



The Food Network for Ethical Trade (FNET)

ALL MEMBERS MEETING 18TH JUNE 2024



Competition Law Statement

“Today we are meeting to discuss an update on the agenda of the Food Network for Ethical Trade, meet the new FNET team and reconnect with other FNET members.

We take competition compliance seriously. Whilst discussions can cover matters of interest to our industry, we cannot discuss or exchange sensitive commercial information.

If at any time during this meeting, you think our discussions may be in breach of competition rules, please inform the Chair. The Chair may close the meeting at any time if she believes that discussions are in breach of competition law”

Housekeeping





Agenda

- 9.30 – 9.35** Welcome – FNET
- 9.35 – 9.45** Welcome from Tesco
- 9.45 – 10.55** Member vote
- 9.55 – 10.55** Panel discussion: How can supply-chain partners better share risk and return?
- 10.55 – 11.10** Break
- 11.10 – 12.10** Hot topics carousel (attendance at one session)
- 12.10 – 13.00** SMETA workshop
- 13.00 – 13.50** Lunch & Member Bingo
- 13.50 – 14.15** Insights from FNET membership survey (member-only)
- 14.15 – 15.15** Hot topics carousel (attendance at one session)
- 15.15 – 16.00** Working group update, Board questions & close



slido

Please download and install the Slido app on all computers you use



Room mood: How are you feeling today?

① Start presenting to display the poll results on this slide.



You said

What went well:

- 'Fantastic day, very insightful'*
- 'Great to see hybrid option available'*
- 'A really useful day, well run and attended with open debate and good interaction from all parties'*
- 'I felt the sessions this time were better than previous events – practical and implementable'*

What can we do better:

- 'Dedicate more time to the skill sessions'*
- 'More networking time'*
- 'Member case studies'*
- 'Reduce the time on reporting back from table discussions'*
- 'Could we have a photo list of attendees to aid networking?'*
- 'Breakout sessions worked really well BUT more time for Q&A'*

We did

Maintained Hybrid option

- **Secured some excellent speakers**
- **Extended the skill sessions** from 40 mins to 1 hour
- **Extended lunch to 50 minutes** and reintroduced 'member bingo' to help networking
- **Increased number of member case studies** and introduced practical workshop with Sedex and Impactt.

The attendee list has proved a challenge as we have had to chase people to register – too late for a print run!



Today is our largest ever all members meeting 93 in person attendees and 11 online!!



Purpose of today

- ❖ Members to reconnect and accelerate collaboration
- ❖ Agree new membership agreement, launch Theory of Change and discuss insights from member survey
- ❖ Dive into hot topics
- ❖ Working group accelerator pitches and a chance to question the board at the end of the day

Introducing the FNET Board and Team



Fiona Wheatley,
Bakkavor



Mel Miles,
Westfalia



Courtney Forbes
Tesco



Sam Ludlow Taylor,
Waitrose



Aisha Aswani,
Co-op



Andy York,
Pilgrims



Julia Black,
Hilton Food Group



Anna Pike,
World Wide Fruit



Suzanne Natelson,
FNET Project Manager



Linda Beresford
FNET Project Manager



Louise Nicholls,
FNET Lead



Chris Goodacre,
Association Secretariat



Sue Butler,
Association Secretariat



Pins Brown
Chair



Chris Sutton
Finance INED

How to submit your quick fire questions for the board



What do we need from you today?





Welcome from
Emmanuelle
Lerges, Food
Technical Director

TESCO

The Tesco logo graphic consists of five blue, slanted rectangular bars arranged horizontally below the word 'TESCO'.



New membership agreement

Main Changes

- **Align to our Theory of Change**
- **Remove reference to 1:1 half day consultancy as we have moved to a more structured half day new member onboarding** linked to FNETs HRDD reporting framework
- **Change invoicing date from 15 days to 60 days before renewal** as members said this would help with scheduling end of financial year payments. It does not change the date the payment is due.
- **Add additional section 4.3 to cover funding and management of additional projects.** Currently each collaborative project between members where FNET provides project administration support require a different contract, this is to simplify and streamline the process.
- **Remove reference to names of workstreams** in schedule 1 part 1 point 1 as this was out of date
- **Clarify the document being referred to in schedule 1 part 2 point 3.** It is the FNET human rights due diligence reporting framework

Panel



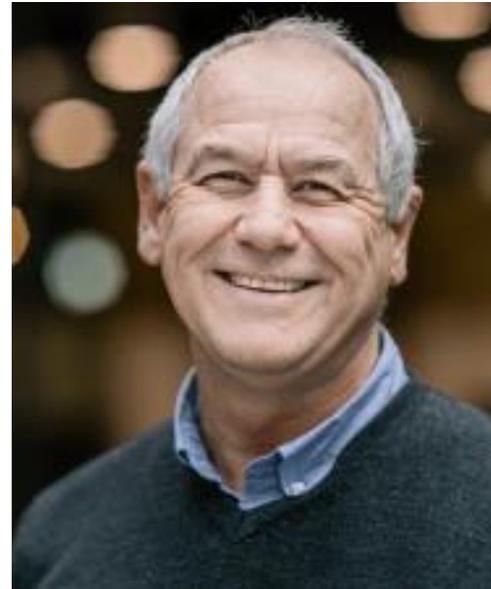
How can supply chain partners better share risk and return? How can FNET participants be part of reducing cost and burden to serve?



Ged Futter,
Director
The Retail Mind



John Shropshire OBE,
Chair G's Fresh &
Founding Director of
MSIN



Peter McAllister,
Executive Director
Ethical Trading
Initiative



Anna Mann,
Associate Director
Fairtrade Foundation

Ged Futter video

Coffee



Hot Topics Carousel – Session 1

Option A

Main room:

Heat Stress: What can businesses do to manage heat stress at work?

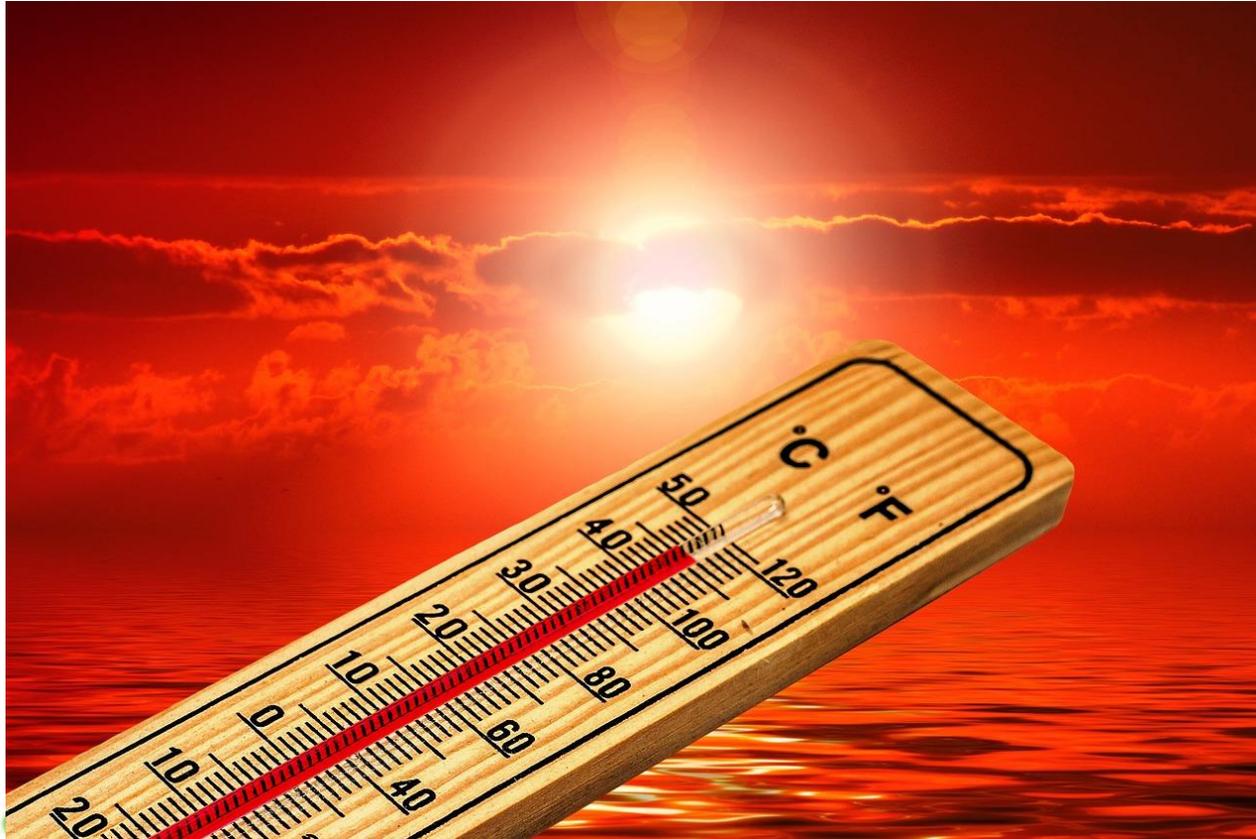


Option B

Annex:

Resourcing Human Rights; What is the right level of resourcing and skills needed to implement effective due diligence?

