



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

9th October 2024

Timing	Item
10.00 – 10.05	Welcome & Competition Statement
10.05 – 10.20	Clearvoice: How food, drink & horticulture businesses use our language services – Peter Lakesmith, Sales Manager, Clearvoice
10.20 – 10.35	The FNET Climate and Human Rights Due Diligence Guide
10.35 – 10.40	Sedex questions
10.40 - 11.00	FNET Member Questions Forthcoming Meetings – including FNET All Member Day AOB



**How food, drink
& horticulture
businesses
use our language
services**

FNET Members Meeting

Who are Clear Voice?

We are the trading arm of Migrant Help

- We donate 100% of our profits to Migrant Help to support refugees and victims of modern-day slavery

Award-winning Social Enterprise

- Natwest Social Business Champion Award in June 2022 for our growth in social impact, staff and profit

Professional Language Services Provider

- One of the largest social enterprise language Service Providers in the UK

Why choose Clear Voice?

Ethical standards

- ✓ We support vulnerable communities with Migrant Help
- ✓ We train refugees to become interpreters
- ✓ We care about people, planet and profit
- ✓ We always put equality, diversity and inclusion first

Reliable

- ✓ Over 2000 rigorously selected and trained linguists
- ✓ Ongoing assessment and quality reviews

Industry experience

- ✓ Supporting clients for 18 years
- ✓ Quick, easy-to-use, high quality, reliable and cost-effective
- ✓ Helping clients to eradicate modern day slavery

Recognised

- ✓ Nominated for 5 national awards
- ✓ NatWest Social Business Champion Award Winner (2022)
- ✓ ATC Company of the Year Award Winner (2023)

How we add value

Trust and safety

- ✓ All linguists are DBS checked
- ✓ Confidentiality with strict conduct and non-disclosure agreements
- ✓ Mental health support for interpreters

Professionalism and expertise

- ✓ Mandatory training for linguists on:
Vicarious Trauma, Modern Day Slavery
Equality, Diversity & Inclusion, GDPR & Safeguarding

Sensitivity and customisation

- ✓ Request specific gender interpreters
- ✓ Option for LGBTQI+ trained interpreters
- ✓ Same interpreter requests for consistency

Sustainability and development

- ✓ Sustainable pool of interpreters through InPower and UpSkilling
- ✓ Investing in people to create opportunities and ensure quality



**Our purpose goes beyond
making a profit**

**We see profit as an
opportunity to do good**

Alfred, a survivor of human trafficking supported by Migrant Help

Our social impact



We donate 100% of our profits to Migrant Help - £3.2m last year

They support refugees, migrants and victims of modern-day slavery



We train refugees to become interpreters through our InPower Project

A transformative opportunity for refugees to gain skills, a qualification and rewarding work



We delivered an additional £3.3m in social value last year

Calculated using the Social Value TOM System™

High quality **interpreting**

Used for:

- Human rights assessments
- Worker engagement
- Supply chain investigations
- Grievance helplines
- HR matters
- And more...

Easy access:

- 250+ languages, 24/7/365
- Telephone, video, face to face, UK wide
- On demand or pre-booked
- 40 seconds connection time
- User friendly mobile app





Swift translation

Used for:

- HR documents
- Legal
- International Regulatory Compliance
- Labelling and packaging
- Marketing
- Localisation of websites and apps
- Training videos
- And more...

Benefit from:

- Quality translation led by humans and backed by technology (ISO 9001 and 45001 accredited)
- Guaranteed data security (ISO 27001 accredited)
- Cultural sensitivity and awareness

Inclusive accessibility

Connect with workers and
reach more customers with:

- British Sign Language interpreting
- BSL video & subtitling
- Braille translation
- Easy read





Understanding the needs of your service users

Many of our interpreters come from
a refugee/migrant background

This gives them a unique perspective
on the needs of your clients

Their lived experience enables them to
better support your clients

New grievance report mechanism

- ✓ Empowers workers by providing a safe, confidential, and accessible platform to voice concerns
- ✓ Creates a more inclusive, fair, and supportive workplace environment
- ✓ Helps foster a culture of transparency and accountability
- ✓ Every worker, regardless of language or background, is heard and supported

The InPower Project

- Supports refugees into education and employment as interpreters
- Launched in 2020 through a pilot scheme that supported 12 refugees
- Successful candidates receive guaranteed work at the end of the course, joining our pool of interpreters
- Today, Clear Voice supports 45 refugees every quarter to undertake a professional interpreting qualification



Radil, a refugee who took part in InPower



**By working with
Clear Voice, you...**

Strengthen your business

Have a positive impact

Enhance your CSR

How Tesco uses Clear Voice interpreters to combat modern day slavery

Many workers don't speak English proficiently and feel more comfortable in their native language

The Human Rights Team at Tesco used Google Translate but it was often inaccurate and lacked a human touch

Demographics are always changing. Tesco needed an agile service that could support changing needs on demand

In 2022, Tesco started to use Clear Voice interpreters for worker engagement and human rights assessments

This made a big difference to connect with workers and supports Tesco's commitment to combat modern day slavery



“



Using Clear Voice has made such a huge difference in our interactions with workers. It has helped us connect with them. It's given better assurance to our human right's due diligence.

I always say to people, they underestimate an interpreting service. It would be the last thing they thought of, but actually, it's completely critical. Especially if you want to engage people on quite critical things.

