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 4th December 2024





Human Rights Day 10th Dec Our Rights, Our Future, Right Now.

UNITED NATIONS HUMAN RIGHTS

> OUR RIGHTS, OUR FUTURE, RIGHT NOW

By defending human rights, we prevent harm before it happens.

Human rights are the common thread that binds us all together to foster peace and stability.



By protecting human rights, we protect our future.

Human rights are not abstract ideas. They offer protection, ensuring everyone, everywhere can live in dignity and respect.



By advancing human rights, we create a fairer world.

Upholding human rights isn't only about addressing present injustices, it's about reshaping unjust societies and empowering marginalized groups.



OUR RIGHTS, OUR FUTURE, RIGHT NOW.



Posters : Human Rights Day 2024 | OHCHR

UNITED NATIONS HUMAN RIGHTS



TREATING PEOPLE FAIRLY AWARDS 2024

Jessica Garratt





Co-op aims to give recognition to and celebrate suppliers demonstrating a significant commitment to ethical trade and who are making as positive impact for workers through their actions









Aisha Aswani & Emily Pearce, Co-op

Clare Lissaman, Oxfam & Danny Miles, ETI





AB World Foods



Our judges selected two winning suppliers and highly commended four suppliers

BUSINESS USE





Treating People Fairly case study

Summary

Pilgrim's UK: Improving mental health in the UK meat industry

<u>Pilgrim's UK</u> is Britain's largest producer of higher welfare pork and a major supplier of British lamb. The business employs more than 4,500 people and has eleven production sites, five free horcessing facilities, and six added value processing facilities across the UK.



Advertation of the second seco

Understanding the issues

engaged from across the supply chain, from workers and freemers hold emangement teams, instance and NGCs. On-site assessment were carried out the free business and the free free business and the free business and the free business free business and the free business and the free business free business and the free business and the free business thermakees and this may of the controls.

Rigrim's UK already had in place to protect human ights, which are over and above legal requirement had worked well. However, there were also less, so memorie aren't cloing the s task for long. 4.5 people have the training level, to make this possible artunities for improvement identified. Most of aues raised are sectoral issues that require with mental health but also safet orative approach to solve. ains are kept alert and focused On farms, it was found that partnership with Pilgrim's in terms of the independent fa K offers a steady income and long-term stability to field workers from Pilorim's UK wh rmers. However, it also found that workers on farms farms are also trained as Mental H Aiders. Pilgrim's UK also partners re often working excessive hours (10 hours or mor r day) with no weekly rest day; wages varied across Wellies', a charity which focuses of rms and some workers were not paid overtime; ising and tackling the shame of any workers on the farms were family members worked without contracts. There was also a practical quidance for farmers on riance in working conditions and the nature of th afety and mental health. Signpos often impacted the mental health of workers.

The abstracts and processing black are related to a large first part of the second and a the Boyala do to the largestar sources, which the valued risks of workers approgram sources, and provide the second sources approgram sources and provide sources and the sources and the source approgram sources and provide sources apprograms to exist and provide sources approprint UK exists and the approprint app

UK, Co-op and Waitrose will report publicly against by as they make changes. Fo

Treating People Fairly Awards 2024



We commissioned an external consultant to create case studies to share project best practice and lessons learned

Women's Health Project





Women's Health Journey





Women's Workshop Feedback

The experience increased my confidence and selfesteem and taught me how to handle my family and children".

> "I learnt about the about different seasons in your life and how they relate to different moods during your menstrual cycle. How to take care of yourself as a woman and take care of each other and talk to each other about problems"

"I can recommend this training to other ladies at other farms as it will open up their eyes about life, stress and exercise and it will give them more information on menstrual health and the costs saved of using sustainable menstrual products, such as the menstrual cup".



Lessons Learnt and next steps



Lessons learnt	
How to engage	Cultural differences
Simplicity of actions	Workshop logistics



2024-25 Impact assessment

- Rolling out the women empowerment workshops to other South African sites.
- Currently conducting impact assessments to understand the impact these workshops have had.