Heat Stress: What can businesses do to manage heat stress at work?



Session objectives

- To share practical examples of how FNET businesses are managing extreme heat in their operations and supply chains
- To share learning from previous seasons with the network
- To identify opportunities for collaboration or learning in the future
- Climate & Human Rights working group meeting 9th July will have a follow-up discussion in the morning to pick up on this work



Evidence-based worker protections for mitigating occupational heat exposure

Presented by Dr Beth Skinner

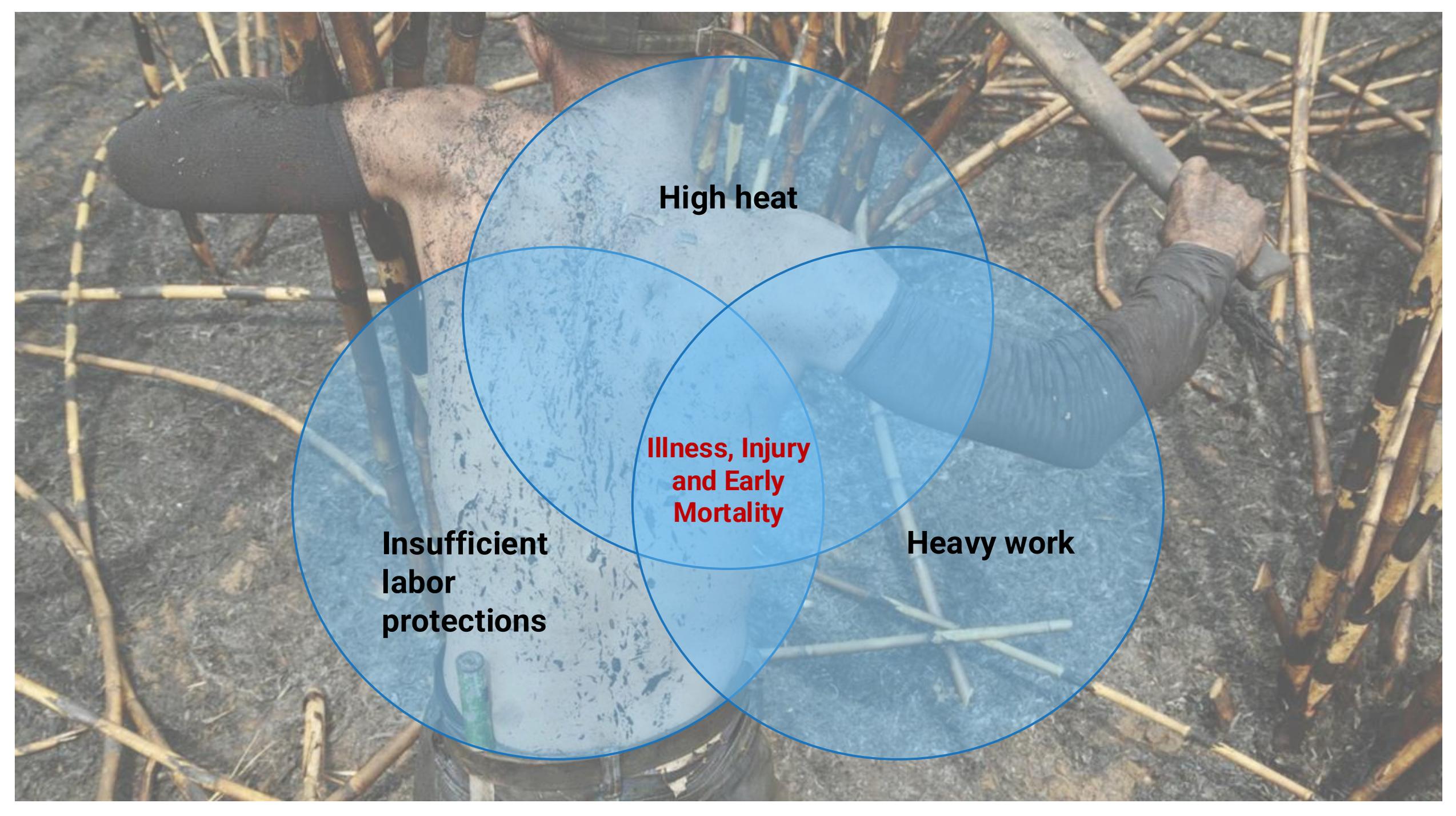
School of Sport, Exercise & Rehabilitation Sciences,

University of Birmingham



UNIVERSITY OF
BIRMINGHAM





High heat

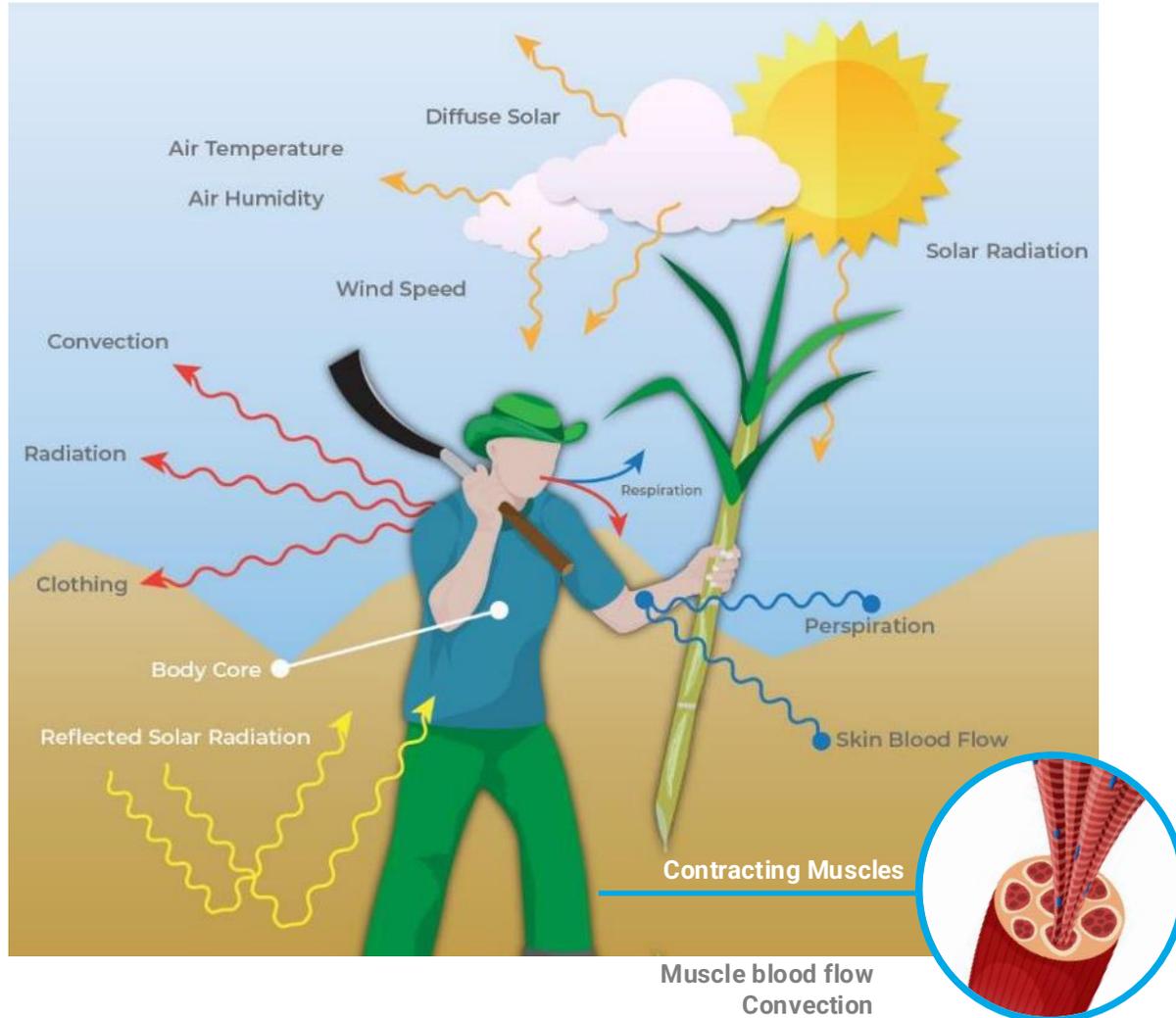
**Insufficient
labor
protections**

Heavy work

**Illness, Injury
and Early
Mortality**

A preventable but mortal risk

Those facing most severe **heat stress** have worst outcomes



Heat Stress

Environmental heat
+
Internal heat from muscular work

- Greater physical strain
- Hotter internal body temperature

Increased risk of heat stroke
Increased risk of CKD
Increased accident risk
Reduced productivity
Early mortality

