions with farmers, workers, farmer representatives, LT Food management and staff, and with potentially impacted people in the surrounding communities. The interviewees will remain anonymous, and the team will make sure no one will feel consequences of the requested interviews. Determining who to interview, the team will look for balance with regard to gender, age, social status (caste), economic status (land ownership), and employment type (seasonal, permanent, self-employed).

The team will also have meetings with external stakeholders, such as farmer cooperatives, village leaders, civil society organisations and labour union representatives if and when relevant.

This assessment is expected to deliver a report of max. 20 pages A4 comprising:

1. an analysis of negative impact to people, community and natural environment along with their occurrence, scale, scope, attribution and root causes, as well coverage by applied standards;
2. an analysis of positive impact to people, community, and natural environment along with their extension and endurance;
3. actionable recommendations for reducing negative impact and enhancing positive impact along with: **a.** related activities, **b.** progress indicators, **c.** responsible actors, and **d.** timings.

The ImpactBuying team to carry out this impact assessment consists of:

1.	Rogier Verschoor	Lead consultant
2.	Farrukh Shah	Consultant (sub-contracted)
3.	Khushbu Chourasiya	Junior consultant (sub-contracted)
4.	Cynthia Jansen	Social compliance consultant

Lead consultant:

Name: Rogier Jacob Dirk Verschoor
Date of birth: 7 June 1971
Nationality: Dutch

Creating valuable impact in agri-chains has been the driving force throughout Verschoor's professional life. He is committed to enabling people to make a decent livelihood from viable business while creating positive social and ecological impact at the same time. He works from entrepreneurial spirit, is result oriented and has a strong natural sense for social equity and gender equality.

Verschoor is an international economist with broad experience. He easily adapts to changing contexts and circumstances. He has ample hands-on experience in global supply chains and due diligence processes uniting people with diverging interests around shared impact goals. Verschoor combines business expertise with solid skills as consultant, strategic adviser, process facilitator and manager. Over the years, he has coordinated several value chain innovation and development projects. He enjoys application of new technologies for social change.

Education:

Institution and dates	Degree obtained
Erasmus University Rotterdam, The Netherlands Aug. 1989 – June 1995	Master's in Development Economics Thesis: 'The rural poverty trap and degradation of natural resources in India'

Language skills:

Language	Reading	Speaking	Writing
Dutch	Mother tongue	Mother tongue	Mother tongue
English	Full proficiency	Full proficiency	Full proficiency
Spanish	Full proficiency	Full proficiency	Full proficiency

Key qualifications:

Verschoor is known for his technical experience and practical expertise in:

- Value chain analysis
- Sustainable sourcing
- Living wage & living income in supply chains

Step by step, he has specialized in:

- Impact assessments in international supply chains
- Due diligence for responsible business conduct

Professional experience:

- Aug 2021 onwards
Impact consultant
ImpactBuying, Alkmaar, NL
Due diligence training & impact assessments
- Sept 2015 onwards
Owner / Consultant
4Value Consultancy, Culemborg, NL
Creating valuable impact in agri-chains; e.g. satellite data for farmer resilience and ayurvedics as alternative to veterinary antibiotics
- Aug 2017 onwards
Advisor
Oxfam Novib, The Hague, NL
Social impact assessments, living income, value chain development
- Sept. 2013 - Aug. 2015
Sourcing Manager
Fair Trade Original, Culemborg, NL
Sustainable sourcing of coffee, cocoa, juice, honey & olive oil
e.g. Assessing suppliers, their business plans and social compliance

- Aug. 2011 - Aug. 2013
Senior Consultant
ETC International, Leusden, NL
Introducing social impact principles to agri-business training
e.g. Organising vocational training centres as a social business
- Aug. 2008 - July 2011
Program Manager
Value Chain Program, Managua, Nicaragua
Facilitation of nation-wide multistakeholder processes in 3 agri-chains
e.g. Coordinating national round tables in cocoa, sesame & honey
- Jan. 2007 - July 2008
Director
MDF Training & Consultancy, Arusha, Tanzania
Executive management & business development in Eastern Africa
e.g. Facilitating public-private partnerships in fruits & vegetables
- Jan. 2006 - Dec. 2006
Senior Consultant
Triodos / Facet, Zeist, NL
Business development & facilitating public-private partnerships
e.g. Building up industry-led training in fruit & vegetable chains
- Aug. 2003 - Dec. 2005
Senior Consultant
WageningenUR IAC, Wageningen, NL
Value chain analysis & facilitating public-private partnerships
e.g. Facilitating public-private partnerships in fruits & vegetables
- Aug. 1999 - July 2003
Business Advisor
SNV Netherlands Development Organisation, Ocotol, Nicaragua
Program management & advising business associations
e.g. Developing viable business in coffee, biogas, fruits & vegetables
- May 1997 - June 1999
Program Manager
UN - Asian Pacific Centre for Transfer of Technology, Delhi, India
Program management & implementation in 8 Asian countries
e.g. Introducing food processing technology, biogas & solar drying
- Feb. 1996 - April 1997
Junior Policy Officer
Ministry of Foreign Affairs, The Hague, NL
Support to the long-term research programs with India & Nicaragua
- Oct. 1995 - Jan. 1996
Junior Consultant
FNV International & Max Havelaar & Landelijke India Werkgroep, NL
Investigating options for fairtrade certification in tea

