# Climate Change & Human Rights Working Group Meeting

**The Food Network for Ethical Trade – Tuesday 1st July 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 they believe 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.**

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# Climate & Human Rights working group leads

**Natalie McWilliam**
*Group Head of Sustainable Sourcing*
DPS

**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 Jessica Turner, Communications & Membership Manager, FNET

# Introducing Jess

I've recently joined FNET and will be supporting the Climate Change and Human Rights working group.

I love the outdoors, and can mostly be found climbing, swimming or going for long muddy bike rides.

I'm passionate about the issue of climate change and I've had the chance to work on this at Anti-Slavery International and in my work at the Center for Global Development.

I'm really looking forward to working together!

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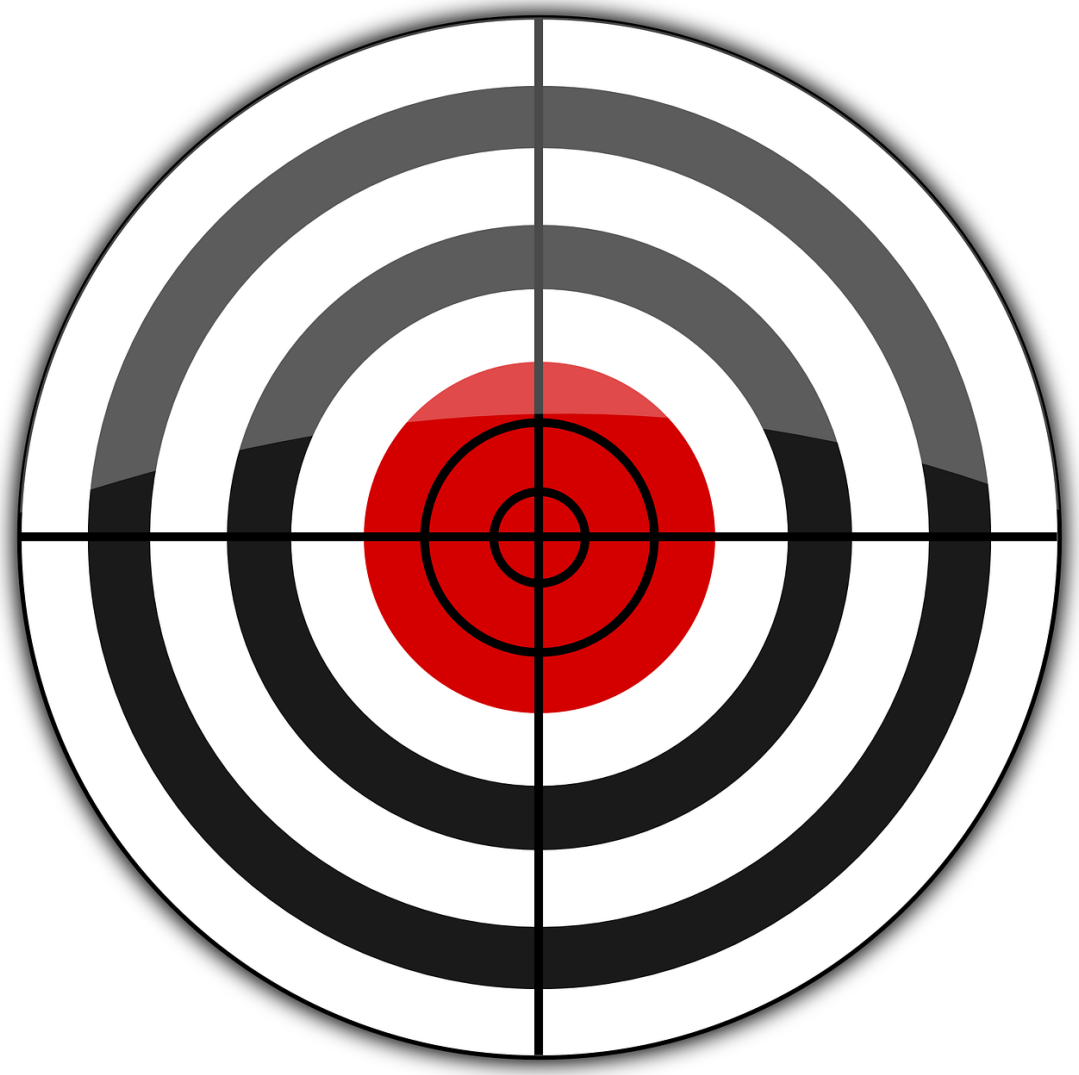
# Climate & Human Rights working group: Agenda

| Timing | Item |
|---|---|
| 14.00 – 14.10 | Introductions and overview from Ed Brent |
| 14.10 – 14.40<br><br>14.40 – 14.55 | Heat stress case study presentation from Scott Montegna and Matthijs Nieuwenhuis (La Isla Network), Sonia Eiras Sanchez (G's), and Rosie Iron (Sainsbury's)<br><br>Q&A with working group members |
| 14.55– 15.15<br><br>15.15 – 15.25 | **Breakout group session – heat stress action plans.**<br>Each group to consider risks and opportunities for de-risking.<br><br>Feedback in plenary |
| 15.25 – 15.30 | Wrap up and summary |



# Meeting Objectives

1) Recap learning about heat stress from working group discussions and paper.