Courtenay Forbes, Human Rights Manager, Tesco, FNET member



Q&A



Book a call

bit.ly/BookACallWithPeter



Get in touch

peter.lakesmith@clearvoice.org.uk

01304 793 771

www.clearvoice.org.uk

Agenda

9th October 2024

Timing	Item
10.00 – 10.05	Welcome & Competition Statement
10.05 – 10.20	Clearvoice: How food, drink & horticulture businesses use our language services – Peter Lakesmith, Sales Manager, Clearvoice
10.20 – 10.35	The FNET Climate and Human Rights Due Diligence Guide
10.35 – 10.40	Sedex questions
10.40 - 11.00	FNET Member Questions Forthcoming Meetings – including FNET All Member Day AOB

Climate & Human Rights working group 2024-2025

Objectives

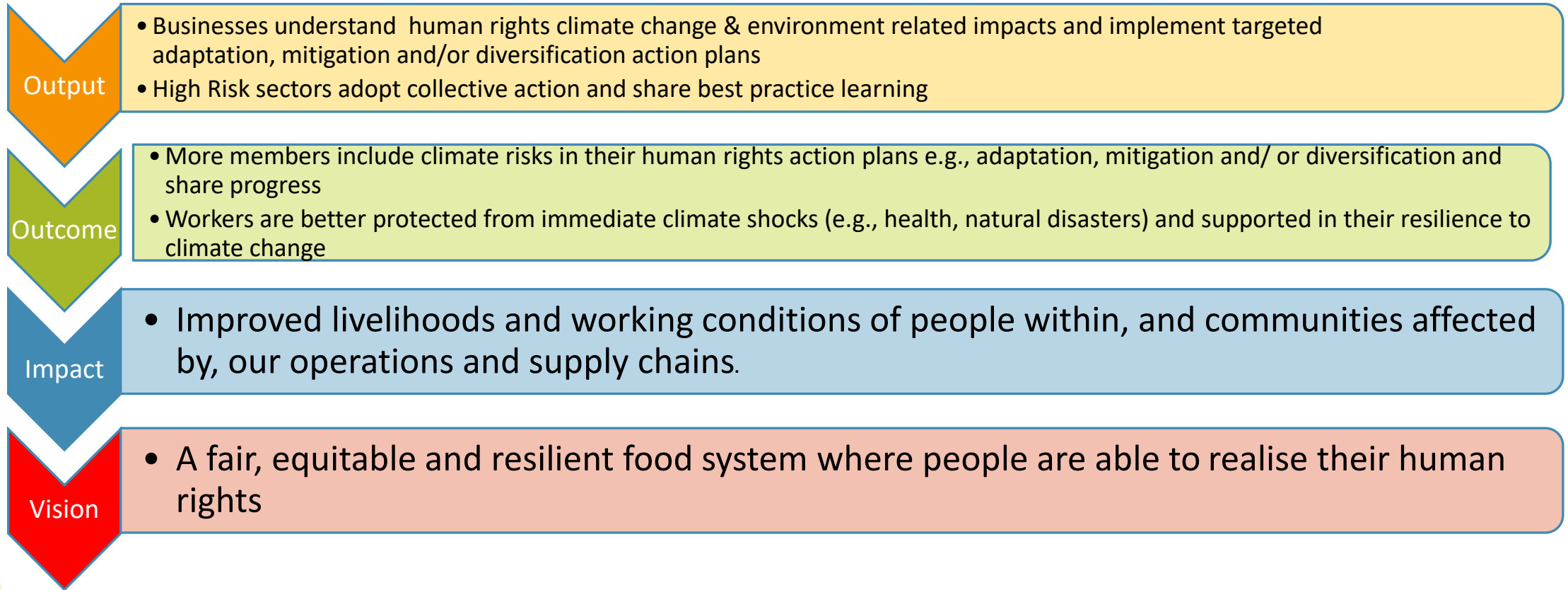
1. Increase understanding of climate change related impacts through a human rights lens.
2. Increase FNET members ability to map human rights and climate change related risks and create targeted adaptation, mitigation and/or diversification action plans.
3. Support cross-departmental collaboration, accelerating progress towards de-risking.

Summary workplan

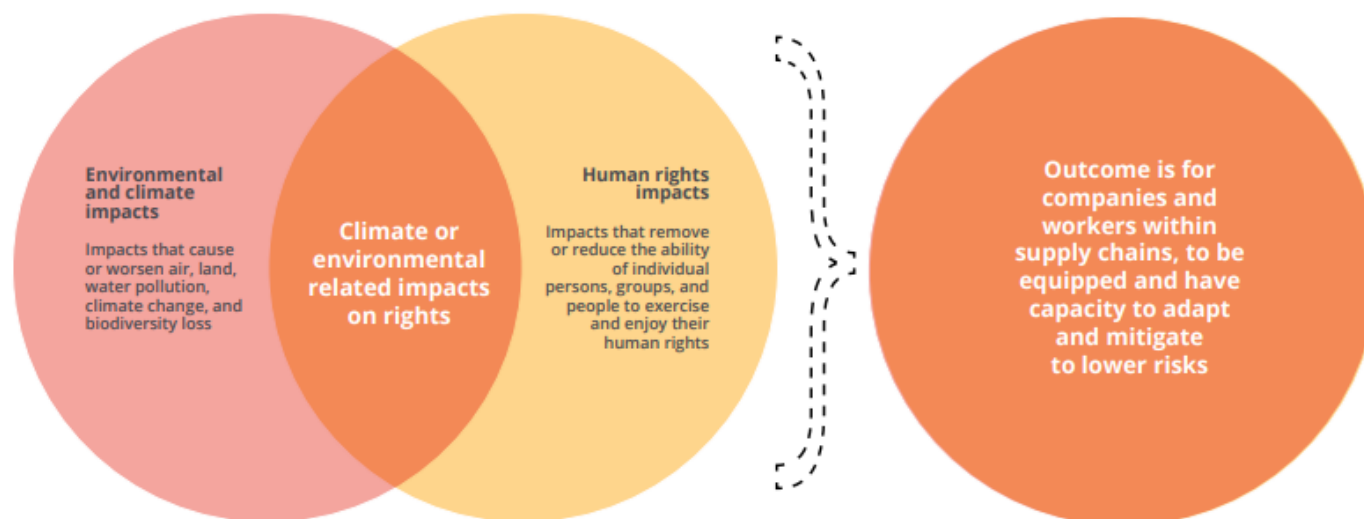
- 2 WG sessions on de-risking and implementation; what are members doing and sharing case studies from non-members (June '24 and January '25)
- 3 WG sessions on high priority areas for members; extreme heat (June '24), water (April '24), biodiversity (October '24)



