

Members Fortnight Call – Opening Statements



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 Space Statement

The fortnightly members call is a safe 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 17th April 2024

Timing	Item
10.00 - 10.05 10.05 - 10.10	Introduction & competition law statement. Health & Safety Special – Introduction HSE data
10.10 - 10.30	Shayne Tyler – Founder of Practical Ethics – With 20 years NEBOSH experience, Shayne delves into the high risks in agriculture, why H&S is the highest level of N/C's on SMETA audits. What are some top tips for businesses to adopt to deliver a safer environment for workers across our supply chains and reduce accidents, protect workers & improve KPI's Q&A
10.30 - 10.45	Kamil Jaworski – Health & Safety Manager Hall Hunter – An Initiative for growers bears fruit. Innovative use of AI and Technology application in Health and Safety
10.45 - 11.00	FNET Business Member Queries Forthcoming meeting schedule AOB

Information from HSE

Source: Health and safetystatistics 2022 (hse.gov.uk)

Key facts



1.8 million

Workers suffering from workrelated ill health (new or longstanding) in 2022/23

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



0.6 million

Workers sustaining a workplace non-fatal injury in 2022/23

Source: Estimates based on self-reports from the Labour Force Survey



35.2 million

Working days lost due to work-related ill health and non-fatal workplace injury in 2022/23

Source: Estimates based on self-reports from the Labour Force Survey



0.9 million

Workers suffering from workrelated stress, depression or anxiety (new or long-standing) in 2022/23

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



60,645

Work-related non-fatal injuries to employees reported by employers in 2022/23

Source: RIDDOR



(12,000)

Lung disease deaths each year estimated to be linked to past exposures at work

Source: Counts from death certificates and estimates from epidemiological information



(a) 0.5 million

Workers suffering from workrelated musculoskeletal disorders (new or longstanding) in 2022/23

Source: Estimates based on self-reports from the Labour Force Survey, people who worked in the last 12 months



Workers killed in work-related accidents in 2022/23

135

Source: RIDDOR



Mesothelioma deaths in 2021. with a similar number of lung cancer deaths linked to past exposures to asbestos

Source: Counts from death certificates and estimates from epidemiological information



Annual costs of new cases of work-related ill health in 2021/22, excluding long latency illness such as cancer

Source: Estimates based on HSE Cost Model



7.7 billion

Annual costs of workplace injury in 2021/22

Source: Estimates based on HSE Cost Model



20.7 billion

Annual costs of workplace injury and new cases of workrelated ill health in 2021/22. excluding long latency illness such as cancer

Source: Estimates based on HSE Cost Model



135

Workers killed in work-related accidents in 2022/23

561,000

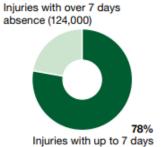
Workers sustaining a workplace non-fatal injury according to self-reports from the Labour Force Survey in 2022/23

60,645

Employee non-fatal work-related injuries reported by employers under RIDDOR in 2022/23

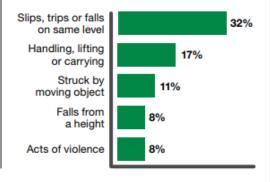
3.7 million

Working days lost due to non-fatal workplace injuries according to self-reports from the Labour Force Survey in 2022/23 Estimated self-reported workplace non-fatal injuries, 2022/23

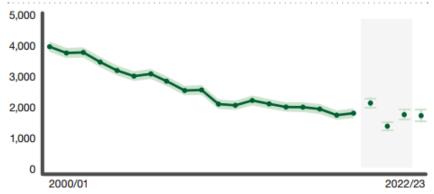


absence (437,000)

Non-fatal injuries to employees by most common accident kinds (as reported by employers), 2022/23



Estimated rate of self-reported workplace non-fatal injuries per 100,000 workers



The data for 2019/20 to 2021/22 includes the effects of the coronavirus pandemic, shown inside the grey shaded column

Shaded area and error bars represent a 95% confidence interval

Change over time

Over the long-term, the rate of **fatal injury to workers** showed a downward trend, though in the recent years prior to the coronavirus pandemic the rate had been broadly flat. The current rate is similar to pre-coronavirus levels.

