



Climate Change & Human Rights Working Group Meeting

The Food Network for Ethical Trade – Thursday 30th January 2025



Competition Law Statement

“Today we are meeting to discuss 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 she believes that discussions are in breach of competition law”

This meeting will be recorded and shared with FNET members, and the presentation slide deck will be saved on the FNET website.

Climate & Human Rights working group leads



Natalie McWilliam
*Group Head of
Sustainable
Sourcing*
Dps (currently on
maternity leave)



Ed Brent
*Sustainability
Manager -
Carbon*
M&S



Iwona Janik
*Head of
Technical &
Ethical Sourcing*
Ethical Food
Company



Shannon Hilton
*Sustainability
Co-ordinator*
dps



Board Sponsor
Pins Brown
Chair, FNET

Co-ordinated by Suzanne Natelson, Project & Membership Manager, FNET



Meeting Objectives

- 1) To discuss and finalise the 2025-26 working group workplan.
- 2) For members to gain a deeper understanding of the integrated HREDD tool as developed by Aim Progress (and others).
- 3) Peer-sharing on implementation and action throughout 2024 to understand impact of the working group, business' output and to deepen learning across the working group.
- 4) For members to identify some priority areas for implementation in 2025, and to highlight how FNET can best support members activity.

Climate & Human Rights working group: Agenda

Timing	Item	Objectives for members
13.00 – 13.05	Introductions & meeting objectives.	
13.05 – 13.20	<i>Converged HREDD Assessment tool – Louise Herring, Executive Director, Aim Progress</i>	To understand more about available HREDD tools in circulation and how members can use it in their businesses
13.20– 14.20	<i>Moment of reflection and peer learning between the members. Each working group member to share their work in 2024 on climate and human rights.</i>	<i>For members to reflect and assess their progress over the past year, to share learning, challenges and solutions with peers in order to further integrate and embed climate and human rights work.</i>
14.20 – 14.40	<i>Workplan for 2025</i>	<i>Members to feedback thoughts on the workplan and prepare for 2025.</i>
14.40 – 15.00	<i>Key learning and New Year resolution – what is a priority for your business in 2025?</i>	<i>Members share key takeaways from the session and identify priority areas in order to focus on action and implementation in 2025.</i>

Converged HREDD Assessment Tool

Empowering Industries to Strengthen
Human Rights and Environmental Due
Diligence Practices