Impact on individual

Impact on society



Decrease in
productivity



Social impact



Impact on health
services

**Health
impact of
exposure to
extreme heat**



Acute heat-
related illness



Increased risk of
accidents



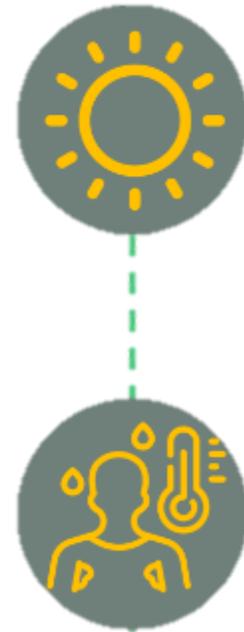
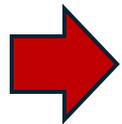
Long-term heat-
related illness



Death

LIN: Addressing occupational heat stress

- **Standardising research methods** to improve surveillance.
- **Studying causal associations** to better understand risk factors.
- **Implementing evidence-based, targeted improvements** in working conditions for at-risk populations.
- **Recommending policy changes** to governments and companies.



Baseline evaluations of workload and heat strain



Physiological workload:

- Heart rate
- Estimated internal body temperature



Environmental heat exposure:

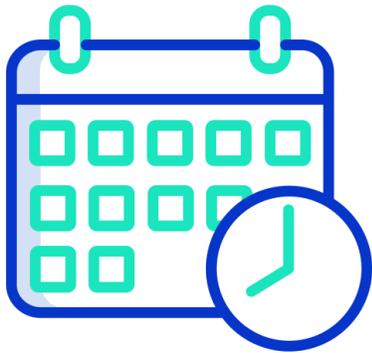
- Air temperature
- Humidity
- Wind speed
- Solar radiation



A platform for change

RSH

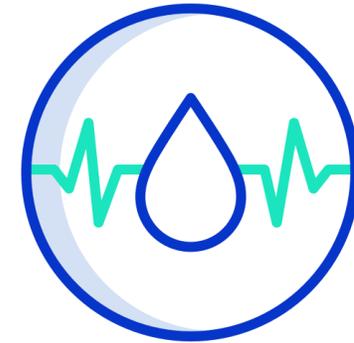
Rest | Shade | Hydration



BREAKS
Scheduled



SHADE TENTS
Transportable



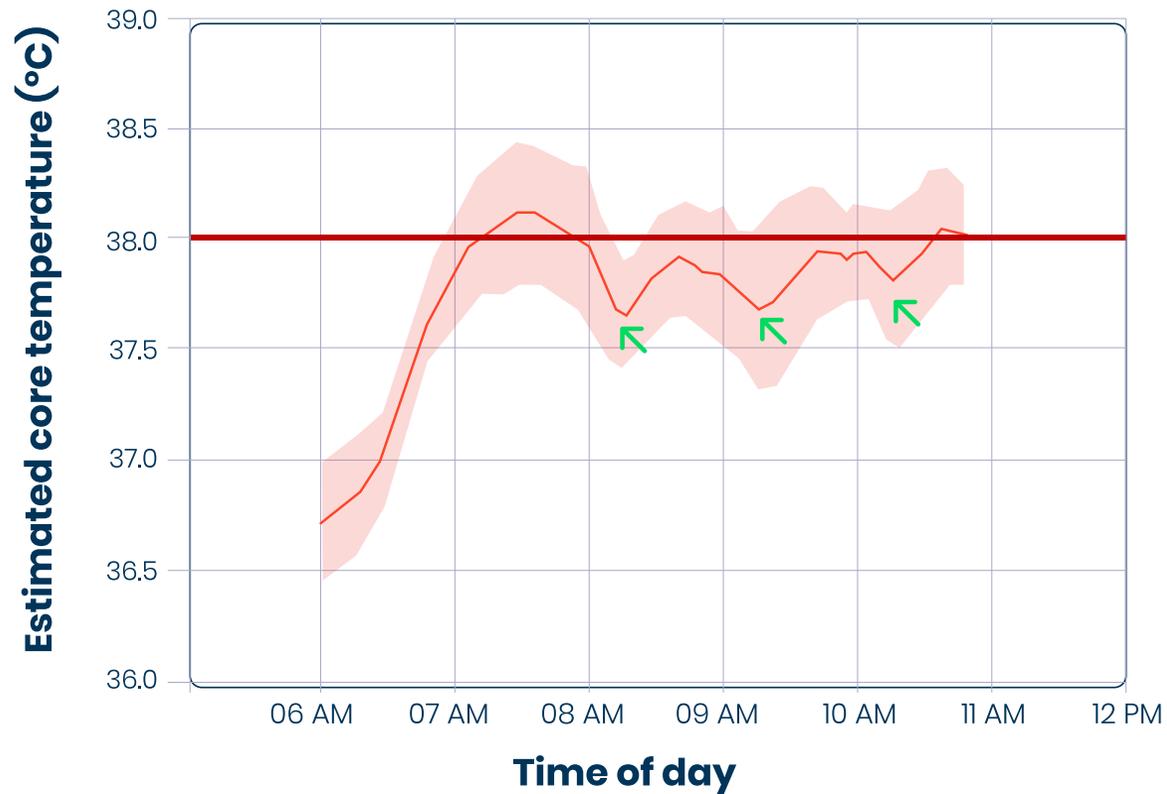
HYDRATION
Clean water and
hydrating drink



Maximum capacity
15 workers

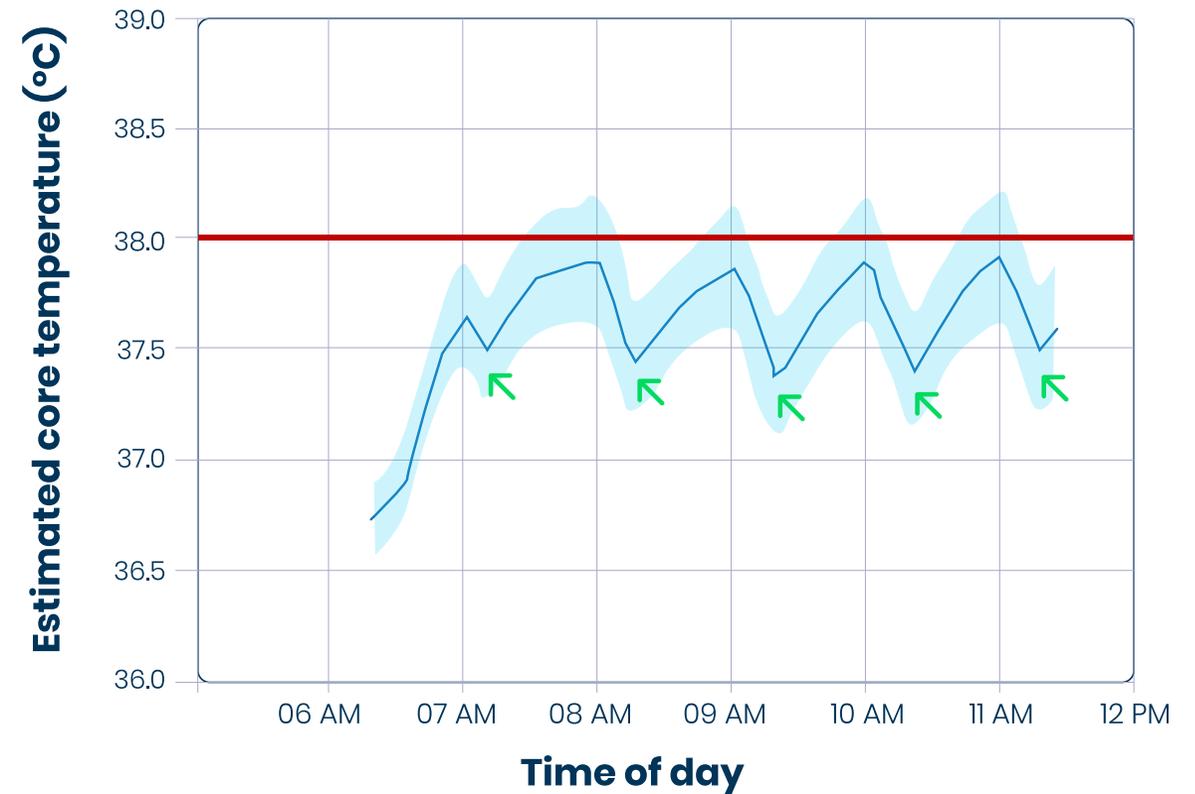
Increased duration and frequency of **breaks** **limits rise** in internal body temperature