Long-term experience abroad:

- Managua, Nicaragua: Aug. 2008 – July 2011
- Arusha, Tanzania: Jan. 2007 – July 2008
- Ocotol, Nicaragua: Aug. 1999 – June 2003
- Delhi, India: May 1997 – June 1999
- Ahmedabad, India: Jan. 1994 – Sept. 1994

Short-term assignments carried out in:

- Egypt, Ethiopia, Ghana, Kenya, Malawi, Morocco, Namibia, Nigeria, Somaliland, South Africa, Tanzania, Tunisia, Uganda, Zambia, Zimbabwe
- Afghanistan, Bangladesh, Cambodia, China, India, Indonesia, Nepal, Malaysia, Myanmar, Pakistan, The Philippines, Sri Lanka, Thailand, Vietnam
- Argentina, Chili, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Perú
- Italy

Other activities and personal hobbies:

- Founder and board member of the Jeevan Jyot Netherlands Foundation (SJN)
- Founder and honorary member of the Nordic International College in Managua
- Playing field hockey
- Open boat sailing
- Mountain biking

Alkmaar NL, 2022

Consultant (sub-contracted)

Name: Farrukh Shah
Date of birth: 20 April 1985
Nationality: Indian

Farrukh Shah is a social development professional with about 13 years of experience of researching on development issues. He has developed and used his expertise across the domains including research, evaluations, writing, strategic planning and advocacy. He has worked extensively on child rights, education, child labour in supply chains, health, nutrition, child protection, public safety, disaster risk reduction and climate change. He has authored a number of high-quality publications including Save the Children India's report "A Generation at Stake: Protecting India's children from the impact of COVID-19". He co-authored the girl child focused Flagship report "WINGS 2018: Perceptions of girl's safety in public spaces". He also has experience of conducting studies to understand child labour in supply chains. Apart from presenting papers in conferences he has also contributed articles/blogs in magazines and news portals. He has contributed chapters on the constituency of 'Children' for WNTA's (National network of CSOs) Annual Governance Review reports with his contributions featuring in the 2020 and 2021 editions of the publication. He is also an expert in conducting child rights situation analysis (CRSA) and Gender and Power (GAP) at macro and local level. He has led a number of research Projects on child rights themes including research studies on strategies to address Children in Street Situations (CiSS), child labor, trafficking and children and climate change among many others.

He loves to read and write on social issues and believes in the power of knowledge and action to bring a lasting change in the lives of most vulnerable among us.

Education:

Institution and dates	Degree obtained
Jamia Millia Islamia,	BA Economics (Honours)
Jamia Millia Islamia, New Delhi Aug. 2007 – July 2009	MA in Social Work (MSW)
UGC, 2014	Qualified Junior Research Fellowship Social Work (2014)

Language skills:

Language	Reading	Speaking	Writing
Hindi	Mother tongue	Mother tongue	Mother tongue
English	Full proficiency	Full proficiency	Full proficiency
Punjabi	Full proficiency	Intermediate	Full proficiency
Urdu	Full proficiency	Full proficiency	Elementary

Key qualifications:

Farrukh is known for his technical experience and practical expertise in:

- Designing and leading research studies on social development issues
- Conducting evaluations
- Conducting supply chain audits and assessments
- Gender and Power (GAP) Analysis
- Child Rights Situation Analysis

Professional experience:

Duration	Employer	Position held	Role
March 2022 to : till date	Independent Consultant	Consultant	Conducting research studies, evaluations, Gender and Power (GAP) analysis, data analysis, report writing and documentation

Duration	Employer	Position held	Role
Sept. 2015 to: February 2022	Save the Children India	Manager-Research	Leading multistakeholder research studies. Authoring flagship reports, conducting gender and power (GAP) analysis, conducting child rights situation analysis
May 2014 to: August 2015	Bharti Foundation	Senior Executive - Research	Coordinating research studies, monitoring and evaluation of projects
May 2012 to: April 2014	IMPACT Partners in Social Development	Senior Research Executive	Conducting research and evaluations including supply audits
November 2011 to: April 2012	ETASHA (Enabling and training adolescents for successful and healthy adulthood)	Program Coordinator -cum- Facilitator	Coordinating the skilling initiatives for underprivileged youth and adolescents
July 2009 to: October 2011	Harit Recyclers Association (CSO)	Program Coordinator	Project coordination with a focus on capacity building of youth and women from communities