2) Learn more about practical tools for mitigating the risks of heat stress within supply chains.

3) Have the chance to collaborate with others and discuss ways to understand and mitigate risks.

4) Leave the session feeling engaged and ready to collaborate on shared initiatives to mitigate heat stress.

# What has the Working Group done on Heat Stress already?

July 2024

In person meeting on heat stress with presentations from FNET, Ethical Food Company, Unite, Diageo

November 2024

Published FNET guide to summarise how extreme heat impacts worker health, outline suggested actions and guide discussions between businesses and workers on mitigating extreme heat stress


Extreme Heat: Impacts on People Working in Food Supply Chains

# Heat Stress in Agriculture

## Investing in occupational heat solutions

Presented by

Scott@laislanetwork.org

# A Global Research & Advisory NGO

- Conducting independent data-driven research on Occupational Safety & Health.
- Collaborating with global research institutions.
- Teams in multiple continents
- Providing evidence-based legal and policy frameworks to businesses, workers and governments.

# Where We Are: Industries & Geographies




# ILO: Heat stress is an invisible killer

International Labour Organization

“There is an urgent need for new, evidence-based and comprehensive measures to protect the health and lives of all workers, in all sectors, and in all regions of the world, with the overall goal of advancing social justice and promoting decent work for all.”

# Extreme Heat Impacts Our Economy

According to the International Labour Organization

## 2.41 Billion

**workers worldwide are exposed to excessive heat**

**This results in**

## 23 million

**injured at work annually**

## 80 million

**jobs lost by 2030 due to excessive heat**

## $2.4 TRILLION USD

**accumulated financial losses by 2030**

# Heat Stress

*AKI: Acute Kidney Injury*
*CKD: Chronic Kidney Disease*

**Environmental heat**

**+**

**Internal heat from muscular work**

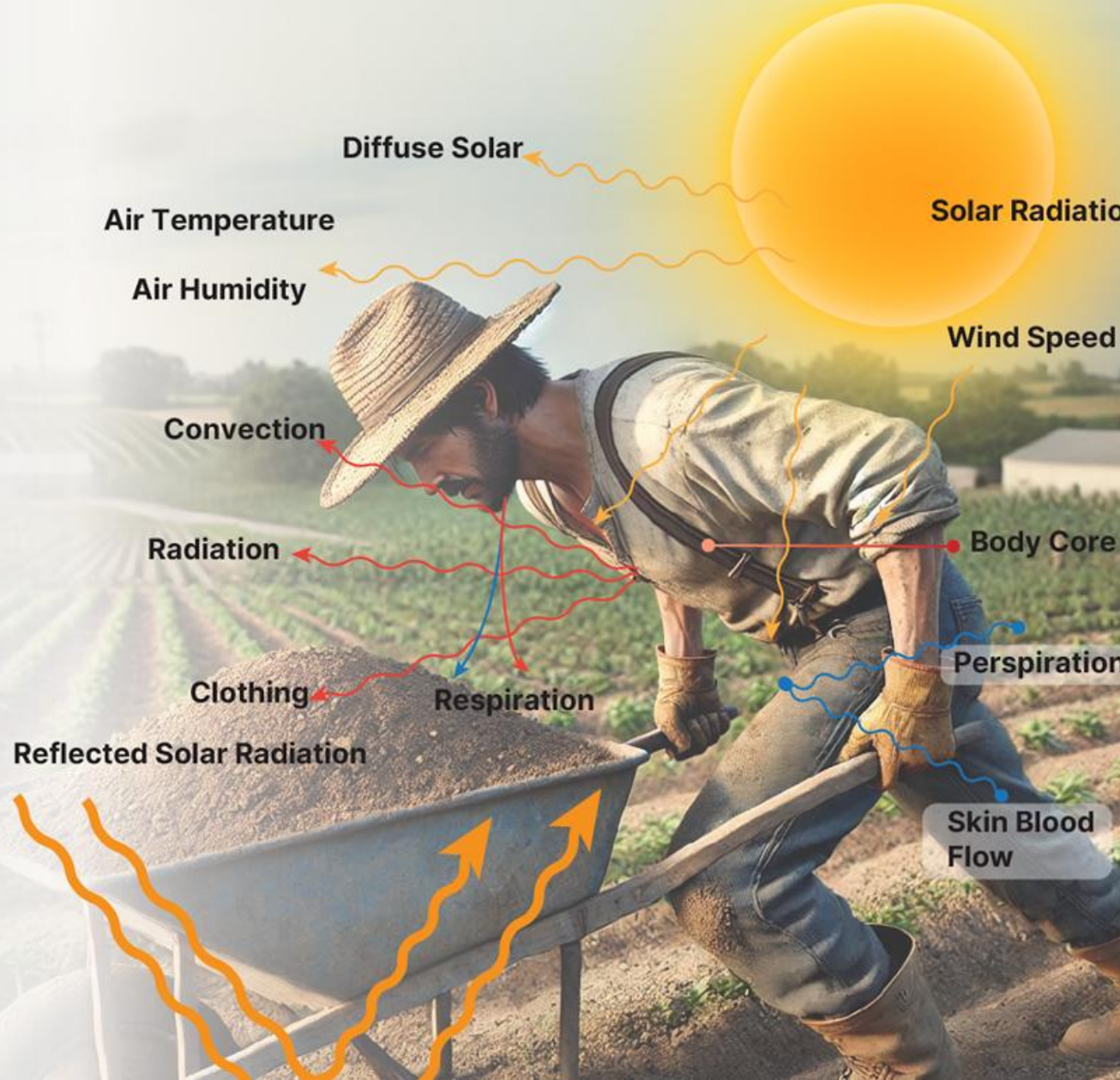
- Greater physical strain
- Hotter internal body temperature