Prior to the coronavirus pandemic, the rate of self-reported non-fatal injury to workers showed a generally downward trend. The current rate is similar to the 2018/19 pre-coronavirus level.

Prior to the coronavirus pandemic, the rate of non-fatal injury to employees reported by employers showed a downward trend. The current rate is below the 2018/19 pre-coronavirus level.

To find out the story behind the key figures, visit www.hse.gov.uk/statistics/ causinj/index.htm

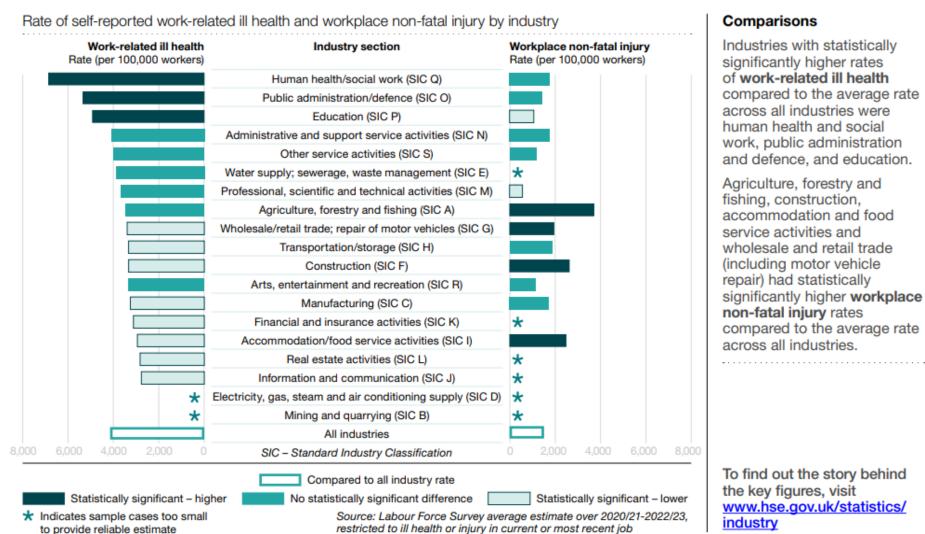




Non fatal injuries in agriculture, forestry & fishing account for the highest incidences followed by construction then food service activities

Worker Fatalities in Agriculture - account for 1% of the GB workforce but around 20% of worker fatalities.







Health, Safety and Welfare Experience



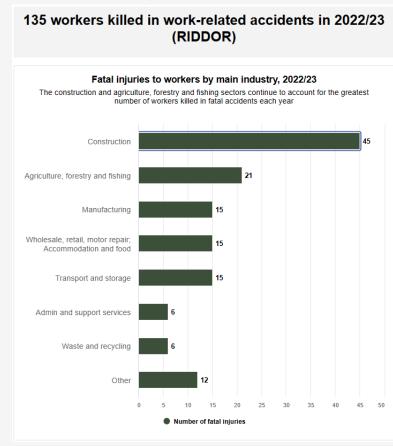
Ex Group Compliance Director for Fresca Group.

Now Practical Ethics Consultant.

- >20 years Nebosh Qualified
- First IOSH training in 1980's
- Has managed Operations in food facilities since the 1990's delivering safety improvements within each.
- Notable achievements include >90% reduction in accidents within one facility.
- Winner of the national HSE 2010 award "Do your Bit Campaign" for worker engagement.
- Managed and supported H&S improvement in UK and Global supply chains from over 50 countries. Where >50% suppliers had < 20 employees.

