



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 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

31st July 2024

Timing	Item
10.05 – 10.10	Board Member Elections – Pins Brown
10.10 – 10.25	Cristina Patriana - Safe Migration Campaigns Coordinator, Anti-Slavery International
10.25 – 10.40	Government's plan to make work pay – David Camp, ALP
10.40 – 10.50	Grower Roadshow & SWS Taskforce update - Hannah Newcomb, Co-CEO Stronger Together
10.50 – 11.00	Member questions, working group updates & AOB

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).

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 HR, Finance, Legal, IT, and chairing of Board committees. Please encourage any potential candidates in your company to consider applying.

WANT TO KNOW MORE? we are planning on running an informal interactive session where you will have the opportunity to explore the role with existing Board Members. Interested in attending this meeting please email admin@foodnetworkforethicaltrade.com

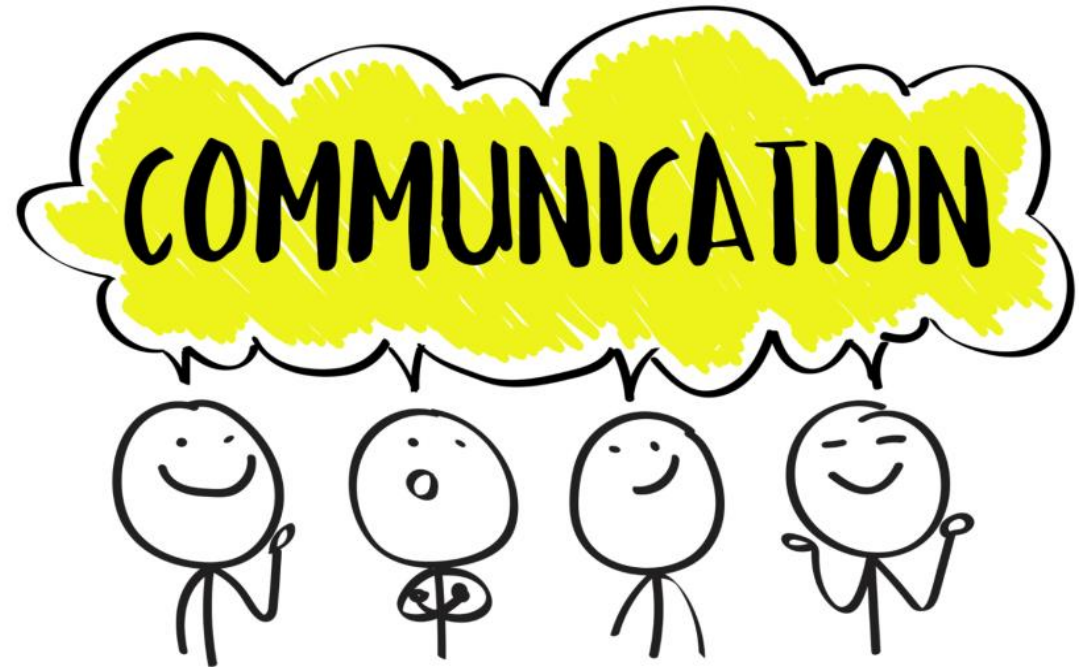


1 Supplier director and 1 Retail director.

Are you a communication expert?

The FNET team are developing FNET's new communication strategy, and we need some experts to help us. **Would you be willing to join a discussion?**

Do you have someone in your business's communication team who could spare time for 1 meeting in early September?