Increased risk of:

» **Heat stroke**
» **AKI** and **CKD**
» **Accidents**

**Reduced productivity**

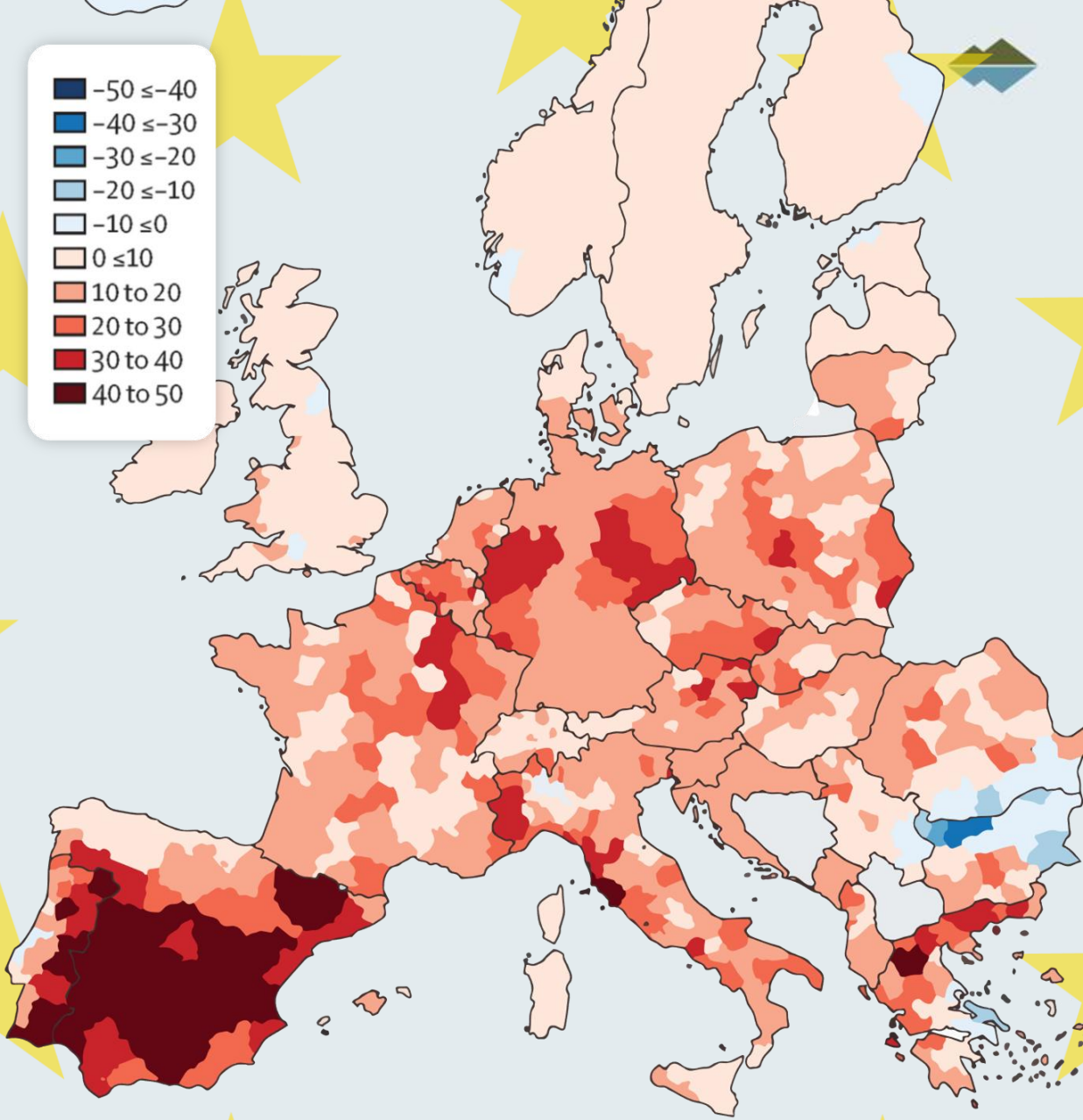
**Early mortality**



# It’s also an European Problem

**3** Three warmest years ever **on record** for Europe have all occurred since 2020.

**2x** Temperatures in Europe rose twice as fast as the global average in the past 30 years.




*Incidence of heat-related mortality per decade among general population, 2000-2020*

# A Challenge in US and EU

HOME › NEWS › WORKFORCE & SKILLS

## Turner Construction study shows workers at data center project negatively impacted by hot working conditions

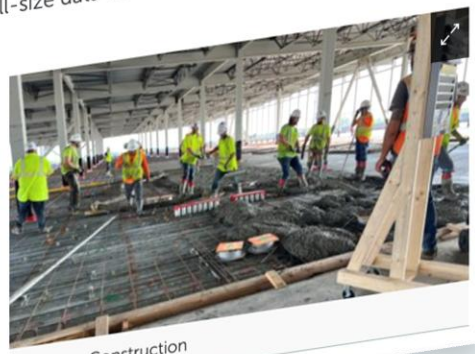
### Workers at risk of "permanent effects" even on milder days

January 17, 2024 By: Georgia Butler 1 Comment

Tuner Construction has found health concerns during a study exploring the conditions for laborers working at a large data center project in Kansas City.

