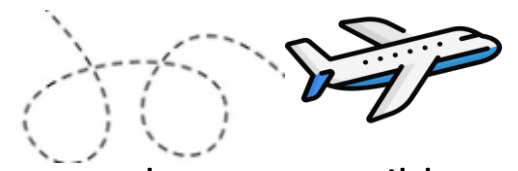







Happy New Year.. here at FNET we are off to a flying start





Today's fortnightly call had over 70 attendees and got straight into supporting our members to adopt responsible business practices with presentations from

 **Neill Wilkins, Head of Migrant Workers Programme, IHRB** who presented the top human rights issues and trends for 2025 and brought these to life to help members understand what this might mean in their business context's

 **Peter Hall, Senior Manager, Human Rights & Responsible Sourcing, Johnson & Johnson, and Jess Verdon, Sustainability Manager, Mars Food** talked through an exciting opportunity for members to collaborate on mapping High-Risk labour recruitment corridors with IOM, Aim Progress and Impactt.

 **Manal Saleh, Founder of the Egypt Ethical Forum** shared insights into the human rights challenges and opportunities to collaborate with suppliers in Egypt to reduce risk and increase impact.

 **Members also raised queries** re common approaches to sourcing in Isreal, managing new SMETA 7 Collaborative Action Required (CAR) non compliances and risk assessing water abstraction impact on local communities

 We also shared the calendar of working group meetings happening in January for members to get involved in

- Raw Materials & Services working group: Chicken, Coconut, Security and haulage deep dives on 21st January 2025 11-1pm
- Empowering Work Working Group: Gender empowerment tools and case studies on 22nd January 2025 10-4pm
- Responsible Recruitment Working Group – 23rd January 2-3.30pm
- SEDEX webinar: SMETA 7 and CAR Insights



FNET Fortnightly Call

EVERY OTHER WEDNESDAY FROM 10.00 – 11.00AM

Competition Law and Safe Space Statements

Participant Identity:

*Please display your **name** and the **business name***

Competition Law Statement

“We are meeting to discuss issues raised in the forum of the Food Network for Ethical Trade.

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 the chair believes that discussions are in breach of competition law”

Safe & Brave Space Statement

*The fortnightly members call is a **safe & brave** space for members to discuss and exchange ideas on human rights risks and improvement actions and all are reminded to please always respect this principle.*

Agenda 15th January 2025

Timing	Item
10.00 – 10.05	Welcome & Competition Statement
10.05 - 10.15	FNET Member Questions Forthcoming Meetings – including FNET Webinars
10.15 – 10.30	Neill Wilkins – Head of Migrant Workers Programme, IHRB - To present the top human rights issues and trends for 2025
10.30 – 10.45	Peter Hall – Senior Manager, Human Rights & Responsible Sourcing, Johnson & Johnson, and Jess Verdon, Sustainability Manager, Mars Food Both are co-leads with Impactt on the High-Risk labour recruitment corridors research project. The team is hoping to gain FNET member insights to develop a central data base and ask for participants to take part in the research.
10.45 – 10.55	Manal Saleh – Founder of the Egypt Ethical Forum - will share the human rights challenges and actions for suppliers in Egypt. Manal is seeking support from FNET members who engage with suppliers operating in Egypt.
10.55 - 11.00	AOB



Member Questions

Mexico Audit Requirement. A member is looking for someone in Mexico who can do a farm visit for them, an ethical consultant or similar. Please contact the FNET Team with any recommendations.

CAR on Recruitment Fees raised in Israel. A member has had a CAR reported recently in Israel due to there being a similar scheme in operation as the UK seasonal worker scheme, where workers pay own transportation cost as part of the legal agreement between sending and receiving countries. Is anyone collaborating already on this or willing to collaborate across the sector to increase leverage.

ETI Query for FNET members. To scope out a further meeting, ETI team would like to understand how many FNET members are trading with Israel and share any DD they are carrying out.

