



The World Banana Forum (WBF)

Working together for sustainable banana production and trade

Report of the Twenty-Ninth Meeting of the WBF Steering Committee (SC29)

Attended by the Steering Committee (SC) members and Working Group (WG) coordinators

Friday 03 October 2025

Hybrid Format – IFEMA, Madrid / Online

1. Welcome by the WBF Secretariat

Victor Prada, Secretary of the World Banana Forum (WBF) of the Food and Agriculture Organization of the United Nations (FAO), opened the 29th Meeting of the Steering Committee (SC29) by welcoming all present attendees and online participants. He noted that this is the first SC to be held in-person at IFEMA, Madrid, in conjunction with Fruit Attraction (FA) and praised the strong attendance, with over twenty organizations present on site. He added that Marike de Peña (Latin American and Caribbean Network of Fairtrade Small Producers and Workers, CLAC) and José Antonio Hidalgo (Association of Banana Exporters of Ecuador, AEBE), Co-Chairpersons of the Steering Committee, will moderate the discussion.

2. Opening remarks, objectives and expected outcomes of the SC29

Pascal Liu (FAO) delivered opening remarks on behalf of the WBF Secretariat and FAO. While global export volumes have remained relatively stable, he noted that the sector continues to face uncertainty due to geopolitical tensions, potential trade wars and an uncertain economic outlook. Escalating conflicts, particularly in the Middle East, could raise oil prices and inflation, further increasing production and transport costs. At the same time, sluggish economic growth in major import markets may curb consumer demand. He also referred to the ongoing spread of Fusarium wilt Tropical Race 4 (TR4), worsening climate impacts and uncertainty around new regulatory frameworks on sustainable supply chains in major markets, for example the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) in the European Union (EU). Liu called for stronger collaboration across the value chain to promote sustainable production and trade, reaffirming that the WBF Secretariat remains fully committed to supporting its members in this effort.

De Peña (CLAC) emphasized that the SC represents an inclusive roundtable where diverse perspectives converge to build a more sustainable and equitable banana industry. She underscored the need for unity, collaboration and mutual learning, inviting participants to reflect on achievements to date, identify remaining gaps and strengthen joint action toward common goals. Hidalgo (AEBE) highlighted the value of the WBF as a multistakeholder dialogue platform that allows the sector to address complex challenges collectively. He noted the progress made in key areas such as living wages, the Carbon and Water Footprint (CWF) tool and social sustainability, and encouraged members to use the session to outline a clear roadmap for activities through the end of 2025 and into 2026.

3. Activities of Working Group 03 and the Task Force on Gender Equity (TE-GE)

De Peña opened the session by outlining ongoing work on occupational health and safety (OHS) and gender equity, updates on the EU Omnibus Directive, progress in social dialogue and collective bargaining, and the grievance-mechanism proposal. She emphasized the need to continue working collaboratively to advance the social dimensions of sustainability in the banana sector.

- **Activities on Occupational Health and Safety (OHS)**

Valeria Villacorta (FAO) presented updates on the WBF's OHS-related capacity-building initiatives. Building upon the OHS risk assessment training originally developed in Colombia, two tailored workshops were implemented in Piura, Peru, with support from CLAC. These sessions adapted the OHS Risk Assessment with a Gender Perspective Manual to the Peruvian regulatory and production context. Participants, including representatives from Fairtrade plantations and smallholder organizations, identified key OHS risks and contributed practical recommendations. The lessons learned have been integrated into the Peruvian version of the manual, which also includes adaptations for organic banana production systems.

Next steps:

- Share the updated Peruvian OHS manual with local stakeholders (WBF Secretariat).
- Explore opportunities to replicate the training model in other producing countries (WBF Secretariat).

- **Activities on Fostering Gender Equity in the Banana Industry**

Villacorta reported progress in mainstreaming gender considerations across due diligence and OHS activities. Following consultations with producer organizations, civil society and trade unions, the "Guidelines on healthy and safe employment of women in the Latin American banana industry" were finalized and published in [English](#) and [Spanish](#).

In addition, the second webinar of the Human Rights Due Diligence (HRDD) Series, focused on gender equity, was prepared. The session will explore practical ways to integrate gender perspectives in HRDD processes, prevention of gender-based violence (GBV), and the business case for gender equity. The webinar will include presentations from the International Labour Organization (ILO), Fyffes, Fairtrade Africa, Tesco, the Coordinating Body of Latin American Banana and Agro-Industrial Unions (COLSIBA), and CLAC.

Next steps:

- Organize the webinar "Building a Resilient Banana Industry Through Gender Equity and HRDD" (WBF Secretariat).
- Prepare and publish the webinar report and recording (WBF Secretariat).

- **Update on the EU Omnibus Directive Proposal**

Villacorta provided an update on the EU Omnibus Directive proposal, which seeks to amend the CSRD and the CDDD, among other objectives. The European Parliament's Legal Affairs Committee (JURI) released its negotiating report, while the Council adopted its general approach for negotiation. Both institutions proposed raising company-size thresholds for applicability and making environmental-transition plans

either voluntary or subject to delayed implementation. Negotiations continued regarding the proposal to transfer civil-liability provisions to Member States, a move that could result in differing interpretations and enforcement across the European Union. In parallel, the European Financial Reporting Advisory Group (EFRAG) had opened a public consultation on its drafts of the simplified European Sustainability Reporting Standards (ESRS), which closed on 29 September 2025. The European Parliament's plenary vote on the Omnibus package is expected in mid-October, after which trilogue negotiations between the Parliament, the Council and the Commission would commence.

Members expressed concern that this approach might create uneven obligations and competitive distortions within the single market, leading to fragmented legal frameworks and potential "forum shopping". The need for clarity and predictability for producers and exporters was emphasized, given potential differences in national transposition. They also noted that, even if formal requirements are delayed, market expectations on due diligence remain high, as many companies are already implementing HRDD practices that go beyond legal minimums.

Next steps:

- Continue monitoring EU negotiations and keeping SC members informed of any relevant developments (WBF Secretariat).
- Prepare a short information brief that consolidates: (i) the final outcome of the Omnibus process; (ii) the Member State transposition with the highest requirements; (iii) the discussion and requirements under the UK Modern Slavery Act 2015; and (iv) lessons learned from the German Supply Chain Due Diligence Act (LkSG) (WBF Secretariat).

- **Activities on Social Dialogue and Collective Bargaining**

Jean-François Billot (Pan-African Association of Fruit producers and Exporters, AFRUIBANA) presented the progress of national social-dialogue initiatives in Côte d'Ivoire, developed with the support of the ILO. The process brings together employers, trade unions and government institutions to determine a living-wage trajectory based on cost-of-living data produced by the National Statistics Agency and complementary research by the Centre for Economic and Social Research. A transitional audit protocol allows for verification while negotiations continue. Similar dialogue processes are being prepared in Ghana and Cameroon, with Côte d'Ivoire expected to table a formal inter-sectoral agreement for governmental approval in 2026.