International Exposure

- Selected for an academic exchange programme with the University Of Applied Sciences, Erfurt, Germany in 2009 to understand the Social Work context, problems and interventions in Germany

Reports

- Authored the report titled *"A Generation at Stake: Protecting India's children from the impact of COVID-19"*, published in 2020.
- Co-authored the report titled *"Identifying Actionable Strategies to Minimize Vulnerabilities of Nepali Girls Trafficked to India and Repatriated as Survivors of Trafficking - Seeking Solutions for Improved Rescue, Recovery, Repatriation and Integration (RRRI) of Nepali Girls Victims"* published by Terre Des Holmes.
- Co-author of report titled *"Child Rights in India - An Unfinished Agenda"* published in 2019 by Joining Forces India, an alliance of six child focused agencies including Plan India, World Vision India, TDH, SOS Children's Villages of India and ChildFund India and Save the Children, India.
- Co-author of Save the Children's Flagship Report *WINGS 2018: World of India's Girls; A Study on perception of girls' safety in public spaces*.

Paper presentation in conferences

- Presented a paper titled *"Impact of Covid-19 on Lives of Children from Migrant Families in India"* under the theme Migration and pandemic in International seminar organised by International Institute for Population Sciences (IIPS), Mumbai in March, 2021.
- Presented a paper 'Safety of Girls in public spaces' as panellist on National Conference on Violence Free Childhood, 25-26th September, 2019, organized by Child Resource Centre (CRC), HCM-RIPA in partnership with UNICEF, Rajasthan Jaipur, Rajasthan

New Delhi, India, 2022

Junior consultant (sub-contracted)

Name- Khushbu Chourasiya

Date of Birth- 01/06/1994

Nationality- Indian

Experienced Communications and Research Officer with a demonstrated history of working in the Non-profit Organization Management industry. Skilled in Communication, Research, Documentation, Content Creation, Editing, and Internal & External Communications. Strong Social Work and communication professional with a Master's in Social Work.

Education

2020: P.G. Diploma in Human Rights from Indian Institute of Human Rights, Delhi. (Distance)

2016: UGC- NET (Social Work)

2016: Master's in social work from Institute for Excellence in Higher Education, Bhopal.

2014: Bachelor's in Arts history and Sociology from Institute for Excellence in Higher Education, Bhopal.

Language

Language	Reading	Speaking	Writing
Hindi	Mother tongue	Mother tongue	Mother tongue
English	Full proficiency	Full proficiency	Full proficiency

Professional Experience

Communications Officer- Mahatma Gandhi Seva Ashram (Sep 2020- 2022) (A Project funded by Welthungerhilfe and European Union)- Contributing to the capacity building of 30 civil society organizations across India, developing a comprehensive and coherent fundraising strategy for the organizations, and creating visual content for fundraising and social media, and workshops. Conducting user research for ShareOn.in, a fundraising platform created under the project. Preparing campaign/communications strategies of the partner CSOs. Crowdfunding Platform (ShareOn.in): Coordination with civil society organizations for fundraising campaigns, Campaign management, the Brand building of the platform, and networking. Lead communication with key donors and funders to cultivate, grow and sustain long-term funding and collaboration.

Coordinator: Communication, Documentation, Research- Jai Jagat 2020 Campaign (Oct 2019- Aug 2020) -One of the 50 marchers from around the world in an international peace campaign 'JAI JAGAT 2020'. and completed a 2500 km long walk in India and Armenia. Prepared communications strategy for the Jai Jagat campaign. Responsible for content creation (short films/ videos and graphic designing) and coordinating all content creation for the campaign. Coordinate with the base team of social media and provide them with all the content for different platforms. Handle social media platforms for live sessions and other promotional work. Performing research work related to land issues, peace education and nonviolent governance by engaging different stakeholders of society whom we met during our walk.

Communication and Research Member- Jai Jagat 2020 Campaign (May 2019- Sept 2019) -Assisted International communication about planning and outreach of the campaign. Handled social media and media communication with the communication team. Performed content generation and promotion of the campaign through different Videos, pictures, posters, and other design-related work.

Operating Officer and Coordinator- ANSH Happiness Society (2016- 2019)- Coordinated Social media outreach for different programs like Go Rurban, Summer Internship, and Mehfil. Facilitated supportive services in the

office administration and addressed other management related work. Collaborated with other team members to coordinate various events like Summer Internship a yearly program to develop an understanding of the social sector among youth. And Mehfil is an open space for the budding artist to present their art in front of a big audience.