2024-2027 FNET Strategy: Climate & HR working group



Intersection between climate and human rights



CLIMATE CHANGE & HUMAN RIGHTS GUIDANCE NOTE

22 May 2023

The aims of this document are:

- to provide FNET members with a conceptual framework for tackling climate change through a human rights lens
- for FNET members to use this document to develop work with sustainability teams to incorporate human rights into sustainability strategies.
- to give FNET members a starting place resource to support work on Just Transition.
- This document has two sections; the first gives an overview of how some climate related risks might affect people connected with food supply chains, and the second part gives an overview of Just Transition and how companies can integrate human rights into climate change management plans.

Some environmental impacts on human rights

Climate or environmental risk or impact	Related human rights impacts
1. Flooding and rise in sea levels 2. Increasing temperature and heat stress 3. Extreme weather	<ul style="list-style-type: none"> • Health and safety risks to workers (rights to life and health) • Loss of food safety (rights to life and health) • Increased climate-related migration and climate refugees (increased risks of child and forced labour) • Disruption to labour markets with loss of skills & knowledge • Spread of disease (rights to life and health) • Increased violence to women
4. Deforestation	<ul style="list-style-type: none"> • Loss of livelihoods for foraging or semi-nomadic communities to adequate standard of living) • Exacerbation of an already dangerous industry which at a local level has high levels of family/child labour and infringement of indigenous people's land and rights • Loss of food safety (rights to life and health) • Increased heat and extreme weather (see impacts above) • Loss of medicinal resources • Loss of cultural or religious value (Indigenous rights, religious freedom) • Loss of land rights
5. Water scarcity	<ul style="list-style-type: none"> • Lack of access to clean water • Loss of food safety (rights to life and health) • Loss of crops or livelihoods (right to adequate standard of living)
Further resources include the	<ul style="list-style-type: none"> • United Nations Food and Agriculture Organisation (FAO) policy paper and 2022–2031 strategy • United Nations Human Rights impacts of climate change briefing • Ethical Trading Initiative Feb 2022 research HRDD and climate change nexus ETI Community (ethicaltrade.org)



- To exit full screen, press **Esc**

CLIMATE AND HUMAN RIGHTS DUE DILIGENCE GUIDE

Annex 1

Climate and environmental impact assessment tools & databases

In October of 2023, members of FNET's Climate and Human Rights Working Group reviewed six climate and environmental risk assessment tools to identify how to best use them to better understand climate and environmental impacts through a human rights lens, map these impacts over their supply chain and design targeted mitigating actions.

The tools were assessed based on the scope of the risks covered by each tool, in three groups: (1) tools measuring human rights and environment-related impacts; (2) tools measuring environment-related impacts; and (3) tools providing climate change-related scores. The assessments were based on guidance contained in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines on

Multinational Enterprises, as updated in 2023, and took into account factors such as the capacity of tools to assess severity (scale, scope and remediability) and likelihood of risks to people, the risk time frame captured by the data set used in the tool, and the strength of the analysis of the interconnections between climate and environmental impacts and human rights.

The outcomes of this assessment, including the challenges and advantages identified by FNET members, have been captured in the following table. These results are not intended to reflect the views of FNET or Human Level. The table captures company-led assessment results that may include subjective views on the tools assessed.

Tools	Description	Advantages	Challenges and limitations	Examples of Risks Covered
Category 1 - Tools measuring human rights and environment-related impacts				
Fairtrade HRDD Risk Map Tool	<p>World-wide risk map that depicts the current understanding of the salient human rights and environmental issues per country and commodity supply chain in that country.</p> <p>Data/Scoring: The map integrates salient human rights issues and root cause analysis through Fairtrade's engagement and collaboration with a range of stakeholders. Information can be searched by country and by commodity to see specific associated human rights issues.</p> <p>Scope: Ranks 129 countries and provides detail on each country's operating environment (e.g., standard of living, workers' rights, gender rights) are also available to view.</p> <p>Type of data: Quantitative and qualitative</p>	<ul style="list-style-type: none">• Updated regularly.• Good education source on salient issues in global supply chains.• Includes helpful overview of risk mitigation approaches from Fairtrade.• Uses multi-factor third party reporting in standard format, allowing deep dive comparisons.• Data-led and detailed assessment of risks relating to the country's operating environment.• Includes both environmental and human rights impacts.• No previous training is required for use.• There are no restrictions for using the tool.• Data is easy to interpret as colour coded on a red-green gradient.	<ul style="list-style-type: none">• Highly manual interface and does not allow for data to be uploaded to receive an output of specific corresponding risk data.• Will need to be continuously updated to avoid third-party data becoming outdated and limited.• Data and categories are general and do not deal with sub-national variations and some specific commodities.• Overview of risk is based heavily on expert opinion that may not be sufficiently supported in third-party investigations or supplier conversations.• There is a significant reliance on expert judgement around the commodity risks and around how the commodity and country risks are combined to give the overall salient issues.• Does not use future-looking data points allowing for a longer-term perspective on risks. However, expert views taken into account for commodity risks may be partly forward looking.	<p>Human Rights:</p> <ul style="list-style-type: none">• Child Labour• Living wage• Living income• Labour rights and conditions• Gender rights• Forced labour• Freedom of association and collective bargaining• Self-determination• Non-discrimination• Privacy• Freedom of speech and public participation <p>Environment and Climate:</p> <ul style="list-style-type: none">• Soil erosion and soil fertility• Deforestation and protected areas• Energy use• Emissions• Adaptation to climate change• Environmental awareness• Hazardous chemicals• Pest management• Fertilizer use• Buffer zones• Water use and management• GMOs• Biodiversity plan and agroforestry• Wild harvesting and sustainability of plant and animal species• Threatened and alien invasive species• Global Climate Risk• Forest Area Change• Land Degradation• Water Stress