Discussion:

Wilbert Flinterman (Fairtrade International, FTI) stressed that success must be judged by actual wage gains. He raised the question of whether trade unions have sufficient capacity to exercise their rights behind closed doors, noting that an imbalance could affect the outcomes of negotiations. Flinterman also asked what benchmarks would be used to track progress. Billot and George Kporye (AFRUIBANA) acknowledged power asymmetries, noting employers' greater legal and financial resources, but said training and market information are being provided to trade unions. They committed to a transparent, third party-reviewed process. They also cautioned about cross-industry disruptions if one sector pays far above others.

Adela Torres and Santiago Ramírez (COLSIBA) emphasized that collective bargaining must allow trade unions to present their own proposals, and that all parties should engage with a genuine commitment to negotiate and find solutions collaboratively. They raised concerns that some certification schemes have

not recognized collective-bargaining outcomes and suggested that COLSIBA's protocol proposal be presented at a future meeting.

Mariano Jiménez (National Banana Corporation of Costa Rica, CORBANA) noted that Costa Rica has chosen not to apply the Anker methodology, as its assumptions – such as household size – can distort results. He recommended using the ILO tripartite model, which already embeds social dialogue, and stressed the need to address both formal and informal employment. Emerson Aguirre (Association of Banana Growers of Colombia, AUGURA) added that in Colombia their tripartite model has proven effective over decades, being more consistent with dialogue than the Anker methodology, and cautioned that rigid approaches are diverting fruit from the European Union to the United States of America markets.

Xavier Roussel (Dole) stressed the need for benchmarks to restore transparency across the industry. Nina Kuppetz (German Agency for International Cooperation, GIZ) noted that GIZ supported the Living Wage Coalition approach but, under the new ILO mandate, called for a transition process that strengthens national social dialogue while preserving existing progress. Edgar Monge (Tesco) said the Anker methodology, though imperfect, remains the most objective reference; Tesco has used it for over five years with suppliers to map gaps and drive improvements. He applauded Ecuador for establishing an official national model. Hidalgo (AEBE) added that, although exporters have sometimes had to shift to riskier markets, maintaining a benchmark supports fair competition.

Next steps:

- Publish wage-mapping and cost-of-living results for Côte d'Ivoire (AFRUIBANA).
- Table the intersectoral agreement for governmental approval in 2026 (AFRUIBANA).
- Replicate the model in Ghana and Cameroon (AFRUIBANA).

• Activities on Decent Work and Due Diligence

Villacorta presented the second draft of the grievance mechanism proposal being developed under WG03. She emphasized that the mechanism's governance should be neutral and inclusive, ensuring the participation of stakeholders from producing countries. The proposal promotes local-level resolution of complaints whenever possible, with escalation only for systemic or unresolved issues, and would guarantee confidentiality and non-retaliation to protect users. Prada proposed building on existing experiences to define a locally owned model before any externally financed system is introduced, accompanied by a guide for its establishment and implementation.

Discussion:

Nolan Quiroz (GlobalG.A.P.) emphasized that the WBF should define clear objectives for the mechanism – addressing both workers' day-to-day issues and buyers' reporting needs – and warned that opening a process in this sector could generate high complaint volumes, risking loss of trust if cases are not handled efficiently. Ramírez (COLSIBA) referred to COLSIBA's proposal for a conflict-resolution system, suggesting that technical or multi-party disputes could include an independent advisor to facilitate agreement before arbitration.

Aguirre (AUGURA) and Hidalgo (AEBE) agreed that steps and responsibilities must be clearly defined at the national level, and in accordance with their legislation. De Peña (CLAC) underlined the need to clarify what types of issues should be resolved within organizations or countries and what warrants escalation, so as to avoid overburdening the system. Several speakers stressed the importance of coordination among

existing channels, noting that farms already respond to multiple buyer and certification hotlines, and raised questions about funding and management responsibilities for such a mechanism. Tania Moodley (Tesco) complemented that an industry-level grievance mechanism should not replace company systems, but serve as an escalation channel when local solutions fail and as an incentive for all stakeholders to resolve issues at the earliest possible stage.

Torres (COLSIBA) and Ángel Rivero (FENACLE) emphasized resolving problems locally, consistently with national labour legislation and social-dialogue structures. Torres referred to trade union committees to address grievances. Flinterman (FTI) recommended testing the mechanism through a small pilot to manage complaint volume and assess functionality.

Regarding the Human Rights Due Diligence Webinar Series, Villacorta informed that the report of the first webinar “Leveraging HRDD to Promote Decent Work and Drive Sustainable Success in the Banana Industry” has been published in both [English](#) and [Spanish](#), and the recording is available in the [FAO YouTube channel](#).

Next steps:

- Integrate feedback from WG03 thematic session and bilateral consultations into the grievance mechanism proposal, identify potential pilot countries, and present a revised draft to WG03 for further input (WBF Secretariat).

4. Activities of Working Group 02, the Commission on Living Wages and Living Income and its subgroups

- **Commission on Living Wages and Living Income**

Prada (FAO) provided an overview of activities conducted by the Commission and its Subgroups since the last SC. The Secretariat continued collaborating with key partners, including the ILO, GIZ, the Sustainable Trade Initiative (IDH) and the Anker Research Institute (ARI), to advance discussions on several key topics, including Responsible Purchasing Practices (RPP), fair value distribution and the clarification and harmonization of living wage estimation and verification methods. Moreover, the Secretariat developed a project concept note aimed at clarifying and aligning existing living wage methodologies. The proposal foresees the preparation of comparative guidance materials and capacity-building activities to improve understanding and practical application across the supply chain, with the possibility of piloting the approach in a producing country. He noted that the Subgroup on Methodologies and Tools continued to meet regularly, providing a technical space to review data sources, verification practices and methodological challenges. He also referred to the developments surrounding the Multi-Stakeholder Banana Summit, suggesting that this SC29 could serve to gauge members’ interest in shaping an event. He concluded by acknowledging the uncertainty surrounding due diligence regulations and sustainability reporting indicators, which continue to evolve and influence work on living wages.

- **Subgroup on Market**

Prada recalled the activity on RPP conducted by IDH, GIZ and Ernst & Young (EY) during which the WBF Secretariat sought to facilitate an inclusive dialogue ensuring that producers’ perspectives were heard and their feedback integrated into the RPP framework developed. This activity was concluded and a new initiative on RPP, proposed by the Ethical Trading Initiative (ETI) and Banana Link and funded by GIZ, is now being launched.