The study, carried out alongside the universities of New Mexico and Indiana and research consultancy La Isla Network, gave 33 workers a pill-size data collection device to swallow and measure their internal temperatures.

The device captured their internal temperature throughout the course of a working day, and found that 43 percent of workers experienced a peak core temperature exceeding 100.4°F (38°C), with four percent exceeding 101.3°F (38.5°C). The day in question was "cooler than typical [in] summer."



– Turner Construction

Those internal readings could, if prolonged, cause permanent health effects. It is important to note however that, according to the lead

https://france3-regions.francetvinfo.fr/grand-est/marne/epernay/canicule-quatre-morts-suite-a-des-arrets-cardiaques-dans-les-vignes-en-champagne-c-est-dramatique-2837759.html

## 6 deaths in the vineyards of Champagne and Bordeaux in Sept 2023 grape harvest due to heat stroke

*"We experienced a period of intense heat, these activities expose us to major risks. With climate change, we must be able to stop the activity. [...] It's dramatic, it's serious, we're falling into the vineyards. And no one says anything.*

*Operations must be stopped in the event of hot weather. If the employer doesn't do it, the labor inspectors should be empowered to do it for them. It's urgent!".*

Anthony Smith, union official at the Ministry of Labor in the Marne region of France

# A Crisis in the Headlines: Heat Stress and Worker Deaths



'Working here is hell': latest death of farm worker in 40C heat shocks Italy

# Industries Impacted: It’s Not Just Agriculture

# Our work with G’s Group & Sainsbury’s

Sainsbury’s

Foros Comercio Ético
Ethical Trade Forums

## Project Highlights:

- Data-driven assessment of agricultural workers in Spain
- Intensive collaboration between all project partners
- Sharing results via LIN-authored report and community of best practices via Ethical Trade Forums

Plan for Better

# Drivers to do targeted work on heat stress

- Our commitment to identify and prevent evolving H&S risks, including those beyond tier 1
- Data, reporting, and internal intelligence highlighted the present and growing risk
- Opportunity for partnership with La Isla, G's Fresh and the Spanish ETF

# Heat Stress

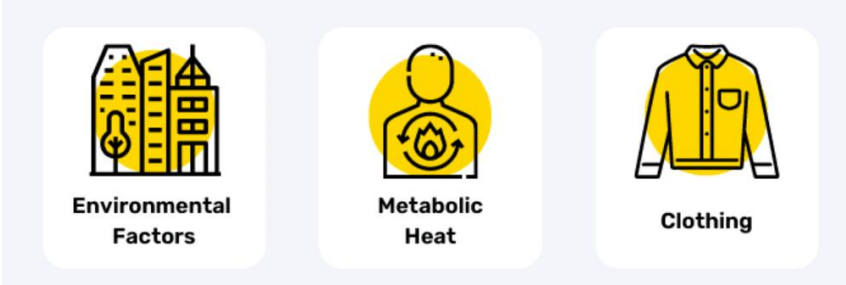
**Sonia Eiras**

*Group Ethics Compliance Manager*

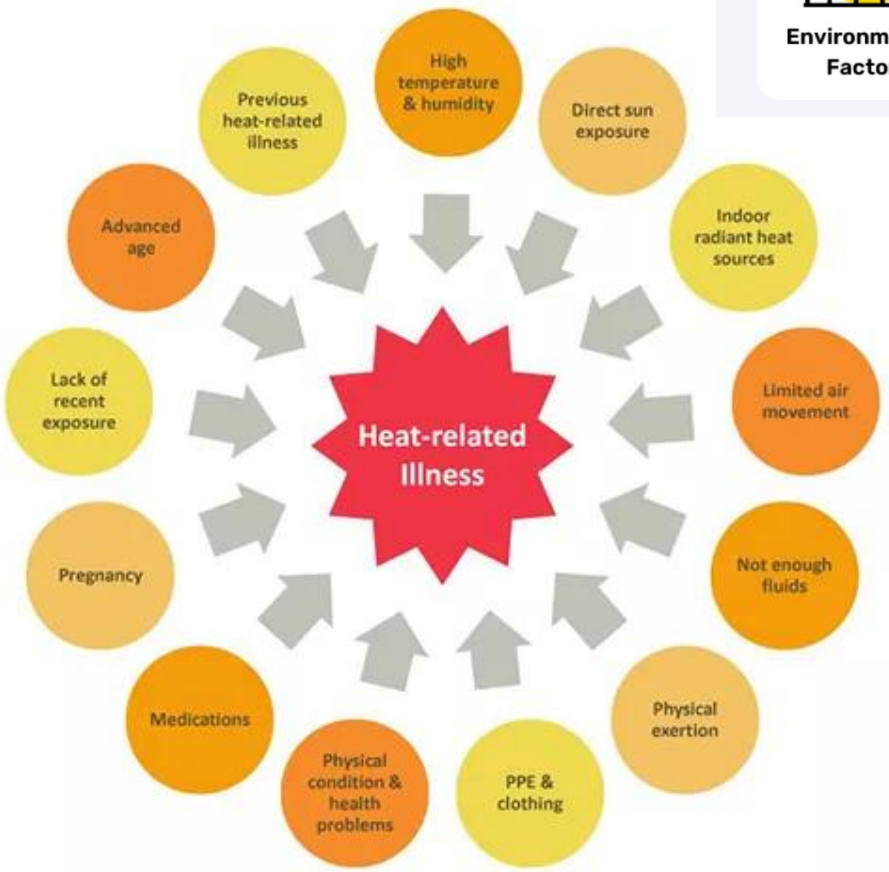
# What are we talking about?