Why AIM-Progress & the Consumer Goods Forum have partnered on this tool



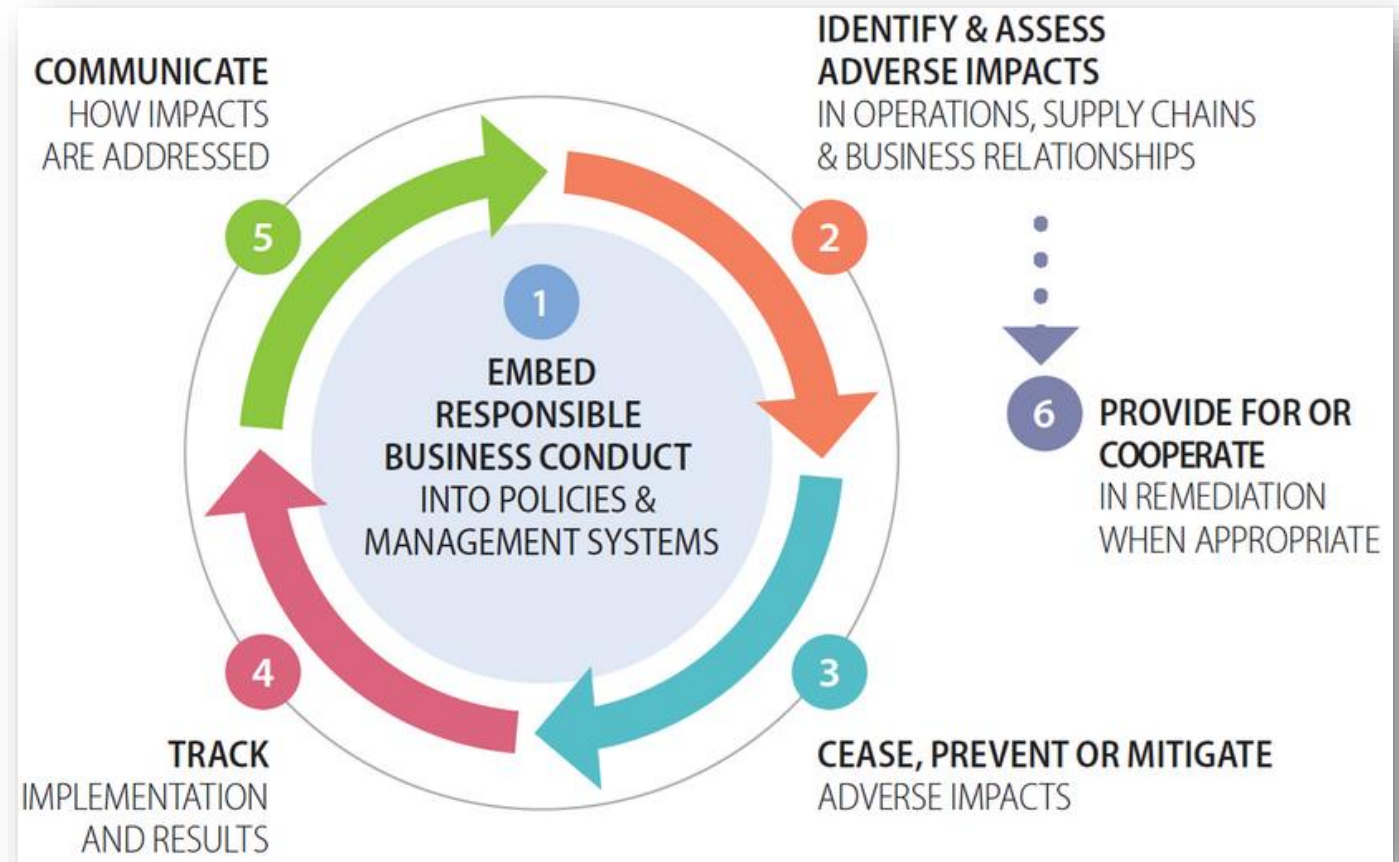
History of the tool



Putting Fairness to Work

How this fits with the OECD framework/ UNGPs

A continuous process throughout which companies take action to identify and address risks and adverse impacts to people and the environment



PARTICIPATING
COMPANIES



MEMBER
ORGANISATIONS
& TECHNICAL
PARTNERS



Objective



A tool that will allow companies, brands and suppliers to assess the maturity level of their HREDD management systems and use this as the basis of improving those systems.

Tool & Guidance

Excel-based tool



- Question set with guidance
- Auto-filled results engine
- Gap assessment



Guidance document



- Explanations of approach
- Definitions
- Instructions for completion

Tool Elements



Questions: ask about the process related elements of HREDD



Scopes assessed:

- own operations
- service providers
- supply chains



At parent company level



Maturity measured: 4 levels – starting, launched, intermediate, advanced



Gap assessment for action planning:

set a maturity ambition >> actions to take and things to check

How environment is covered...

Most requirements framed around “environment and human rights”

Questions about process separate out environment and human rights to allow for separate score for EDD

Human rights risks include adverse risks on human rights from the environment

Assumption that two due diligence processes occur in parallel but with overarching governance, tracking & communication

Approach aligns more with HRDD + E (UNDP guide) than FNET HREDD guidance?

Architecture

POLICY

RISK ASSES

TAKE ACTION

REMEDY

TRACK

REPORT

Own Operations Questions Tab

Answers: yes, in progress, no // Guidance against all questions // Evidence requirements

Supply Chain(s) Questions Tab

- Service providers
- Up to 3 supply chains (e.g. high risk material/commodity supply chains)

Results Tab

Results show performance per HREDD step for:

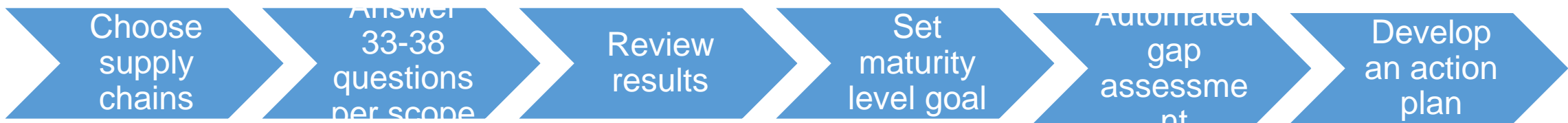
- Own operations, service providers and each supply chain answered for
- Human rights and environmental due diligence

Gap Assessment Tabs

Action Plan Template Tab

Use recommended HREDD requirements as the basis for action planning

Process of completion & presentation of results



Overall maturity							
Starting							
Own Operations		Service Providers		Supply chain: Palm		Supply chain: Coffee	
Launched		Starting		Starting		Starting	
Human Rights	Environment	Human Rights	Environment	Human Rights	Environment	Human Rights	Environment
Launched	Launched	Starting	Starting	Starting	Starting	Starting	Starting

