



# 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 – 16<sup>nd</sup> July 2025

Time	Duration	Item	Speaker
10.00	15 mins	FNET introductions FNET recent and upcoming meetings Farm Safety Week Comms update Detailed Member survey analysis now available	Louise Nicholls, FNET Jessica Turner, FNET Surmaya Talyarkhan, FNET
10.15	15 mins	HRDD best practices – What Good Looks Like and member trends	Sophia Areias, GBI
10.30	15 mins	FNET Board – what being a Board member <i>really</i> means	Pins Brown, FNET Board Chair Louise Nicholls, FNET Technical Lead





## Member Questions

- Are any members are exploring sourcing of **cashew nuts outside of Vietnam** and how they are conducting due diligence on this supply chain?
- A member has an issue regarding tented worker **accommodation in Panama**– have any other members come across tented worker accommodation or sourcing from Panama come across this?



## Recent FNET meetings



### **Empowering Work Q2 meeting on grievance mechanisms**

External speakers from Oxfam and Hall Hunter

Case studies from Ted Lasso (!), Ngaje and PDM

Slides saved on the [website](#) and recording available on [Teams](#)

### **Risk Assessment Tool webinar**

Case studies from MWW, Greencore, Premier Foods

Practical demo

Links to [tool](#) and [top tips](#) and [feedback form](#)

### **Climate change and human rights working group meeting on heat stress**

Presentation from La Network, G's and Sainsbury's on preventing heat stress in Spain. Slides saved on the [website](#), and recording available [here](#).

*Please do get in touch with Jess if you'd like to collaborate with others on managing heat stress in particular countries.*

## Upcoming FNET meetings

**Sedex Call – All Members** – Thursday 17<sup>th</sup> July - 10.30-11.30am

**Raw Materials and Services Working Group** – Thursday 17<sup>th</sup> July – 1-3pm  
(focus on logistics and warehousing)

**FNET Onboarding Call** – Wednesday September 17<sup>th</sup> - 10.00-11.30  
For new starters in your company or companies new to FNET

**Due Diligence Working Group** - Thursday 23<sup>rd</sup> October – 10.00-12.00

**SAVE THE DATE for ALL members meeting and AGM at Tesco on 6th November**



# Case study request – procurement training

We are in the process of developing FNET procurement training deck. Designed to be delivered in 1 hour for procurement individuals or teams (both goods for/ not for resale) which highlights the importance of human rights in their area of the business, the practical steps they can take to support more responsible sourcing and provide case studies of how they might incorporate changes into their day-to-day decisions.

**We need your help! If your business could provide a short case study (video of 1-2 mins or 1 slide) of any procurement practices that demonstrate how you have built human rights considerations into how you work, we would love to hear from you. Some examples below:**

- How do you manage contract length or security for smaller suppliers?
- Have your suppliers come up against any challenges that you've been able to solve together through changing your buying practices?
- Are you able to ringfence labour costs?

Please let Surmaya know and she will put you in touch with Laura Falk at Inherently Human to develop the case study.



# Farm Safety Week

According to International Labour Organization (ILO) estimates, every day, 6,300 people die as a result of occupational accidents or work-related diseases – more than 2.3 million deaths per year.

**Farm Safety Week** is an annual awareness-raising campaign managed and funded by the Farm Safety Foundation and has become a key focus in the farming calendar.

This year's Farm Safety Week runs from 21-25 July in the UK. Set up and run by The Farm Safety Foundation (Yellow Wellies), this week is a crucial tool for raising awareness about safety on the UK's farms. The week brings together over 400 farming partners in five\* countries to focus attention on the industry's consistently poor safety record. (\*England, Scotland, Wales, Northern Ireland and the Republic of Ireland)

As an industry, we have a responsibility to work together and improve our poor safety record.

The Farm Safety Week campaign was launched in 2013 and is now recognised by **81%** of farmers in the UK.