Nicaragua



H2

Nicaragua



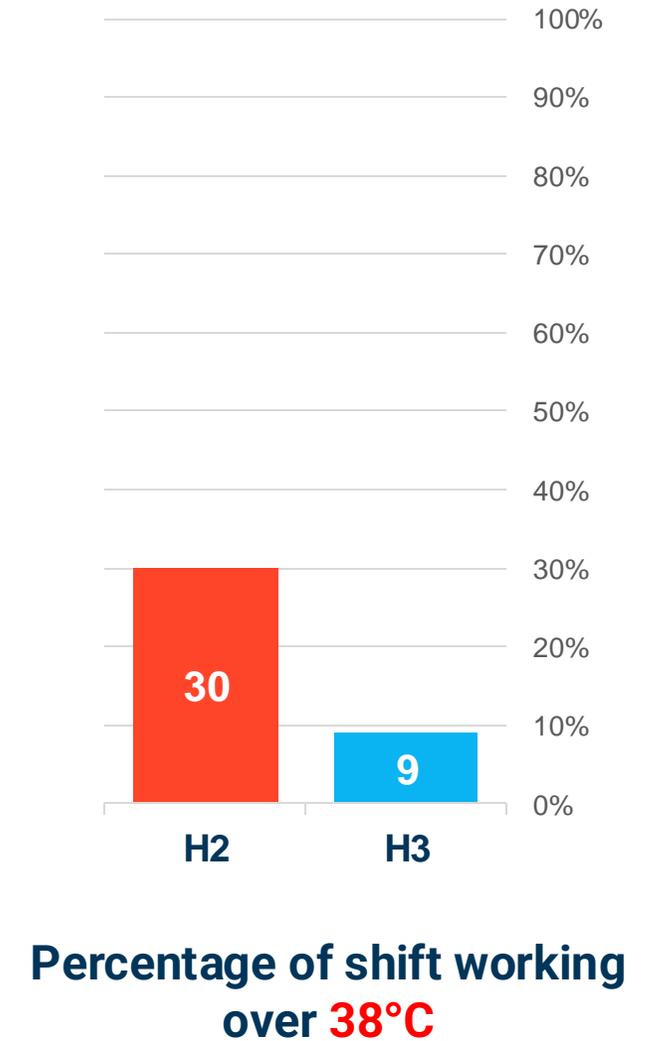
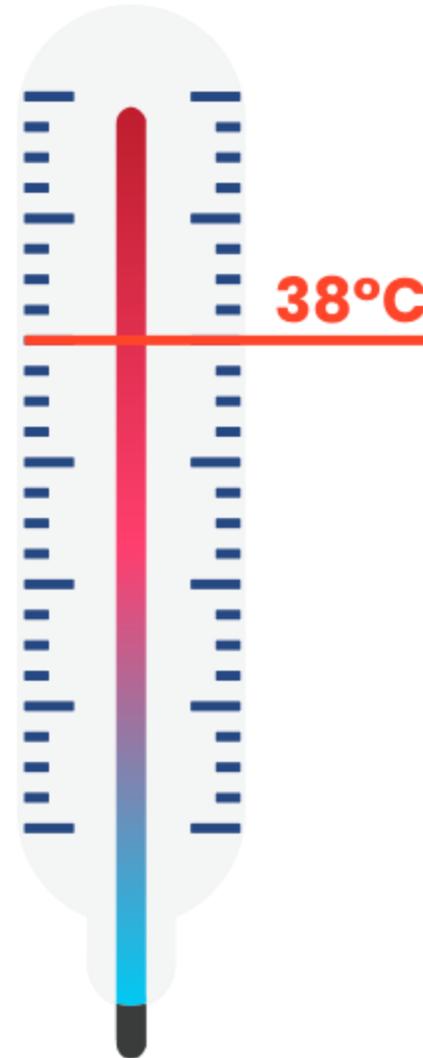
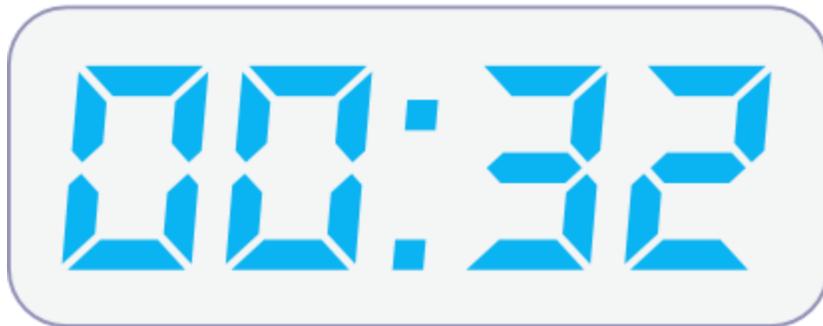
H3