Johanna Deckers (GIZ) provided context on the new initiative, noting that RPP remain central to the work of the German Retailers Group. She recalled that last year's process to develop a shared understanding of RPP resulted in a detailed guidance document for the banana sector, which was widely reviewed by stakeholders. However, several actors felt that their views were not fully reflected or that the guidance lacked sufficient focus on practical application. Building on this feedback, the new initiative seeks to strengthen inclusiveness and complement the retailers' self-assessments with direct input from producers, workers and other supply chain actors. Deckers emphasized that the goal is to develop a more balanced and concise framework that incorporates lessons learned and better reflects the realities across the value chain.

Melissa Karadana (ETI) introduced the new initiative, recalling that ETI is an alliance of NGOs, trade unions and companies working to promote decent work and human rights in global value chains. ETI has been addressing RPP for several years, initially in textiles and manufacturing and, more recently, in the food sector. Karadana first underlined the negative impacts of irresponsible purchasing practices on suppliers – such as excessive price pressure, short lead times, penalties, discounts and extended payment terms – as well as workers, leading to financial strain, reduced job security, excessive overtime and delayed wages. Such practices also expose companies to reputational and compliance risks. She then presented the *Common Framework for RPP in Food*, which will serve as a reference for the assessment process and is structured around five principles: internal integration, equal partnership, collaborative production and planning, fair payment terms, and sustainable costing.

This new exercise, commissioned by GIZ and funded by German retailers, aims to gather evidence on the impact of current purchasing practices, benchmark participating retailers against the ETI framework and support the design of action plans. It will combine surveys and in-depth interviews with Tier 1 and Tier 2 suppliers as well as workers from banana-producing countries, complemented by a retailer self-assessment. Banana Link has been hired to facilitate consultations with workers in Colombia and Costa Rica. Individual reports summarizing feedback from supply chain actors on retailers' RPP behavior will be prepared and validated by those actors before being shared with the respective retailers. A consolidated report will then identify common challenges and opportunities for improvement across retailers. The findings will feed into the revision of the previous RPP Framework to ensure it is more concise, balanced and practical. Karadana emphasized the importance of transparency and honest feedback to drive collective solutions, assuring that all responses will remain confidential and anonymous. Two information sessions are scheduled for 21 and 22 October to present the process and next steps.

Discussion:

Jiménez (CORBANA) asked who would be responsible for conducting the research and in-depth interviews. Karadana (ETI) clarified that ETI will manage all data collection, surveys and analysis, while Banana Link will carry out worker interviews in Colombia and Costa Rica. These interviews are intended to capture workers' general experiences with purchasing practices rather than to assess country-specific labour conditions.

Aguirre (AUGURA) asked why the workers interviews are limited to two countries and raised concerns about the confidentiality of information and potential conflicts of interest, given that the study is funded by retailers. He questioned whether negative findings would still be disclosed. Karadana (ETI) and Deckers (GIZ) responded that country selection was determined by available resources and scope, noting that consultations with producers will involve all banana exporting countries. They clarified that the

assessment focuses on how purchasing decisions affect suppliers and workers, not on evaluating suppliers themselves. It was also noted that safeguards are in place to ensure balanced representation and transparency. Decisions on the publication and use of findings will be agreed with retailers ahead of the information sessions on 21 and 22 October. The Secretariat asked GIZ and ETI to inform the WBF about decisions taken by retailers on data use and disclosure, to be addressed during the information sessions. Hugo Hays (Fyffes) asked which retailers and suppliers were in scope and whether the initiative was linked to EU legislation on responsible purchasing. Karadana confirmed that the activity is specific to bananas and involves members of the German Retailers Group (Aldi North, Aldi South, Kaufland and Rewe). For IDH members, participating retailers from Belgium, the United Kingdom and the Netherlands will be announced once confirmed. Ronald Sanabria (IDH) clarified that all retailers engaged in living wage commitments in these three markets have already completed their self-assessments and are now being encouraged to participate in this independent review. Karadana added that the initiative aligns with the CSDDD which, in its current form, still requires retailers to assess the human rights and environmental impacts of their purchasing practices.

José Francisco Zúñiga (Association of Banana Growers of Magdalena and La Guajira, ASBAMA) stressed the importance of ensuring data confidentiality to avoid disinformation campaigns and noted that it would consult ASBAMA's directive board before confirming participation.

Sanabria (IDH) asked whether additional funding could allow worker interviews to be extended beyond Colombia and Costa Rica. Karadana (ETI) responded that there were no major barriers to expanding the geographical scope, but that the timeline would be tight and would need to be further discussed. Field interviews are expected to take place from now until the end of May 2026, followed by surveys after the information sessions. Data collection should be completed by early January, allowing preliminary reports to be shared with producers shortly thereafter.

Hidalgo (AEBE) asked whether GIZ would engage with all banana-exporting countries, noting that it maintains cooperation frameworks with many of them. He also emphasized the need to conduct interviews in close coordination with public authorities and ensure due diligence and responsible information management to prevent the dissemination of inaccurate data. He further stressed that interviews should involve suppliers directly linked to the participating retailers. Karadana (ETI) clarified that GIZ coordinates the German Retailers Working Group on behalf of the German government, but the initiative is financed by retailers. It stressed that the objective is not to assess national labour conditions but to understand how purchasing practices influence workers across the supply chain.

De Peña (CLAC) raised methodological concerns, noting that the study relies heavily on retailer self-assessments and a limited producer sample. She suggested involving an independent third party to avoid conflicts of interest and emphasized the importance of drawing on existing sector studies on the social and environmental impacts of purchasing practices. Karadana (ETI) explained that the assessment also includes feedback from Tier 1 and Tier 2 suppliers and workers to complement the retailer self-assessments. Deckers (GIZ) added that ETI will establish the link between purchasing practices and workers' realities, integrating previous research to provide retailers with concrete, evidence-based recommendations.

Christelle Owona (Compagnie Fruitière) encouraged ETI to include African producers in the process and to ensure their proactive involvement in future initiatives, rather than relying on them to request participation. Karadana (ETI) confirmed its commitment to doing so.

Javier Aguirre (Agroamerica) asked how the study would ensure balanced representation between unionized and non-unionized workers, noting that this could influence results and potentially favour collective bargaining systems over other wage-setting mechanisms.

Carolina Jaramillo (UNIBAN) expressed uncertainty about how workers could evaluate retailers' purchasing behaviour. Karadana (ETI) responded with an example from the shrimp industry, where workers, producers and retailers engaged in dialogue to identify how pricing pressures and short lead times affected working conditions. She emphasized that the goal is to capture workers' experiences to better understand the link between purchasing practices and human rights risks. Deckers (GIZ) added that the findings would help sustainability departments within retailers advocate internally for fairer pricing and improved coordination with buying teams. A representative from Aldi South agreed, noting that such evidence is essential for promoting change within companies.

