**FNET Workstream Engagement and Outcomes – 2020**

| **Workstream & objective** | **No. of meetings** | **No. attendees/ meeting (most recent 1st)** | **2020 Planned Activities** | **2020 Actual activities/ outcomes** | **2020/2021 Plans** | **Challenges** |
| --- | --- | --- | --- | --- | --- | --- |
| **1. Risk Assessment & Mitigation** - To support members to rollout their risk assessment and identify best practice actions to take in response to risks identified | 4 – 1 in person/ 3 online | 15  18  26  12  54 registered | * Review and update of FNET RA tool * Emerging risks updates * Member presentations on Risk Assessments * Member presentations on “audit plus” e.g worker voice * Member presentations on building supplier capacity to manage ethical trade * Member discussion on gaining leverage in countries where government engagement required | * Review of, member input and update to **FNET Risk Assessment tool** * Ongoing discussions on **emerging risks** * Detailed discussions on Covid risks, Spain and Italy * Ongoing discussions on **Sedex SAQ** and **Radar tool** * Ongoing discussions on **due diligence** plans in light of Covid | * Sedex discussion group (2020) * Ongoing emerging risk review * Ongoing country-specific mitigation discussions | * Breadth of topics covered * Matching existing members needs with new members joining in at beginning of risk assessment journey |
| **2A. Recruitment fees**   1. Gather information on where fees are being paid, at what scale and by whom 2. Establish how best to gather this data and engage workers 3. Share findings of both process and results to develop collective steps to tackle recruitment fees. | 4 – 1 in person/ 3 online | 17  18  20  17  59 registered | * Best practice case studies from members * External speaker case studies on remediation and identification of recruitment fees * Updated on other initiatives (LGRR, CGF, RRT etc) and discussion of how members are adopting approaches | * **Best practice case study sharing** Thai Union & Impactt * **Recruitment fee remediation case study** sharing * Sharing of members’ completion of **LGRR framework** * **Expert speakers** – Italy and recruitment challenges, RRT * Input on member recruitment scenarios | * Further sharing of remediation case studies * Member mapping updates * Expert speakers * LGRR framework review | * Minimising overlap with other initiatives |
| **2B. Worker Representation**  To improve the effectiveness of workforce representation in our supply chains through improved transparency of challenges faced and an increased understanding of best practice | 3 – 1 in person/ 2 online | 15  12  12  37 registered | * Development of group Worker Representation guidance | * **Working session** on definitions, information currently being gathered and how to assess effectiveness of worker presentation * **Presentations** from **&Wider** and **Ulula** * Discussion of **effective worker representation** and communication **during Covid-19** * Development of **Worker Representation practical guidance,** including guidance on developing grievance mechanisms and whistleblowing | * Member case studies on strengthening of own worker representation * Member case studies on working with suppliers to strengthen worker representation * External case studies * Development of Worker Representation training | * Number of members involved in worker representation * Limited HR input |
| 2C. **Spices**  To map, understand and mitigate human rights risks in Spice supply chains | 3 – 1 in person/ 2 online | 14  12  17  24 registered | * Supply chain mapping best practice sharing * IDH Sustainable Spice Initiative project input * Ongoing engagement with the Seasoning and Spice Association | * **Supply chain mapping best practice** sharing * **Spice supply chain risk sharing –** Covid-19 and high risk supply chains * **Expert speaker - IDH SSI Vietnam Black Pepper** * Best practice comparisons – palm oil supplier engagement | * Ongoing engagement with SSA and SSI * Member engagement of suppliers – rollout and experience sharing | * Visibility of supply chains |
| **2D. Warehousing & Logistics**  To raise awareness of human rights issues in the warehousing and logistics sectors | 1 shared event held with Stronger Together and the Indirect Human Rights Forum | 100 | * Engagement of warehousing and logistics providers in event * Development of ongoing industry working group in partnership with other organisations | * FNET joint engagement event with ST and IHRF * Industry engagement and willingness to participate in future events | * Joint development of engagement programme with sector | * ST ownership – how should FNET continue to engage? * Overlap with new ETI working group on shipping and road transport |
| **3. Ethical Engagement** To collectively develop tools and materials which improve understanding and ethical engagement internally and along our supply chains | 4 – 1 in person/ 3 online | 23  21  23  22  49 registered | * Development of Procurement team ethical engagement toolkit * Member upskilling on Monitoring and Evaluation (M&S) * Finalisation and rollout of grower manual | * Development of **Buyer Training** * Review and **update of all training materials** * Finalisation of **grower manual** * Input into Just Good Work App * Expert speakers – Clewer Initiative and Just Good Work App * Discussions on **effective worker and supplier engagement** **during Covid-19** * Briefing session on **Monitoring and Evaluation** | * M&E Workshop (2020) * Development of Procurement team ethical engagement toolkit * Member Monitoring & Evaluation practical guidance session |  |