



# 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 23<sup>rd</sup> April 2025

Timing	Item
10.00 – 10.10	Welcome & Competition Statement Working Group updates All members meeting agenda - Louise Nicholls (5 mins) FNET Member Questions
10.10 – 10.20	10 key learnings from this year's grower roadshows about state of British Agriculture - Shayne Tyler, Practical Ethics
10.20 – 10.30	Key points from recent MSIN conference and priorities for 2025 - Claire Donovan, MSIN
10.35 – 11.30	Sedex/FNET 6 weekly call

# Raw Materials & Services working group 24<sup>th</sup> April 2025

## Agenda

Approximate timing	Item
11.00 – 11.05	Introductions
11.05 – 11.15	<b>Haulage pilot</b> summary and volunteer sign up
11.15 – 11.50	<b>Procurement training</b> slide deck and video: feedback session for members – <i>Laura Falk, Inherently Human</i>
11.50 – 12.30	<b>Workwear deep dive</b> Key human rights challenges found in the textile sector - <i>Laurie Perkins, Business Development &amp; Advisory Manager, Stronger Together &amp; Hannah Newcomb, Co-CEO, Stronger Together</i>
12.30 – 13.00	<b>Sedex: Service provider audits &amp; pilot</b> – an overview – <i>Rebekah Pell, Head of Customer Relationship Management, Sedex &amp; Sarah Guy-Gibbens, Product Manager, Sedex</i>



# Spices webinar Thursday 22<sup>nd</sup> May 12-2pm

- An overview of key human rights and working conditions challenges in some spices/flavourings supply chains.
- Sustainable Spice Initiative and speakers from McCormick and other spice businesses
- Share member-peer learning on HRDD and mitigation

We are looking for information on FNET's work on spices before 2022 – in the Spices working group. Were you a member of this group? Please contact Suzanne to share information.



# FNET All Member Day

Wednesday 7th May  
@ Co-op Manchester



Important actions we need from you

- ☐ Please register using Eventbrite
- ☐ Please confirm if you are joining us for the members dinner on 6th May

<b>FNET All Member Meeting Agenda</b> Wednesday 7th May, Coop, 1 Angel Square, Manchester, M60 0AF <i>For those arriving on 6th May please join us for drinks from 6 to 7.30pm at New Century, 34 Hanover Street, Manchester M4 4AH and dinner at 7.45pm at Bundabust, 62 Piccadilly, Manchester, M1 2AQ</i>			
Time	Item	Details	Session objective & impact
9.00 – 9.30	Arrive, coffee & networking		
9.30 – 9.50	Welcome & housekeeping	Welcome and introduction to the day from Coop and FNET	Summarise the day and welcome to Coop, FNET Board & Team.
9.50 – 10.10	Introductions	FNET Member Introductions	<b>Objective:</b> To build network relationships creating a safe brave space for action.
10.10 – 11.30	Session 1 How can CARs work in practice?	Speakers and group discussion <ul style="list-style-type: none"> <li>CARs - member trends <b>Surmaya Talyarkhan, FNET</b></li> <li>CAR examples in practice <b>Lucienne Gilmour, AMfresh</b></li> <li>What the auditor is looking for <b>Peter Warbrick, PW audies</b></li> <li>How to do a living wage analysis <b>Sonia Cordes, IDH</b></li> </ul> Small group discussion on some live CAR issues and discuss practical action at tables <b>Output:</b> Case studies summary to share	<b>Objective:</b> Members are updated on CAR trends, hear case studies and discuss live examples to help develop collaboration and learning.
11.30 – 11.45	Coffee		
11.45 – 1.00	Session 2 How to measure impact of HRDD within the business – What KPI's to set	Presentation: Summary FNET Benchmarking Survey Workshop: An introduction to measuring impact; what, why & how  Speakers <ul style="list-style-type: none"> <li>Kate Robinson, Director, The Outcome Gap</li> <li>Clare Lissaman, Head of Oxfam Advisory Services, Oxfam</li> </ul> <b>Output:</b> 2-pager on KPIs and impact	<b>Objective:</b> Members informed on FNET's overall impact, how to use the benchmark within their businesses and can share learning on measuring impact and using KPIs strategically.
13.00 – 13.45	Lunch and Networking		
13.45 – 14.00	Mystery Session	Facilitated by Piers Brown	<b>Objective:</b> Energiser
14.00 – 15.00	Session 3 What is remediation and how to tell whether it is adequate?	Presentations and group discussion <ul style="list-style-type: none"> <li>Clare Lissaman, Head of Oxfam Advisory Services, Oxfam</li> <li>Aisha Aswani, Senior Human Rights &amp; Ethical Trade Manager, Coop</li> <li>Lived experience organisation/FNET Member (tbc)</li> </ul> <b>Output:</b> summary 2-pager on remediation	<b>Objective:</b> Introductory session on remediation to increase understanding on remediation process is and some of the challenges around it. Members will have a clearer idea of how they could start a remediation process in their business and overcome typical challenges.
15.00 – 15.20	Working group update	All working group leads present the upcoming meeting to the membership	Members know what each of the working groups is working on.
15.20 – 15.30	Wrap-up & Close		<b>Objective:</b> Q&A and AOB