FNET case study

World Wide Fruit / Willie Wood

Challenge: Water resilience, worker health
Motivation: Business considerations - sourcing decisions

Our story: The extended drought in Southern Africa in 2016/7 drew attention to the reality of the impact of extreme water shortages not only on the farmers, but also on the workforce water, sanitation, and hygiene (WASH) elements. To support producers in vulnerable regions, we recognised the need for both data and tools. In 2018 we initiated work to develop a water stewardship plan and working with a local partner Blue North, conducted research and developed a water stewardship framework that resulted in 18 case studies from strategic grower partners.

The aim was to raise awareness of the drought reality of our South African grower base, the water management challenges, and the solutions implemented to overcome them. The case studies also look at sustainability strategies and plans for improving sustainability into the future. While focused on water, the case studies highlighted other climate related adaptation related to energy use, Co2 reduction and workforce/community education.

The outcome of this work brought to life what was happening as a result of water shortages, informed our seasonal supplier scorecard and in turn informed our sourcing discussion and decisions, the tools to be used and commitments we needed to make.

The scope of resources required includes a dedicated budget, and resource to conduct the necessary desk top research and stakeholder engagement that brings our growers on the ground realities to life generating our case study content. We invest time, energy and money.

Guidance alignment / top tips

- Energy consumption and emissions are reduced,
- Environmental protection, conservation of resources
- Impacts on the environment and local communities a
- Hazardous substances and waste are prohibited.

Tracking

- One part of our tracking is linked to disputed data in the area is the value of recharge versus the need for demand scientific data I see as being crucial. We seek to bring greater answer certain WW Report criticisms. We are particular position on water stewardship accreditations, for example that is derived for their growers and their export business

Communicating

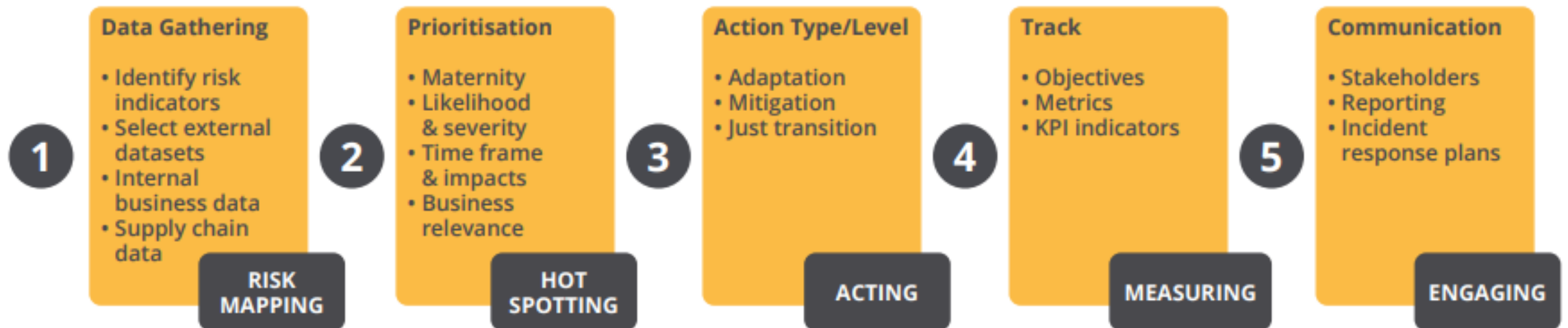
- We need to be aware of language and cultural differences gathering accurate granular detail & information. It takes

Commitments and resources

- The Courtauld Commitment 2030 | WRAP

Working group approach 2023-24

FNET Climate Change and Human Rights working group due diligence approach 2023-24 ^{fig 1}



Three types of tools were reviewed

Category 1 - Tools measuring human rights related impacts

- Fairtrade HREDD tool
- Sedex Radar tool (includes human rights and environmental elements).

Category 2 - Tools on environment-related human rights impacts

- Fairtrade HREDD tool (in its environmental component)
- Sedex Radar (in its environmental component)
- WWF Risk Filter Suite (Water Risk Filter /Biodiversity Risk Filter).

Category 3 - Climate change datasets

- Environmental performance index (EPI) (2022)
- WRI - AgriAdapt (2022)
- UNICEF Children's Climate Risk Index (CCRI) (Aug 2021).