Next steps:

- Present the new RPP initiative, including data safeguards and the publication plan, during two information sessions on 21 and 22 October (ETI).
 - Inform the WBF of the retailers participating in the project once confirmed (ETI and IDH).
 - Confirm or not their participation in this new initiative (WBF members considered in the project).
 - Continue to facilitate an inclusive dialogue among all relevant actors (WBF Secretariat).
- **Wage data collection and verification**

Deckers (GIZ) presented a proposal to streamline wage data collection and verification within the framework of the living wage initiatives led by the German Retailers Working Group and IDH. She noted that while IDH collects wage data through the Salary Matrix with verification on a sample basis, this process represents a significant workload for producers, particularly given the diversity of national wage-setting systems – from statutory mechanisms to collective bargaining agreements. To address this, GIZ is proposing to develop a risk-based approach to balance data reliability with the costs and effort required from producers. The concept foresees:

- **Step 1:** The development by an independent organization (not GIZ or IDH) of criteria and an assessment framework to identify farms eligible for exemptions from wage data collection or verification. Criteria could include effective collective bargaining agreements, robust national legislation, credible certification schemes or previous verified results.
- **Step 2:** Companies may apply for exemptions, while some process-related exemptions could be automatically granted (e.g. for farms that have already completed a Salary Matrix).
- **Step 3:** An independent body would review applications and grant exemptions where justified.

Deckers emphasized that this is an initial concept requiring further discussion and that funding could be provided by GIZ and the German retailers. She reiterated that GIZ would not act as the independent assessing entity and invited WBF members to express their interest in contributing to the development of this approach.

Discussion:

Lianne Zoetewij (Association of Small Banana Producers El Guabo, ASOGUABO) stressed the difficulties faced by small-scale producers in using the Salary Matrix, noting that some workers are employed only a few days per week, making data entry and guidance challenging. Deckers (GIZ) clarified that this issue is separate from the proposed risk-based approach and relates to adapting the tool for smallholders,

suggesting the matter be discussed directly with IDH. Monge (Tesco) echoed that Ecuador's many smallholders employ part-time labour, and wage calculations should reflect that reality.

Roussel (Dole) welcomed the proposal as a positive step to ease reporting burdens on producers, emphasizing the importance of establishing robust, transparent criteria to ensure credibility. He expressed interest in contributing to the process. Deckers (GIZ) confirmed that the criteria would be developed by an independent, neutral institution – potentially within the UN system – rather than by GIZ or IDH.

De Peña (CLAC) sought clarification on the proposal, noting that the submission of labour data through the IDH Salary Matrix is currently voluntary. She asked whether the new approach would make data reporting mandatory, who would enforce it, and who would grant exemptions. Should reporting ever become mandatory, she stressed the need for a separate matrix, training process and data collection system adapted to smallholder organizations. Deckers (GIZ) agreed, confirming that the Salary Matrix is not intended for smallholders and that the discussion should remain separate. She explained that, as living wages still are part of the CSDDD, retailers will increasingly need reliable information on wage gaps and their contribution to closing them. The institution granting exemptions would be the neutral body responsible for developing the assessment criteria.

Hidalgo (AEBE) noted that smallholder wage discussions are defined at the national level and that Ecuador already applies a comprehensive wage data system verified by certification bodies, exceeding the Salary Matrix requirements. He expressed support for the proposed approach, provided it is recognized by certification schemes as a step toward harmonization.

Next steps:

- Facilitate follow-up discussions on the proposal, both bilaterally with GIZ and within the Commission on Living Wages and Living Income, to assess interest from WBF members and define the potential involvement of its Secretariat (WBF Secretariat)
- **Subgroup on Methodologies and Tool**
 - **Update on Living Wage Benchmarks from the Anker Research Institute's (ARI)**

Sally Smith (ARI) presented the latest updates on ARI's living wage estimates for major banana origins. She clarified that ARI's goal is not to impose benchmarks but to provide independent, science-based estimates of the income required for a decent standard of living, applying a consistent and transparent methodology across countries. Smith welcomed the ILO's new mandate on living wages and noted ARI's interest in reviewing the results emerging from pilot processes such as those in Côte d'Ivoire. She acknowledged that national contexts differ significantly, with some countries relying strongly on collective bargaining while others lack such frameworks, making independent benchmarks essential to guide wage-setting and price discussions. ARI updated its estimates for twelve main banana origins, with funding from FTI. The updates are based on inflation data and changes in payroll deductions, resulting in modest adjustments for 2025 of 0–5 percent in most countries in local currency as inflation has eased. Slight deflation was observed in Costa Rica, Côte d'Ivoire and Panama, while Ghana's estimate rose by 15 percent due to high inflation. For Cameroon, ARI recommended using the upper confidence interval value for banana-producing regions. Smith also noted that exchange rate fluctuations and recent US monetary policies have caused apparent increases in dollar-denominated estimates, even where values in local currency remained stable. She cautioned that wages should not decrease in response to lower

living wage estimates, as this would undermine progress toward decent work. All updated reports are publicly available on the ARI website.

Jiménez (CORBANA) asked why no living wage studies had been conducted in European banana-producing countries. Smith explained that the methodology has so far been applied mainly in low- and middle-income contexts but that work is underway to adapt it for use in high-income countries. The first set of living wage estimates for high-income countries is expected to be released by the end of 2026.

- **Updates from Fairtrade International (FTI)**

Wilbert Flinterman (FTI) presented how the organization applies ARI living wage benchmarks within its programmes. He noted that this data supports the banana industry by informing policy design, collective bargaining, research and wage-setting mechanisms. FTI currently applies ARI benchmarks to its certified plantations – around 29 globally – under the Hired Labour Standard. Where plantation wages fall below the ARI benchmark, FTI requires: i) annual wage increases above inflation to progressively close the living wage gap; ii) the negotiation of clear timelines and steps toward achieving a living wage with elected worker representatives and trade unions; iii) compliance with the Fairtrade Base Wage, set at 70 percent of the living wage (net of taxes and including 10 percent in-kind benefits), which is factored into the Fairtrade Minimum Price; and iv) the distribution of 30 percent of the Fairtrade Premium in cash where living wages are not yet reached, to help workers meet their daily needs.