H,S & W Background

Industry Statistics



SMETA Challenges

Highest cause of Noncompliances;

- ☐ Easy to spot / subject to interpretation.
- ☐ Compliance can drive over complication
- ☐ Effective H&S is application not paperwork so not aligned to SMETA methodology.

Legislation burden

- UK / Global legislation is burdensome and can be overwhelming.
- ☐ 3 key UK regulations to help in all areas.
- Health and Safety at Work etc Act 1974
- Management of Health and Safety at Work Regulations 1999
- Workplace (Health, Safety and Welfare) Regulations 1992

Agriculture has the worst rate of worker fatal injury (per 100,000 workers) of all the main industry sectors, with the annual average injury rate over the last five years around 21 times as high as the all-industry rate. (HSE)

HSE News

30%

Section 37. If a company commits a health and safety offence, then its directors or senior managers can be prosecuted for breaching section 37 if the offence was due to their consent or connivance or attributable to their neglect.

Employee fined £2000 for health and safety offences

Recently, an employee at a potato storage warehouse lifted an apprentice electrician 4 metres above the ground to carry out electrical repairs. The apprentice was lifted in a box balanced on the forks of a forklift truck - an obviously unsafe and irresponsible practice. The apprentice fell, breaking his ribs and puncturing a lung.

70%

• **Section 7** is aimed at employees rather than the employer. It states that every employee while at work must: Take reasonable care for their own health and safety, as well as the health and safety of others who may be affected by their acts or omissions at work

HSE to visit farms as part of national inspection campaign

25th October 2023











Farmers are being reminded they must change their attitude towards safety as Britain's workplace regulator readies itself for a wave of inspections in the coming months.

Inspectors from the Health and Safety Executive (HSE) will visit farms across England, Scotland and Wales as part of a push to change the culture in the industry and check for compliance with long standing legal requirements.

People on farms are 21 times more likely to be killed in a workplace accident than other sectors.

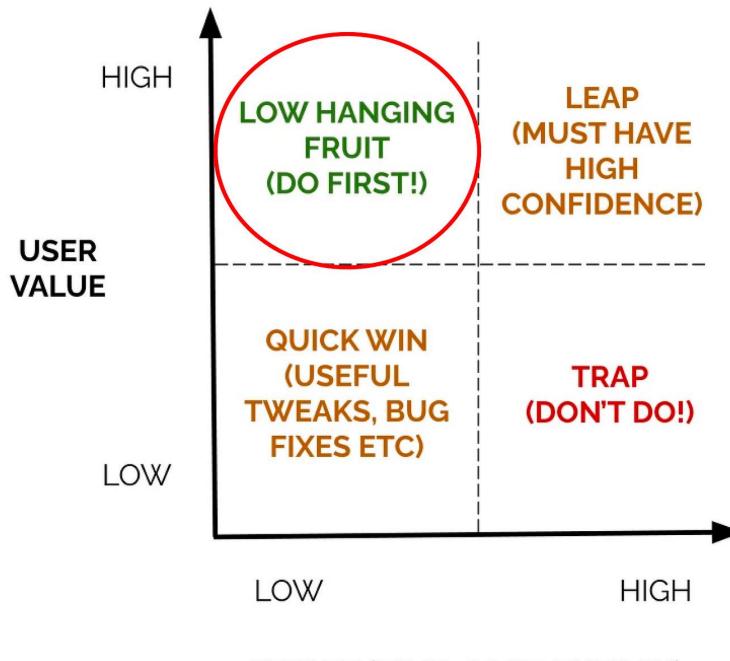
In total, there have been 161 deaths on Britain's farms over the last five years – an average of 26 people each year. This includes members of the public and children.

The visits, from this week to next April, will focus on the main causes of death in farming, including working with cattle, operating and maintaining vehicles and falls from height.

They will also look at risks to members of the public, which often means the management of cattle around public rights of way, as well as child safety on the farm.

- 1 Do the basics well.
- 2 Make risk assessments priority
- 3 Practical tips
- 4 Keeping solutions simple
- 5 Treat all accidents as critical.