Raw Materials & Service working group

21st Jan 2025: Agenda

Approximate timing	Item
11.00 – 11.05	Introductions
11.05 – 11.25	<i>Human Rights Impact Assessment (Sainsbury's and Moy Park) on chicken – Andy York, Social Sustainability Manager, Pilgrim's Europe</i>
11.25 – 11.45	<i>Coconut: "Pulse of the Industry" – Claudia Sulowska, Sustainable Coconut Partnership</i>
11.45 – 12.15	<i>Security – an update from the November webinar. Insecurity in security work- Michala Lafferty, Head of UNI Property Services, UNI Global Union Member case studies and actions & comments for the briefing</i>
12.15 – 12.30	<i>Haulage checklist and plan for pilot & member commitment</i>
12.30 – 13.00	<i>Summary of 2024, Working group 2025 update and plan for next session – Engaging the GNFR procurement teams? Case study – Procurement training - Sainsbury's Vote on webinar themes</i>

F



Request for members

The Climate & Human Rights working group is looking for information on how businesses currently do risk assessments to understand how water abstraction/use impact local communities.

This information will be anonymised and shared in a "water and human rights" briefing.

Please get in touch asap with Suzanne as the draft is nearly ready to be designed.

Upcoming FNET meetings

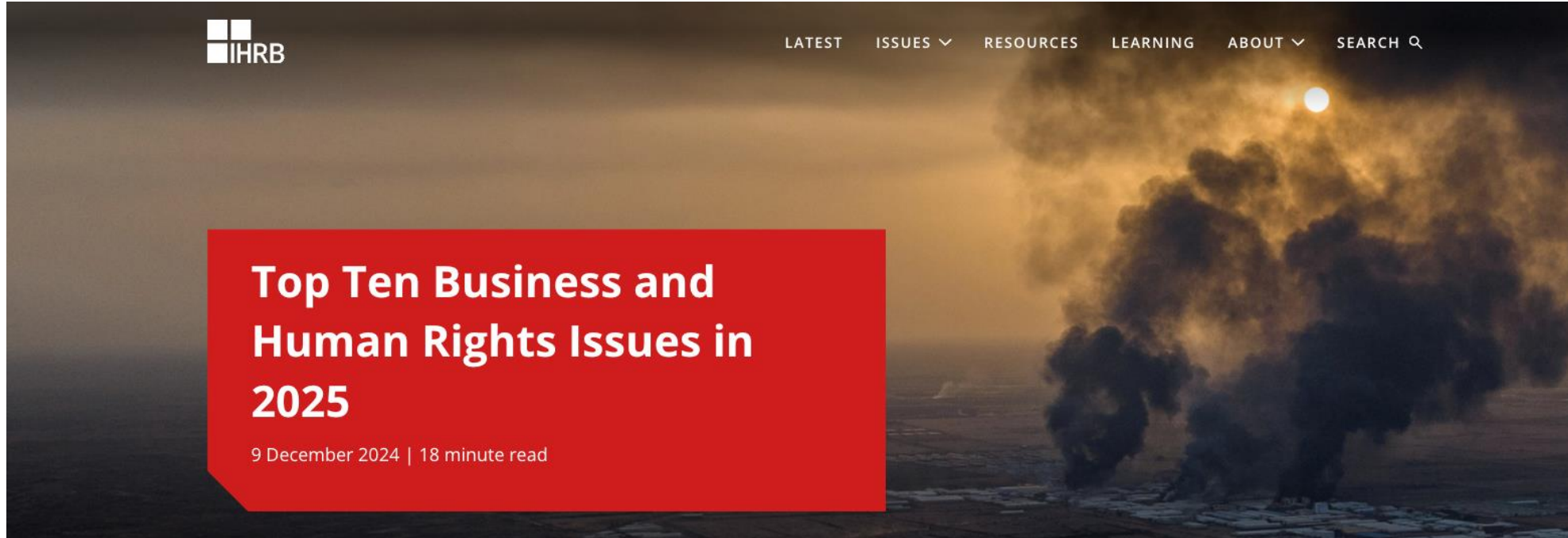


- **Raw Materials & Services working group** – Tuesday 21st January 2025 11-1pm
- **Empowering Work Working Group** – Wednesday 22nd January 2025 10-4pm
- **Responsible Recruitment Working Group** – Thursday 23rd January 2-3.30pm
- **Fortnightly Call** – All Members– Wednesday 29th January 10-10.30am
 - Louise will share the FNET annual workplan and Working Group Activities for the year
- **SEDEX Call – All Members** – Wednesday 29th January 10.30-11.30
 - SMETA 7 Insights from SEDEX Team
 - Member Questions – please send by Friday 24th Jan
- **Climate Change & Human Rights working group** – Thursday 30th January 2025 1-3pm
- **Onboarding for New FNET members and Existing Members New Colleagues** – Wednesday 5th February 10-11.30



Business and Human Rights Key Issues 2025

Neill Wilkins
Head of Migrant Workers Programme



1. Ensuring Accountability in the Rush for Renewables
2. Implementing Mandatory Measures CSDDD
3. Making Migration Work for All



Ensuring accountability in the rush for renewables

The transition to more sustainable energy systems is urgently needed. Will companies in renewables industries be accountable for their impacts on land, water and communities?



