



PRIVATE SECTOR STAKEHOLDERS

(EMPLOYERS, EMPLOYERS' ORGANIZATIONS, AND
BUSINESS MEMBERSHIP ORGANIZATIONS (EBMOS))

Companies have both a **legal and a social responsibility** to ensure the safety and wellbeing of their employees.

In so far as is compatible with national laws and regulations, employers shall have a duty to ensure the safety and health of workers in every aspect related to the work. Employers, employers' organizations and business membership organizations (EBMOs) should engage in **tripartite dialogue** on national OSH policies, systems and programmes, and provide OSH services such as information and training.

Good OSH performance is also **good for business**. It can improve workers motivation and productivity, reduce absenteeism, help businesses attract talent, and secure public and private sector contracts. Good OSH performance is key to reputation management, and often seen as a crucial element of responsible business conduct.

Support from private sector stakeholders is needed to improve OSH in the coffee supply chain. Here are our recommended actions:

- Connect with **fellow coffee supply chain actors** to share best practices on “what works” to improve OSH throughout the coffee supply chain.
- Organize a **joint networking event** with the Vision Zero Fund as part of the #CoffeePeople Technical Webinar Series, bringing together members, partners, suppliers, and buyers in the coffee supply chain to facilitate learning, resource sharing, and improvement of OSH performance.
- Work with other stakeholders, such as worker organizations, government agencies, and others, to promote **joint initiatives and partnerships** aimed at enhancing OSH in the coffee supply chain and improving working conditions in general, in particular those related to other [fundamental principles and rights at work](#).
- Make a **financial contribution** to the Vision Zero Fund to help expand its work in the coffee supply chain. For example, fund the **adaptation and implementation** of the campaign in one of your sourcing countries.

EMPLOYERS' ORGANIZATIONS AND EBMOS

- Consult and use the ITCILO [Essentials in Occupational Safety and Health](#) training tool.
- Learn more about [initiatives](#) undertaken by employers and business membership organizations across the world to promote healthy and safe workplaces.

EMPLOYERS

- In consultation with workers' organizations, establish or strengthen **reporting, recording and notification systems** to collect sex-disaggregated data and information on occupational accidents and diseases at the workplace level (e.g., in plantations). Use the information to develop effective strategies to improve OSH in the different tasks involved in coffee production.

- Provide adequate safety and health standards, establishing **safety policies and procedures** that meet or exceed the minimum regulatory requirements, and taking all appropriate measures of protection.
- Ensure that **adequate and appropriate training** and comprehensible instructions on safety and health and any necessary guidance or supervision are provided to workers in agriculture, including information on the hazards and risks associated with their work and the action to be taken for their protection, taking into account their level of education and differences in language.
- In accordance with national practice, establish [joint safety and health committees](#), or similar structures, to ensure **cooperation between the employer and workers** so as to achieve and maintain safe and healthy working conditions and environment. Ensure the participation of both men and women workers and their representatives in OSH measures, health promotion and decision-making.
- Establish or strengthen your [OSH management](#) system, incorporating **new technologies, best practices, and lessons learned** from incidents.
- Carry out **due diligence** to identify and prevent, mitigate and account for how to address actual and potential adverse impacts that relate to internationally recognized human rights, understood, at a minimum, as those set out in the ILO Declaration on [Fundamental Principles and Rights at Work](#).
- Identify and assess any actual or potential adverse **human right impacts** in which the enterprise might be involved either through its own activities or as a result of its business relationships.
- Carry out appropriate OSH [risk assessments](#) and, on the basis of these results, adopt **preventive and protective measures** to ensure that under all conditions of their intended use, all agricultural activities, workplaces, machinery, equipment, [chemicals](#), tools and processes under the control of the employer are safe and comply with prescribed safety and health standards.