# Upcoming FNET meetings



- **Sedex Call** – All Members – Wednesday 23rd April - 10.30-11.30
- **Raw Materials & Services working group** – Thursday 24<sup>th</sup> April 11.00 – 13.00
- **Climate & Human Rights working group** – Tuesday 29<sup>th</sup> April 10.00 – 12.00
- **FNET All Member Day** – Wednesday 7<sup>th</sup> May, Coop, Manchester **PLEASE COMPLETE EVENTBRITE note Fortnightly Call is cancelled as we will be in all members meeting!**
- **Onboarding for New FNET members and Existing Members New Colleagues** – Wednesday 14<sup>th</sup> May 10-11.30
- **New Spices webinar** – Thursday 22<sup>nd</sup> May 12.00-14.00
- **Sedex Call** – All Members – Wednesday 4<sup>th</sup> June - 10.30-11.30
- **Developing Common Due Diligence Tools Working Group** meeting - in person – Thursday 5<sup>th</sup> June – 9.30-4
- **Sedex Call** – All Members – Wednesday 16<sup>th</sup> July - 10.30-11.30



## Grievance Mechanism training for Growers – April and May



Following the series of Seasonal Worker Scheme Taskforce Grower Roadshows, further training support is now available to growers and Scheme Operators through a new Taskforce programme of work focussed on improving access to effective grievance mechanisms for horticultural seasonal workers.

Thanks to funding from six supermarket Sponsors -Asda, Co-op, M&S, Sainsbury's, Tesco and Waitrose- [Acas](#) will be delivering a series of online training workshops '**Grievance Mechanisms: Handling Worker Issues and Complaints Fairly, Effectively, and Consistently**'.

This workshop has been tailored to the UK horticultural sector. With a maximum of 12 participants per session, attendees will benefit from an interactive and engaging learning experience.

Key details:

- **There is one free place for each grower and Scheme Operator across the full series of events. Any additional places must be purchased and are priced at £75.**
- **[Book here](#) for one of the available workshop dates**
  - **April: 24th (AM), 29th (AM).**
  - **May: 6th (AM & PM), 27th (AM & PM), 28th (AM)**
  - **Morning sessions: 9:00 AM – 12:00 PM; Afternoon sessions: 1:00 PM – 4:00 PM**



# FNET survey – deadline 25th April

- The survey includes 32 questions and is designed to follow the FNET human rights due diligence reporting framework. The information requested relates to the **calendar year 2024** or if your **annual year runs financial year April 24 to March 2025** or equivalent.
- It takes less than 3 hours to complete (60% said under 2 hours) and 19 members have completed it so far
- Excel version available
- **DEADLINE is the 25<sup>th</sup> April 2025**
- Only the FNET technical team will have access to individual company responses.
- Kate Robinson expert in M&E is completing the analysis and will present the results at the All members meeting on 7<sup>th</sup> May!
- Any queries on the survey questions, please contact [technicallead@foodnetworkforethicaltrade.com](mailto:technicallead@foodnetworkforethicaltrade.com)



# Gauging interest in Responsible Purchasing practices pilot



Important actions we  
need from you

- ☐ Please indicate to Technical lead if interested in being involved
- ☐ Highlight any concerns/important design considerations

ETI are applying for donor funding to run a pilot project on Responsible Purchasing Practices with **fresh produce growers in Spain**.