# Farm Safety Week

According to the latest report and figures from the [UK Government's Health and Safety Executive](#) (HSE), the risk to workers in the agriculture, forestry, and fishing sectors is disproportionately high. Shockingly, the annual average of fatal injuries is roughly [21 times the all industry rate](#), and the risk of injury is higher than other industries.

The latest HSE report estimates that the total annual cost of injuries (in farming, forestry and horticulture) to society is £190 million. Around two-thirds of this cost is due to reportable injuries (£130 million), with fatalities accounting for around another third (£55 million).



THE LITTLE BOOK OF  
FARM SAFETY



THE LITTLE BOOK OF  
MINDING YOUR HEAD



BUILD YOUR OWN  
HEALTH & SAFETY POLICY



FARM EMERGENCY  
PLAN



FARM SAFETY  
CHECKLIST



A GUIDE FOR  
YOUNG FARMERS



A GUIDE FOR  
PARENTS



A GUIDE FOR  
TEMPORARY WORKERS

# Farm Safety Week

## What is FNET doing?

We are planning to publish a blog to mark the start of Farm Safety Week on Monday.

Many thanks to those who have already got in touch to share their initiatives for this week. **And it's not too late to share more, we'd love to hear a range of different initiatives.**

We are featuring some examples from Chambers, via Dole, who will focus on the following themes with workers throughout the week:

- Personal Protective Equipment – how and when to wear it.
- Manual handling – best practice and use of aids.
- Vehicle safety – information on operating vehicles and pedestrian safety.
- Reporting and speaking up – supporting workers to report accidents, near misses, and unsafe circumstances.
- Going home safely – discussions with people who have experienced a workplace accident.

We are also showcasing the Fruit Industry Health and Safety Collaborative that brings together like minded growers in the fresh fruit industry.



# Brief comms updates

## Updates to the website:

- Search function has been updated
  - Now it can search through the file descriptions
  - We will put descriptions in the weekly news and fortnightly calls
- Tagging structure now works
  - Jess working her way through tags
  - Please test and let me know any challenges
  - May require some creativity!

We are also kicking off various comms projects with a digital agency. We may need volunteers to meet with web developers. **More updates to come!**



All Categories

SEARCH

Input tags here...

Creation Date

From

To

Update

From

To

All Categories

SEARCH

Practical tools ☒ Input tags here...

Creation Date

From

To

Update

From

To

Title	Description	Size	Date added	Download
FNET HRDD Reporting Tool June 2025		45.12 KB	12-06-2025	
FNET Human Rights Due Diligence reporting template updated	HRDD, supplier framework, maturity framework	82.05 KB	17-08-2023	

# FNET member benchmark insights 2025



**48 Members completed the 2025 survey out of a possible 77 members** (Only 28 completed in 2024 our inaugural year)

FNET appointed a third-party Outcome Gap with expertise in assessing impact to assess the member survey results and present at the all-members meeting (appendix incl. slides)