WANT TO GET INVOLVED? please email admin@foodnetworkforethicaltrade.com

The linkages between climate change, migration and modern slavery

*Cristina Patriarca,
Safe Migration Campaigns Coordinator*

July 2024



Credits: Images Fabeha Monir

Who we are

- Considered oldest **human rights organisation**, created out of the UK abolitionist movement
- Focused on eradicating **root causes** of modern slavery, to secure freedom **for everyone, everywhere, always**
- On four main themes: **migration** and trafficking, **climate change**, responsible business and child slavery
- In partnership with **local and national organisations** across the world on **advocacy** campaigns, sharing expertise and increasing impact & we avoid duplication of efforts

Our climate change work

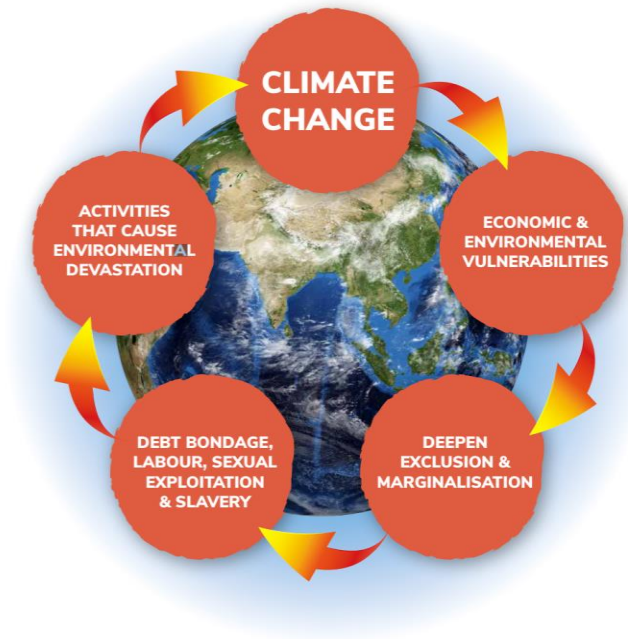
We focus upon:

- Forced labour in renewables
- Climate-induced migration and modern slavery

Two seminal reports in 2021:

- *From a Vicious to a Virtuous Circle*
- With IIED, *Climate-Induced Migration and Modern Slavery: A Toolkit for Policy Makers*

Current project to establish further evidence and explore the solutions – a Climate Change & Modern Slavery Hub, ongoing research on Bangladesh, and solutions scoping



What is modern slavery – brief recap

- UK-centric, often controversial – more commonly referred to as **forced labour and human trafficking**.
- Modern slavery exists when there is the **severe exploitation** of other people for **personal or commercial gain**.
- Umbrella term – encompasses:
 - **Forced labour (private or state imposed)**
 - **Human trafficking**
 - Forced sexual commercial exploitation
 - Forced marriage
 - Descent-based slavery
 - **Debt-bondage**



Credits: Shutterstock

Why do people become vulnerable to modern slavery

- Reasons of vulnerability are many, but they are not inherent: **anyone could find themselves in situations of severe exploitation** if life circumstances lead them to that > common causes can be individual and/or structural.
- Migrants are a group that is particularly vulnerable to modern slavery:
 - Distress migration
 - Deceitful recruitment
 - Recruitment fees - accumulated debt to finance migration
 - Marginalisation & isolation at destination – incl. lack of labour inspections
 - Greater power of employers – esp. uncertain status + visa regimes

Some numbers

- **169 million international migrant workers globally** in 2019 (ILO):
 - 4.9 % of the global labour force
 - 69 % of the world's international migrant population of working age
- Migrant workers are **three times more likely** to be in forced labour than non-migrant workers (Global Slavery Index).



Why does climate change matter?

- Climate change is **already severely affecting** people and communities around the world.
- **Slow-onset** events & **rapid onset** events: people are losing access to their livelihoods, resources, ... over time or suddenly > lack of **resilience to external shocks** push people to resort to any means to survive.
- Shocks generated by climate change events compound with already existing vulnerabilities, **risks to modern slavery heighten**.
- Household and/or family members can end up having to:
 - Migrate to adapt (maladaptation risks) – or be trapped at home
 - Trust deceitful promises of unscrupulous employers/recruiters

How is this impacting workers

- Systemic abuses in the food production supply chains > **climate change amplifying vulnerability**
- Lack of adequate measures in the workplace > **greater health risks**
- Cascading effects:
 - **Long-term health issues** – reduced ability to support their family
 - **Inability to send remittances home** – reduced household resilience to climate change



More workers than ever are losing the fight against heat stress

Heat is a silent killer that threatens the health and lives of a growing number of workers around the world, ILO report finds.