*EU directives give human rights due diligence legal teeth, with global consequences.
What will companies need to navigate these requirements?*



Making migration work for all

Our collective future depends on the labour of migrant workers. How can companies stand with and protect migrants from growing anti-immigration sentiments?

Fundamental Elements of Responsible Recruitment

1. No costs or charges for recruitment should be paid by the worker (The Employer Pays Principle)
2. No retention of documents
3. Clear contracts
4. Access to a grievance mechanism

Our goal is to see all recruitment of migrant workers include these fundamental elements

Responsible Recruitment is a process. It can be delivered by any company or recruitment agency which is prepared to work to an Employer Pays model for any particular recruitment.

We would like to ultimately see all recruitment agencies choose to work to this model.

Responsible Recruitment Register

The Responsible Recruitment Register lists the publicly available policies of companies or business associations that have partly or fully assimilated the Employer Pays Principle: *No worker should pay for a job—the costs of recruitment should be borne by the employer, not by the worker.* The Register is intended to increase transparency around companies' recruitment policies and their commitment to responsible recruitment business practices.

Browse

Companies' Register: 400

Associations' Register: 35

Companies' Register		Associations' Register				
Company Name ^	HQ Location	Recruitment Policy Prohibits Charging of Fees/Costs to Workers	Recruitment Policy Specifies Fees/Costs Should be Borne by Employer	Reference Document	Implementation Guidance	Sector
23Andme	USA	Workers shall not be required to pay employers' or their agents' recruitment fees or other similar fees to obtain their employment. If such fees are found to have been paid by workers, such fees shall be repaid to the worker		Supplier Code of Conduct		Biotechnology
3M	USA	3M does not permit the practice of having employees pay recruitment fees or other related fees, in order to obtain employment. This practice can result in employees being forced to work in order to pay off		Human Rights Policy	Supplier Responsibility Code Assessment Guidance – For Suppliers	Consumer Goods

High Risk Labour Recruitment Corridors Research Project

PETER HALL – SENIOR MANAGER, HUMAN RIGHTS & RESPONSIBLE SOURCING, JOHNSON & JOHNSON,

JESS VERDON, SUSTAINABILITY MANAGER, MARS FOOD

CO-LEAD WITH IMPACTT ON THE HIGH-RISK LABOUR RECRUITMENT CORRIDORS RESEARCH PROJECT.

What is this project?

Freely-available map: that shows brands, suppliers and subcontractors: What are the high-risk labor migration corridors for responsible recruitment, the specific costs and other forced labor risks?

Collaborative project: between Impactt, Mars and J&J with the IOM – supported by the ILO, as well as industry groups such as PSCI and Aim Progress and individual companies.

Part 1: Open-source database on recruitment fees and costs across 10 migration corridors.

Part 2: Global risk map on an accessible online platform.

Aim:

(i) The project will help all companies - across all sectors - to more effectively identify recruitment fees (and other fair recruitment risks) and provide actionable insights for further due diligence and remediation.

(ii) The platform will also help company procurement teams work with suppliers / subcontractors on building preventative steps on recruitment fees into their costing models and contracts.

Target audience: Companies across all sectors from brands to suppliers. The aim is to have a resource that is easy to understand for - inter alia - inhouse risk/sustainability/legal teams that work on lots of topics and may rely on less credible tools, as well as busy procurement colleagues and suppliers themselves that need help in recognizing the nature and scope of this risk.

Data collection - Please contact Peter / Jess directly – if you'd like to share data:

phall2@its.jnj.com

jessica.lucy.verdon@effem.com

(We'll put you in contact with Impactt who will work directly with that brand to receive, anonymize and standardize the data – can be in any form).