Research Assistant- AIIMS Bhopal (Dec 2016- March 2017)- Responsible for collecting primary data through conducting interviews of ASHA workers and Anganwadi workers with the help of a schedule via the digital platform at the village level. Presented reports to the program coordinator regarding fieldwork and responses.

Bhopal, India, 2022



Annex 2 List of basmati rice chain stakeholders interviewed

No.	Organisation	Type of stakeholder	Date
1.	CNV Internationaal	International labour union	Nov 2022
2.	IRRI	International Rice Research Institute	Nov 2022
3.	Sustainable Rice Platform	Sustainable rice promoters	Dec 2022
		Materials: Overview of the SRP Assurance Scheme 3 A Step-By-Step Guide to Getting SRP-Verified	
4.	LEISA India	Regional / Indian Network for low external input sustainable agriculture	Dec 2022
5.	Samaritan Centre for Development Support	NGO in Madhya Pradesh and Chhattisgarh; working on governance and effective participation by socially excluded and disadvantaged groups, including migrants	Nov 2022
6.	WOTR (Rejuvenating Communities & Ecosystems)	Think tank on water and food availability in rural India	Dec 2022
7.	MGSA (Mahatma Gandhi Seva Ashram)	Capacity builder of rural civil society organizations across India, including MP	Dec 2022

Annex 3 Option: Make boots and medications/ointment available to labourers for avoiding injuries/ailments in feet

Description

Many a times, agricultural labourers get injuries and ailments while working in paddy fields. These problems occur in feet due to working in fields filled with water either for transplanting the crop or for pulling the weeds out.

Objective

Agricultural labourers do not suffer injuries and ailments in their feet due to working in rice fields filled with water

Activities

- Distribute water resistant rubber boots to farmers
- Make farmers aware about not overfilling the fields beyond the requirements of crop
- Some kind of ointment/medications should be available/distributed by the paddy farmers to agricultural laborers to meet emergencies

Expected results

Agricultural labourers can work in fields without having injuries or ailments in their feet. This will reduce the negative impact of rice farming for agricultural labourers including migrant labour.

Progress indicators

- Each farmer associated with LT Foods maintain a minimum number of boots that can be given to agricultural labourers who work on his/her field. Agricultural labourers should return these boots to farmers once work is done so that same boots can be used for the paddy crop in next season. This will help in ensuring that none of the agricultural laborers including migrant labor suffer injuries or ailments in their feet due to working in paddy fields.
- Farmers ensure availability of ointment/medication at the field itself while transplantation or work on pulling out weeds is being done in fields.

Investment

The cost of boots differ per geography. It will be better to buy these locally, especially from Bhopal.

Annex 4 Option: Promote usage of water management techniques for efficient use of water

Description

Transition from soybean farming to rice farming in this region has resulted in extraction of groundwater at large scale. Installation of electric motors and diesel-run bore well have proved to be enablers behind increased phenomenon of extraction of water. It is important to promote efficient use of water to ensure that water table does not go down due to over extraction of this resource.

Objective

Technological interventions and general awareness are needed for better water management to promote efficient use of water. Promoting the adoption of AWD (Alternate Wetting and Drying) by the farmers will be helpful in ensuring that excessive water is not used and wastage of water can be curtailed.

Activities

- LT Foods has already taken initiatives to promote the AWD pipes for saving water however there is a need to redouble efforts to promote the usage of same
- Make farmers aware about not overfilling the fields beyond the requirements of crop.
- LT Foods should also invest in research and development for varieties of basmati rice crop that requires reduced water input.
- Launch a campaign to make farmers aware about the importance of harvesting surface water and to use groundwater responsibly.

Expected results

Usage of AWD pipes and other methods of saving water in growing paddy will result in more efficient use of water for paddy production. Improved awareness, practice of AWD and water harvesting will leave huge positive implications for the overall water table in this region.

Progress indicators

Usage of AWD pipes can be regarded as one of the indicators for procuring rice from the farmers

Investment

- Monitor the use of water by the cadre of ADOs.
- Efforts aimed at improving awareness and promoting use of AWD are not investment-intensive activities especially in terms of monetary investment. However, these initiatives would require investment in improving the capacities of ADOs to monitor and advocate better usage of water by the farmers in growing paddy.

Annex 5 Impact assessment brought into view

LT Foods Truck



Settlement of migrant labourers in field



Woman migrant labourer



Living conditions in settlement of migrant labour



Migrant labourers loading rice for intermediary of LT Foods from farmer's doorstep



Bags of paddy being prepared for collection by LT Foods



SRP paddy being collected at farmer's doorstep



Bags of Project paddy being collected



Covered heap of paddy at farmers place



Shop of Intermediary who collects rice for LT Foods



Rice collection centre of Intermediary of LT Foods



Electric motor used for extracting ground water



Street light installed by LT Foods in a village