Time internal body temperature over 38°C during work shift

Nicaragua H2

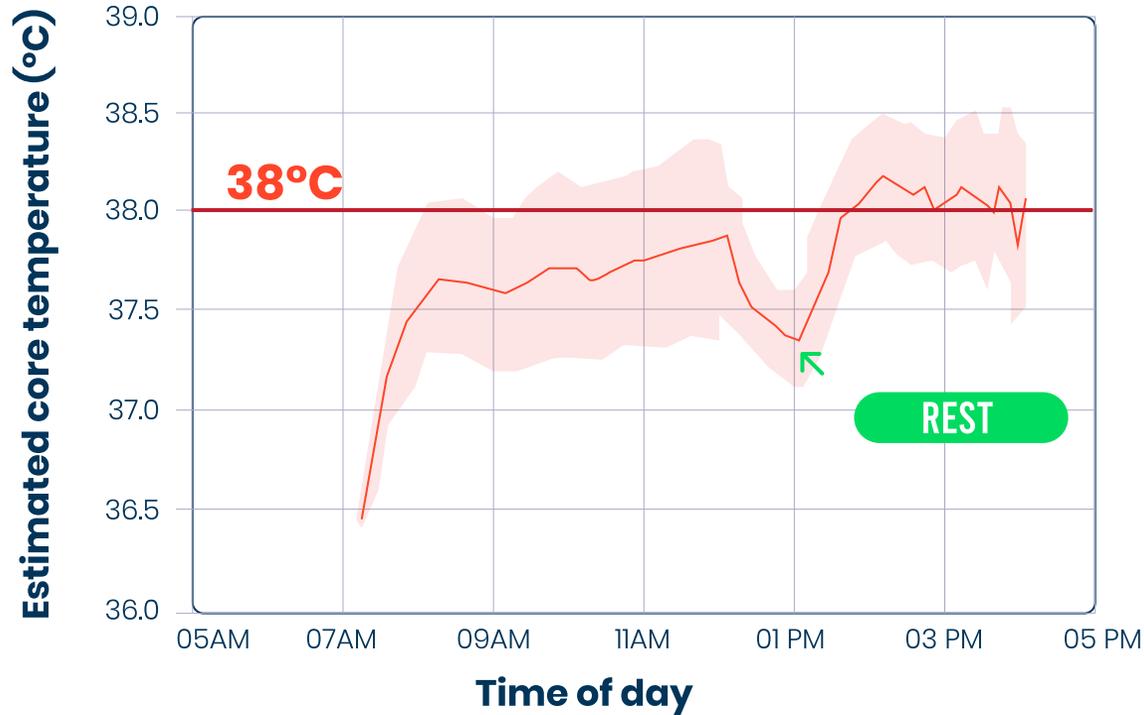


Nicaragua H3



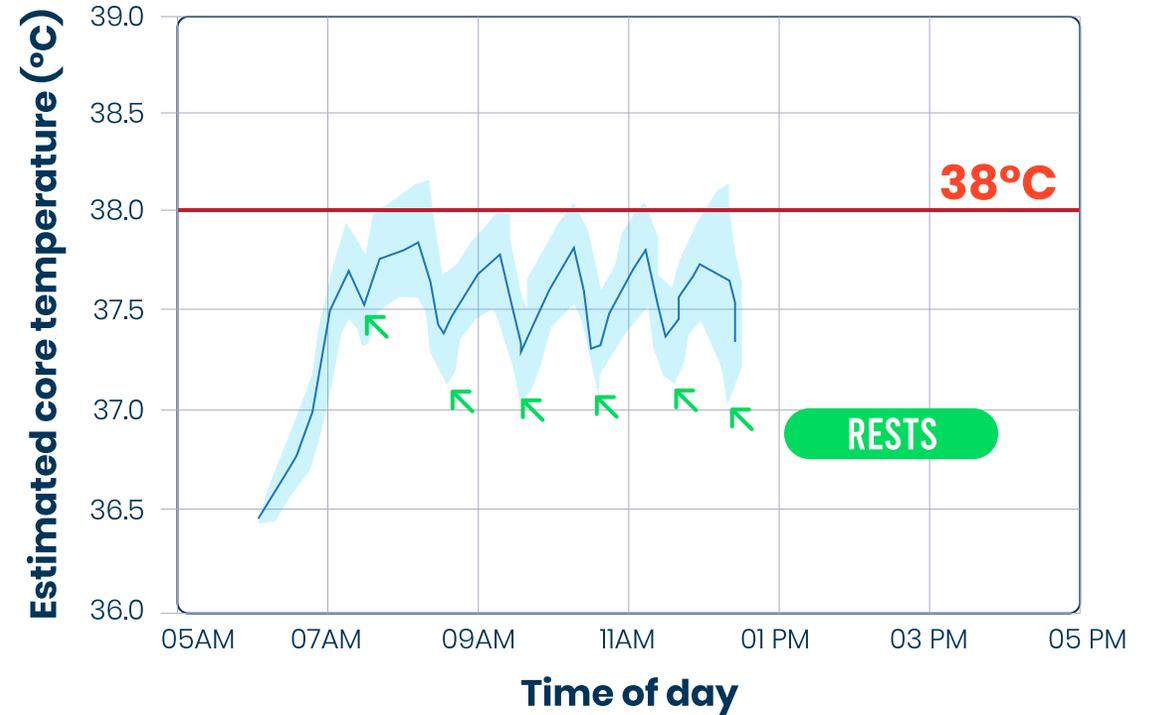
What happens when workers **are** and **are not** protected: El Salvador (No program) Nicaragua (Adelante)

El Salvador



2 hours 9 minutes
27% of workday over 38° C

Nicaragua



32 minutes
9% of workday over 38° C

El Salvador



Incident kidney injury over harvest without adequate intervention

Site 2: Adelante / PREP



Harvest 2 and 3



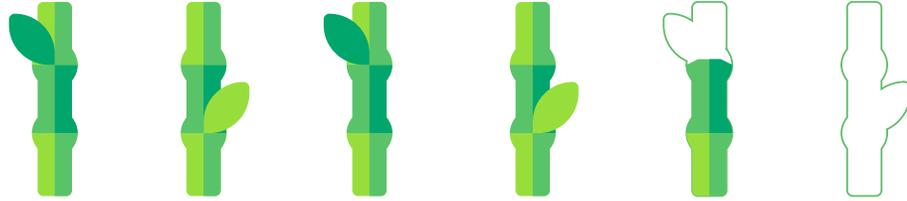
Harvest 4

Incident kidney injury over harvest in Year 2, and 4 of the intervention



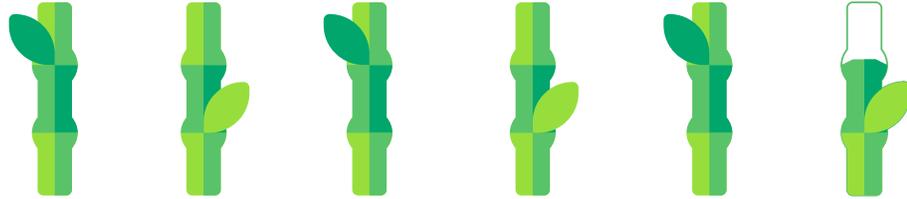
9 HOURS

El Salvador: no program



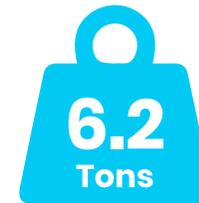
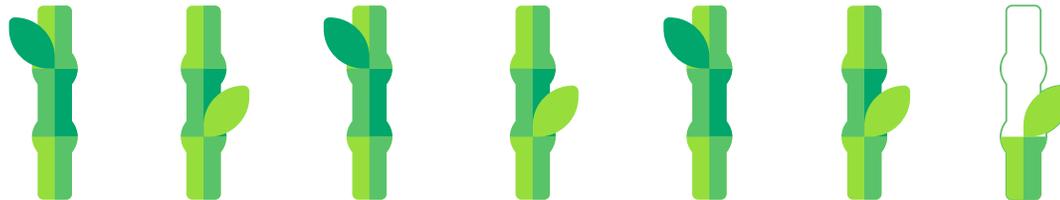
8 HOURS

Pre Adelante Results (w/ insufficient program)



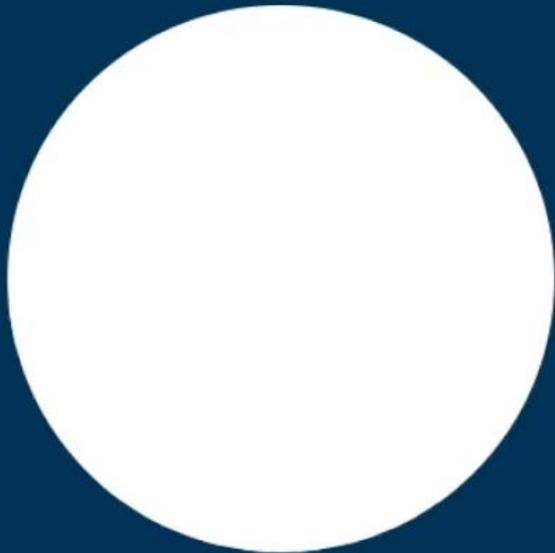
4 HOURS

Post Adelante results



Positive ROI from Adelante Initiative

By investing in the occupational safety and health program, the Mill has obtained a positive return on investment.



How?

- » Lower staff turnover.
- » Reduces absenteeism.
- » Reduces accidents.
- » Reduces hospital care.
- » Ensures the well-being of the worker.

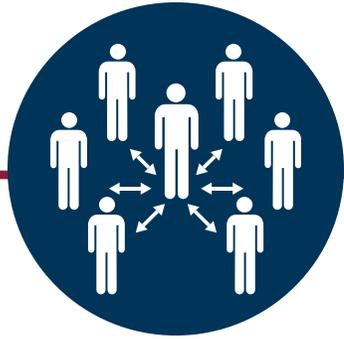


What can be done to mitigate heat exposure?

- » Baseline assessments of workload and heat exposure risk
 - Review current heat exposure practices
 - Establish level of risk
 - Are all / some workers at risk?
- » Make data-driven changes to work practices
 - Identify areas for improvement
 - R.S.H. intervention **protects** workers & **improves** productivity despite reduced work hours
- » Ongoing assessment of intervention implementation
 - Effective implementation is key

What can be done to mitigate heat exposure?

Organisational management to change internal policy and priority



Organisational Management assessment

Workplace culture needs positive engagement to address messaging and operational gaps



Managing on exposures and health outcomes

Nurture culture of health, build safety-climate, focus on exposures that can be managed in the work.



Communication

Effective communication between the study team and all levels of organization.

Thanks for listening!

If you would like further information

Website:

laislanetwork.org



Contact:

Beth Skinner: b.d.skinner@bham.ac.uk

Or

Jason Glaser: jason@laislanetwork.org



And thank you to the participants, the international and local research teams and all those at ISA who have made this work possible



prep

 prevention

 resilience

 efficiency

 protection

prep4change



Funders



Swedish Research Council for Health, Working Life and Welfare



UK Research and Innovation



National Science Foundation



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Responsible recruitment | Fair work | Free from exploitation

Heat stress panel

FNET

Mariana Gomezgil Gabriel
Business and Human Rights Manager

Key climate change issues impacting workers' health and safety in the workplace

-  Excessive Heat
-  Solar UV radiations
-  Extreme weather events
-  Air pollution
-  Vector-borne diseases
-  Agrochemicals



Heatwave kills eight in South Africa - Govt

workers 'made to pledge not to take water or bathroom breaks' during 50C heatwave

As India's heatwave intensifies, warehouse employees demand corporate accountability for hazardous working conditions

8 Sep 2023

Story



Kroger



Supermarkets & grocery



United States of America



USA: employee dies in hot working conditions, after union allegedly asked for better heat protection measures, incl. co. response

Facing poverty, Jordan Valley's agricultural workers suffer under heatwave

By Mays Ibrahim Mustafa - Aug 22,2023 - Last updated at Aug 22,2023

Climate Change and the UNGPs

Measures businesses should take:

- Integrating climate change into HRDD processes.
- Developing action plans in relation to their climate change-related impacts on human rights and the environment.
- Engaging with relevant stakeholders on climate change-related human rights and environmental impacts.
- Using leverage in business relationships to prevent, reduce or mitigate any climate change-related human rights impacts.