**Heat Stress:** net heat load to which a worker is exposed as result of working conditions.

**Result of three factors:**




**Physical work increases body heat production**




## Measures in Spain:

1. Healthy checks
2. Thermal stress measurements in workplaces
3. Reorganize work
4. Fresh water
5. Rest areas/toilets
6. Fans where needed (indoor)
7. More breaks
8. Training on heat stress and first aid

http://www.aemet.es/es/eltiempo/prediccion/municipios/aguilas-id30003

El objetivo es detectar con suficiente antelación los días o épocas concretas en los que las temperaturas sean extremas para llevar a cabo medidas de prevención adicionales en caso de ser necesario.

El nivel de riesgo se determinará utilizando el Método del Índice de Calor de AEMET, según la tabla siguiente:

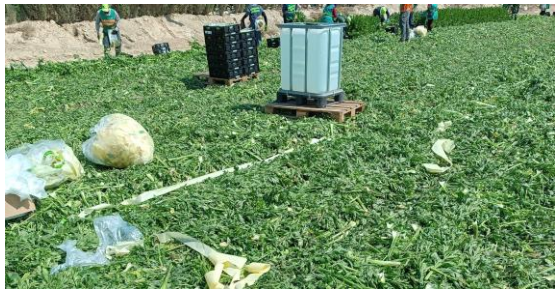
**TABLA DE VALORES DE SENSACIÓN TÉRMICA POR CALOR (HEAT INDEX)**

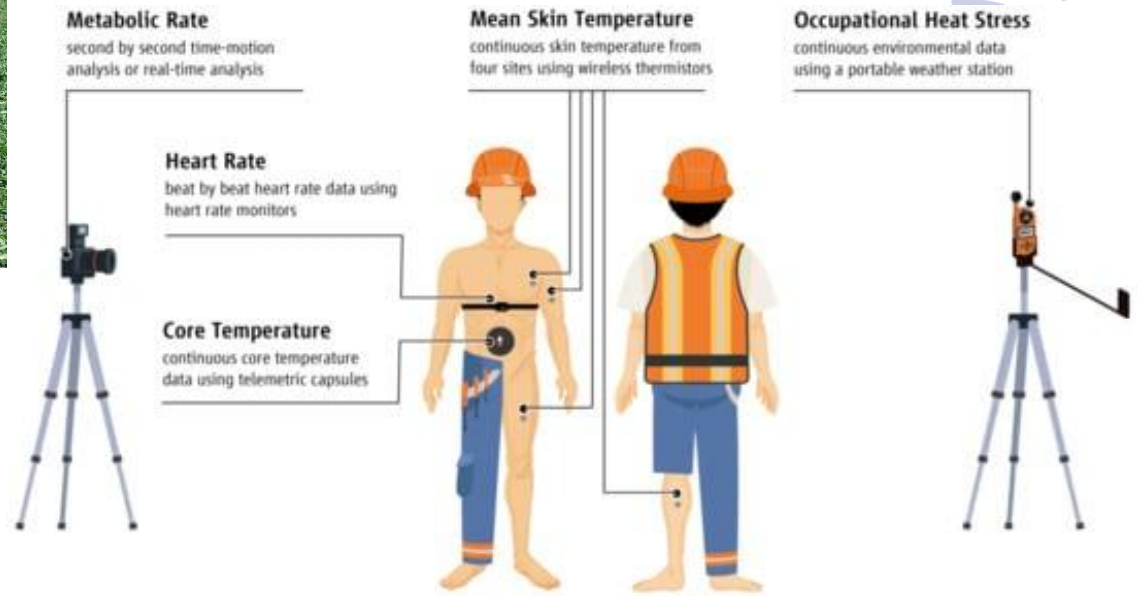
| HUMEDAD RELATIVA (%) | TEMPERATURA DEL AIRE EN GRADOS CELSIUS ( C ) | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 |
| 45 | 27 | 28 | 29 | 30 | 32 | 33 | 35 | 37 | 39 | 41 | 43 | 46 | 49 | 51 | 54 | 57 | 61 | 64 |
| 50 | 27 | 28 | 30 | 31 | 33 | 34 | 36 | 38 | 41 | 43 | 46 | 49 | 52 | 55 | 58 | 62 | | |
| 55 | 28 | 29 | 30 | 32 | 34 | 36 | 38 | 40 | 43 | 46 | 48 | 52 | 55 | 59 | 62 | | | |
| 60 | 28 | 29 | 31 | 33 | 35 | 37 | 40 | 42 | 45 | 48 | 51 | 55 | 59 | 63 | | | | |
| 65 | 28 | 30 | 32 | 34 | 36 | 39 | 41 | 44 | 48 | 51 | 55 | 59 | 63 | | | | | |
| 70 | 29 | 31 | 33 | 35 | 38 | 40 | 43 | 47 | 50 | 54 | 58 | 63 | | | | | | |
| 75 | 29 | 31 | 34 | 36 | 39 | 42 | 46 | 49 | 53 | 58 | 62 | | | | | | | |
| 80 | 30 | 32 | 35 | 38 | 41 | 44 | 48 | 52 | 57 | 61 | | | | | | | | |
| 85 | 30 | 33 | 36 | 39 | 43 | 47 | 51 | 55 | 60 | 65 | | | | | | | | |
| 90 | 31 | 34 | 37 | 41 | 45 | 49 | 54 | 58 | 64 | | | | | | | | | |
| 95 | 31 | 35 | 38 | 42 | 47 | 51 | 57 | 62 | | | | | | | | | | |
| 100 | 32 | 36 | 40 | 44 | 49 | 54 | 60 | | | | | | | | | | | |