What data would we like: Data on workers recruitment fees within last 5 years - could come from: audit data, fee investigations, worker voice survey findings, grievance channel info.

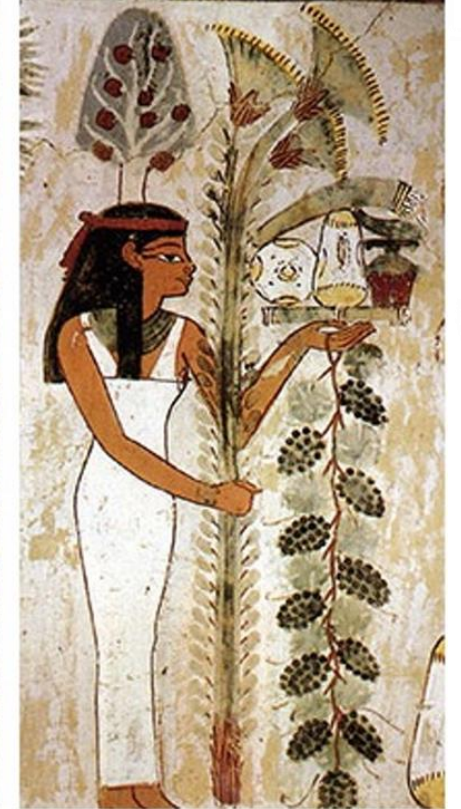
- Who are the workers (gender, type of work)
- A breakdown of the actual fees paid (a range)
- Types of fees / costs (medical, visa)
- The corridors (sending countries, receiving countries)
- The sector (agriculture, manufacturing, packaging)
- Any other relevant Forced Labor indicators.

All data will be collected, anonymized and aggregated by Impactt (our implementing partner).

Public recognition for engaging: It's up to the brand. Some do, some don't. Brands that are engaging: Woolworths, Unilever, Mars, J&J, IHG, Amazon, Vinci



ESET



The Egyptian Suppliers Ethical Trade Forum

20 The Egyptian Suppliers Ethical Trade Forum



Local Initiative



- **Founded in December 2009**
- **National legislation, ILO conventions, and the ETI base code underpin all activities**
- **Membership is open to all members of the supply chain originating from Egypt**
- **A good example of “collaborative action”**



**Ethical
Trading
Initiative**

For workers' rights.
For better business.

1. Employment is freely chosen
2. Freedom of association
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed

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The Egyptian Suppliers Ethical Trade Forum



Mission

Facilitate a multi-stakeholder business-led initiative in Egypt to address responsible sourcing issues - ***in a safe space*** - and find realistic and attainable solutions within the local context.