Presentation Key Topics.



EFFORT (TIME, COST, ENERGY)

1. Do the basics well.

Health and safety basics for your business

If you are a small low-risk business, these basic steps may be all you need to comply with health and safety law.

Our <u>introduction to managing health and safety</u> will help you decide where you need to do more and ensure you plan, monitor and review your control measures.

Guidance

Prepare a health and safety policy

What a policy is and how it helps you manage health and safety

Provide information and training

Tell your workers what their health and safety duties are

First aid in work

Advice on your first aid kit, training workers and appointing first aiders

Managing risks and risk assessment at work

How to identify hazards and assess risks at work

Consult your workers

Involve your workers and inform them about health and safety

Display the law poster

You must display the poster or give workers the equivalent leaflet

Report accidents and illness

You must report certain injuries, near-misses and work-related illnesses to HSE

Have the right workplace facilities

Have toilets, washbasins and other welfare facilities workers need

Appoint a competent person

Choose who will help you manage health and safety in your business



Provide information, training and supervision

- Overview
- Decide what training and information you need
- Include workers with particular training needs
- Supervise your workers

1. Overview

Everyone who works for you needs to know how to work safely and without risk to their health. This includes contractors and self-employed people.

You must give your workers clear instructions and information, as well as adequate training and supervision. Make sure you include employees with particular training needs, for example new recruits, people changing jobs or taking on extra responsibilities, young employees and health and safety representatives.



Consult your workers

You must consult all your employees on health and safety. You can do this by listening and talking to them about:

- health and safety and the work they do
- how risks are controlled
- the best ways of <u>providing information and training</u>

Consultation is a two-way process, allowing employees to raise concerns and influence decisions on managing health and safety.

Your employees are often the best people to understand risks in the workplace. Involving them in making decisions shows that you take their health and safety seriously. In a small business, you might choose to consult your workers directly. Larger businesses may consult through a health and safety representative, chosen by your employees or selected by a trade union. As an employer, you cannot decide who the representative will be.

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Have the right workplace facilities

- Overview
- What you must provide for a safe and healthy workplace
- 3. Toilets and washing facilities

1. Overview

Employers must provide welfare facilities and a working environment that's healthy and safe for everyone in the workplace, including those with disabilities.

You must have:

- welfare facilities the right number of toilets and washbasins, drinking water and having somewhere to rest and eat meals
- a healthy working environment a clean workplace with a reasonable working temperature, good ventilation, suitable lighting and the right amount of space and seating
- a safe workplace well-maintained equipment, with no obstructions in floors and traffic routes, and windows that can be easily opened and cleaned



1	Identify the hazard
2	Analyse the risk of the Hazard
3	Prioritise the risk
4	Treat the risk
5	Manage the risk

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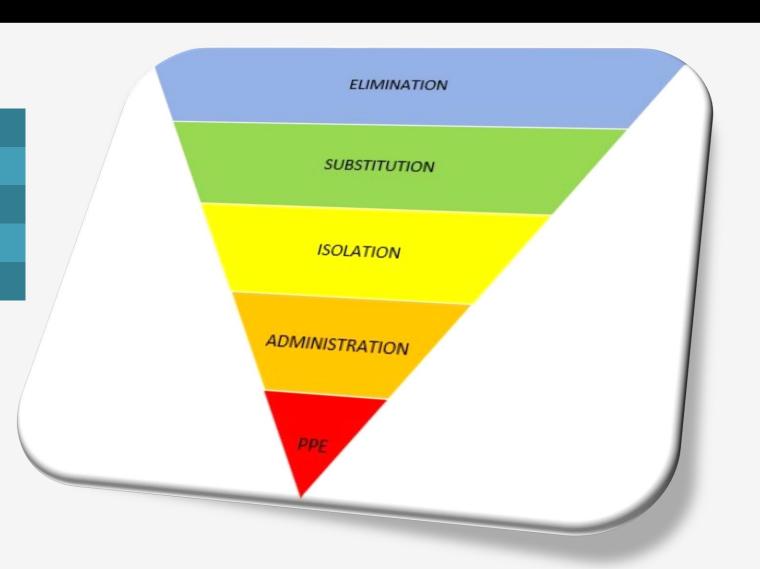
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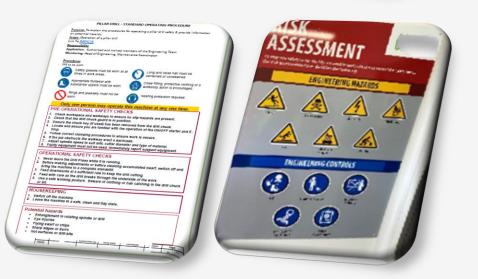
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For each Task