| | | |
|---|---|---|
| Precaución | 27 a 32 | Posible fatiga por exposición prolongada o actividad física. |
| Precaución extrema | 33 a 40 | Insolación, golpe de calor, calambres. Posibles por exposición prolongada o actividad física. |
| Peligro | 41 a 53 | Insolación, golpe de calor, calambres. Muy posibles por exposición prolongada o actividad física. |
| Peligro extremo | 54 o más | Golpe de calor, insolación inminente. |

**If the risk is "danger or extreme risk“:**
**STOP production**

# Project heat stress with “La Isla”






- July 2024
- Cúllar (Granada)
- Diverse sample: Gender, age, job role
- 5 days on the farms: Nursery & Harvesting & production sites
- Took biometrics like heart beats, constants, etc.
- During the week will be with workers doing interviews
- Follow up of workers conditions: rest areas, toilets, fresh potable water, workload, breaks
- Experts will advise about their knowledge in heat stress working conditions

## WHAT DO WE THINK WE WILL LEARN ABOUT THIS PROJECT?

*“Know other technology and methods to analyze heat stress in workers while they work, and, if the measures taken from the Spanish legislation are enough”*

# Outcomes

1. Evaluate and enhance the current design of the mobile dining areas to ensure sufficient shade and seating for all workers during rest periods and increase shadow in the workplace.

2. Establish a hydration scheme. Train workers to ensure that workers understand the required intake and the importance of hydration for preventing heat stress. Include proposal 10 minutes pauses to remember workers to drink water.

3. Ensure that the use of personal protective equipment (PPE) is uniform in between each activity, with a focus on improving elements such as hats.

4. Evaluate the feasibility of modifying the work schedule for greenhouse seedling tasks, with the aim of starting earlier to avoid the hottest hours.