FNET All members feedback in May 2025 was that they wanted

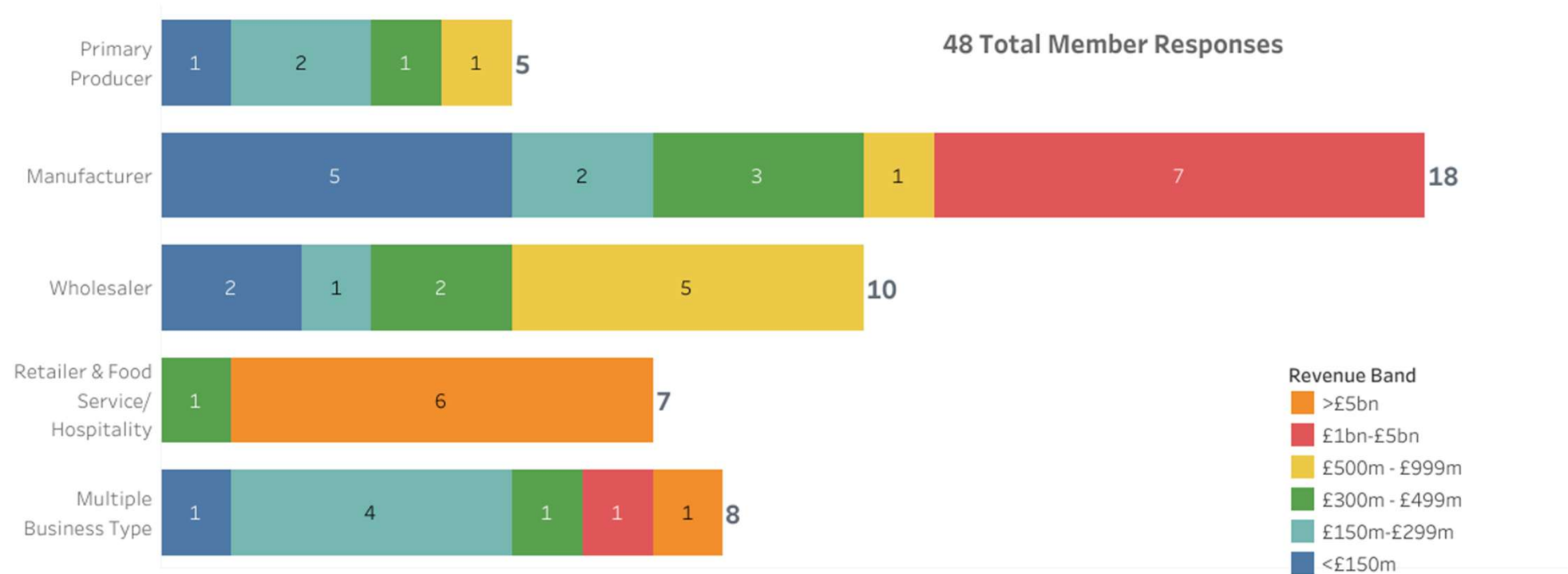
- A more detailed analysis.
- A personalised member benchmarking report to better help members identify areas for improvement and outperform industry averages

The new deck is the more detailed analysis with some examples of how FNET could analyse the data further to give detailed sector insights for members to compare against their own submission data .

All feedback on how we could further strengthen the feedback is welcome contact [technicallead@foodnetworkforethicaltrade.com](mailto:technicallead@foodnetworkforethicaltrade.com)

# Which member type completed 2025 survey?

## Respondents - Sector and Business Size



Companies who responded ticking multiple business types appear in the business type analysis for each of those business types