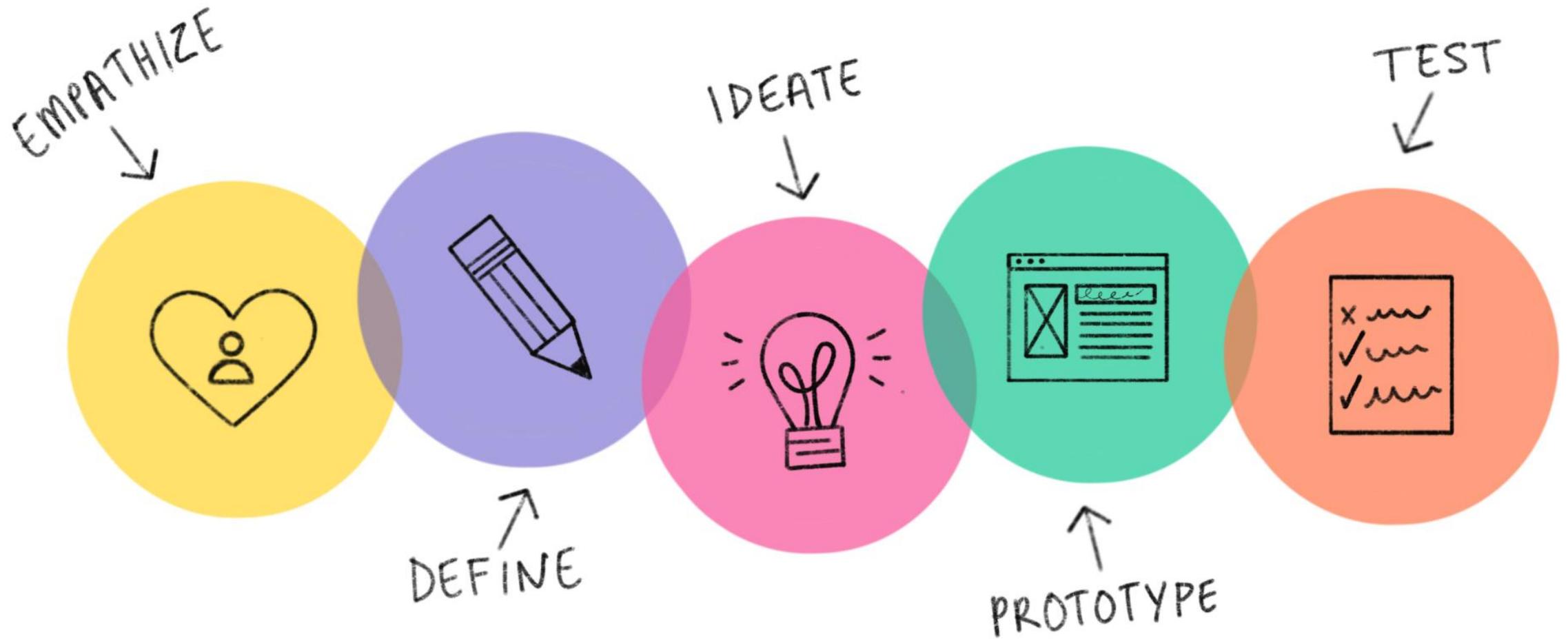
Working Group on the issue of human rights and transnational corporations and other business enterprises

Information Note on
Climate Change and the Guiding Principles on Business and Human Rights

By Working Group on the issue of human rights and transnational corporations and other business enterprises

June 2023

Our process for developing guidance



Good practice checklist to manage the impact of extreme heat in the workplace



Responsible recruitment | Fair work | Free from exploitation

Good practice checklist to manage the impact of extreme heat in the workplace *Indoor and Outdoor Workplaces*

INTRODUCTION

Workers exposed to extreme heat can be at risk of heat stress, which can result in occupational illnesses and injuries, threatening responsible recruitment practices and the availability of fair work.

Heat stress happens when the body's internal regulation mechanisms can no longer maintain body temperature at a level required for normal functioning. Factors contributing to heat stress are air temperature, heat sources or contact with hot objects, work rate, high humidity, work clothing, PPE, and demanding physical activities.

Heat stress can occur indoors and outdoors, and it can be manifested in different symptoms, including muscle cramps, severe thirst, fainting, heat exhaustion, heat stroke, and, in extreme cases, death. In the long term, it can also worsen chronic conditions such as cardiovascular, respiratory, and cerebrovascular disease, diabetes-related conditions, renal disease, stroke and mental health.

According to the [2023 IPCC report](#)¹, with further warming, every region is projected to experience heat waves more frequently. Moreover, climate change is projected to increase the severity of heat-related health outcomes, tending to affect, above all, vulnerable workers.

Businesses that proactively manage the effects of heat on workers can benefit from higher productivity and reduced risk of occupational injuries and illnesses.

This good practice checklist provides practical steps to support your business in managing the impact of extreme heat in the workplace and to ensure that working arrangements and conditions keep workers safe, in accordance with relevant legislation and industry best practices.

Further guidance to embed responsible recruitment practices and to ensure work conditions are safe and hygienic are available on the [Responsible Recruitment Toolkit](#) [\[687\]](#).

GUIDE

1. Appoint a relevant team member to coordinate the checklist's completion and ongoing monitoring; where relevant, one checklist per operational site should be completed.
2. Assess your business's progress against each step; consult relevant colleagues, functions, and departments from across your business/site as necessary.
3. Develop a plan to implement the steps that your business does not currently implement or considers can be improved.
4. Review performance on an annual basis.

Note: This checklist has been designed to apply globally to various industries. For instance, it does not present industry/ country-specific elements and shouldn't replace other health and safety guidance.

¹ IPCC, 2023: Summary for Policymakers. In: Climate Change 2023: Synthesis Report. Contribution of Working Groups I, II and III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, H. Lee and J. Romero (eds.)]. IPCC, Geneva, Switzerland, pp. 1-34. doi:10.59277/IPCC/AR6-0759298964/001

GENERAL STEPS

NO	QUESTIONS	ANSWER	COMMENTS
1	Is there a written health and safety policy or manual that includes your commitment to protect workers from extreme heat in the workplace?		
2	Is a designated manager assigned responsibility to manage heat-related risks in the workplace and the health and well-being of workers?		
3	Has a suitable and sufficient health and safety risk assessment been carried out, recorded and maintained, which includes heat-related risks and controls (which may be informed by this checklist)? Does it include the immediate risks and the long-term risks?		
4	As part of your regular risk assessment and management, are you monitoring workplace temperatures and their effect on workers, with special considerations for vulnerable workers?		
5	Are working conditions reviewed and changed, where necessary, to manage risks identified and prevent negative impacts on workers?		
6	Is there a plan in place for administering first aid and transportation to medical assistance for workers with heat stress, including specific responsibilities for supervisors?		
7	Are there enough and adequate welfare facilities, including but not limited to toilets, wash basins, showers and handwashing facilities, according to the relevant regulations and industry best practices? Are the facilities close to where workers are working?		
8	Are measures in place to ensure workers are well hydrated and to reduce any risk of dehydration?		
9	Do all workers and staff receive regular training to inform them of heat-related risks, the control measures in place, how to prevent and recognise symptoms of heat stress?		
10	Do all staff, supervisors, and the designated manager receive regular training to manage heat-related risks in the workplace, including adequate handling of cases of heat stress?		
11	Do the members of the health and safety committee receive training to manage heat-related risks in the workplace?		
12	Is there a process in place to confirm that workers understand heat-related risks and know who to contact if they feel unwell or that heat-related risks are not being effectively managed?		
13	Are workers consulted on the risk assessment and controls to enable them to input into the agreed strategies for preventing heat stress whilst at work?		
14	Has it been assessed if clothing, including work uniform and PPE, worn in the workplace enables workers to maintain an appropriate temperature?		
15	Does PPE that is provided to protect against flames, sunlight, or extreme heat accord with relevant regulations and industry best practices (i.e., flame-retardant clothing, wide brimmed hats, neck-coverings, arm coverings, etc.)?		