Identify the hazard
 Analyse the risk of the Hazard
 Prioritise the risk
 Treat the risk
 Manage the risk





Practical Tips

- If you say you are doing something, do it!
- If you can't don't list it as an active mitigation.
- Hairnet example use the eyes of workers.







Practical Tips

- If you say you are doing something, do it!
- If you can't don't list it as an active mitigation.
- Hairnet example use the eyes of workers.
- Audit PREP criteria, condition, cause, consequence, and corrective action. (But break it down)
- Keep GMP audits local, relevant and within process.
- Use techniques like 5S or Poke-Yoke wherever possible.
- Make it visual



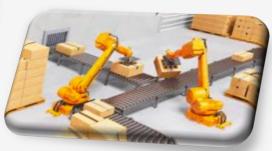
Keeping Solutions Simple

- Ensure solutions are small, relevant to areas and within process.
- Ensure solutions are REASONABLY PRACTICABLE.
- Find the path of least resistance and place the solution (or Barrier) there!
- Engage with workers to establish the solution.
- Act like a 3-year-old and assume everyone else is one.....









Keeping Solutions Simple

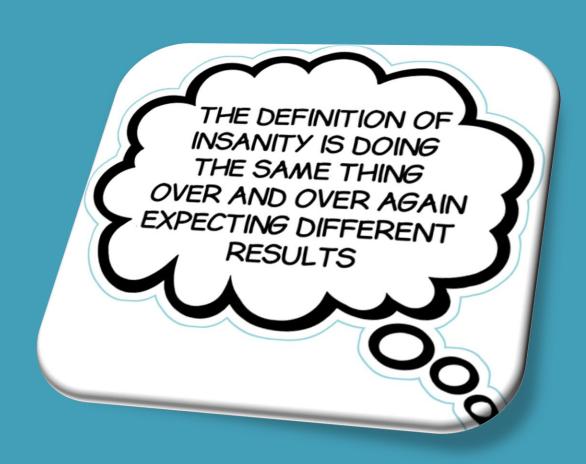
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Treat all accidents as critical.

- Accidents are "An unplanned event".
- FAILURE HAPPENS when the same accident happens again. This is preventable.
- EVERY accident should have an investigation.
- EVERY accident should stimulate a change in Risk assessment, hazard awareness, process or procedure.
- If you do this well. The accidents will reduce, and the system becomes pro-active not reactive.



Success

1.Do the basics well.

2. Your Risk Assessments are key

3. Keep everything simple

4. Adapt and change





Thank you!

Any questions?

Shayne Tyler, Partner/ Director

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Email: shayne.tyler@practicalethics.co.uk



Not just what to do, but more importantly, how to do it.



