



# 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

## 14th August 2024

Timing	Item
10.05 – 10.10	Reminder - Board Member Elections – Pins Brown
10.10 – 10.30	Lily Venables - Learnings from Food Sector Exchange – United Nations Global Compact Network UK
10.30 – 10.40	Linda Beresford - Human Rights Due Diligence Framework – A Case study from FNET
10.40 – 10.50	Courtenay Forbes, WG Co-lead - Responsible Recruitment Workshop Agenda
10.50 – 11.00	Member questions, working group updates & AOB



# Reminder - 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](mailto:admin@foodnetworkforethicaltrade.com)



1 Supplier director and  
1 Retail director.

**Closing date – 13th  
September**



Network UK

# **FNET FORTNIGHTLY CALL**

## **LEARNINGS FROM FOOD SECTOR EXCHANGE**

# **14 AUGUST 2024**

We are part of the world's largest responsible business initiative connecting companies and other organisations in a global movement dedicated to driving sustainable growth.



Human Rights



Labour



Environment



Anti-Corruption

**UN Global Compact Commitment:**

1. Operationalise the 10 Principles
2. Report annually on progress
3. Support the wider UN development agenda



Network UK

**774**

**UK PARTICIPANTS**

**647**  
**BUSINESS**

**127**  
**NON-BUSINESS**



# MEMBERS IN THE FOOD SECTOR



IF CURRENT  
TRENDS CONTINUE,  
BY 2030



**575 MILLION**  
PEOPLE WILL STILL BE  
LIVING IN EXTREME POVERTY

ONLY **ONE THIRD**  
OF COUNTRIES WILL HAVE  
HALVED THEIR NATIONAL  
POVERTY LEVELS

**LIGHTS OUT:**  
**675 MILLION PEOPLE**  
STILL LIVE IN THE DARK

THE WORLD IS  
CURRENTLY FACING THE  
**LARGEST SPECIES  
EXTINCTION**  
EVENT SINCE  
**THE DINOSAUR AGE**

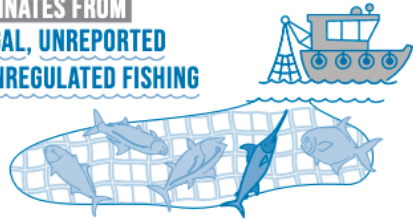
THE WORLD IS  
**NOT ON TRACK** TO ACHIEVE  
GENDER EQUALITY BY 2030

**COVID-19 TRIGGERS** THE LARGEST INCREASE  
IN BETWEEN-COUNTRY INEQUALITY IN **THREE DECADES**,



MORE THAN  
**108.4 MILLION PEOPLE**  
HAD BEEN FORCIBLY DISPLACED  
WORLDWIDE AS OF END-2022  
2.5X THE NUMBER A DECADE AGO

**1 IN 5 FISH CAUGHT**  
ORIGINATES FROM  
ILLEGAL, UNREPORTED  
AND UNREGULATED FISHING



ENERGY-RELATED

**CO<sub>2</sub> EMISSIONS**

REACHED  
**36.8 BILLION**  
METRIC TONS IN 2022  
A RECORD HIGH



**2.4 BILLION PEOPLE**  
LIVE IN  
**WATER-STRESSED  
COUNTRIES**  
(2020)

**100 MILLION  
HECTARES**  
OF HEALTHY AND  
PRODUCTIVE LAND WAS  
DEGRADED EVERY YEAR  
FROM 2015-2019

EQUIVALENT TO **2X** THE  
SIZE OF GREENLAND



**1 IN 4 YOUNG PEOPLE**

ARE NOT IN EDUCATION,  
EMPLOYMENT OR TRAINING,



WITH YOUNG WOMEN MORE THAN  
**TWICE AS LIKELY** AS YOUNG MEN  
TO BE IN THIS SITUATION  
(2022)

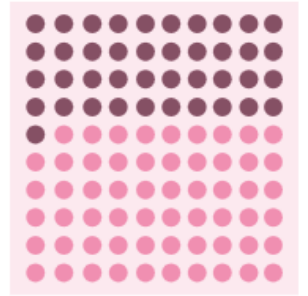
MORE THAN **600 MILLION** PEOPLE WORLDWIDE  
ARE PROJECTED TO **FACE HUNGER IN 2030**