Proposed project partners: ETI UK, ERI Sweden, FNET, ETF

**Status of funding:** Outline funding submission submitted will hear in June if successful . Project to start October 2025

**Proposed FNET role:** *Engaging and motivating FNET members – processors, importers, suppliers to UK and EU retailers, supporting resource development, supporting learning and communications documents and policy*

## Objectives

- ❖ **Strengthening collaboration** between multi-stakeholder coalition of; supermarkets (retailers), importers, farmers and growers; civil society and trade unions, to build collective capacity to implement and influence a more responsible approach to purchasing practices
- ❖ **Researching and exposing the direct links between unsustainable corporate purchasing practices and known sustainability issues**, such as modern slavery in Spanish agriculture
- ❖ **Leading and trialling the implementation of improved purchasing practices** between supermarkets and their suppliers, including farmers / growers, **underpinned by ETI's Food Framework for Responsible Purchasing Practices**
- ❖ **Developing and sharing practical learnings and insights** with targeted audiences, through the development of policy and learning resources
- ❖ **Influencing business and policy makers to adopt the 'Food Framework' and integrate RPP within relevant legislation**, to scale our impact to be truly transformational in increasing corporate accountability across Europe

## Slide 10

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**SNO**      [@Technical Lead] Are we keeping/updating this slide? Please amend as needed. Thanks  
Suzanne Natelson, 2025-04-22T13:17:20.786

**0 0**      **Keeping**  
Technical Lead, 2025-04-23T08:11:26.559



# Seasonal Worker Scheme Taskforce *Grower Roadshows*



HOSTED BY:





# 10 Learnings from the Grower Roadshows

1. Growers want to look after their workers and give them the best experience – they recognise the importance of returnees
2. Cultural differences are important and can influence the experience of both workers, supervisors and growers
3. Growers' expectations of supervisors are often high, and the role is key to farm performance and worker experience

## 10 Learnings from the Grower Roadshows

4. Access to healthcare can be problematic and expectations require managing
5. Workers can be exposed to many scams through their placement including after they leave in relation to PAYE / tax reclaims
6. Pension advice / holiday pay can be problematic at the end of the season
7. Devolved nations have varying requirements in relation to pay, accommodation and healthcare which require specific guidance and support

## 10 Learnings from the Grower Roadshows

8. SMETA requirements for Real Living Wage and Employer Pays Principle are a key concern for growers
9. Cost of compliance and audit burden is a major concern of growers
10. Scheme Operators and Growers need to work closely together to ensure the Home Office Scheme metrics can be achieved

#MSIN25



**MODERN SLAVERY  
INTELLIGENCE  
NETWORK (MSIN)**

# **Disrupting Modern Slavery Conference**

26th March 2025





Talks from three outstanding  
speakers and Panel discussion  
chaired by Dame Sara Thornton

Join at  
**slido.com**  
**#3015 342**





## Fireside Chat

Amy Bond – COO Causeway  
Andy York - Social Sustainability Manager  
Pilgrim's Europe