Structure

- Introduction
- General Steps
- Steps for indoor workplaces
- Steps for outdoor workplaces



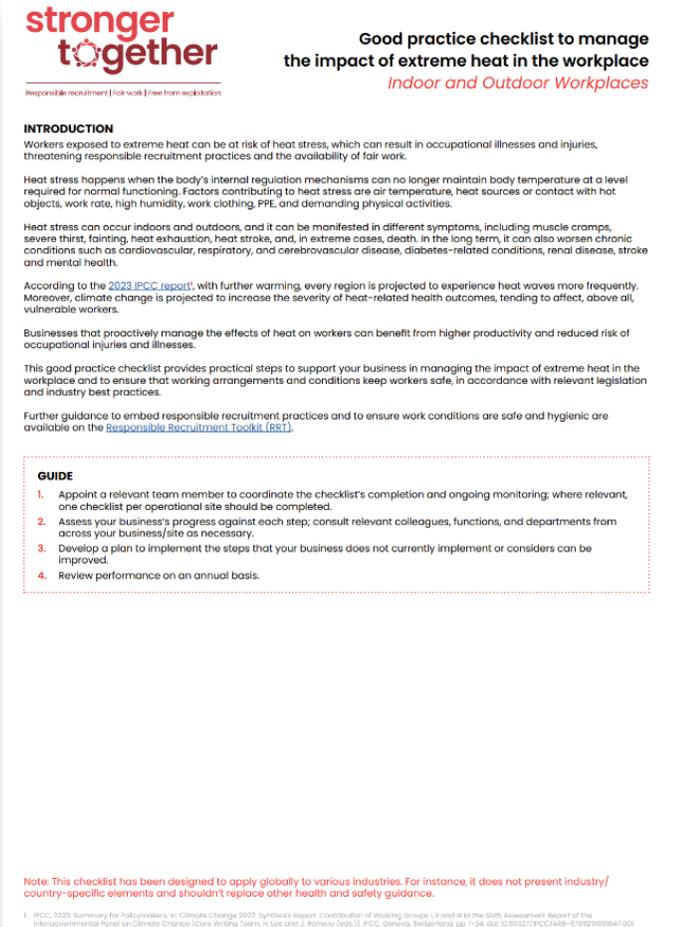
Scope

- Policy commitment
- Leadership/Accountability
- Risk assessments
- Health checks and medical procedures
- Welfare facilities
- Clothing/EPP
- Training
- Working conditions
- Workplace facilities adaptation
- Responsible recruitment
- Working arrangements

How best to use it?

- Globally applicable, and sector neutral
- Clear practical steps that are easy to follow
- Designed to be integrated into existing health and safety procedures
- Most effective when rolled-out at site level rather than company level

What's next?

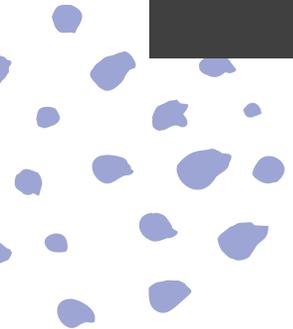


- Share it with your suppliers/sites
- **Free to download!**
- [Stronger2gether.org/resources](https://stronger2gether.org/resources)
- Coming soon: US English and Spanish
- Contact us info@stronger2gether.org



G's Spain

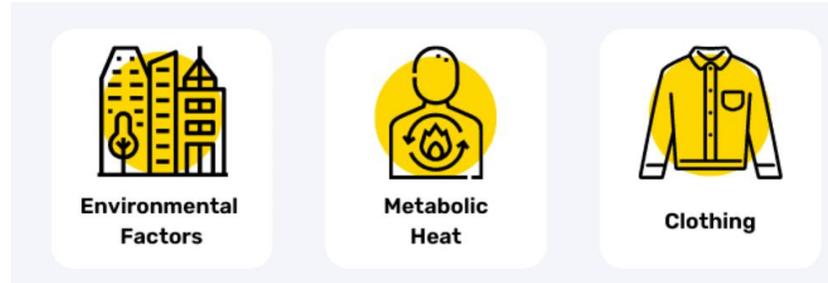
Heat Stress
Sonia Eiras



What are we talking about?

Heat Stress: net heat load to which a worker is exposed as result of working conditions.

Result of three factors:



Physical work increases body heat production



Measures in Spain:

1. Healthy checks
2. Thermal stress measurements in workplaces
3. Reorganize work
4. Fresh water
5. Rest areas/toilets
6. Fans where needed (indoor)
7. More breaks
8. Training on heat stress and first aid

<http://www.aemet.es/es/eltiempo/prediccion/municipios/aguilas-id30003>



El objetivo es detectar con suficiente antelación los días o épocas concretas en los que las temperaturas sean extremas para llevar a cabo medidas de prevención adicionales en caso de ser necesario.

El nivel de riesgo se determinará utilizando el Método del Índice de Calor de AEMET, según la tabla siguiente:

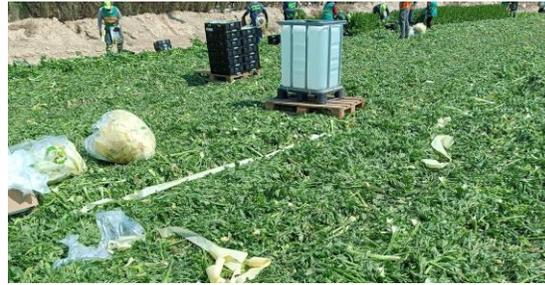
TABLA DE VALORES DE SENSACIÓN TÉRMICA POR CALOR (HEAT INDEX)

		TEMPERATURA DEL AIRE EN GRADOS CELSIUS (C)																	
		27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44
HUMEDAD RELATIVA (%)	45	27	28	29	30	32	33	35	37	39	41	43	46	49	51	54	57	61	64
	50	27	28	30	31	33	34	36	38	41	43	46	49	52	55	58	62		
	55	28	29	30	32	34	36	38	40	43	46	48	52	55	59	62			
	60	28	29	31	33	35	37	40	42	45	48	51	55	59	63				
	65	28	30	32	34	36	39	41	44	48	51	55	59	63					
	70	29	31	33	35	38	40	43	47	50	54	58	63						
	75	29	31	34	36	39	42	46	49	53	58	62							
	80	30	32	35	38	41	44	48	52	57	61								
	85	30	33	36	39	43	47	51	55	60	65								
	90	31	34	37	41	45	49	54	58	64									
95	31	35	38	42	47	51	57	62											
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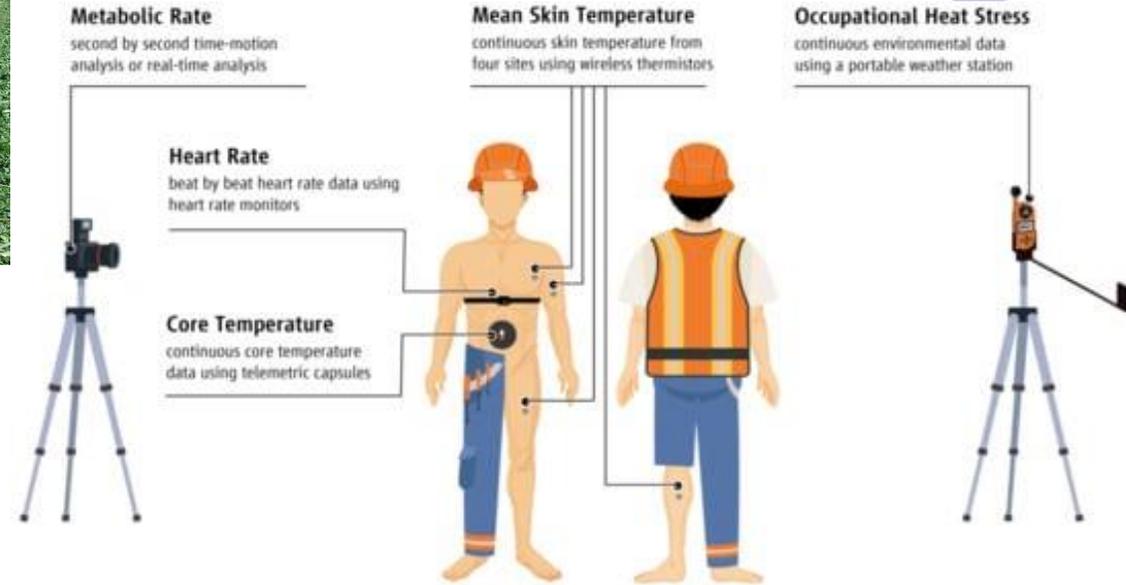
Precaución 27 a 32 Posible fatiga por exposición prolongada o actividad física.
Precaución extrema 33 a 40 Insolación, golpe de calor, calambres. Posibles por exposición prolongada o actividad física.
Peligro 41 a 53 Insolación, golpe de calor, calambres. Muy posibles por exposición prolongada o actividad física.
Peligro extremo 54 a 64 Golpe de calor, insolación inminente.