25 July 2024

What solutions we need

- Governments to pass and enforce **strong laws** to push for *meaningful* human and environmental due diligence - **Business Human Rights and Environment Act**
- Businesses to adopt **ethical recruitment practices** – e.g.:
 - Ensure transparency in their *supply chains*
 - Enable access to *grievance mechanisms* and grant *effective remedy* to harms in different languages
 - No recruitment fees
 - Grant adequate *health and safety measures* to workers
- **Enable workers' representation**, including of migrant workers – FoA key to reduce vulnerability to modern slavery
- Disseminate **information** among among migrant workers **about their rights**.



**Anti-Slavery
International**

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Government's Plan to Make Work Pay

July 31 2024

The Employment Rights Bill

- “The Government is committed to delivering its **New Deal for Working People** in full.
- The Bill will deliver on policies as set out in the **Plan to Make Work Pay** that require primary legislation to implement.”
- Will apply to Great Britain



Day 1 rights

- Making parental leave, sick pay and protection from unfair dismissal available from day 1 on the job for **all workers**
- We will continue to ensure employers can operate probationary periods to assess new hires



Statutory Sick Pay

- Remove the waiting period
- Remove the lower earnings limit



Flexible working

- Flexible working the default from day-one for all workers
- Employers required to accommodate this as far as is reasonable, to reflect the modern workplace





Contracts

- Banning exploitative zero-hour contracts
- Ensuring workers have a right to a contract that reflects the number of hours they regularly work
- Ensuring that all workers get reasonable notice of any changes in shift with proportionate compensation for any shifts cancelled or curtailed

Code of practice on dismissal and re-engagement issued by the Secretary of State under section 203 of the Trade Union and Labour Relations (Consolidation) Act 1992

Published 18 July 2024

Fire and rehire

- Ending the scourges of 'Fire and Rehire' and 'Fire and Replace' by reforming the law to provide effective remedies and replacing the previous Government's inadequate statutory code.
- Actioned the following day with a new statutory code, effective immediately
- Tribunals can award a 25% uplift if the code is not followed

A woman with her hair in a bun is sitting at a desk, holding a baby. She is looking at a computer monitor which displays a calendar or scheduling application. The desk is positioned in front of a large window that looks out onto a green landscape. The scene is bathed in warm, golden light, suggesting late afternoon or early morning. A floor lamp is visible on the left side of the frame.

Maternity protection

- Strengthening protections for new mothers by making it unlawful to dismiss a woman who has had a baby for six months after her return to work, except in specific circumstances

Government commits to a genuine living wage for working people



- Government takes first step to deliver on the promise of a genuine living wage for working people.
- Ministers overhaul the Low Pay Commission's remit to factor in the cost of living when recommending minimum wage rates.
- Discriminatory age bands set to be removed so that all adults can benefit as work gets underway on the plan to Make Work Pay

Fair Pay Agreements

- Establishing a Fair Pay Agreement in the adult social care sector and, following review, assess how and to what extent such agreements could benefit other sectors





The Fair Work Agency

- Establishing a new Single Enforcement Body, also known as the Fair Work Agency, to strengthen enforcement of workplace rights

Trade Unions

- Updating trade union legislation so it is fit for a modern economy
- Removing unnecessary restrictions on trade union activity – including the previous Government's approach to minimum service levels
- Ensuring industrial relations are based around good faith negotiation and bargaining
- Simplifying the process of statutory recognition
- Introduce a regulated route to ensure workers and union members have a reasonable right to access a union within workplaces



Draft Equality (Race and Disability) Bill

- Tackle inequality for ethnic minority and disabled people by:
 - Enshrining in law the full right to equal pay for ethnic minorities and disabled people
 - Introducing mandatory ethnicity and disability pay reporting for larger employers (those with 250+ employees)
- The draft Bill is likely to extend and apply to Great Britain, mirroring measures in the Equality Act 2010 relating to equal pay and gender pay reporting.