Kamil Jaworski MSE Cert IOSH

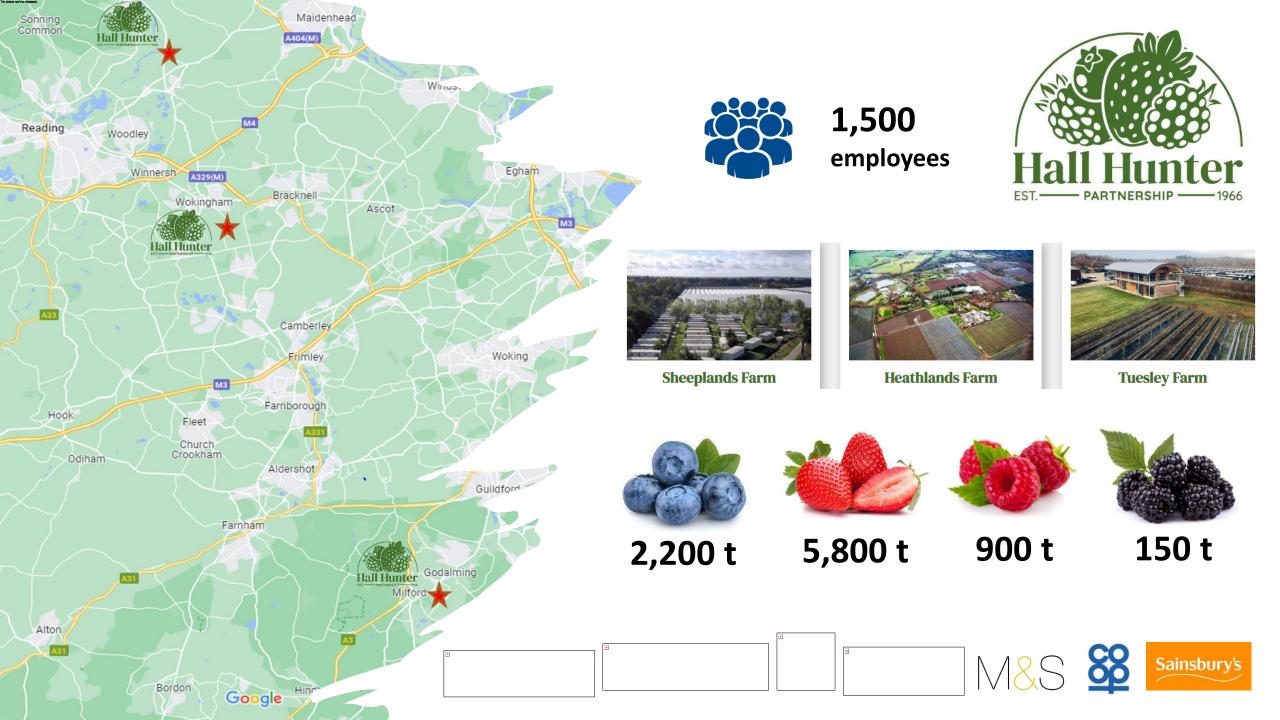
- Certified Member of Institution of Occupational Safety and Health
- Level 6 Diploma in Occupational Safety and Health
- NEBOSH Certificate: General, Fire and Construction
- H&S Manager at Hall Hunter Partnership
- 16 years in agriculture and soft fruit production