# Driving Profit & Productivity

by investing in occupational heat solutions

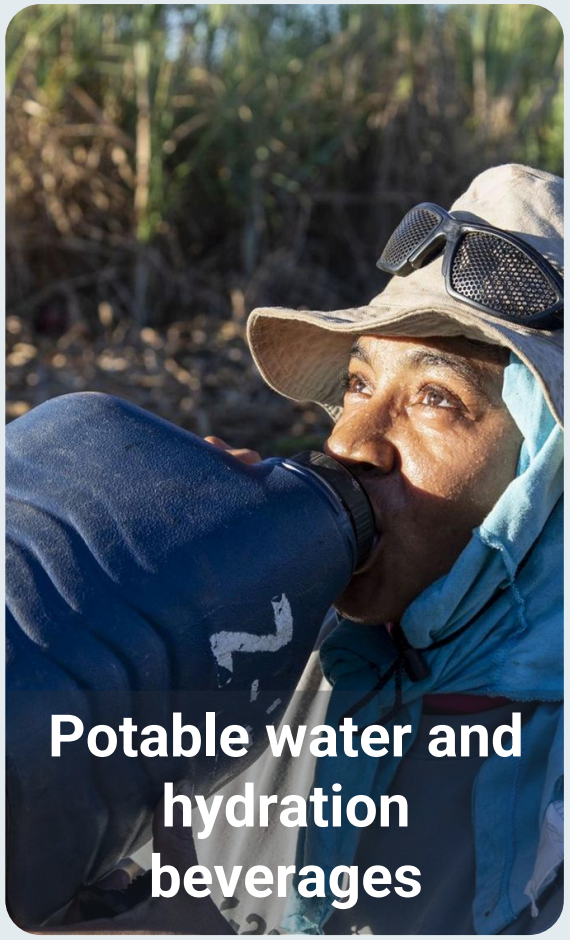
Presented by

Matthijs@laislanetwork

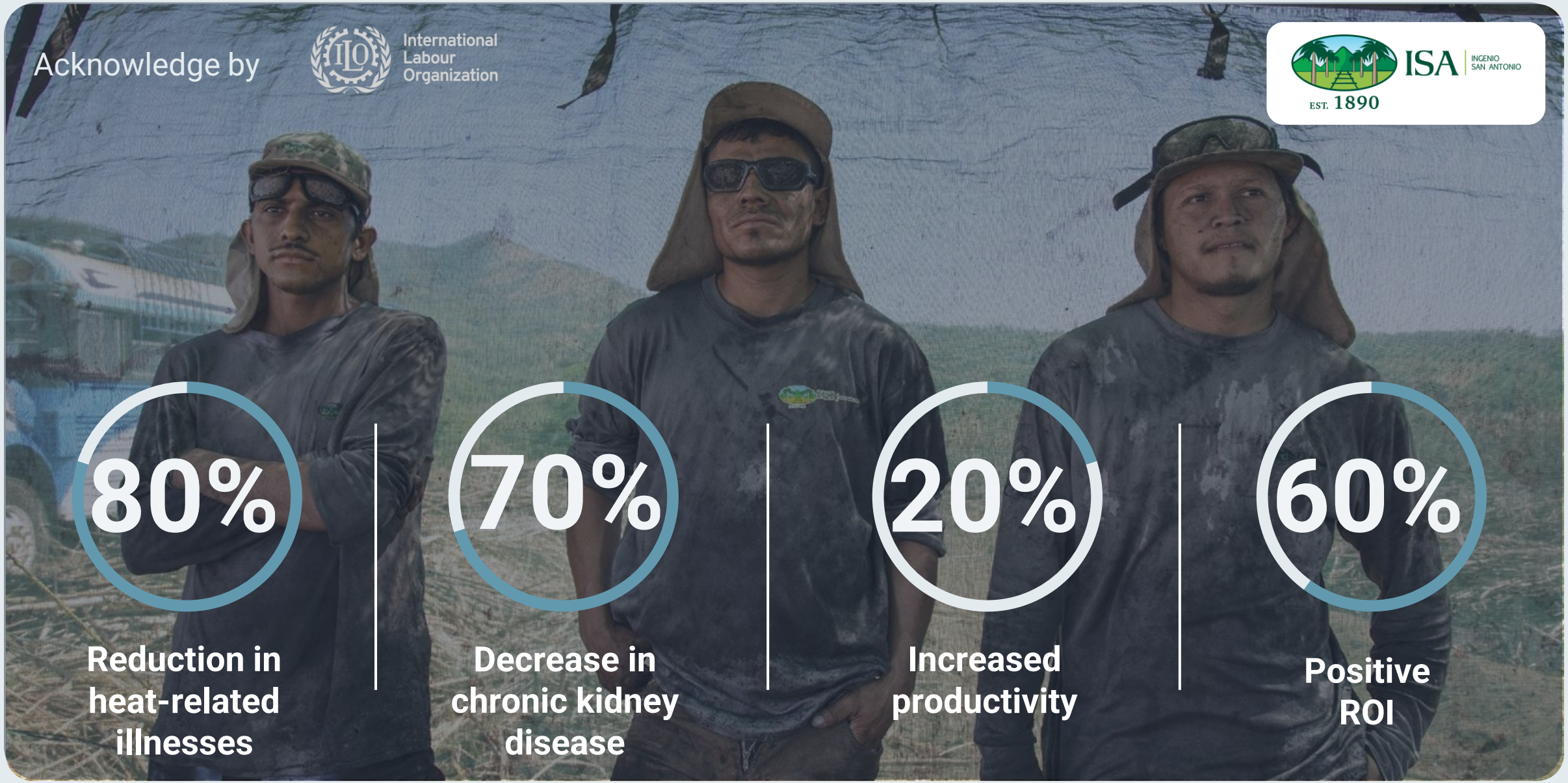
# Proven & Effective Interventions are Needed

