

FNET WORKSTREAM UPDATES AND PLANS FOR 2021

*All FNET meetings will continue to take place via Zoom until at least Easter. If you would like to be included in a working group and are not yet on the working groups, **please contact Sue and Chris via email***

Workstream 1: Risk Assessment and Mitigation

In 2021, the group will be focussing on specific risks identified by members for 2021 including:

1. UK risks – impact of the **new immigration rules** on labour recruitment and exploitation
2. International risks – **impacts of Covid** on worker vulnerability and migrant workers
3. Risks & mitigation steps – **identifying** and **mitigating gendered** labour rights risks
4. Mitigation steps – promoting **diversity** and **inclusion**
5. Mitigation steps – **transparency** in supply chains.

Next meeting will take place via Zoom in January 2020 – date to be circulated before Christmas. The “New immigration” rules group will meet for 30 minutes at the end of the session.

Minutes of our last meeting on the 15th October 2020 can be found [here](#).

Workstream 2: Member Collaborations - Recruitment Fees Group

In 2021, the group will be focussing on:

1. Emerging labour exploitation risks
2. Ongoing work to track/ map recruitment fees
3. Ongoing work to remediate recruitment fees
4. Member feedback on implementation of Leadership Group on Responsible Recruitment Framework
5. Supplier engagement on recruitment fees
6. Collaborations with other recruitment fee/ responsible recruitment initiatives.

Next meeting will take place via Zoom in February 2020 – date to be circulated in the New Year.

Minutes of our last meeting on the 15th October 2020 meeting can be found [here](#).

Workstream 2: Member Collaborations – Worker Representation

In 2021, the group will be focussing on:

1. Developing Worker Representation training for managers & training for worker representatives
2. Developing a troubleshooting document for Worker Representation issues
3. Discussion/ development of ways of measuring the effectiveness of representation as the site/a customer
4. Discussions of roll out of Worker Representation training.

Next meeting will take place via Zoom in February 2020 – date to be circulated in the New Year). In the meantime, the group will be using Slack to pursue our ongoing discussions – if you’d like to be part of this please contact Louise. Minutes of our last meeting on the 19th November 2020 meeting can be found [here](#).

Workstream 2: Member Collaborations – Raw Materials (formerly Spices)

In 2021, the group will be focussing on:

1. Spices sub-groups to be established for Black Pepper/Cinnamon/Paprika/Turmeric/Chilli/Garlic/ Cumin/ Vanilla (tbc)
2. Broadening the remit of the Spices group out to include other raw materials (to be discussed with members) – provisional ideas include palm oil/ raw materials/ ingredients
3. Update of the Spices tools to ensure applicable for all raw materials/ ingredients
4. Regular sharing of risk information for raw materials
5. Member rollout of supplier engagement steps for spice sub-groups/ other raw materials
6. Regular updates on progress building in ethical practices with procurement teams for sub-groups.

Next meeting will take place via Zoom in February 2020 – date to be circulated in the New Year.

Minutes of our last meeting on the 21st October 2020 meeting can be found [here](#).

Workstream 2: Member Collaborations – Warehousing and Logistics

In 2021, our first event will be held in conjunction with the Police, National Crime Agency, Indirect Human Rights Forum and Stronger Together to discuss Clandestine Migrants and forced labour. The aim will be to engage customers and senior leaders in the sector.

Next meeting will take place via Zoom in February 2020 – date to be circulated in the New Year.

Workstream 3: Ethical Engagement

In 2021, the group will be focussing on:

1. Monitoring and Evaluation experience sharing sessions
2. Scoping out and developing supporting materials for members for developing KPIs and M&E
3. Scoping out and developing toolkit/ engagement materials for Procurement teams
4. Purchasing practices survey rollout discussions
5. Member input to/ review of FNET Training materials

Next meeting will take place via Zoom in February 2020 – date to be circulated in the New Year.

Minutes of our last meeting on the 7th October 2020 meeting can be found [here](#).

BOARD UPDATE

Many thanks once again to everyone who attended our all-member meeting on the 10th December and to Clare, Paul and Carly for presenting. A short summary of the minutes of our meeting were included in the Covid-19 meeting minutes – from the 15th December which includes the Word Clouds on Slido from our session.

If you have any questions for the Board, please drop Andy, Aisha, Deborah, Mel, Vicky, Sam, Sharon or Shayne a line.