**If the risk is "danger or extreme risk":
STOP production**

Project heat stress with “La Isla”



- July 2024
- Cúllar (Granada)
- Diverse sample: Gender, age, job role
- 5 days on the farms: Nursery & Harvesting & production sites
- Took biometrics like heart beats, constants, etc.
- During the week will be with workers doing interviews
- Follow up of workers conditions: rest areas, toilets, fresh potable water, workload, breaks
- Experts will advise about their knowledge in heat stress working conditions



WHAT DO WE THINK WE WILL LEARN ABOUT THIS PROJECT?

“Know other technology and methods to analyze heat stress in workers while they work, and, if the measures taken from the Spanish legislation are enough”

Questions to the speakers





Breakout

1 question per table (initially)

What information is your business collecting to do risk assessments on heat stress?

What are your current practices to adapt to/mitigate to heat stress?

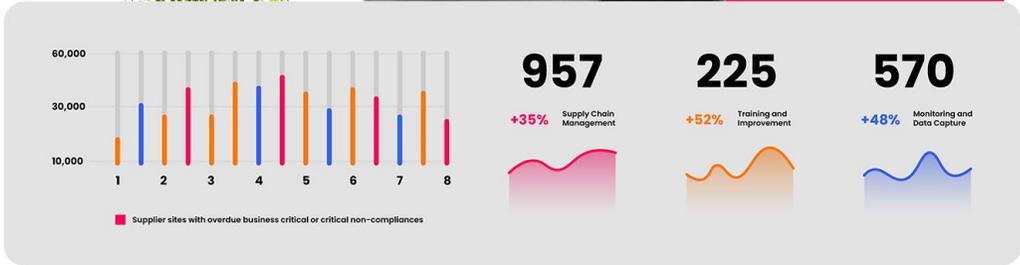
Is there anything your business needs regarding risk assessment, preparation, mitigation, adaptation to heat stress that can be identified for support via FNET Climate working group?

FNET Members' Day: Sedex

Collaborative Action Required



June 2024



'Collaborative Action Required' – a new finding category

- New SMETA includes a new type of finding under a limited number of Workplace Requirements for certain Code Areas: **Collaborative Action Required (CAR)**.
- They are non-compliances without prescriptive closure time.

For example:

Payment of
Living Wage

Repayment of
Recruitment
Fees

Remediating
Child Labour

If the site does not meet specific Workplace Requirements for certain Code Areas, the auditor will raise a finding known as **'COLLABORATIVE ACTION REQUIRED'**.

- A **'COLLABORATIVE ACTION REQUIRED'** will be raised when the site fails to demonstrate compliance with those **specific** Workplace Requirements.
- A **'COLLABORATIVE ACTION REQUIRED'** encourages Supplier-Buyer collaboration to meet those Workplace Requirements.

CAR findings

Workplace Requirements have been allocated as Collaborative Action Required where the usual mechanisms of NC closure are not appropriate for some or all of the following reasons:

- The audited party may not have the **capacity/ responsibility** to close the issue without support from other relevant stakeholders, such as commercial partners/buyers.
- Remediation of the issue requires an indeterminate and possibly extended **timeframe**, rather than a predetermined deadline as set within the Sedex platform.
- There is a risk of **adverse consequences** if closure of a particular issue is not approached with due consideration and time provided for adequate risk assessment.
- Evidencing effective remediation is complex and it is outside the capacity of existing SMETA methodology to **validate** through evidence provided during an onsite assessment alone.

Handling of the CAR responsibilities

	AUDITORS	SUPPLIERS	BUYERS
Responsibility	Identify and record the CAR, but there is no mandated closure time for this finding.	Share the action plan to the Sedex platform and the status will change from "open" to "in progress".	Management and assessment of the action plan- prioritize resolution of the issues based on a salient risk approach.
Communication on action plans	Not permitted to assess.	Supplier should undertake actions identified in their action plan, where feasible.	Buyers should communicate their priorities and work with suppliers to resolve issues.
Follow-up for improvement and closure of the CAR	CAR is 'superseded' at next full periodic audit. Auditors should assess the WR anew and raise a CAR in follow-up audits until no further findings are identified.	The action plan should contain the relevant stakeholders, limitations to the supplier to be able to act without other stakeholders, and the key KPIs to monitor improvements and closure of the CARs.	

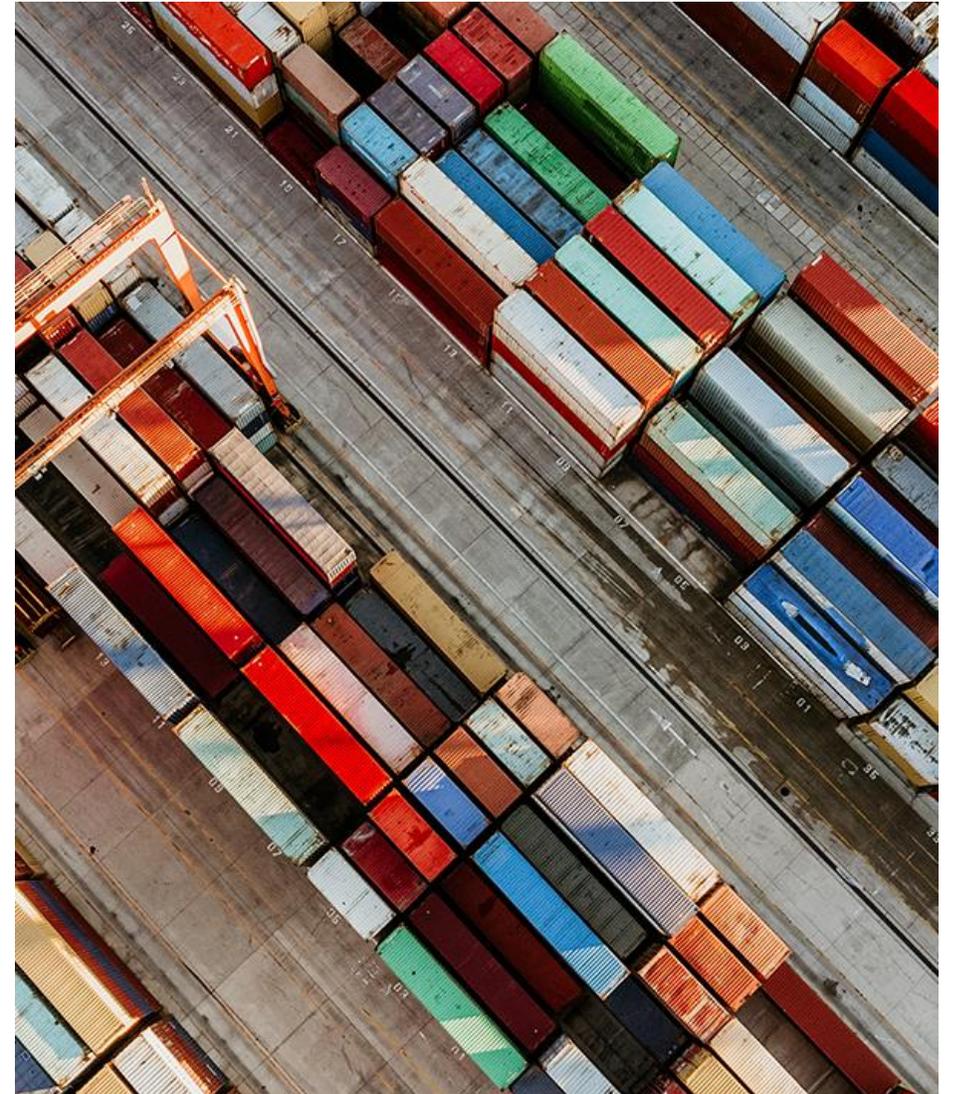
Breakout Groups

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Part 1: Individual Scenarios

- Read the scenario on your table and discuss as a group.
- Answer the following questions (capture these on the form provided):
 - 1) What are your short- and medium- term goals in response to this scenario?
 - 2) What are your concerns/risks at this point?
 - 3) What do you want to communicate to the key customer/supplier noted in the scenario? What questions or asks do you have of them?
- Assign a key person to capture and relay answers to question 3



Part 2: Combined Scenarios

- Each group has been matched with *a specific* other group.
- This is the corresponding key customer/supplier noted in your scenario.
- As a group, move to **join** with this other group.
- In turn, each group should outline their scenario and the key questions/asks your group has drafted for the other (in particular as determined in question 3).
- Acting together, create a plan for the joint scenario, ready for feedback to the wider group, or capture this in writing.



Feedback and Learnings

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Lunch and Member Bingo