Risk assessment review summary – Annex 1

Annex 1 Climate and environmental impact assessment tools & databases				
<p>In October of 2023, members of FNET's Climate and Human Rights Working Group reviewed six climate and environmental risk assessment tools to identify how to best use them to better understand climate and environmental impacts through a human rights lens, map these impacts over their supply chain and design targeted mitigating actions.</p> <p>The tools were assessed based on the scope of the risks covered by each tool, in three groups: (1) tools measuring human rights and environment-related impacts; (2) tools measuring environment-related impacts; and (3) tools providing climate change-related scores. The assessments were based on guidance contained in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines on</p> <p>Multinational Enterprises, as updated in 2023, and took into account factors such as the capacity of tools to assess severity (scale, scope and remediability) and likelihood of risks to people, the risk time frame captured by the data set used in the tool, and the strength of the analysis of the interconnections between climate and environmental impacts and human rights.</p> <p>The outcomes of this assessment, including the challenges and advantages identified by FNET members, have been captured in the following table. These results are not intended to reflect the views of FNET or Human Level. The table captures company-led assessment results that may include subjective views on the tools assessed.</p>				
Tools	Description	Advantages	Challenges and limitations	Examples of Risks Covered
Category 1 - Tools measuring human rights and environment-related impacts				
Fairtrade HRDD Risk Map Tool	<p>World-wide risk map that depicts the current understanding of the salient human rights and environmental issues per country and commodity supply chain in that country.</p> <p>Data/Scoring: The map integrates salient human rights issues and root cause analysis through Fairtrade's engagement and collaboration with a range of stakeholders. Information can be searched by country and by commodity to see specific associated human rights issues.</p> <p>Scope: Ranks 129 countries and provides detail on each country's operating environment (e.g., standard of living, workers' rights, gender rights) are also available to view.</p> <p>Type of data: Quantitative and qualitative</p>	<ul style="list-style-type: none"> • Updated regularly. • Good education source on salient issues in global supply chains. • Includes helpful overview of risk mitigation approaches from Fairtrade. • Uses multi-factor third party reporting in is standard format, allowing deep dive comparisons. • Data-led and detailed assessment of risks relating to the country's operating environment. • Includes both environmental and human rights impacts. • No previous training is required for use. • There are no restrictions for using the tool. • Data is easy to interpret as colour coded on a red- green gradient. 	<ul style="list-style-type: none"> • Highly manual interface and does not allow for data to be uploaded to receive an output of specific corresponding risk data. • Will need to be continuously updated to avoid third-party data becoming outdated and limited. • Data and categories are general and do not deal with sub-national variations and some specific commodities. • Overview of risk is based heavily on expert opinion that may not be sufficiently supported in third-party investigations or supplier conversations. • There is a significant reliance on expert judgement around the commodity risks and around how the commodity and country risks are combined to give the overall salient issues. • Does not use future-looking data points allowing for a longer-term perspective on risks. However, expert views taken into account for commodity risks may be partly forward looking. 	<p>Human Rights:</p> <ul style="list-style-type: none"> • Child Labour • Living wage • Living income • Labour rights and conditions • Gender rights • Forced labour • Freedom of association and collective bargaining • Self-determination • Non-discrimination • Privacy • Freedom of speech and public participation <p>Environment and Climate:</p> <ul style="list-style-type: none"> • Soil erosion and soil fertility • Deforestation and protected areas • Energy use • Emissions • Adaptation to climate change • Environmental awareness • Hazardous chemicals • Pest management • Fertilizer use • Buffer zones • Water use and management • GMOs • Biodiversity plan and agroforestry • Wild harvesting and sustainability of plant and animal species • Threatened and alien invasive species • Global Climate Risk • Forest Area Change • Land Degradation • Water Stress

Comments from the review process

There is no definitive tool that determines environmental impact on people.

The group identified some useful indicators, however interpretation will need to be used when using the indicators

Understanding when to use current or future-facing data - i.e. for new sourcing sites,

FNET Climate Impact Mapping 2024

The below tracker has been developed to gather information on product and people. Over time, the expectation is that tracking the incident response. Please complete the below table in accordance

For queries or feedback, please contact Suzanne Natelson <suzanne.natelson@fnet.co.za>

Date	Impact on Product	Impact on people	Impact on people (detail)	Information source
06/06/2023	Reduced fruit availability			South Africans
06/06/2023	Reduced volumes/ quality for export			
02/02/2023	Reduced volumes		Injury, loss of workforce, lack of emergency services	https://www.th
01/01/2024	Reduced volumes, smaller items			https://www.th
01/01/2024	Reduced volumes			https://www.b
23/11/2024	Reduced quality & availability			https://www.s
24/01/2024	Reduced quality & availability			
07/11/2024	Reduced availability, season has finished weeks earlier than expected.		Reduced workers, potential for heatstress has increased, SMETA audits impacted as taking place with reduced	

Interpreting and layering the data

Where relevant take a layered approach to integrating human rights and climate change risk assessments

Suggested steps	Integration considerations
<p>1. Human rights risk information from assessments & other sources e.g. Modern Slavery reports and strategic objectives – developed through:</p> <ul style="list-style-type: none"> • Supplier engagement & audit data • Industry Association, Commodity forums/networks <p>Climate/Environmental data from sourcing country/regions National Action Plans are a good source to identify national climate change priorities – this will have an influence on supplier priorities.</p>	<p>Existing internal data on human rights can be maximised to inform climate change risk identification and decision making.</p> <p>This has the potential to identify 'hot spots' for where both human rights and climate risks are high.</p> <p>Country indicators linked to NAPs, in combination with supplier engagement would indicate the 'type' of risk they are facing. Risk 'type', for example, would be specific to their industry, and could include, droughts, seasonal change, resource depletion or sea level rise</p> <p>This would be validated by your suppliers and specialist teams within your organisations.</p>
<p>2. Add to your existing information a thematic overlay using data, for example:</p> <ul style="list-style-type: none"> • Occupational Safety & Health (OSH) from reported issues and non-compliances • Gender disaggregated data and reported issues • Significant migrant workforce 	<p>Work in thematic areas such as OSH or gender can be linked to established risk – this could be used to:</p> <ul style="list-style-type: none"> • Identify entry points for activity • Identify most vulnerable groups for heightened consideration. For example: <ul style="list-style-type: none"> i. OSH and heat stress can be applied to all ii. Gender = where there is a high % of women employed with potential to identify additional health risks iii. Migrant labour is potentially linked to seasonal extremes
<p>3. One size does not fit all. The supply chain tier will present a range of considerations depending on different tiers and operations.</p> <p>This would be internal data and is directly linked to your supply chain mapping. For example:</p> <ul style="list-style-type: none"> • Growing • Production • Logistics 	<p>Each part of the supply chain will present specific challenges. This may need an integrated approach with indicators aligned to the operation. For example:</p> <p>a. Carbon reduction:</p> <ul style="list-style-type: none"> i. Growing = farming methods, machinery and transport, waste (methane), reforestation ii. Production = building and production processes for energy efficiency. This could include innovation on cooling & refrigeration & waste reduction iii. Logistics = local arrangements and low carbon international transport methods <p>b. Heat and drought:</p> <ul style="list-style-type: none"> i. Growing = water resilience, crop diversification, irrigation systems, working time ii. Production = wastewater management, building retrofitting, cooling & refrigeration, seasonal shifts iii. Logistics = reconfiguration of the supply chain