22 ESET Forum Meetings 2010-2024



Meetings **28**

Organizations **127**

EG Suppliers **45 supplier**

Workers **>50,000**

Egyptian Suppliers
57%

International Suppliers
20%

#Retailers
2%

#Stakeholders
25%

Stakeholders include
governmental and UN agencies

#Auditing bodies
8%

23

ESET Forum Meetings Stakeholders Mapping & Risk Assessment

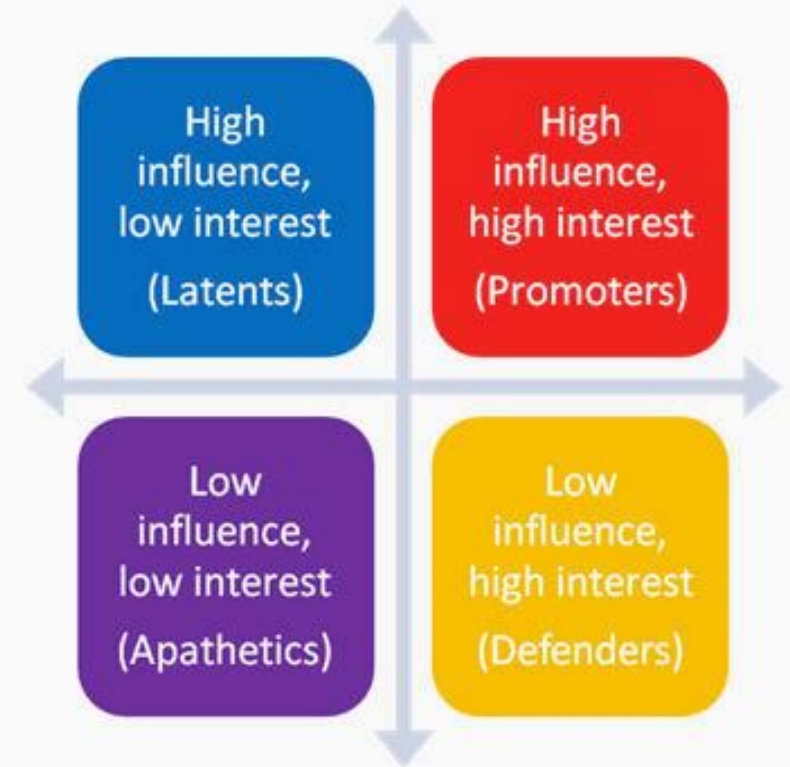
Labor Providers

Positive impact

- Long-term family relations within the village
- Families can trust them with their daughters
- Can provide the number/gender of seasonal workers based on need (e.g., harvest – pruning – etc.,) and replace workers who drop out
- Facilitate transportation for workers and in some cases stay with them

Adverse impact

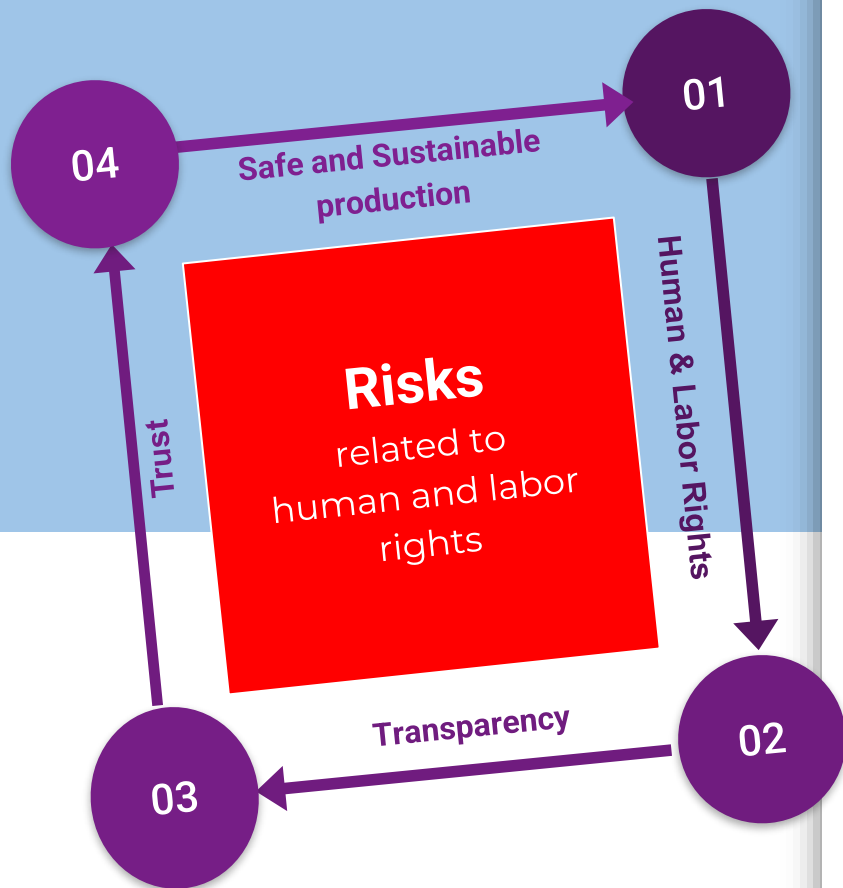
- **Potential introduction of risks e.g.,** child labor (*a complex issue requiring remediation on various levels and from multiple angles*).