A WOMAN **DIES EVERY  
TWO MINUTES**  
FROM PREVENTABLE CAUSES  
RELATED TO PREGNANCY  
AND CHILDBIRTH  
(2020)

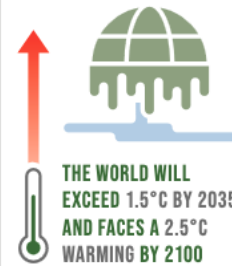


IN 2022, REFUGEE NUMBERS HIT A RECORD HIGH OF  
**34.6 MILLION**

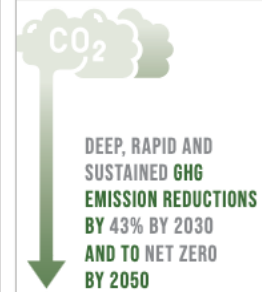
AMONG THEM WERE:  
● CHILDREN: 41%



WHERE WE ARE



WHAT WE NEED



THE RATE OF  
SEA-LEVEL  
RISE HAS  
**DOUBLED**  
IN THE  
LAST DECADE



HIGH-INCOME COUNTRIES  
LEAVE A **LARGER ENVIRONMENTAL FOOTPRINT** COMPARED TO  
**LOW-INCOME COUNTRIES**





# FOOD SECTOR EXCHANGE

10 July 2024 | The Conduit



# ENABLING A JUST TRANSITION

- **Link Between Climate and Human Rights:** Companies must integrate fair conditions and due diligence beyond their operations, involving cost-sharing for the transition for a holistic approach.
- **Responsible Procurement:** Long-term contracts and improved insurance policies for workers and farmers can increase resilience and ensure sustainable supply chains. Fair & stable pricing can similarly avoid implications for human rights abuses.
- **Traceability and Transparency:** Supply chain traceability is necessary to identify and mitigate environmental and human rights risks, including where each element of a product comes from, and the stakeholders involved at each stage.



**MARÍA ALEJANDRA PULIDO,  
CLIMATE BONDS INITIATIVE**

*"Establishing fair conditions goes beyond one company; it's about integrating all activities and cost-sharing the transition."*

# INVESTING IN A SUSTAINABLE FOOD SYSTEM

- **Knowledge and Skills:** Investment in knowledge and skills is essential, with a focus on upskilling employees rather than relying solely on large sustainability teams.
- **Collaboration and Innovation:** Market-level change requires collaboration, innovative financial mechanisms, and the development of new business models and contract arrangements.
- **Financial Instruments:** Tools like green funds and TCFD help businesses justify sustainability investments by highlighting the financial risks of inaction.



SALLY UREN, FORUM FOR THE  
FUTURE

*"Six tips to accelerate investment - Innovative financial mechanisms, New contract arrangements, Very cool business models, Elevate reporting, Skills and knowledge, Together".*



# ROLE OF GOVERNMENT IN ADVANCING POLICY

- **Collaboration Needed:** Different governments must collaborate, leveraging spaces for dialogue to raise awareness through knowledge-sharing and capacity-building.
- **Government Leadership:** Governments should lead by example, ensuring compliance with their legislation and setting a level playing field through fair trade deals and clear policies.
- **Flexible Market Intervention:** Governments should shape markets while maintaining flexibility to adapt quickly to achieve desired outcomes.



**SARAH COOK, UN GLOBAL  
COMPACT NETWORK UK**

*"Government policies need  
clarity and direction to set a  
level playing field."*

# NEXT STEPS

- **Enhanced Collaboration:** Unite sectors through enhanced collaboration and pre-competitive partnerships.
- **Support for SMEs:** Resources and practical advice for SMEs to navigate new regulations and sustainability requirements.
- **Focus on Data and Reporting:** Align stakeholders around common metrics and reporting standards to facilitate collaboration and investment.
- **Change of Culture:** Support stakeholders in understanding the food system and where food comes from to drive the transition from the bottom up.