Flinterman explained that Fairtrade also enables retailers to make voluntary contributions through the payment of a living wage differential, calculated on the basis of ARI benchmarks. These differentials feed into the Fairtrade Living Wage Reference Prices, published annually for both conventional and organic bananas from several origins. Retailers may use these to determine proportional contributions toward closing wage gaps within their supply chains. He emphasized that the ultimate goal is not a patchwork of wage supplements but a fully negotiated, collectively bargained living wage grounded in social dialogue and freedom of association.

Discussion:

Quirós (GlobalG.A.P.) asked how Fairtrade would recognize a monthly basic wage negotiated between employers and employees if it falls below the Fairtrade benchmark. Flinterman explained that FTI's approach seeks to ease pressure on trade unions, recognizing the power imbalance that often exists in labour relations. It considers it reasonable and fair for plantations to pay at least 70 percent of the living wage, supported by the Fairtrade Minimum Price and the sourcing commitments of Fairtrade-partner retailers.

Zoetewij (ASOGUABO) asked how to calculate the daily equivalent of the living wage for workers employed only one day per week. Flinterman (FTI) clarified that the requirement applies only to plantations, not to smallholder organizations, and that the daily rate can be obtained by dividing the monthly benchmark by the standard number of working days, typically 22 or 23. De Peña (CLAC) confirmed that wage data collection under Fairtrade applies exclusively to hired labour. Nonetheless, Zoetewij raised concern that auditors have, on occasion, made observations implying that the wage data requirement applies to smallholder organizations.

Alistair Smith (Banana Link) proposed that trade unions could play a role in wage data verification, given they often have access to payroll information. He noted that this approach was successfully piloted in 2022 in two countries through an initiative led by a retailer, with trade union participation proving

effective in validating wage information.

Next steps:

- Continue to advance meaningful discussions on wage setting and price-setting processes, fostering consensus and clarity over methodologies, implementation pathways and the role of different value chain actors in achieving fair value distribution in the banana supply chain (WBF Secretariat).

5. Activities of Working Group 01, the Subgroup on Climate Change Adaptation, Mitigation and Biodiversity Conservation and the TR4 Global Network

Hidalgo (AEBE) provided an overview of the achievements and initiatives conducted under WG01, emphasizing the GEF project proposal “Accelerating the Sustainable Transformation of the Ecuadorian Banana Industry (Ecuador Green Footprint Project)”, developed by the WBF Secretariat together with Ecuador’s Ministries of Environment and Agriculture, the FAO Office in Ecuador, and the FAO Regional Office for Latin America. The project aims to reduce the environmental footprint of banana production in the country through the integration of the Carbon and Water Footprint (CWF) tool as a standardized, accessible tool adapted to national needs and integrated into national systems and policies.

- **Carbon and Water Footprint (CWF) Initiative and the new version of the CWF tool**

Matheus Lima (FAO) presented the newly released version of the Carbon and Water Footprint (CWF) tool, developed in collaboration with the University of Castilla-La Mancha (UCLM), and announced that it is now officially available to WBF members.

The new version features a complete software redevelopment, including the addition of modules for Scope 3 emissions aligned with the GHG Protocol. The expanded system boundaries now encompass input manufacturing, maritime transport, storage and ripening, as well as terrestrial transport in destination countries. This upgrade marks a methodological transition from organization-level to partial product footprint assessments, ensuring stronger alignment with international Scope 3 reporting standards.

Among the key advancements, Lima highlighted the integration of extensive datasets covering commercial products and cargo vessels, which enable automated and more precise calculations of emissions and water impacts. This was made possible through the standardization and inclusion of multiple governmental, European, and scientific databases, as well as other verified data sources within the tool’s architecture. These enhancements significantly reduce manual data entry, increase analytical robustness, and facilitate harmonized assessments across countries and production systems. Additional improvements include optimized result visualization, refined water indicators, and advanced report generation features, reinforcing the tool’s role as a reliable and standardized reference for sustainability assessments in the banana sector.

Discussion:

Aguirre (AgroAmerica) asked which international standards the tool follows. Lima replied that it is aligned with ISO 14046 (Water Footprint), ISO 14064 (Greenhouse Gas Accounting and Verification), the Water Footprint Network (WFN) methodology, the GHG Protocol Corporate Value Chain (Scope 3) Standard, and the FLAG (Forest, Land and Agriculture) Guidance for land-use related emissions and removals.

A participant asked whether the tool could be used to assess occupational health and safety at the country level. Lima clarified that it does not extend to that level of analysis and emphasized that all data belong to the company and remain the exclusive property of the user. FAO cannot access company-specific information, which is used solely for internal decision-making purposes. However, he noted that companies can use the information generated by the tool to monitor their progress in reducing potential harm to human health and livelihoods in and around their production areas. Prada (FAO) added that the CWF tool's indicators are gaining importance and that EU retailers may increasingly prioritize climate-related metrics, amid rising public concern over environmental issues. He stressed the need to preserve data confidentiality to maintain users' trust and the tool's credibility.

Zoetewij (ASOGUABO) noted that buyers increasingly request carbon footprint assessments and emission reduction profiles, which are difficult for smallholders to measure. Hidalgo (AEBE) emphasized that the GEF project seeks to adapt the tool to all producing systems implemented in Ecuador, reflecting different production realities and improving producers' preparedness for such requirements. Zoetewij also asked whether the tool accounts for emission reductions related to the use of biological agents. Lima (FAO) explained that the methodology suggests establishing a baseline to measure reductions over time, such as soil carbon levels before application of such products.

Monge (Tesco) encouraged suppliers to measure their environmental footprint and emphasized that understanding baseline data is essential for reducing costs and improving efficiency. Producers that invest in these efforts gain greater bargaining power in commercial negotiations, a factor likely to become more important as these assessments move toward mandatory implementation.

Next steps:

- Continue to coordinate the development of the Full GEF Project Proposal and keep SC members informed of key developments (WBF Secretariat).
- Continue to expand the user base of the CWF tool and provide technical support, including training on the latest updates (WBF Secretariat).
- Continue to seek funding opportunities to cover the tool's upgrading and maintenance costs, as well as related training and capacity-building activities (WBF Secretariat).

• Global Soils Doctor Pilot for Bananas

Lima provided updates on the Pilot Project of the Soil Doctors Programme, jointly implemented with FAO's Global Soil Partnership (GSP) and funded by Kaufland, aimed at strengthening the capacity of small-scale banana producers in sustainable soil management and climate change mitigation. He illustrated his presentation with photos from the field and described the farmer-to-farmer training approach, coordinated nationally by the Colombian Corporation for Agricultural Research (AGROSAVIA) with technical support from AUGURA, ASBAMA, EMBREBANCOOP, FAO Colombia, and the University of La Guajira.