Triangulation for an integrated approach to determine the 'people plan' Taking the regional & national climate realities, predictions and the existing human rights risks consider:

Will my chain need to be reconfigured?

Will the climate risks exacerbate existing human risks?

What 'people planning' needs to take place?

Who in my organisation needs to be involved?

How do we support suppliers and workers to mitigate and/or adapt?

Step 2: Prioritisation

Step 2 Prioritising (hot spotting)

After completing risk mapping, the next step is to **identify where the human rights risks are highest** and the process is usually comparing and prioritising the results of the risk assessment.

According to the UNGPs companies should prioritise the most **salient** impacts on human rights, from the perspective of those who would be suffering them (farmers, workers and communities) and business will also be concerned with where they can have the highest impact.

Some of the key principles around prioritisation are in Appendix 2 at the end of the guide.

How to prioritise? In practice

- 1 Map the most serious issues that came up during the assessment in relation to their severity and likelihood (salience). You can use internal and external knowledge to inform your understanding of the nature of the risk; how likely is the risk to happen and how severe it would be. You can map risks into a matrix like the one illustrated here, using the **factors of severity and likelihood** (see Box 2). Try and be specific about the nature of the risk, the regions at risk and the vulnerable groups, when relevant.

Box 2. Factors of severity and likelihood

Severity

- a. **Scale:** How harmful is it (for the person who suffers it)?
- b. **Scope:** How many people are/would be impacted?
- c. **Remediability:** Could this impact be put right? (is it linked to adaptation, mitigation and/or exit)

Likelihood

- (1) **The nature of the activity:** Does the activity put workers, farmers and communities at higher risk to climate and environmental impacts? Do your operations or suppliers rely on extensive amounts of natural resources, land or public goods?
- (2) **The presence of vulnerable people:** Do you rely on smallholder farmers, gig workers, low-paid workers from labour providers or other forms of precarious labour in that region? Do you know if vulnerable groups like women, migrant workers, disabled workers, indigenous and minority ethnic groups are present and would be impacted?
- (3) **The nature of the business relationship/supplier:** Do you have visibility over your suppliers, supply chain(s) and any possible human rights, environmental or climate impacts related to them? What are these suppliers' track record in the area/region (based on sources such as social audits, self-assessment questionnaires, visits or through policies and processes)? Do they have policies and processes in place to seek to respect human rights and comply with environmental or climate requirements?

- (4) **The nature of the operating context:** Do you have a good picture of the likelihood that climate or environmental changes will impact human rights there? How adapted and resilient to climate changes would they be? What kind of national legislations or social safety nets exist there?
- (5) **The strength of your own measures in place to mitigate the risks:** Do you have any policies, processes, programs, audits, assessments and certifications to help helping mitigate this risk in this region?

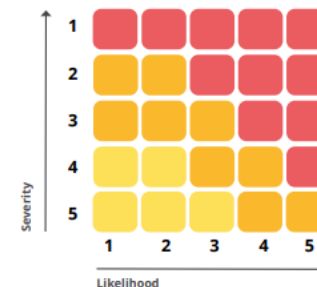
Note that when assessing risks at a corporate-level, the factors that relate to the nature of the activity, the presence of vulnerable people – at a high-level, and the nature of the operating context are likely to be those that are the most helpful and feasible to apply. The factors that relate to the nature of the business relationships and whether they have mitigation measures in place – as well as whether your company has mitigation measures in place, can feed into a deeper level of prioritisation following this high-level scan.

- 2 Identify the most salient human rights risks. Once the risks are identified based on severity and likelihood, the next step is to choose which risks to prioritise. It is recommended that the choice is made **based on their severity**. That is, the business is expected to prioritise for action those risks that are the **highest in severity**, regardless of their likelihood. It is also expected to prioritise those that are **high in severity and in likelihood**.

- 3 If the number of salient issues initially identified is too large to act upon, continue using the factors of severity described above to reduce number further. For example, you can focus on those salient impacts that will impact the most people (scope).

- 4 Engage with stakeholders, rights holders or experts to test the conclusions. Include suppliers, internal departments, workers' associations, industry associations, civil society organisations and researchers in the discussion around prioritisation.

Using a **future temporal lens**. Using data sets that include future data points can be helpful e.g. 2030 as future projections are more likely to identify severe and medium/long-term risks for people. It is recommended that the datasets for future and current risks need to be assessed separately because looking at them together might result in two massive datasets with conflicting information.



Informing our decision making included historical (2011) known severe human rights risks for agricultural workers. The Spanish regulation on outdoor working confirmed the growing risk to both workers and suppliers. The regulation covers temperatures of high 30s or over 40C, posing a risk for citizens outdoors or for the environment.