# Global Compact Network UK

**Uniting business for a better world**

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



UN Global Compact Network UK



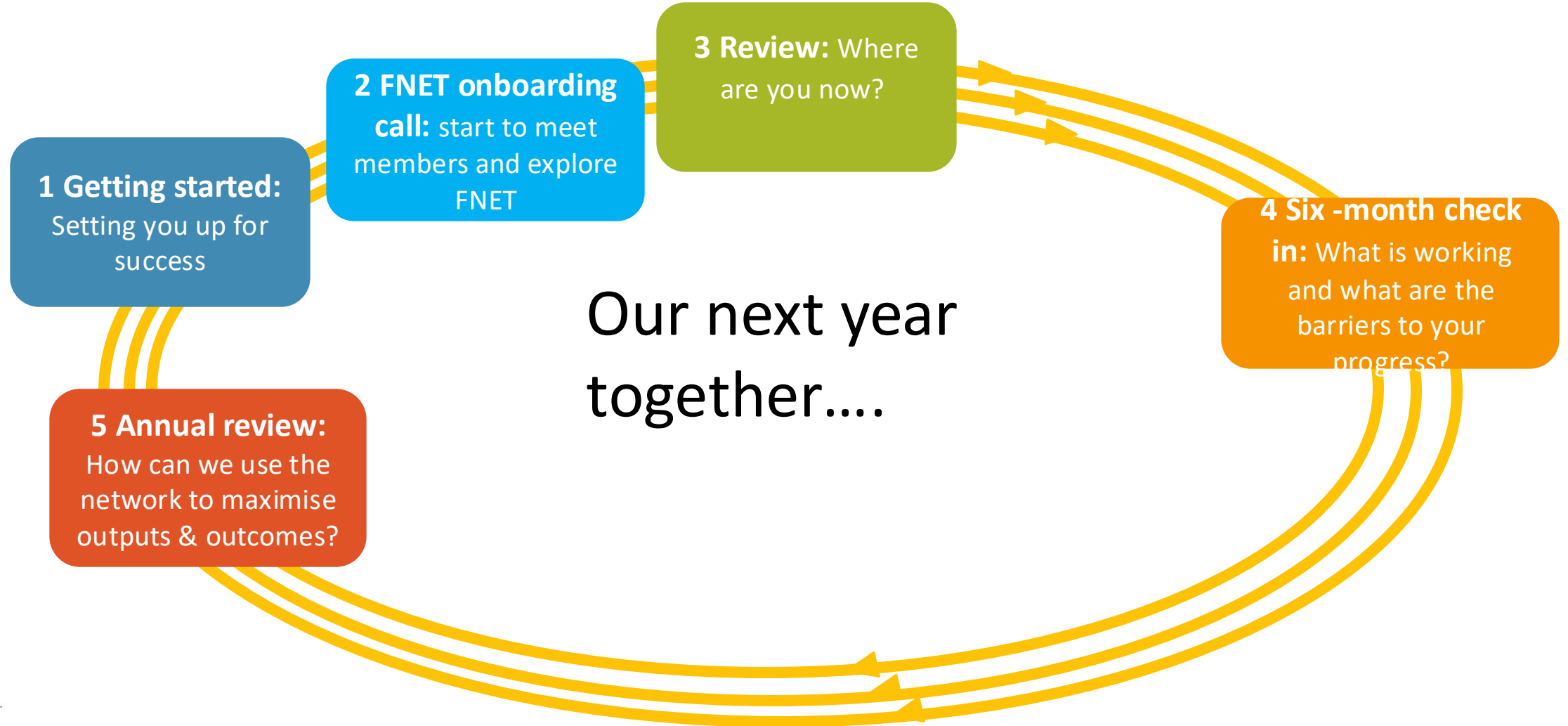
Lily Venables



# HRDD Template - FNET Case Study

HOW THE FNET TECHNICAL TEAM ARE WORKING WITH NEW MEMBERS TO DEVELOP THEIR IMPROVEMENT PLANS USING THE HRDD TEMPLATE IN FIRST YEAR

# FNET New Member Journey



# FNET New Member Journey

← In first 2 months of joining →

## Getting started: Setting you up for success

- ☐ Introductions
- ☐ Understanding the new members business and expectations
- ☐ Brief FNET Introduction
- ☐ Meet your Mentor
- ☐ Agree welcome communications
- ☐ Next steps