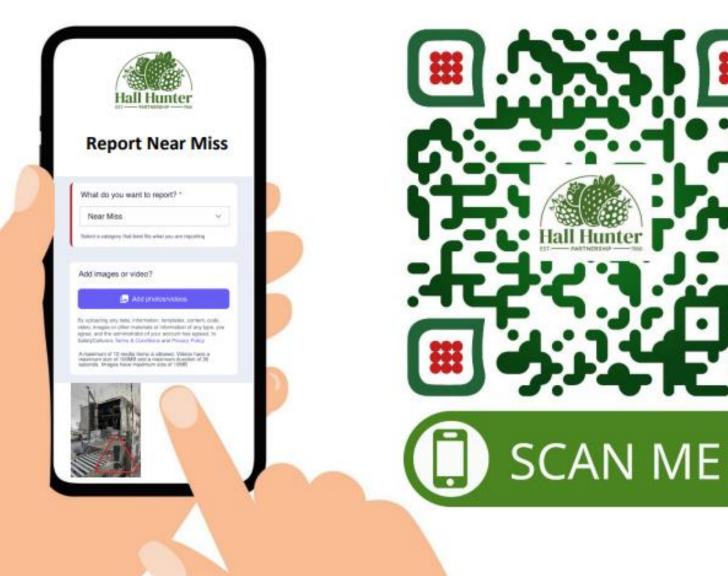


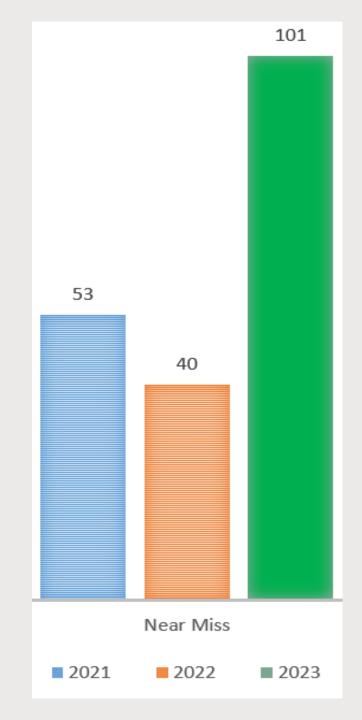








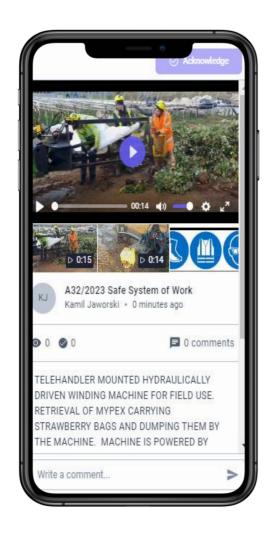




QR (Quick Response) Codes

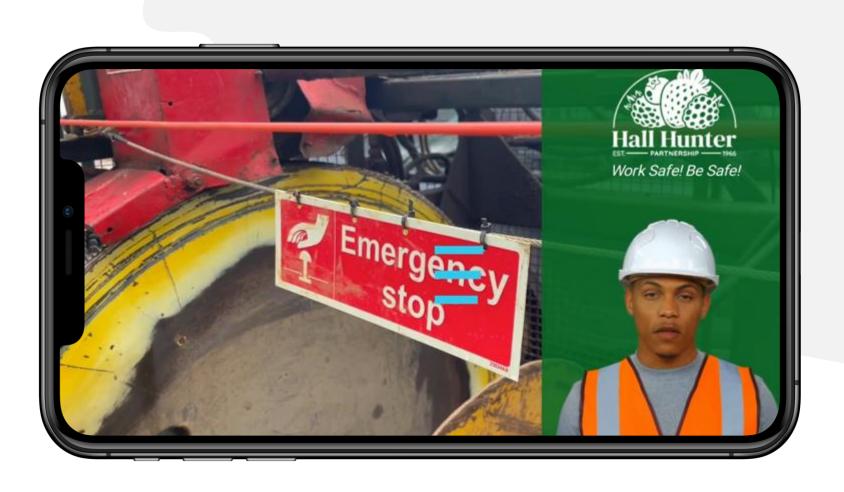
QR (Quick Response) Codes

H&S training videos – Safe System of Work





H&S training videos – Safe System of Work







Health and Safety Videos Available in 5 languages











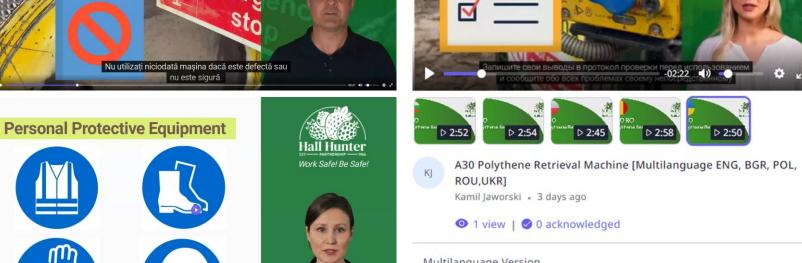


бомбе, работни ръкавици и каска за защита на главата





Multilanguage Version. Swipe right and choose your language: ENG, BGR, POL, ROU, UKR.