Retailer, FNET Member

Step 3: Action

Step 3 Acting

Once priority supply chains have been identified, the next step is to prevent and mitigate ongoing or future impacts and **provide or enable remedy** for those impacts that have already occurred.

Actions can range from conducting more research to understanding the problem in more depth to responsible exit. The issues may be large and complex, and it is important to note that the action relates to what the business (and stakeholders) and achieve. It may not be possible to directly influence the extreme weather changes, but it may be possible to adapt working hours, increase access to water/shade, and adopt business practices to mitigate the worst effects.



STREAMLINE ENGAGEMENT & SUPPORT, USE LOCAL PARTNERSHIPS AND INCENTIVE COMMITMENT
“Suppliers have one point of contact who is trained on both the ethics and environmental requirements. The suppliers are supported through guidance and sign posted to local resources, people, initiatives and projects that builds their capacity to progress and improve.” Fresh Produce Supplier, FNET Member

“We are partnering with a local organisation. They are leading expert in heat stress – they will assess onsite risks and design protocols that aim to reduce the likelihood and severity of heat stress on workers.”
Retailer, FNET Member

“We will profile businesses who demonstrate a commitment to improving the health and wellbeing of the workforce.”
Fresh Produce Supplier, FNET Member



How to take action? In practice

- 1 Know your resources. This will include team capability, links with stakeholders, budget and leverage.
- 2 Make sure policies and procedures are fit for purpose.
- 3 Decide if you are acting to prevent, mitigate or remedy.

Prevention, mitigation and remedy

- **Prevent:** avoid all environmental and climate impacts that can be avoided (e.g., avoid contributing to new land conversion into farmland; avoid contributing to deforestation; avoid applying agrochemicals with toxic and heavy metals; reduce dependence on single-use packaging through designing products to be packaging-free).
- **Mitigate:** reduce climate and environmental impacts that can't be avoided and mitigate their impacts on people specifically.
- **Remedy:** restore or regenerate impacted ecosystems to achieve positive environmental outcomes. Engage stakeholders and local communities in determining what restoration or regeneration should look like.

Examples of actions to take internally within the business

- **Internal engagement with commercial, human rights and other pertinent departments.** Establish a cross departmental/expert working group. It is useful to have future predictions to share with commercial colleagues to influence relationships with future or current suppliers. Good internal communication ensure alignment, but it will take an integrated approach to support supplier action.
- **Supplier engagement** - highlight that action is not just about conducting a risk assessment but about protecting their business and livelihoods of workers. It is not a box-ticking exercise, but climate-human rights action is about future-proofing a business. Need to collaborate to find the best fit between partners in a supply chain and clarify ownership for involvement, investment and change approaches where relevant for the audience.
- **Contractual terms** that set future standards and ‘front-load’ leverage
- **Aligning management standards, voluntary standards and audit (social & environmental)** criteria to maximize systems on the one hand and to guide attention on an issue, and engaging constructively on the other
- **Bidding and onboarding criteria** for new suppliers and partners
- **Commercial incentives**, like longer-term contracts, higher prices, larger business volumes and off-setting
- **Capacity building** by offering training programmes, relevant resources, and technical knowledge
- **Strategic planning** and decision making on mitigation and/or adaptation, in consultation with business partners, suppliers and the workforce. This could include an ethical exit plan where reconfiguration takes place and could also include diversification arrangements and support.

Integrate just transition considerations. When taking action to mitigate or adapt to climate change or environmental changes, broad and wide consultation and discussion is needed to find equitable and fair solutions.

New risks to human rights can be caused by climate or environmental change mitigation and adaptation actions (e.g., loss of farmer incomes from suppliers not being able to meet sustainability requirements; land grabbing in nature-based solutions). These risks are also to be considered, prevented and mitigated when developing action plans.

Steps 4&5: Measuring & Communicating

Step 4

Tracking and communicating (measuring)

What is tracking and communicating and why do it

This step tracks the effectiveness of the efforts to map, prioritise and act on risk mitigation. Some reasons to track or measure progress include:

Improving internal practices by having better information about how the company impacts human rights, climate and the environment

Identifying most effective practices at mitigating and preventing risks and impacts

Ensuring the most effective use of resource and avoiding wasting resources – strategic and long-term planning linked to sourcing decisions, future finance (including insurance) and restructuring your supply chain (logistics, relationships etc.)

Giving senior management and other stakeholders the “big picture” of what the environmental and social impacts are and how you are addressing them

Complying with external reporting requirements or with customer information requests.

Continuously improving your due diligence processes and procedures

You may also communicate externally about the actions you are taking to mitigate, prevent and remediate human rights, climate and environmental impacts which can be demonstrated by measuring your effectiveness.

>> TOP TIP Holistic view of data, ongoing monitoring against KPIs
‘Both the ethical and the climate risk data is kept independently but access enabled to view both data sets thereby providing a holistic view of overall risk. This data is accessible to technical teams and supplier management staff.’