Join at  
**slido.com**  
**#3015 342**



#MSIN25



## Q&A chaired by Dame Sara Thornton

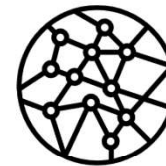


Join at  
**slido.com**  
**#3015 342**



# Session three

## IT and its power to disrupt



**MODERN SLAVERY  
INTELLIGENCE  
NETWORK (MSIN)**

#MSIN25





## Panel discussion chaired by Veryan Bliss Food Intelligence

Join at  
**slido.com**  
**#3015 342**



# Aims

01

Drive  
membership

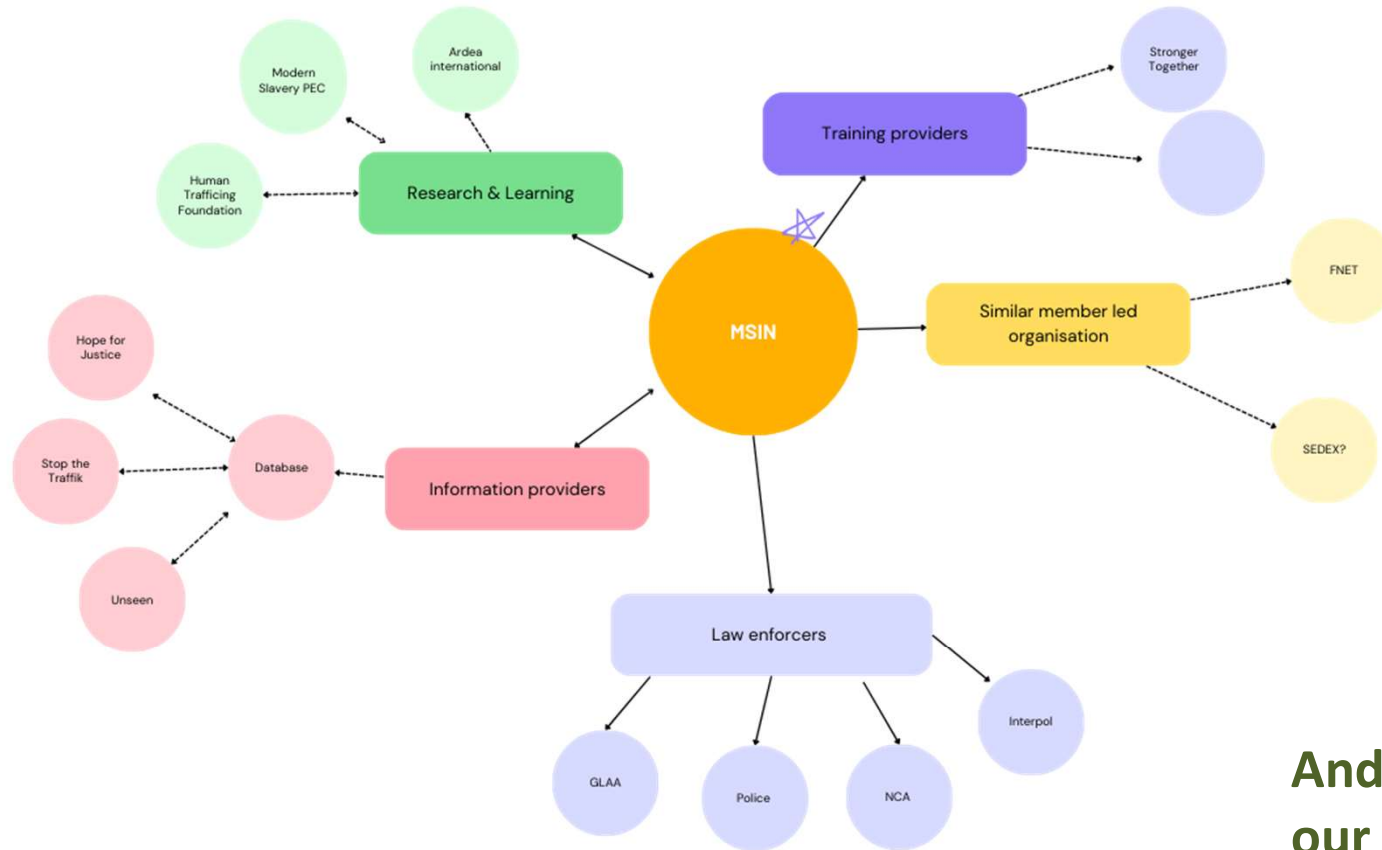
02

Drive  
intelligence  
sharing

03

Drive the  
power of  
disruption

**We are part of an ecosystem**



**And we are unique in our operation and approach**

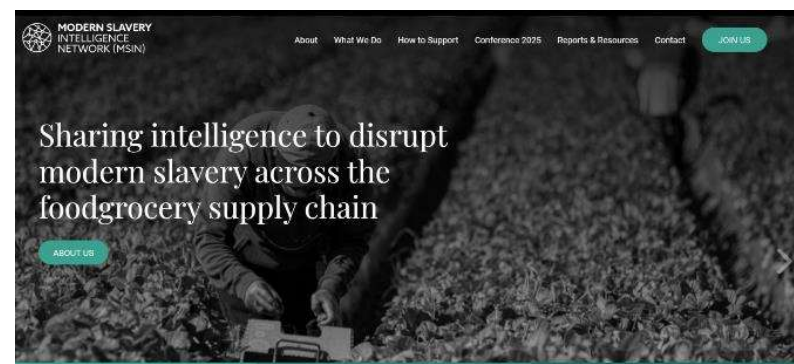
We have welcomed a 34% increase in membership



As well as  
successful  
Insight and  
Learning  
days



And a new website!