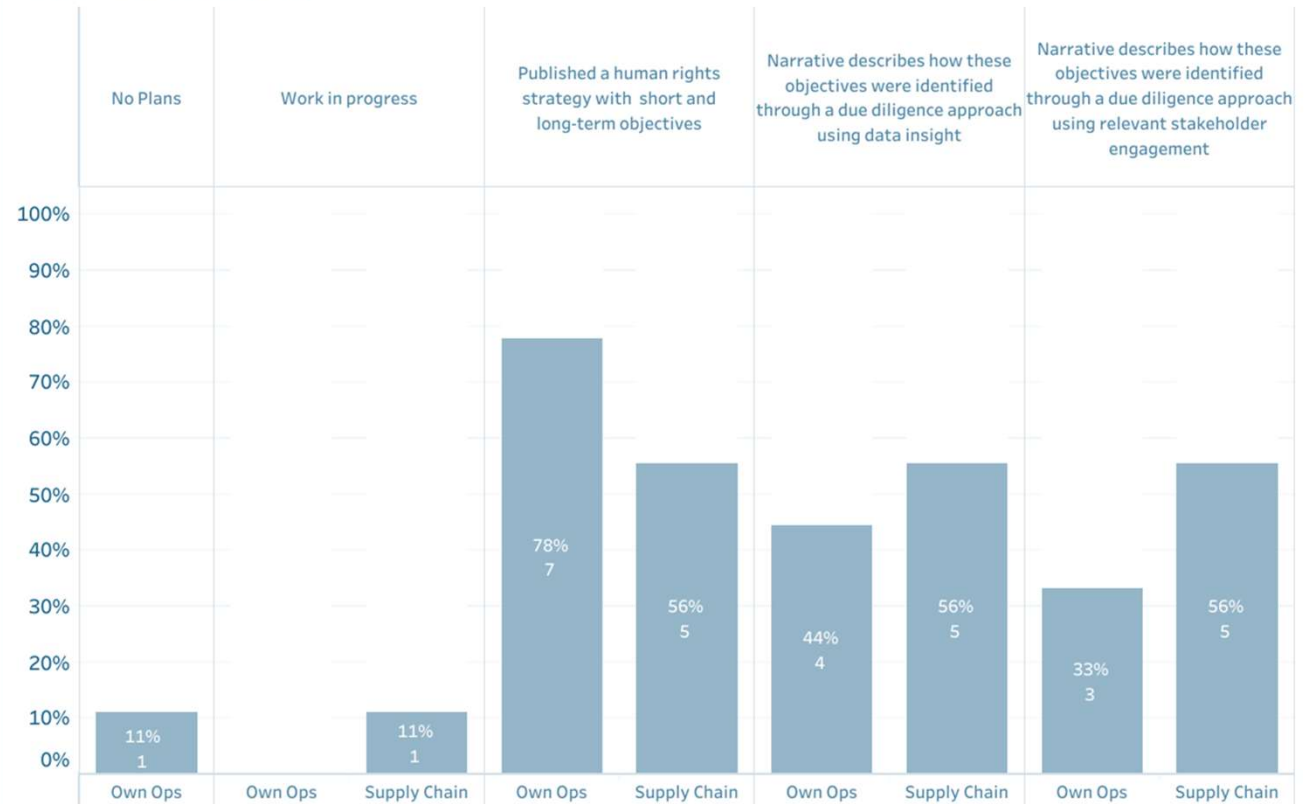


# What public commitments have members made?

## Sector view

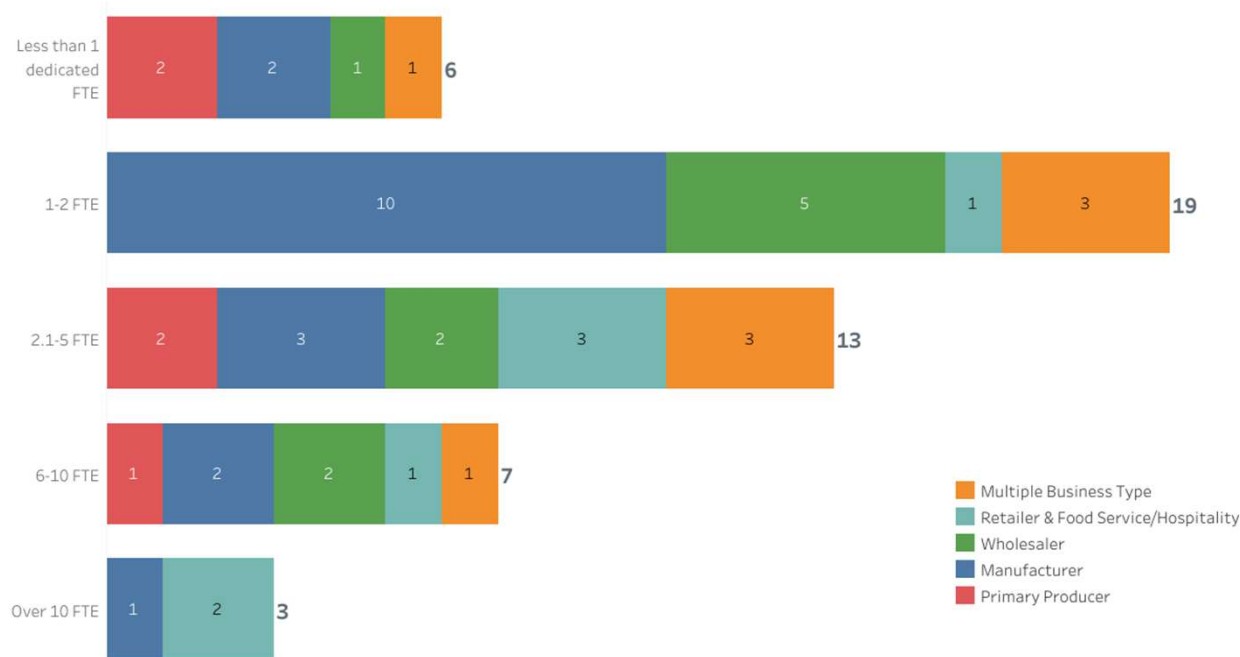
### Retail and Food Service

Retail and Food Service





## 6. Dedicated human rights team resources by business type



- 40% of survey respondents reported their business had between 1 and 2 FTE dedicated to working on human rights and ethical trade
- 12.5% of respondents reported having less than 1 FTE of dedicated resource, while 21% of businesses reported 6 or more
- Size of team is not a ratio of turnover. Businesses highly reliant on international sourcing e.g. produce, fish typically have bigger teams or in country personnel.



# FNET Presentation : GBI's *What “good” looks like* series

16 July 2025



# The Global Business Initiative on Human Rights (GBI)

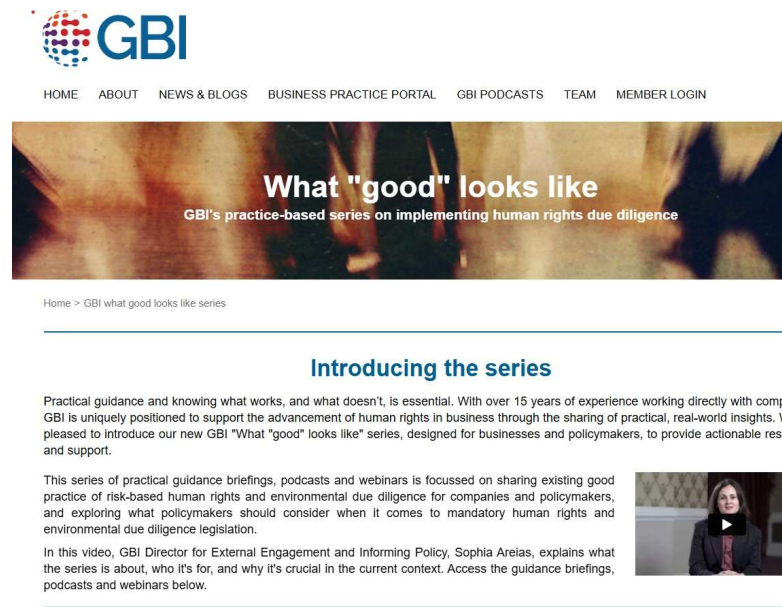
GBI is a **business-led**, cross industry member organisation that seeks to **advance corporate respect for human rights** through **peer learning** and by disseminating **practice-based insights**.



## What "good" looks like series

Series of guidance briefings, podcasts, and webinars sharing practice-based insights and recommendations for policymakers on:

- Meaningful stakeholder engagement
- Embedding human rights in governance processes
- Identifying and addressing human rights
- Engaging suppliers
- Grievance mechanism and remedy
- Heightened human rights due diligence



<https://gbihr.org/gbi-what-good-looks-like-series>



## Practice based insights: Articulating the business case

The “why”:

- Human rights risks are tangible and increasingly material
- They manifest in concrete ways
- Not only reputational risks
- Greater accountability

Companies that embed human rights risk identification:

- Make better business and operational decisions
- Anticipate points of friction
- Protect the license to operate

## Examples from practice: Articulating the business case

- ☐ Prepare brief, clear and compelling narratives for good human rights performance, including the business case and reference to laws and standards, and the need for and benefits of human rights and environmental due diligence (HREDD).
- ☐ Tailor the narrative for different management levels, business units and functions to build support for good practice throughout the company.
- ☐ Use case studies from the company's past or from other companies in the same sector, including when negative impacts were avoided or mitigated, or when they occurred and had to be remediated, as well as examples from same sector companies. Case studies will support internal education, make the policy commitment feel more relevant, and lend weight to key messages to colleagues.