Lima reported that a total of nine trainers from the abovementioned organizations completed a blended training programme. Each facilitator received an educational kit containing practical materials and field tools to support hands-on learning and demonstration activities. In May 2025, 47 producers were trained as Soil Doctors and subsequently transferred knowledge to 230 smallholders through seven farmer-to-farmer workshops held in the departments of Magdalena and La Guajira. In total, 56 educational kits were distributed to facilitators and Soil Doctors, reinforcing local capacity for

sustainable soil management practices.

Zúñiga (ASBAMA) commended the initiative for its strong support to small-scale banana and plantain producers, particularly in La Guajira and Magdalena. He mentioned that ASBAMA had two trainers of trainers who participated as Soil Doctors facilitators. These facilitators subsequently trained 11 Soil Doctors, who went on to train 40 smallholders in their communities in Zona Bananera on practical assessments of soil structure, texture, pH, nutrient balance, and organic matter content. Zúñiga highlighted the pilot's positive impact in strengthening the technical capacity of both facilitators and Soil Doctors to transfer knowledge, engage smallholders, and promote evidence-based decision-making. He emphasized the key role of smallholders in advancing sustainable soil management and building more resilient production systems, and expressed interest in expanding the programme, calling for support to replicate the initiative in other production regions.

Discussion:

Smith (Banana Link) asked whether the programme promotes the use of microbial agents as alternatives to chemical inputs. Zúñiga confirmed that one of the objectives is to help producers better understand their soils and optimize fertilizer use, including through microbial agents. Lima added that the content is adapted to each community's context, focusing on locally available resources.

Zoeteweij (ASOGUABO) noted that, in the event the pilot is expanded to Ecuador, some producers might express concerns about not having sufficient time to transfer knowledge to their peers and asked how this challenge was addressed in Colombia. Zúñiga explained that the Soil Doctors selected in Colombia were already well integrated within local farming networks and highly motivated to share good practices, emphasizing that the main challenge now lies in maintaining the continuity and long-term sustainability of knowledge transfer.

Participants also asked about the possibility of expanding the pilot to other countries and measuring its effects on productivity and costs. Zúñiga indicated that ASBAMA is monitoring results among affiliated producers, while Lima confirmed that the objective is to build on the pilot's success to expand to new banana-producing regions and countries and include additional training modules beyond soil fertility. Prada noted that all training materials are ready to support large-scale implementation.

Next steps:

- Continue the implementation of the Pilot in Colombia in collaboration with AGROSAVIA, producers associations, FAO Colombia and the Global Soil Partnership (WBF Secretariat, AGROSAVIA, FAO-CO and GSP).
- Explore opportunities to replicate the pilot to other banana producing countries and include additional modules (WBF Secretariat).

• Activities on Biodiversity Conservation

Sebastien Carpentier (Alliance Bioversity International – CIAT) presented progress on the development of a factsheet on banana genetic diversity, jointly prepared with the WBF Secretariat. The publication aims to highlight non-Cavendish varieties widely cultivated in producing countries, drawing on the Alliance's research, expertise and photographic records of global banana accessions. It also seeks to address confusion over naming conventions across regions and promote awareness of the potential of

lesser-known varieties. The factsheet will feature twelve varieties and cultivars, providing information on genetic traits, agronomic performance, disease resistance – including to TR4 – production data and market potential, while acknowledging challenges such as yield variation, post-harvest behaviour, consumer preferences and supply chain adaptation. The broader objective is to promote genetic diversity and strengthen the resilience of banana production systems. Carpentier also invited interested stakeholders to obtain plant material from the International Musa Germplasm Transit Center for testing.

Discussion:

1. In response to a question on whether companies are already piloting the production and marketing of non-Cavendish varieties, Carpentier noted that the Alliance has received numerous requests over the years. While the global industry may not yet be ready for a full transition, several of these varieties are already popular at the local level, showing promising potential for broader adoption.

Next steps:

- Continue the development and publish the factsheet on Banana Genetic Diversity (WBF Secretariat and the Alliance Bioversity International – CIAT).
- **Sustainable Plastic Management in the Banana Industry**

Adriale Benedetto (FAO) noted that sustainable plastic management remains a priority area for the Secretariat, which has developed a factsheet, conducted a survey and organized a first webinar on the topic. Following guidance from SC28, the Secretariat was requested to continue activities in this area and to explore the feasibility of a new webinar examining the links between ‘cosmetic’ standards for bananas, plastic use, food waste and environmental sustainability. This event could be organized before the end of the year.

Benedetto also provided an update on the negotiations toward an internationally legally binding instrument on plastic pollution. He recalled that, in 2022, the United Nations Environment Assembly (UNEA) agreed to establish a global treaty on plastics within two years. Since then, the Intergovernmental Negotiating Committee (INC) has met five times to develop the draft text. The second part of its fifth session, held in Geneva in August 2025, ended without consensus due to persistent divisions between the High Ambition Coalition – advocating binding global production limits – and the Like-Minded Group of Countries – favouring voluntary, waste-management-focused measures. He emphasized FAO’s continued engagement to ensure agricultural plastics are adequately addressed in the future treaty. In this context, FAO has developed a *Provisional Voluntary Code of Conduct on the Sustainable Use and Management of Plastics in Agriculture*, offering science-based guidance for governments, producers, manufacturers and other stakeholders throughout the entire life cycle of plastics.

Next steps:

- Organize a technical webinar on the interconnections between ‘cosmetic’ standards for bananas, plastic use, food waste and environmental sustainability (WBF Secretariat).
- **Events and Updates of the TR4 Global Network (TR4GN)**

Lima (FAO) briefly presented the webinar “*Knowledge for Action: Sharing Experiences on TR4 and BBTV in*

Africa,” held on 2 July 2025, which facilitated knowledge exchange, raised awareness, and generated recommendations for the prevention, containment, and management of Banana Bunchy Top Virus (BBTV) and Fusarium Wilt Tropical Race 4 (TR4). The session enabled affected African countries to share lessons learned and best practices with counterparts from the Americas, the Caribbean, and Asia.

He then outlined the outcomes of the webinar “*Strengthening TR4 Awareness and Response in Ghana’s Banana Sector*,” organized on 22 September 2025 at the request of national stakeholders. The event gathered experts from major producer associations, National Plant Protection Organizations (NPPOs), and private sector representatives from Colombia and Peru—two countries currently managing TR4 outbreaks. Serving as a first practical step toward coordinated national action, the webinar enhanced TR4 awareness in Ghana and laid the groundwork for developing a comprehensive national response plan.