A Overall maturity



C Actions implemented, in progress or not started

Overall maturity by step				
HRDD step	Own Operations	Service Providers	Supply chains	
			Palm	Coffee
Policy and commitments, resources, training and accountability	Launched	Launched	Launched	Starting
Identify and assess adverse impacts	Advanced	Starting	Launched	Starting
Taking action / address	Intermediate	Intermediate	Advanced	Intermediate
Grievance and remediation	Launched	Advanced	Launched	Launched
Monitoring and verification	Launched	Starting	Starting	Starting
Communication	Intermediate			

B Maturity breakdown per HREDD step

Recommendations on when to use this tool

For self-assessment

- As part of your own company's HREDD approach

With suppliers

- Within an established relationship
- Operating in higher risk geographies & production sectors, where the most salient issues lie
- No existing suitable tool
- Use the tool as part of supplier engagement as basis for open and constructive dialogue and support supplier to implement meaningful HREDD systems

What happens next – launch into implementation phase to November '25

Member company rollout – with or without support

AIM-Progress & CGF supported rollout via supplier capability building programmes

International Trade Centre platform

Other platforms – Sedex & Ecovadis

Q&A





Breakout discussion

- 1) A working group lead will be assigned to each breakout group who will delegate someone to chair the session. The lead will take notes.
- 2) Members to spend 5mins drawing a picture response to one (or more) of the following questions and will then share it in the group.
 - How have you used the working group resources (guide, heat briefing)
 - What climate/HR actions have you done in 2024?
 - What has been a priority risk for you and what have you done about it?

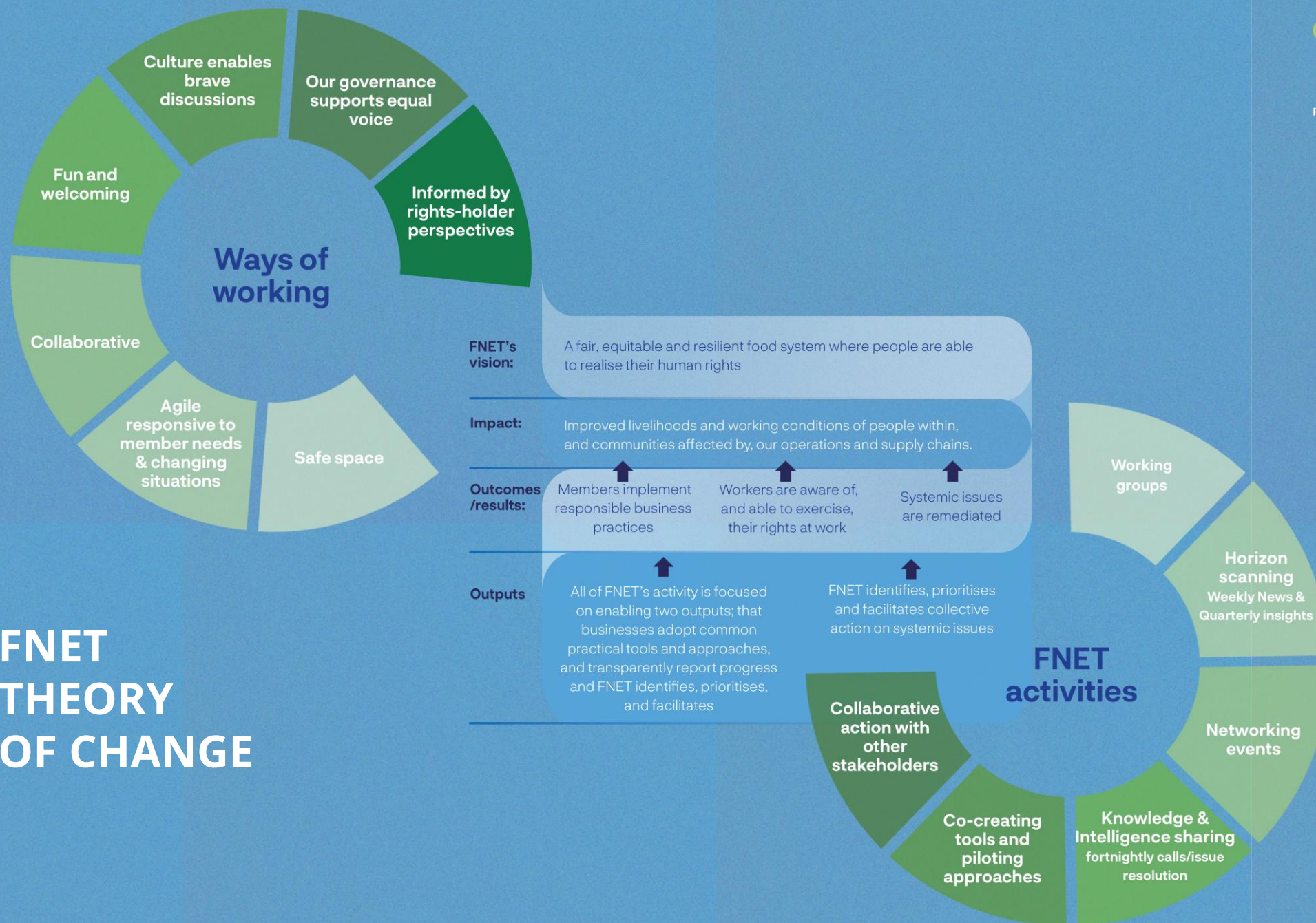
Please take a photo of your artistic representations and email it to Suzanne.