Skills England Bill

- Convene employers, unions, education and training providers, and experts with national government to:
 - Develop a single picture of national and local skills needs
 - Identify the training for which the Growth and Skills Levy will be accessible
 - Ensure that the national and regional skills systems are meeting skills needs and are aligned, including using local and regional vacancy data as part of a robust evidence base





Supporting people into work

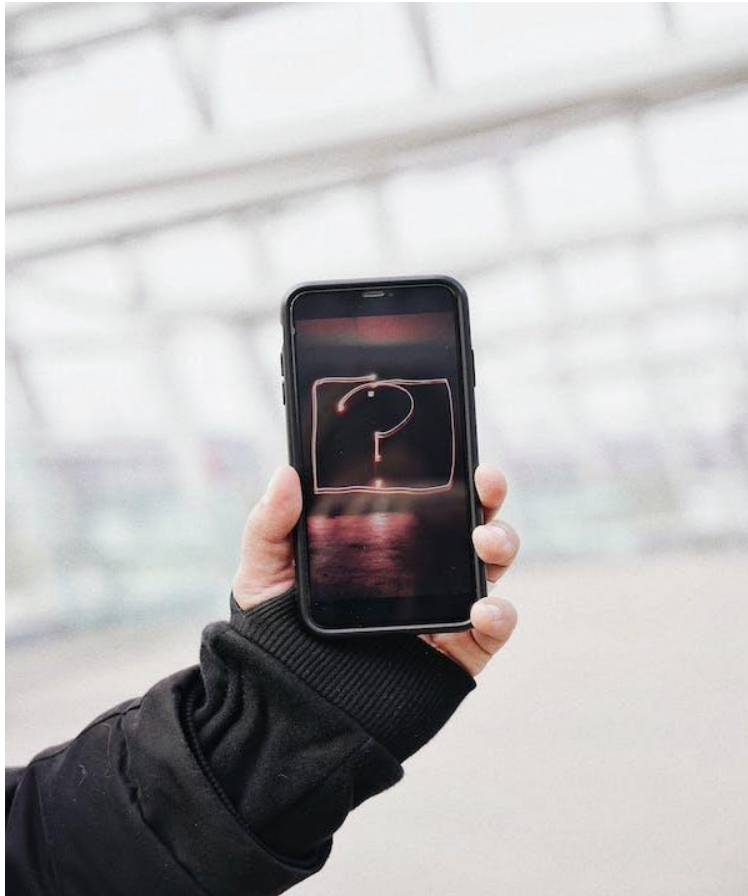
- Reform employment support so it drives growth and opportunity.
- System will be underpinned by rights and responsibilities – people who can work, should work – and there will be consequences for those who do not fulfil their obligations.
- Bring together Jobcentre Plus and the National Careers Service to provide a national jobs and careers service, focused on getting people into work and helping them get on at work.
- Establish a youth guarantee of access to training, an apprenticeship, or support to find work for all 18- to 21-year-olds
- Guarantee two weeks' worth of work experience for every young person and improve careers advice in schools and colleges.

What was missing?

- Single worker status
- Changes to Immigration system



FNET - Member Queries



Member question

Do any members have any experience of the BRC SAQ and audit scheme for ethical trade, and know if there is any gap analysis against SEDEX SAQ/SMETA available publicly?

Sedex Schedule for Guidance documents

Group 1 Guidance: 27th June - 9th July -

(Base Code 1 - Responsible Recruitment CAR)

Group 2 Guidance: 12th July – 23rd July

(Base Code Area 1,5,6,8 and 8A)

Group 3 Guidance: 24th July – 7th August (circulated 30/07)

(Base Code 5A -Living Wages CAR. Base Code 7 -No Discrimination CAR)

Group 4 Guidance: 5th August – 14th August

Multi-stakeholder meeting 1st August (all stakeholders)

Introduction to Workplace Requirements auditor guidance on living wage and no discrimination practiced. Highlighting key changes to SMETA 6.1