Lima concluded by mentioning a proposal titled “Phytosanitary Facilitation of Trade of Musaceae Crops in SICA Countries in the Face of Threats such as Fusarium Wilt TR4,” developed by FAO Subregional Office for Mesoamerica (FAO-SLM), the Executive Secretariat of the Central American Agricultural Council (SE-CAC) and the International Regional Organization for Plant and Animal Health (OIRSA), and submitted to the Standards and Trade Development Facility (STDF). He noted that the WBF Secretariat contributed to the proposal’s formulation, which is currently under review, and assured members that they will be informed should the proposal advance.

Lastly, Benedetto announced that the Secretariat is planning to organize a webinar on “*Integrated Solutions for Plant Health in Banana Production Systems*,” to be held in fall 2025. The session will address key pest and disease challenges and showcase innovative management approaches such as Integrated Pest Management (IPM), precision agriculture, biological control and agroecological practices. A draft concept note has been prepared, and the Secretariat will soon contact prospective panelists.

Next steps:

- Organize and facilitate the webinar on “Integrated Solutions for Plant Health in Banana Production Systems” (WBF Secretariat).

6. National and Regional Commissions

Prada reported that a call was held with the Regional Commission for Latin America and the Caribbean to discuss the WBF panels at Fruit Attraction. He proposed adding new priorities to the Commission’s action plan, including contingency planning for TR4, CWF-related work and cross-country collaboration on joint studies. Hidalgo (AEBE) recommended building on the FA25 Panel on security in banana exports, calling for coordinated action and fairer cost-sharing across the value chain to address the heavy financial burden currently placed on producers. Prada reaffirmed the Secretariat’s readiness to continue supporting both existing and potential new Regional and National Commissions.

7. Upcoming WBF meetings and events

- **WBF technical webinars**

Liu (FAO) provided an overview of upcoming technical meetings. These include the third meeting of the Project Document Task Force on 6 October; two WG03 webinars – one on gender equity and human rights due diligence (7 October) and another on occupational health and safety and HRDD (date to be confirmed); and two WG01 webinars – one on integrated plant health management (fall 2025) and

another on cosmetic standards, plastics, food waste and pesticide residues (date to be confirmed).

- **Upcoming Steering Committee (SC) Meetings**

Liu (FAO) proposed maintaining the current practice of alternating between in-person and online Steering Committee (SC) meetings. He suggested extending future in-person sessions to two days to allow more time for discussion, as was the usual practice in the past. He indicated that SC30 could be held online between April and May 2026 and that the Secretariat will consult all members by email to identify a suitable date, taking into account key banana industry events during that period. For the SC31, Liu outlined three options as follows: organizing it in person during Fruit Attraction 2026 (FA26) in early October 2026 at IFEMA, Madrid; hosting it at FAO headquarters; or holding it in the premises of a WBF member organization. This time, a duration of two days would be considered.

- **5th Global Conference of the WBF**

Liu (FAO) noted that organizing a global conference requires significant and lengthy preparations, and encouraged members to begin reflecting on possible objectives and expected outcomes well in advance. He recalled that the outputs of the last conference mainly served the WBF's internal planning purposes and suggested that the next one should also produce concrete deliverables to share with governments, donors and the public in order to enhance the WBF's visibility and attract new members and resources. He further invited SC members to think about emerging issues that have not yet been addressed by previous WBF conferences and merit attention. The proposal to hold the next WBF Global Conference in 2027 will be further discussed at the next SC meeting.

Discussion

Aguirre (AUGURA) and Torres (COLSIBA) proposed hosting the 5th WBF Global Conference in Medellín, Colombia, as an opportunity to invite European actors to experience production realities firsthand. Hidalgo (AEBE) commended the success of the previous edition held at FAO headquarters, noting that it had sent a strong message from the industry under UN auspices in Europe. Jiménez (CORBANA) suggested organizing the next in-person SC meeting in Medellín, followed by the Banana Forum of CLAC/Fairtrade and the Banana Congress of ASBAMA, while proposing FAO headquarters in Rome as an alternative venue for the Global Conference. De Peña (CLAC) expressed no preference for the location but stressed the importance of ensuring strong participation from EU policymakers to discuss the impact of European regulations on the banana sector. She noted that holding the event in the European Union might facilitate their engagement.

Liu welcomed all suggestions and acknowledged that CORBANA's proposal could help build synergies with other events already planned in Latin America and the Caribbean.

Next steps:

- Circulate a Doodle poll by email to all WBF members outlining several meeting options for the virtual SC30 and the in-person SC31 (WBF Secretariat).
- Continue gathering feedback from WBF members regarding the 5th Global Conference, including proposed objectives, expected outcomes, topics, location and dates (WBF Secretariat).

8. Administrative and financial matters

- **Status of contributions from members – Fee collection campaign 2025**

Laura del Castillo Buelga (FAO) presented the status of the 2025 membership fee collection campaign. The target for the year is USD 349 905, based on contributions from 53 WBF members. As of the reporting date, 87 percent of the total amount (USD 303 450 from 45 members) had been received, 0.5 percent (USD 1 495 from 2 members) corresponded to signed Voluntary Contribution Agreements (VCAs) pending payment, and 12.5 percent (USD 44 960 from 6 members) to VCAs still to be signed.

- **Financial reporting**

Liu (FAO) presented the estimated expenses forecast for 2025, noting that no major variations are expected by year-end. The total expenditure of the WBF multi-donor trust fund is projected at USD 391 000, excluding FAO's in-kind support via its regular budget. He noted that significant savings were achieved through the use of remote simultaneous interpretation and that HR-related costs represent approximately 75 percent of total expenditure. He also indicated that the projected balance as of 31 December 2025 is estimated at USD 280 421, based on current balances, planned income and expenditures. Lastly, Liu outlined a preliminary budget proposal for 2026 of USD 499 000, reflecting higher allocations for human resources – particularly consultants and interns – to expand the WBF's activities, as well as increased operational costs.

In response to a question on FAO interns, it was clarified that they receive a monthly allowance of around USD 700. It was also clarified that there is no need for immediate budget approval and that members can provide feedback in the coming weeks. The budget will need to be approved before the end of the year.

Next steps:

- Circulate again the budget proposal for 2026 to SC members for their review (WBF Secretariat).

9. Extension of the WBF multi-donor trust-fund project

Liu (FAO) invited members to express their views on extending the WBF multi-donor trust-fund project to allow FAO to continue supporting the WBF beyond the current administrative end date of 31 December 2026. Many WBF activities will continue beyond that date, and the Secretariat therefore proposed changing the date to 31 December 2028.

Smith (Banana Link) requested clarification on the difference between the project document and the WBF Charter. Liu explained that the WBF Charter, originally adopted in 2009 and updated in 2015, defines the Forum's mission and governance, while the project document serves as an internal FAO instrument reflecting similar content but also including operational and administrative details.