Fresh Produce Supplier, FNET Member

How to track and communicate? Key principles

- Use both quantitative indicators and qualitative indicators. Include, as far as possible, qualitative indicators that seek to capture the perspectives of the (potentially) impacted stakeholders. These will always be important to assess human rights impacts and even better understand quantitative indicators.
- Use internationally accepted management standards that can be used internally and by key suppliers. Sustainability reporting is also distinct from certification, assurance, verification or third-party auditing schemes and refers, instead, to the disclosure of non-financial and sustainable development-related information to stakeholders of the organization. These for example could be the GRI [GRI - Advancing sustainable production on land and sea \(globalreporting.org\)](https://www.gri.org/) or ISO 26000
- Use well established and precise international/national standards, when those exist, to track for climate, environmental and human rights impacts. Where they exist and are helpful, align internal tracking systems with internationally recognised climate and environmental experts and disclosure frameworks such as the Science-Based Targets Initiative (SBTi), the Taskforce on Nature-related Financial Disclosures (TNFD) or the Task Force on Climate-related Financial Disclosures (TCFD).
- Consider tracking impact indicators, as well as outputs and outcomes. Outputs are the tangible products that result from an activity and outcomes are the negative or positive effects they have on nature, climate, people or the businesses; that is, your main targets or goals. Consider tracking how your own or your suppliers' practices are changing to affect those outcomes (e.g., whether purchasing teams are engaging directly with farmer or worker representatives in high-risk countries).
- Focus on “outcomes for people” and distinguish these from “outcomes for business.” When setting the targets that the indicators will build towards, focus on measuring outcomes for people and planet – as this is the main goal of implementing this RISK ASSESSMENT FRAMEWORK. However, it can be helpful to show how these actions also bring benefits to the business (i.e., cost savings, reputational improvements, or new business opportunities). Measure those too as they are needed or important, while recognising that outcomes for people and planet are to be the main goals or targets. Additionally, avoid confusing the due diligence process with these final outcomes; for example, by having a policy or commitment as a target and not just an indicator of an activity.
- Focus on working collaborative with suppliers, worker’s and community groups in support of / with your audits and certification data. When it comes to the most salient risks, requiring that suppliers and partners implement audits, self-assessments or certification schemes may not be the most effective way to track progress or achieve change. Leaning into the problem and collaborating with your partners (think: “changing practices and behaviours”) is often the best way to achieve changes that will mitigate and prevent climate, environmental and human rights risks. Engaging and consulting with suppliers directly will also allow you to identify new emerging issues or areas of concern before they become full-blown environmental or human rights emergencies. Integrating these kinds of conversations and building trust with suppliers will improve your entire due diligence process.
- Use tracking to drive continuous improvement in business’ human rights due diligence and other processes. Use what you learn through measuring progress to improve your internal processes and make them more efficient at preventing and mitigating risks to climate, the environment, and people.



slido

Please download and install the Slido app on all computers you use



How have you used the climate guide?

① Start presenting to display the poll results on this slide.

Links

[Climate & Human Rights Due Diligence Guide](#)

[Risk Assessment Review](#)

[Case studies](#)

[Guidance note on Climate and Human Rights](#)



Sedex

- 1) Are members aware of any growers that are refusing to conduct the new SMETA 7 audits?
- 2) Sedex has shared a list of resources with weblinks to support SMETA 7 implementation. This will be shared in the weekly news and can be found on the FNET website.

3) SEDEX PLATFORM CHANGES

Sedex will be turning off the Sedex Advance platform (our old system) by February 2025. Some of its features will be moved to our current platform. This change will ensure that all your important tools and data are together in one, easy-to-access place.” Info was shared in the weekly news and comms from Sedex.

- 4) Next Sedex Call is on 13th November 2-3pm

—
NEWS

Many growers intend to walk away from ‘unworkable’ ethical audit

By Grace Duncan | 9 September 2024

Sedex announced in April that its new SMETA 7.0 audit would come into force on 10 September



SEDEX PLATFORM CHANGES

November 2024

- SMETA Virtual Assessments (SVA) will no longer be available – We will be reviewing the use of remote assessments next year and ensure it is developed in line with our member's needs.
- Ability to add 1st and 2nd Party Audits will not be possible.

December 2024

- The ability to manage audits and findings in Sedex Advance will be switched off.
- SMETA audits completed in the last 5 years will be available on the current Sedex platform.
- Data from audits older than 5 years will still be accessible through reports on the Sedex platform.

January 2025

- Member directory will no longer be accessible.

February 2025

- The Sedex platform will have a fresh look and features like pre-screen, risk assessment and reporting will be available in a new interface.
- SAQs which have been completed on Sedex Advance will be removed and no longer be accessible.



Member questions

Are there any FNET members who have experience with working with the United Arab Emirates? A member has recently acquired a new business and is keen to know more about any differences in requirements from EU/UK.



Member questions

We experienced challenges in using the M2030 platform and want to raise a query in the FNET call to see if other importers like ourselves have the same concern.

An FNET member is looking to generate a basic Service Level Agreement from ourselves to our labour providers, however I can only find templates that are from LP's to customer and not customer to LP?



ETI/FNET webinar on security – 27th November 11-1

The ETI and FNET are holding a joint member-session on human rights impacts of security services in agricultural, food processing and retail sites

The objectives of this session are:

- to provide an overview for members on the key human rights concerns for security deployment in the UK and internationally
- to share some case studies to illustrate how some businesses are conducting human rights due diligence for security operations within their operations and supply chains.

Please contact Suzanne if you would like specific information covered in this session, and if you have any case studies to share.



FNET All Member Day - Gs Fresh – 6th November

70 + members already signed up – registration required online – please register via this [link](#) - deadline was yesterday so please do it ASAP!

Panel sessions

- ❖ Are worker Rights in the UK better protected today?
- ❖ Getting to grips with understanding the changes in EU regulation and expectation on business

Interactive sessions

- ❖ Collective action on managing ethical issues
- ❖ Developing FNET activity plan for 2025/6

Networking, AGM (board elections), working group updates, communications update



Upcoming FNET meetings



- **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
- **FNET/Sedex Call** - 13th November 2-3pm
- **Joint ETI/FNET webinar on security services** – Wednesday 27th November 11-2
- **Raw Materials & Services working group** – Thursday 16th January 2025 1-3pm
- **Empowering Work working group** – Wednesday 22nd January 2025 10-4pm
- **Climate Change & Human Rights working group** – Thursday 30th January 2025 1-3pm