# Our Aims



## Inputs

### Submission of Intelligence

Intelligence from members and other sources



## Outputs

### MSIN User's Secured Database

Analysis by Stop the Traffik to identify:

Actionable insights Trends

Lessons learned



## Outcomes

### Shared Database

Members take actions to investigate, prevent, disrupt or remediate labour exploitation

Members increase their understanding, capacity and collaboration

Law enforcement is able to act on insights



## Impacts

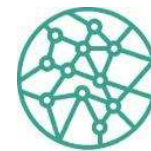
### Collective Action

Individuals experiencing exploitation are identified and supported

Perpetrators are identified

Exploitation is disrupted

**But we can and  
will do more**



**MODERN SLAVERY  
INTELLIGENCE  
NETWORK (MSIN)**

**Disruption &  
Protection**

**HOW DOES MSIN WORK?**



**INTELLIGENCE SHARING**



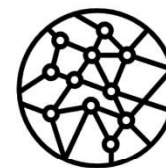
**GENERATE INSIGHTS**



**TAKE ACTION**

**Collaboration and  
Momentum**

[www.msin.org.uk](http://www.msin.org.uk)



**MODERN SLAVERY  
INTELLIGENCE  
NETWORK (MSIN)**

#MSIN25

# Sedex



25th April  
2025

6 weekly  
call



# Agenda

## Agenda item

Update on the SMETA Evolution consultation

Update on initial trends being seen with CARS – more info to follow in June

Service Provider audits – more info will be shared in Raw Materials & Services working group meeting 24<sup>th</sup> April

Sedex new consultancy offer [Sedex Launches Sustainability Consulting Services](#)

Farm audits

Member questions



## Member Questions

### 1) B membership fees – recent communication regarding fee increases

*To support these ongoing investments, we will be implementing an adjustment to our supplier fee structure effective 1 July 2025:*

- *The annual Supplier membership fee per site will change from £195 to £215*
- *The SMETA audit fee will change from £150 to £185*

Meaning a 10% increase, I also believe that Sedex has removed the option for B members to buy 3 years subscription at the current price.

What is the rational for removing the ability to buy a three year membership?



## Member Questions

According to our audit company, there is no UK-based Living Wage guidance in place for auditors. We have had 2 audits where we have benchmarked against the Living Wage Foundation and the NMLW, both of which Claire F said were included in the guidance. However, the audit company has had to approach Sedex as the guidance from Sedex to auditors has not been included. We have disputed ours and are awaiting feedback

Auditors don't understand the skilled worker visa scheme. We have had two audits, where we have had independent third-party audits to prove we are a full Employer Pays Principle employer and have proven that we have a flat rate for airfares. The average from the country is £460, and we pay everyone £500. The ILO Guidance allows you to put limits in place to stop people booking business class, etc. Auditors don't understand this even when it is evidenced.

Guidance for auditors is poor as per the above and other cases  
The fact that the only training is offered commercially as a member-led organisation is shocking. This has only been offered to B member. Nothing to AB members. We have had to create our own gap analysis documents and support our sites on our own as we will not pay £140 per person for a training course. What do our membership fees go towards?

The new consultation suggests that Sedex controls the risk assessment process, which is not workable for customers or suppliers. We have our own risk matrix and processes in place that account for all our customers. We will not accept that Sedex can dictate our risk level and audit frequency to us. They do not manage or control risks in our supply chain or our customers; we do. We use Sedex as part of a suite of risk assessments and reporting, along with FNET, Maplecroft, and others.

## Slide 30

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**SNO**    [@Surmaya Talyarkhan] any other member questions please add...  
Suzanne Natelson, 2025-04-22T13:28:33.987