- Present and engage with the Zimbabwe sites on their data and next steps.
- ✓ Continue the engagement with UK sites and other sourcing countries on this topic.







Responsible Recruitment at G's Lynsey Gill- Group Ethics & Compliance Manager



Confidential G's 2024

What have we done?

Identify & map all Recruitment Costs & fees presented to workers E.g. Visa, Biometrics, Travel + hidden related costs and/or illegal Fees

Identify & map all Recruitment Pathways to G's

E.g. Uzbekistan – 3rd party agent – SWS Operator – Barway Services Ltd.

- 4 Operators
- 20 pathways
- Over 20 Nationalities

Recruitment Reporting Tool developed

Immediately identifies any incorrect/illicit recruitment pathway, deviations from/incorrect recruitment processes and enables immediate action whilst also contributing to our overall Recruitment Risk Assessment, Labour Provider audits and Intelligence Management System.

37 QUESTION INTERVIEW:

- 4 Demographic (chain)
- 29 Qualitative
- 4 Quantitative



Worker Interviews - Reporting



Trust | Efficiency | Quality | Expertise | Can do





Responsible Recruitment Due Diligence



Responsible Recruitment Assessment Framework

Verified worker feedback shared with relevant Labour Providers – knowledge sharing & continuous improvement.

Incorporating worker experience to enhance due diligence internally & externally and ensuring safeguarding of workers and recruitment pathways.

Informed Labour Planning at G's and safe recruitment of new & return workers.



Risk Measurement for each SWS Operator, Third Party Agent and Source Country individually.





Trust

Outcomes & Impact of Beyond Compliance Approach

Enhanced internal processes and management systems. E.g. Attendance at Recruitment in Source countries.

Improved reporting systems and Governance. Improved Capacity Building across G's – equipping leadership and key stakeholders with thorough understanding of recruitment, risk & responsibility.

Increased Risk Management protects the business and our supply chains.

Increased and improved methods and tools to identify modern slavery & exploitation indicators:

- Forms at Onboarding/Induction
 - Regular Toolbox Talks
- Modern Slavery Site Champions
 - Enhanced survey questions
 - Anonymous reporting
- Increased worker interviews (quantity & quality).
 - Increased reporting methods

Detailed guidance provided to workers on recruitment processes, costs, expectations, grievance mechanisms and working conditions – translated into 11 languages.

- Also provided to people contacting G's requesting application to SWS Knowledge sharing of outcomes strengthens collaborative industry work beyond G's Businesses

Expertise developed informs future ways of working and enables us to remain agile & vigilant.









Thank You

THANK YOU



TREATING PEOPLE FAIRLY AWARDS - CO-OP CO CO

BUSINESS USE



Development Dialogues

Role of business regarding the right to development Trends from the Corporate Human Rights Benchmark

Introduction



The World Benchmarking Alliance (WBA) develops free and public benchmarks to measure and compare company performance on the **Sustainable Development Goals (SDGs).**

Since 2017, the CHRB has been a pivotal **tool for tracking the implementation of the UNGPs** by some of the world's largest companies.

Over the past five iterations (2018-2023), the CHRB has assessed 244 companies across five high-risk sectors



Key trends **1. Overall progress and gaps**



64% of companies have progressed in five years, yet there is uneven progress among sectors and topics

Too often such progress remains slow and superficial.



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Too often such progress remains slow and superficial.

18% → 44% commit to human rights global standards (UNGPs and OECD guidelines) $30\% \rightarrow 45\%$ identify risks and impacts $16\% \rightarrow 16\%$ take action to address risks and impacts



Key trends **2. Embedding human rights**



Embedding human rights in management systems and culture accelerates progress

47% of improvements in due diligence, remedy and mitigation of risks **can be linked to companies taking additional steps to embed human rights**

Embedding can look like...