## FNET onboarding call: start to meet members and explore FNET

- ☐ Icebreaker introductions
- ☐ Welcome to FNET (Membership, Board, strategy, working groups, membership expectations)
- ☐ Overcoming implementation barriers
- ☐ Ways of working
- ☐ Planned activities
- ☐ Navigating the website & tools

## Review: Where are you now?

- ☐ **Complete the FNET benchmark baseline HRDD**
- ☐ Feedback improvement expectations
- ☐ Support with developing action plan and identifying where FNET can best help
- ☐ Introduction to relevant Working Groups and members who can help

## 6 month check in: What is working and what are the barriers to your progress?

- ☐ Progress update
- ☐ Is FNET meeting member expectations?
- ☐ Is mentoring working?
- ☐ What could help further accelerate members RSJ?


## Annual review: How can we use the network to maximise outputs & outcomes?

- ☐ **Benchmark reassessment and review of action plan**
- ☐ Feedback and improvement expectations
- ☐ Opportunities for leadership





# 60 mins Review: Where are you now?

 FNET

**FNET – Human Rights Due Diligence reporting template**

Name		Date of completion
Name & role of most senior organisational lead for Human Rights/Ethical Trade:		Organisation
What are our human rights priority areas of focus? (by country/ region/ theme or combination)		Sustainability Reports/Modern Slavery Statement Links:
Summary of key Progress made in last 12 months implementing HRDD approach, including KPIs		
Assessment of HRDD approach	Below Foundation/ Foundation/ Intermediate/ Advanced*	Summary of the 3-5 identified actions to close the gaps towards next level in next 12 months*
Policy and Accountability		
Traceability		
Risk Assessment		
Taking Action		
Tracking performance		
Remedy		
Communication		

\* Some members may wish to score this applying 1- Below Foundation, 2- Foundation, 3- immediate, 4-advanced. This needs to be balanced with encouraging a honest conversation on supplier maturity as they will be at different stages of their journey and what will work to drive internal integration in FNET members businesses. What we would encourage though is a focus on encouraging and rewarding suppliers to take action. Our suggestion is to encourage 3-5 actions in total – suppliers do not need to have an action in every box



## Prework:

- New member self-assesses using FNET DD framework and shares premeeting with FNET team
- FNET team complete transparency baseline assessment

## Meeting

- Members reflections on what they learnt from completing the FNET DD framework
- Feedback and improvement expectations
- Support with developing action plan and identifying where FNET can best help
- Introduction to relevant Working Groups and members who can help

# OUTPUT – Bespoke Proposed action plan

Assessment of HRDD Approach		Summary of the 3-5 actions to close the gaps towards next level in next 12 months
Policy and Accountability	Foundation	<p>Develop and implement a group wide new Human Rights Policy</p> <p>Review the existing Supplier Code of Conduct and Ethical Trading policy, ensure that Responsible Sourcing refers to Human Rights</p> <p>Determine the appropriate Human Rights Due Diligence framework and propose risks for further review</p> <p>Complete the Human Rights Due Diligence process, including risk assessment, action plans and KPIs monitoring.</p>
Traceability	Foundation	Use existing data such as product spreadsheets, supplier questionnaires, SAQ
Risk Assessment	Below Foundation	Use the data sources to inform the risk assessment. This could be from technical, audit results, transparency reports, etc. Where these are being effectively monitored this helps with your risk assessment. Prioritise areas where there is little or no resource
Taking Action	Below foundation	Think about how you communicate across the company (Intranet) and supply chains (supplier conference, workshop)
Tracking Performance	Below Foundation/ Foundation	Obtain the reports from the Ethics line related to Human rights and feed the results into your action plans. Keep monitoring and reporting to see if progress has been made
Remedy	Foundation	Ensure remedy is included in your policy under the Protect, Respect, Remedy Framework
Communication	Below Foundation	<p>New policy added to the 2024 ESG disclosures</p> <p>Share progress on Human Rights Due Diligence in the 2025 ESG disclosures</p>

**Example**

# Comments from FNET

- The HRDD template adds structure and consistency of approach to the benchmarking exercise with new members
- It allows the member/supplier to self assess against the maturity levels and set own priorities for action
- This self-assessment is validated by reviewing company documents provided by organisation -
  - Modern Slavery Statement
  - ESG Reports
  - Review of the Company Website
  - Policies
- A review of all information by FNET Technical Lead helps identify any gaps and areas for improvement and frame the feedback session with the new member.
- FNET team then share feedback to help develop the action plan to support the member to make positive progress using the FNET tools and resources and the WG that would support- Call is approx. 1 hour