The output is a compilation of the information, some info can be expanded upon to share in the guide/in another call. All information recorded will be anonymized.

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FNET THEORY OF CHANGE



Working group objectives

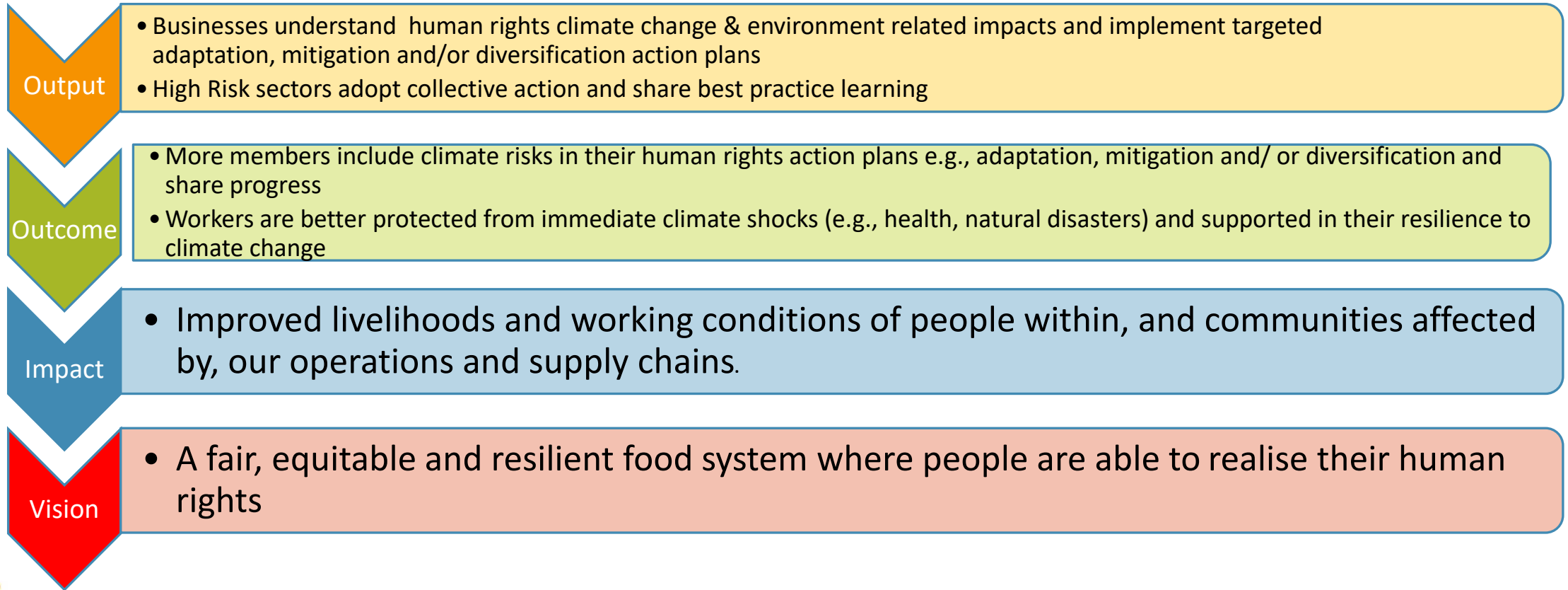
Increase understanding of climate change related impacts through a human rights lens.

Increase FNET members ability to map human rights and climate change related risks and create targeted adaptation, mitigation and/or diversification action plans.

Support cross-departmental collaboration, accelerating progress towards de-risking.