Svetlana Boincean (IUF) reiterated IUF's interest in revisiting the Charter and expressed concern about the SC's limited decision-making power within FAO's intergovernmental framework. The Secretariat clarified that the discussion at hand concerned only the project's extension, not revisions to the Charter or Project Document, and invited IUF to participate in the upcoming third meeting of the Project Document Task Force, where governance issues can be further addressed.

Following these clarifications, the SC approved the extension of the WBF Project to 31 December 2028.

Next steps:

- Start the FAO administrative process to change the WBF project's end date to 31 December 2028 (WBF Secretariat).

10. AOB - Open Discussion

On the work of the Certifications Commission, Hidalgo (AEBE) reaffirmed the commitment of Latin American and Caribbean producers to co-fund a technician to advance harmonization work and invited retailers and certification bodies to join this effort. Roussel (Dole) noted that several retailers are increasingly considering a “certification basket” approach rather than multiple individual schemes, describing this as a promising step toward harmonization. He stressed, however, that comparative analyses remain complex and ultimately depend on retailers’ decisions, and encouraged linking these efforts to due diligence reporting. Flinterman (FTI) reiterated that FTI’s Director of Standards and Pricing stands ready to support the Commission. Monge (Tesco) shared that Tesco has started working with producers to reduce the number of required certifications while maintaining strong auditing standards. He stressed that the quality of auditors is essential and urged WBF members to work on joint audits with quality auditors.

Hidalgo proposed resending the financial proposal to hire a technical expert to advance the harmonization work to all relevant stakeholders, in order to facilitate broader participation. He noted that harmonization is a demanding and resource-intensive process that requires joint commitment.

Smith (Banana Link) praised the WBF as a unique space for inclusive dialogue on sensitive issues, calling it a benchmark for other industries. He cautioned, however, that such collaboration is fragile and must be actively preserved to sustain its impact. Monge (Tesco) thanked the Forum for its commitment and for serving as an exemplary inclusive platform, noting that this was his last meeting after several years of collaboration. He encouraged strengthening external communication beyond the banana industry to reach a wider audience, emphasizing that greater visibility could help attract new members and donors. Participants warmly expressed their appreciation for Monge’s long-standing engagement and valuable contributions to the Forum over the years.

11. End of SC29

De Peña (CLAC) thanked all participants for their active engagement and collaboration, noting the Forum’s continued spirit of dialogue and collective progress. She mentioned that the WBF is a very important platform that carries out quality work. For future meetings, she encouraged SC members to refer to the previous discussions on topics that have been frequently addressed, in the interest of more efficient decision-making. She then closed the meeting.

Annex 1. List of participants

Twenty-Ninth Meeting of the WBF Steering Committee (SC29)

03 October 2025

List of participants and observers of SC29

#	Organization	Name	Surname	Participation
1	AEBE	José Antonio	Hidalgo	SC member
2	Afruibana	Jean-Francois	Billot	SC member
3	Afruibana	George	Kporye	SC members
4	AFRUIBANA	Lilian Yvonne	Karikari	SC member
5	Agroamerica	Javier	Aguirre	SC member
6	AgroFair	Luud	Clercx	SC member
7	AgroPeru	Luis	Pacherrez	Observer
8	Alliance of Bioversity International - CIAT	Sebastien	Carpentier	SC member
9	ARI	Sally	Smith	Observer
10	ASBAMA	José Francisco	Zúñiga	SC member
11	Asociación Nacional de Empleados Públicos y Privados (ANEP)	Santiago	Ramírez	Observer
12	ASOGUABO	Lianne	Zoeteweyj	Observer
13	ASOPAOP	Dennis	Mora	Observer
14	AUGURA	Isabel Cristina	Yoshioka Tamayo	SC member
15	AUGURA	Emerson	Aguirre	SC member
16	BAMA	Trude	Solvang	Observer
17	BanaFair	Helge	Fischer	SC member
18	Banana Link	Alistair	Smith	SC member
19	Banana Link	Holly	Woodward-Davey	SC member
20	Banelino	Gustavo	Gandini	Observer
21	Banelino	Gustavo	Gandini	Observer
22	CATAS	Xue	Zhang	SC member
23	Chiquita	Andrew	Biles	SC member
24	CIRAD	Jean-Michel	Risède	SC member
25	CLAC	Marike	De Peña	SC member
26	COLSIBA	Adela	Torres Valoy	SC member
27	COLSIBA	Cesar	Guerra	SC member
28	COLSIBA	Daniel	Guerra	SC member
29	Compagnie Fruitière	Christelle	Owona	SC member
30	CORBANA	Mariano	Jimenez	SC member

31	CORBANA	Jhamna	Magsig	SC member
32	Dole	Xavier	Roussel	SC member
33	Equifruit	Ben	Huyghe	SC member
34	Equifruit	Hugues	Jacquin	SC member
35	ETI	Melissa	Karadana	Observer
36	Fairtrade	Wilbert	Flinterman	SC member
37	Fairtrade	Claire	Hancock	SC member
38	FARMCOOP	Kahlil	Apuzen-Ito	SC member
39	FENACLE	Angel	Rivero	Observer
40	Fyffes	Valeria	Mazzardo	SC member
41	Fyffes	Hugo	Hays	SC member
42	GIZ	Johanna	Deckers	Observer
43	GIZ	Nina	Kuppetz	Observer
44	GlobalG.A.P.	Nolan	Quiros	SC member
45	IDH	Ronald	Sanabria	Observer
46	IDH	Amanda	Penn	Observer
47	IDH	Sonia	Cordera	Observer
48	IPL	Tim	Brammer	Observer
49	IPL	John	Higgins	Observer
50	IUF	Svetlana	Boincean	SC member
51	Platano de Canarias	Nayra	Trujillo	Observer
52	Sindicato de Trabajadores de Plantaciones Agrícolas (SITRAP)	Didier	Leiton	Observer
53	TESCO	Mauricio	Arce	SC member
54	TESCO	Edgar	Monge	SC member
55	TESCO	Tania	Moodley	SC member
56	Tropic Bioscience	Andrew	Dominy	Observer
57	UNIBAN	Carolina	Jaramillo	Observer
58	UNIVALE	Silvio	Romão	Observer
59	Volta River Lmt.	Elke	Van Engeland	Observer
60	FAO	Adriale	Benedetto	FAO/EST
61	FAO	Andre	Croppenstedt	FAO/EST
62	FAO	Laura	Del Castillo Buelga	FAO/EST
63	FAO	Matheus	Lima	FAO/EST
64	FAO	Nozomi	Ide	FAO/ESP
65	FAO	Pascal	Liu	FAO/EST
66	FAO	Valeria	Villacorta Cussianovich	FAO/EST
67	FAO	Victor	Prada	FAO/EST