# Responsible Recruitment Workshop

## Moving towards Operationalisation of No Fee Recruitment

4th September  
10 - 4pm

- Session is suitable for People Managers, Human Rights Managers and teams responsible for supply chain due diligence.
- Do you have a case study to share? Let us know

# Agenda 4th September 2024

Timings	Topic	Speaker and Organisation
09.30 - 10.00	<b>Arrival and Coffee</b>	Opportunity for networking
10.00 - 10.15 15mins	<b>Welcome Competition Statement</b>	Introduction and setting the scene for the day – <b>Rachel Munns and Courtenay Forbes</b> UNGC's framework on Remedy
10.15 - 11.30  60mins	<b>Recruitment Fees and Prioritisation</b>	Activity 1 – Group work to look at All Fees charged in the Recruitment Process – Review Activity 2 – Prioritisation of Fees Inputs – Case Study examples with figures to review Output – Each group to present back based on a specific question from the facilitator
11.30-12.00  30mins	<b>Case Study Examples</b>	Working with the Thai labour ministry to scope out fees and costs for Irish workers; exploring options for reducing these. - <b>Ruth Acheson HR Director, Monaghan Mushrooms</b> Q & A
12.00 - 13.00	<b>Lunch</b>	
13.00 - 13.45  45mins	<b>Verite Presentation *</b>  *joining remotely	Piloting thresholds of acceptable recruitment fees to understand if this could help brands work out where to focus on tackling repayment of recruitment fees & Unintended Consequences – <b>Declan Croucher, Chief Commercial officer Verite International</b>
13.45 - 15.00  75mins	<b>Document Review</b>	<ul style="list-style-type: none"> <li>• <b>The Roadmap</b></li> <li>• <b>Phased approach to 'no fees' recruitment – Guidance</b></li> <li>• <b>Position Statement</b></li> <li>• <b>Recruitment Fees CAR's - Retailer Alignment</b></li> </ul>
15.00 - 15.30	<b>Discussion Next Steps</b>	Agreements and Next Steps, with Accountability Date of Next Meeting



# FNET - Member Queries



- **Grower Guidance – Morocco. COLLABORATION** Opportunity. Do you source from the region? Are you interested in developing region specific grower guidance? DPS and M&S are looking for other FNET members sourcing from the region to join the project following recent visits and hearing from growers directly. The team are planning to convene a call in early September to go through the proposal from Partner Africa, agree scope and outputs. Please contact Deborah Johnson or Susan Seller if you wish to be involved.
- **Recap Sedex Schedule for Guidance documents**  
**Group 1 Guidance: 27th June - 9th July -**  
*(Base Code 1 - Responsible Recruitment CAR)*  
**Group 2 Guidance: 12<sup>th</sup> July – 23<sup>rd</sup> July**  
*(Base Code Area 1,5,6,8 and 8A)*  
**Group 3 Guidance: 24<sup>th</sup> July – 7<sup>th</sup> August (circulated 30/07)**  
*(Base Code 5A -Living Wages CAR. Base Code 7 -No Discrimination CAR)*  
**NEW DATE Group 4 Guidance: 15<sup>th</sup> August – 24<sup>th</sup> August**
- **Date of Next SEDEX meeting Thursday 5th September 10.30am - invite amended**

**Planning Audits – Reminder to ask audit body to confirm it is registered on the platform when booking SMETA 6.1 BEFORE September deadline**

# Upcoming FNET meetings



- **Responsible Recruitment Working Group** – In person Workshop – 4th September 9-4pm, Bakkavor, Spalding site
- **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 16<sup>th</sup> October 11-1pm
- **FNET onboarding call for new members** – Thursday 17<sup>th</sup> October – 12-13.30pm
- **Developing Common Due Diligence Tools Workshop** – Thursday 24<sup>th</sup> October 9-4.00pm - Samworth's Craft & Innovation Centre, Melton Mowbray
- **All members meeting** – 6<sup>Th</sup> 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 30<sup>th</sup> January 2025 1-3pm