Scan QR code to play the videos on your mobile device



Fruit Industry Health and Safety Collaborative

21st February 2024

• 16 businesses; 32 people

20th November 2024

- Benchmarking the KPIs
- 5 x 30min presentations from different businesses (challenge, solution, best practice)
- H&S expert presentation and professional discussion





FRUIT INDUSTRY HEALTH & SAFETY COLLABORATIVE

WHERE HEALTH AND SAFETY COMES FIRST



WHAT DOES GOOD LOOK LIKE?

- RIDDORS
- Accidents
- Near misses
- Hazards
- Proactive performance
- Suggestion boxes
- Actions
- Control Measures
- Lost time



Fruit Industry H&S Collaborative

2nd Meeting

Date: 20th November 2024

Time: 10:00 – 15:00

Location: Tuesley Education Centre

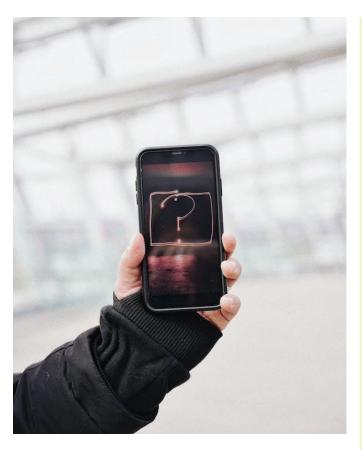
Tuesley Farm, Tuesley lane

GU7 1UG





FNET & Member Requests





- 1. Worker Committee in Egypt A member with a site in Egypt is struggling to get the engagement needed to set up a worker committee. The farm is in a more rural area and workers are not very open to the idea, they are worried if their points will be taken seriously by management, and they are also worried that workers on the committee will be seen as 'above' others and given preferential treatment. This will be the first worker committee established at the site, and management are unsure of the best way to proceed in establishing this and ensuring workers confidence in the process. They are also struggling to get women to speak up as representatives or members of a committee.
 - The member would like to know if any other FNET partners had experience in setting up worker committees in Egypt, or if there are any best practice case studies that can be shared with the site.
- 2. Waste Disposal in Ivory Coast We have a supplier who has started burning their plastic waste, after finding the local waste businesses fly tipping the plastic when it was supposed to be recycled. Do any members have experience of suppliers in the IC to understand what options they are exploring? If there are enough members with the same issue, we would you be happy to collaborate to find solutions such as building a system based on demand. Speak to Tech team.
- Resource numbers and Structure for Human Rights Teams -to help us build a picture of resource needs depending on complexity and type of supply chain. This will be helpful for new members to understand how their peers' structure in this ever-complex business environment. Look out for the survey over the next week.
- **Bright Futures** Has any member got experience of working with this organisation you would be willing to share, or perhaps provide testimonial for one of our members?

Upcoming FNET meetings



- ➤ Raw Materials and Services working group In person workshop Wednesday 1st May @ Sainsbury's London
- Developing Common Due Diligence Tools Thursday 2nd May 2-4pm
- Responsible Recruitment Working Group Tuesday 21st May 2-3.30pm
- ➤ FNET onboarding call for new members Wednesday 22nd May 12-1.30
- ➤ All Members Meeting Tuesday 18th June 9-4.30pm Tesco Heart Building Welwyn Garden City
- NEW Developing Common Due Diligence Tools Thursday 25th July 2-4pm
- ➤ NEW Responsible Recruitment Working Group In person Workshop Thursday 12th September @Tesco WGC