2024-2027 FNET Strategy: Climate & HR working group



Climate & Human Rights working group 2024-2025

Objectives

1. Increase understanding of climate change related impacts through a human rights lens.
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3. Support cross-departmental collaboration, accelerating progress towards de-risking.

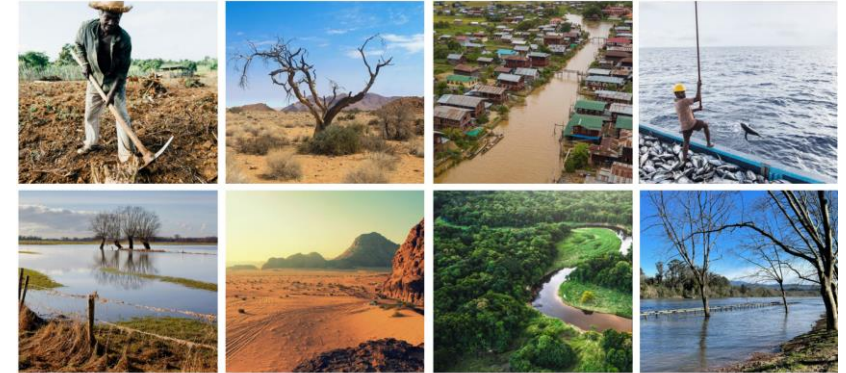
Summary workplan

- 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)



Highlights – well done everybody!

- Framework “How to guide” on Climate & Human Rights Due Diligence – launched August 2024
- Guide – 496 downloads, case studies 308 downloads, risk tool analysis summary 294 downloads
- Practical guidance on specific weather-related action x 2 - heat is published (216 downloads), water draft being designed and the environment/biodiversity being drafted with expected launch in March/April.
- In-person event – in-person workshop at AM Fresh on heat stress and integrating climate and human rights.
- In addition – some collaboration with Aim Progress and ETI – i.e. invitations to their climate meetings and some participation from their membership at heat stress workshop
- **Not delivered and in the workplan** – newsletter x2 and data-impact monitoring low engagement. To follow-up in 2025



CLIMATE AND HUMAN RIGHTS DUE DILIGENCE GUIDE



Briefing on heat stress and impact on people working in food supply chains

[Briefing objectives](#)



Polls

Names not recorded ; Results shared



What would you like the Climate working group to work on in 2025?



17 responses

Climate Change & Human Rights Working Group

Potential member commitment: ?

Summary Workplan

4 working group sessions including the following themes:

- ❖ Engagement with environmental/sustainability colleagues to implement more integrated HREDD approach in operations and supply chains.
- ❖ Communication masterclass workshop to engage senior and commercial colleagues to prioritise and support an integrated HREDD approach throughout the business.
- ❖ Workshop on “What does Just Transition mean on a practical level” to support members to understand, better articulate and act on practical steps towards a Just Transition for their businesses.
- ❖ Learning from crisis: Sharing learning on how to respond to climate/extreme weather events to support member preparedness for extreme weather events/climate crises.
- ❖ Potential collaboration to understand and adapt/mitigate climate impacts in one geography or supply chain.
- ❖ Assess what to do with the climate impact monitoring data in order to better understand some of the human-related climate change impacts in supply chains.

Outputs

For each session there will be a briefing paper/discussion summary produced.

Focused learning opportunities for members to share learning, case studies and best practice around implementation of HREDD

Formal collaboration with ETI and Aim Progress will increase member access to learning and best practice

Climate Change & Human Rights Working Group

Group Objectives: Increase FNET members ability to map human rights and climate change related risks and create targeted adaptation, mitigation and/or diversification action plans.

Planned Activity and Outputs

Q1

Activity

Working group with environmental colleagues – summary of some of the key issues, case studies

Discussion on identification of specific supply chain/geography – if this is agreed it will be incorporated into the plan for the year.

Climate monitoring data?

Output

Q2

Activity

In-person – communication masterclass on climate/HR
Session on learning from crisis

Output

Learning from crisis - resource
Comms resource? Powerpoint slides? Short film to share with colleagues?

Q3

Activity

What is a practical “Just Transition”

Output

Summary briefing on what is a practical Just Transition

Q4

Activity

Working group member summaries of work done – collection of case studies to add to HREDD guide

Output

- Update of HREDD guide

FNET Benchmark survey

How integrated is your environment and human rights due diligence approach?
Each output has an intended impact – what is this for the business and on workers

Budget support:

Key Learning & New Year's Resolution

Based on internal discussion and learning from today what are your key takeaways from the session and your priorities for your business this year regarding work on climate/environment and human rights?

Please pop either a key takeaway, or an aspiration/priority area of focus for 2025 in the chat or share directly with the group.