# Board member elections

## Role of the FNET Board

- The FNET Board plays a key role providing **strategic input into the direction of FNET**, ensuring we are responsive to industry needs, and always have the interests of our membership and the workers and communities in our supply chains at the core of our actions.
- The Board also **provides oversight and support to FNET activities**. We are in an immensely privileged position of trust to collaborate with organisations from a wide spectrum of interests to further our goals.
- In 2024 the board has updated FNET strategy and developed the Theory of Change (ToC). During this year, the board has focused on a transition plan to streamline FNET operations and move from contractor to employed team to improve member experience.

## Role of Member Directors

- As a Member Director of the FNET Board, **you are a critical part of our operation, your voice and support will be vital in influencing us delivering the impact we are seeking through our ToC**. You will bring a wealth of expertise and knowledge to Board discussions and help guide the future development of FNET.
- We would welcome to hear from any individuals especially those who have **expertise in Finance/procurement, Legal, IT, and chairing of Board committees**. Please encourage any potential candidates in your company to consider applying.



2 supplier director and 1 Retail director\*

**WANT TO KNOW MORE?** please email [admin@foodnetworkforethicaltrade.com](mailto:admin@foodnetworkforethicaltrade.com) and we can put you in touch with an existing board director

# Why be a Board Member?

Courtenay Forbes, Modern Slavery and Human Rights Due Diligence lead at Tesco

## Driving Business Agenda

- Represent your sectors business agenda and priorities
- Champion alignment of priorities and ways of working to reduce duplication and scale impact
- Gain greater insights into key issues facing suppliers and other retailers

## Supporting Industry

- Bring Insights from other forums and internal engagement to support FNET's ongoing development and therefore the value it delivers to our members
- Demonstrate your business's investment of time and expertise to support sector change

## Career Development

- Invaluable opportunity to develop skills - business management, financial, project oversight, senior accountability
- Peer to peer learning from other board members



# Why be a Board Member?

Anna Pike, People and Culture Director, Worldwide Fruit

‘Being a board member of FNET offers a unique opportunity to collaborate, influence and grow in a transparent and trusted space. I can honestly say it's been very fulfilling both personally and professionally to have been part of the FNET family and journey so far.

I learn so much from the other board members – either new knowledge or something about myself. I am using the new skills and perspectives in my own business and across other boards and I find this really motivating – wanting to be the best version of myself.

The decisions made by FNET and the impact this has on people is incredible, and I'm very proud and very humbled to be able to play a part in it ‘





# JOB DESCRIPTION

Committed

Confident

Questioning

Collaborative

- (a) Entrepreneurial and able to drive FNET forward;
- (b) Strategic planning, development and implementation;
- (c) Solutions generation and innovation;
- (d) Financial management and delivery of value to members;
- (e) Knowledge of the food industry and human rights;
- (f) Relevant professional and/or technical expertise;
- (g) Connected to other FNET members and able to represent their views;
- (h) Team working and building an organisational culture;
- (i) Ability to see opportunities for collaboration within and outside of the food industry and to support the implementation of those opportunities.

# What does a Board meeting really look like?



- Code of Conduct with detailed job description, person spec and expectations
- 4/5 meetings a year (London and other, aligned with AMMs)
- Read papers in advance, reflect, turn up, put on FNET hat, share ideas
- Inclusive – experience welcomed, don't need to have been a Board member. Will receive induction and a 'Board Buddy'.
- Supportive, positive atmosphere, great snacks.

***Contact Pins or Louise if interested, come and help shape the future of FNET.***

# THANK YOU!