3.20 – 4: Smaller group discussion on SMETA 7 roll-out and CARs guidance

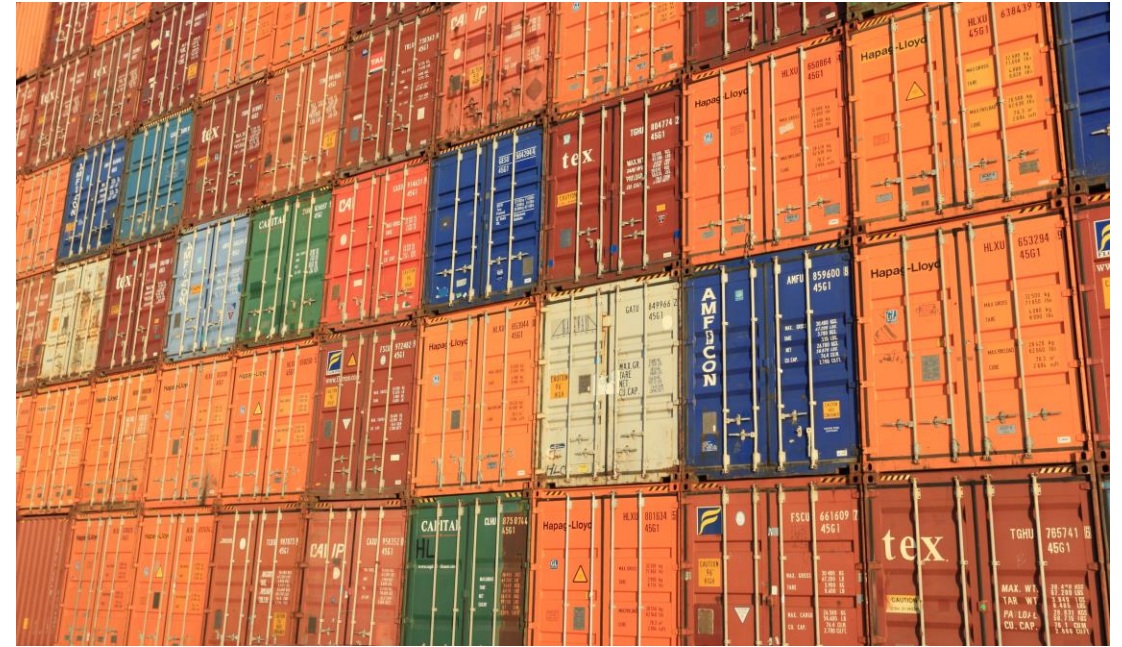
Raw Materials & Services working group - 23rd July 1-3pm

Meeting summary

- Deep dives on including human rights in services/goods not for resale (GSNFR) tendering (Pilgrims) & solar panels (Tesco)
- Presentations from Amfori, Ecovadis and Achilles on how they approach GSNFR and collect data on worker/human rights.
- Presentation by Gist and discussion on next steps for the working group on work with haulage companies.

Action Points

- Develop a simple check-list for haulage companies
- Summary briefing of the tendering deep dives
- Please contact Suzanne if you would like to contribute to the development of the checklist, or are currently going through a tendering process and might be able to “road test” the checklist.



Request for next meeting on packaging
Please share details of packaging suppliers
(cardboard, plastics) to share best practice

Upcoming FNET meetings



- **Responsible Recruitment Working Group** – In person Workshop – **New Date - 4th September 9-4pm, Bakkavor, Spalding site**
- **NEW Empowering Work WG Meeting** - Thursday 3rd October 2-4pm
- **Raw Materials & Services working group** – Thursday 10th October 1-3pm
- **Climate Change & Human Rights working group** – Wednesday 16th October 11-1pm
- **FNET onboarding call for new members** – Thursday 17th October – 12-13.30pm
- **Developing Common Due Diligence Tools Workshop** – Thursday 24th October 9-4.00pm - Samworth's Craft & Innovation Centre, Melton Mowbray
- **All members meeting** – 6th November G's Fresh, Barway, Ely 9-4.30pm
- **Raw Materials & Services working group** – Thursday 16th January 2025 1-3pm
- **Climate Change & Human Rights working group** – Thursday 30th January 2025 1-3pm