- Assigning senior level responsibility for human rights (22% → 59%)
- Assigning day-to-day responsibility for human rights (29% → 49%)
- Providing trainings for workers on human rights (25% → 48%)



Progress in embedding respect for human rights \longrightarrow

Key trends **3. Human rights due diligence**



- Companies have begun to identify human rights risks and impacts
- But the rate of how many of them effectively assess and act on them has remained stagnant
- Companies based in countries with mHRDD legislation in force outperform and improve faster across all HRDD steps



Key trends **4. Grievance mechanisms**



- More companies ensure that grievance mechanisms are in place for external stakeholders (66%) and supply chain workers (68%)
- But they still lack transparency, equitability and are not based on engagement with stakeholders.



Key trends **5. Purchasing practices**



- More companies are putting contractual agreement in place for suppliers
- But the gap between setting expectations and providing sufficient support has widened over the past five years
- Minimal progress on responsible purchasing puts millions of supply chain workers at risk
- Companies have only met an additional 1% of requirements related to responsible purchasing, while top performers have improved by 35%



Trends and insights from five iterations of the Corporate Human Rights Benchmark (2018–2023)







Member Questions

Turkey - occupancy permits. Some suppliers are getting NCs for building occupancy permits. We understand from our suppliers that the occupancy permit is issued by the national authority when the original building plans are approved but if the site is extended, then the local authority will not issue an updated occupancy permit. We would like to understand if others are having this issue in Turkey in seafood/other supply chains; and if this has been picked up as a CAR in sites which have been audited by the new Sedex version 7?

HRDD for manufacturing sites in China. A member is struggling to communicate/allocate some clear actions around traceability, risk assessment, due diligence procedures for their supply chain. Their approach is very focused on H&S and legal requirements rather than the broader range of issues and potential impacts. They've mentioned being compliant to government department training on human rights, is anyone aware of what this entails? Does anyone have any guidance, good examples or can signpost towards stakeholder groups or resources?



Key Learnings & Insights from the 13th United Nations Forum on Business and Human Rights – Andy York, Pilgrim's – to update at a later session Lou's update on LinkedIn https://www.linkedin.com/feed/update/um:liactivity:7267420450228506624/

Opportunity to collaborate on Peru Water Crisis

Piura is facing a water crisis that could leave the region without sufficient supplies in a month. The Poechos dam, the main water source, is at only 2% of its capacity, with just 14 million cubic metres of water. This significant shortfall has led authorities to consider declaring a water emergency and calling for immediate action from the Central Government.



The situation is critical, and the limited reserves will only be distributed to the towns of Piura, Sullana, Talara, and Paita, expected to last only a month and reserved for essential public services. This crisis will significantly affect small producers, while our suppliers are self-sufficient in their water needs.

This situation will greatly impact small producers, while our suppliers remain self-sufficient in terms of water resources.

Overall, Piura region is facing severe challenges including impact on local growers, workers and communities.

Other FNET members sourcing from the region may be affected, creating an opportunity to collaborate to reduce duplication and improve shared learning.

Anyone interested in collaborating please reach out to FNET team in the first instance.



Webinar on raw material supplier mapping 5th December 12 - 1pm

Thursday 5th December 12-1 Title: Mapping raw material suppliers and developing an aligned approach to indirect links

Please join us to hear from <u>Bendi</u> and an FNET member on a case study on mapping and screening raw material suppliers in partnership.

There will be a chance to ask questions and discuss how other members are approaching supply chain challenges in regions where communication and leverage is low.

FNET secretariat have sent a zoom invitation, let us know if you have not received it and would like to attend. This session will not be recorded.



Mapping supply chains.

Understand connections in your deeper supply chain in moments not months. There is no magic bullet to supply chain transparency. Bendi uses data including global trade information to show connections and build a map of company trading in your deeper supply chain.

Our onboarding process learns from you and only builds supply chain maps relevant to your sourcing.

How does it work?

Bendi can map all supply chains from a single supply partner. To build a supply chain map all we need is your known supply chain partners and what you source from them.

Available through the Bendi Prism platform and by API.





Upcoming FNET meetings



- Webinar on Mapping Raw Material Suppliers Thursday 5th December 12-1pm
- 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





Merry Christmas and wishing you all a wonderful 2025!