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ESET Forum Meetings

Stakeholders Mapping & Risk Assessment



- **Root causes for the potential introduction of child labor through labor providers are complex and overlap**
 - Population growth (107M Nov.24) ~40% less than 18 years old
 - Poverty, currency devaluation, and large cuts in subsidies
 - Child labor is normalized in many areas (1.3M; [UNICEF](#))
 - Access to education
 - Lack of enforcement
- **Challenges faced by the Egyptian suppliers**
 - Reliance on labor providers
 - Confusion on the legal system governing child labor
 - labor law **12/2003**
 - child law **126/2008**
 - Minister's decree **215/2021** to align with ILO
 - Civil law **143/2022** lower age requirement for national ID card to 15 years old (min. working age).
 - Lack of experience with child labor prevention and remediation process

25

ESET Forum Meetings

Planned activities for 2025



- 3 meetings including a celebration of 15 years
- Collaborative action with 3 service providers
 - Africa Now
 - Light impact assessment of the Forum activities
 - The Center for Child rights and business
 - Child labor prevention & remediation process
 - FiftyEight
 - App development for seasonal workers (e.g. Just Good Work)

26 ESET Forum Meetings

Membership



- Membership is open to the supply chain originating from Egypt
- Your collaboration is valuable and will help provide good examples from other supply chains that can reduce potential risks.

We hope you can actively participate in the activities of the Forum

8 DECENT WORK AND
ECONOMIC GROWTH



17 PARTNERSHIPS
FOR THE GOALS



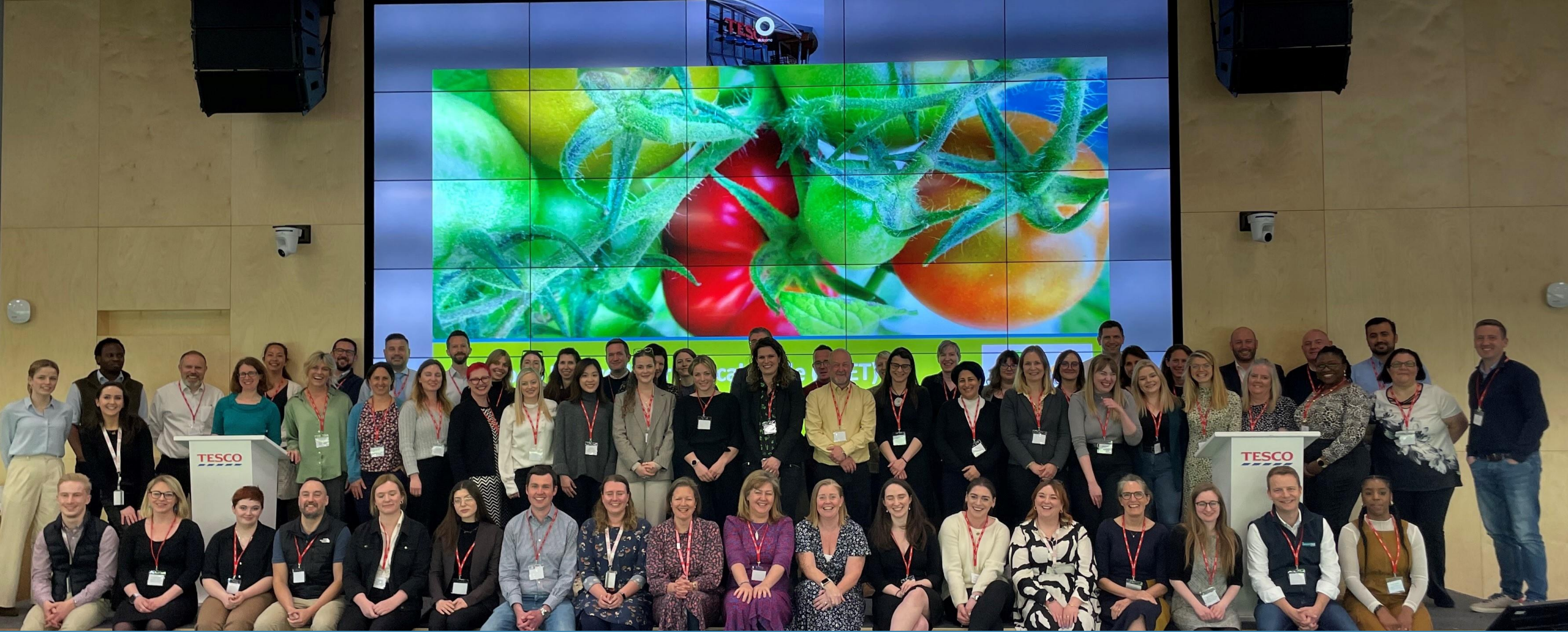
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Our passion...
is our strength



manal.saleh@bluemoon-eg.com
www.bluemoon-eg.com



Looking forward to seeing an exciting 2025 FNET year

FROM THE FNET TEAM