## **Cooling Rest** | Hydration + Sanitation



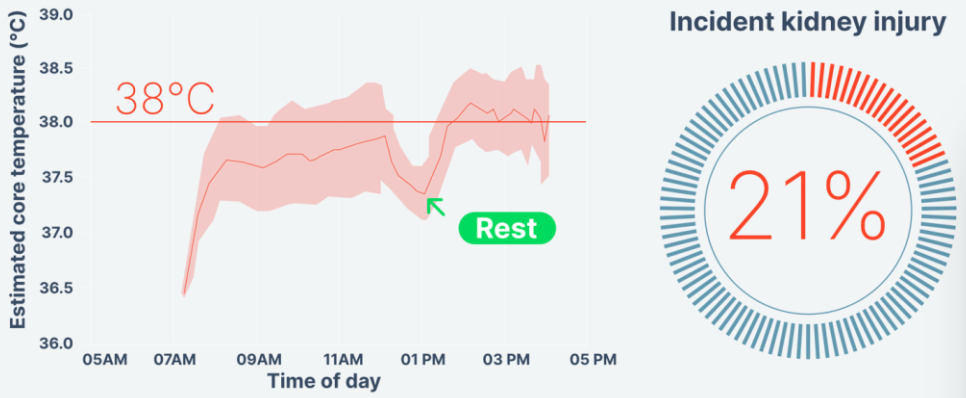



# Results of Our Center of Excellence



# Risk nearly eliminated in most dangerous jobs

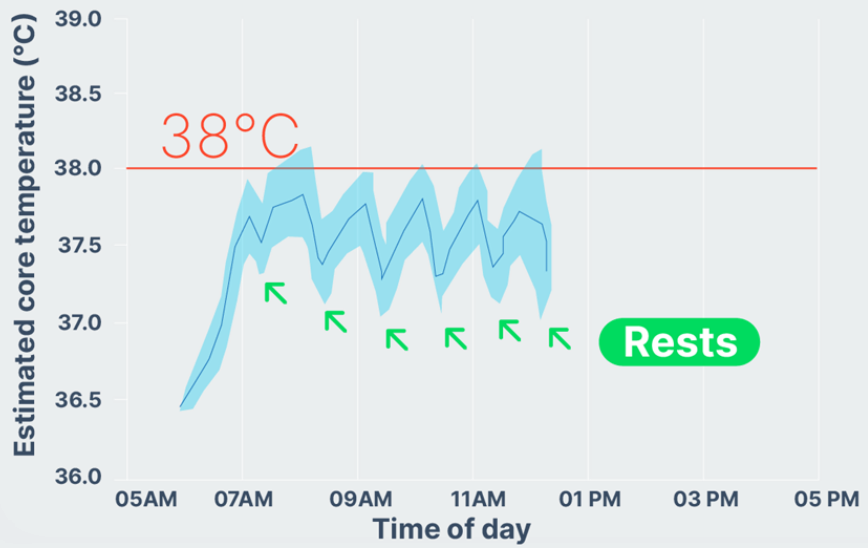
## Site 1, No Workplace Improvements







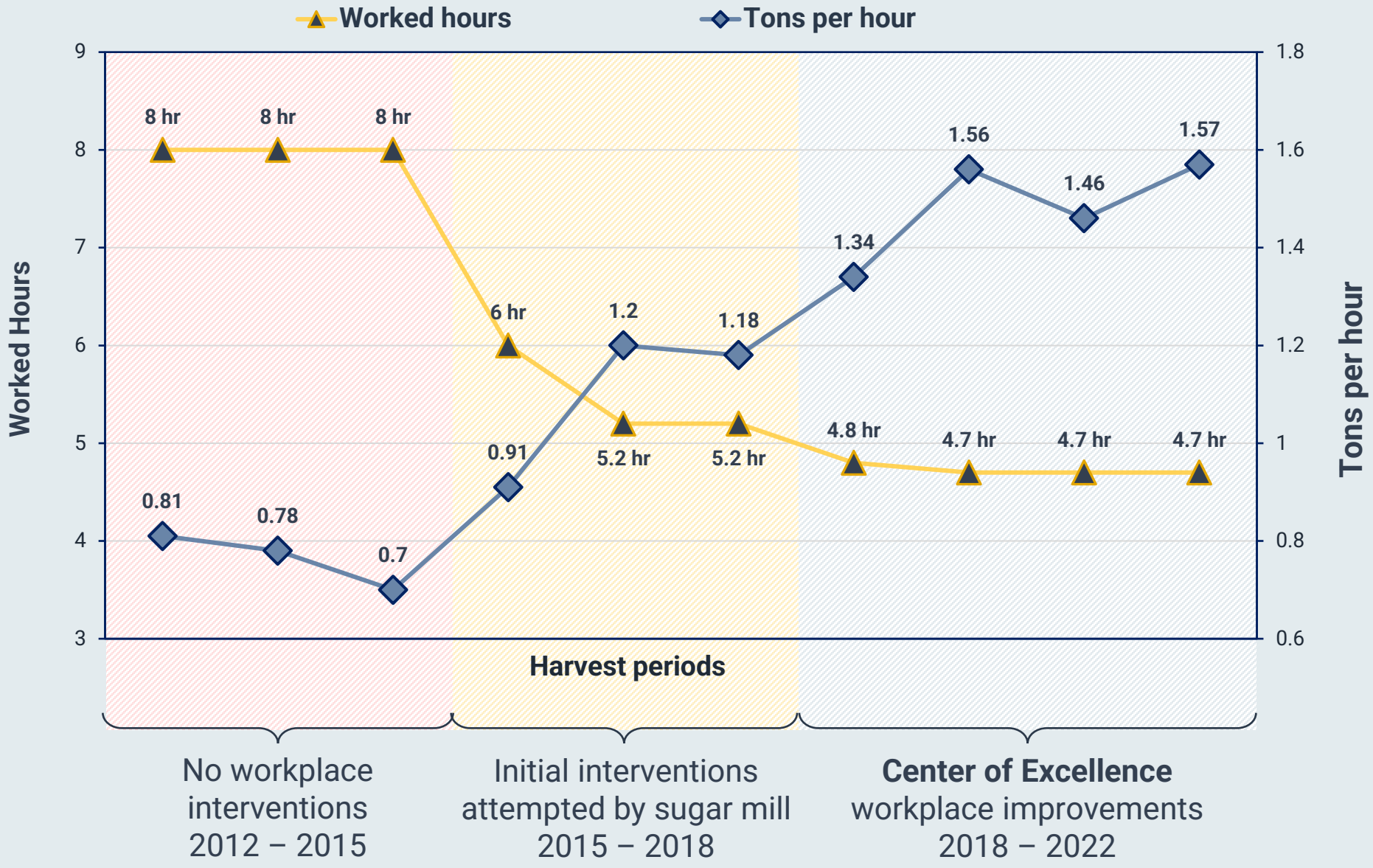
## Site 2, Center of Excellence



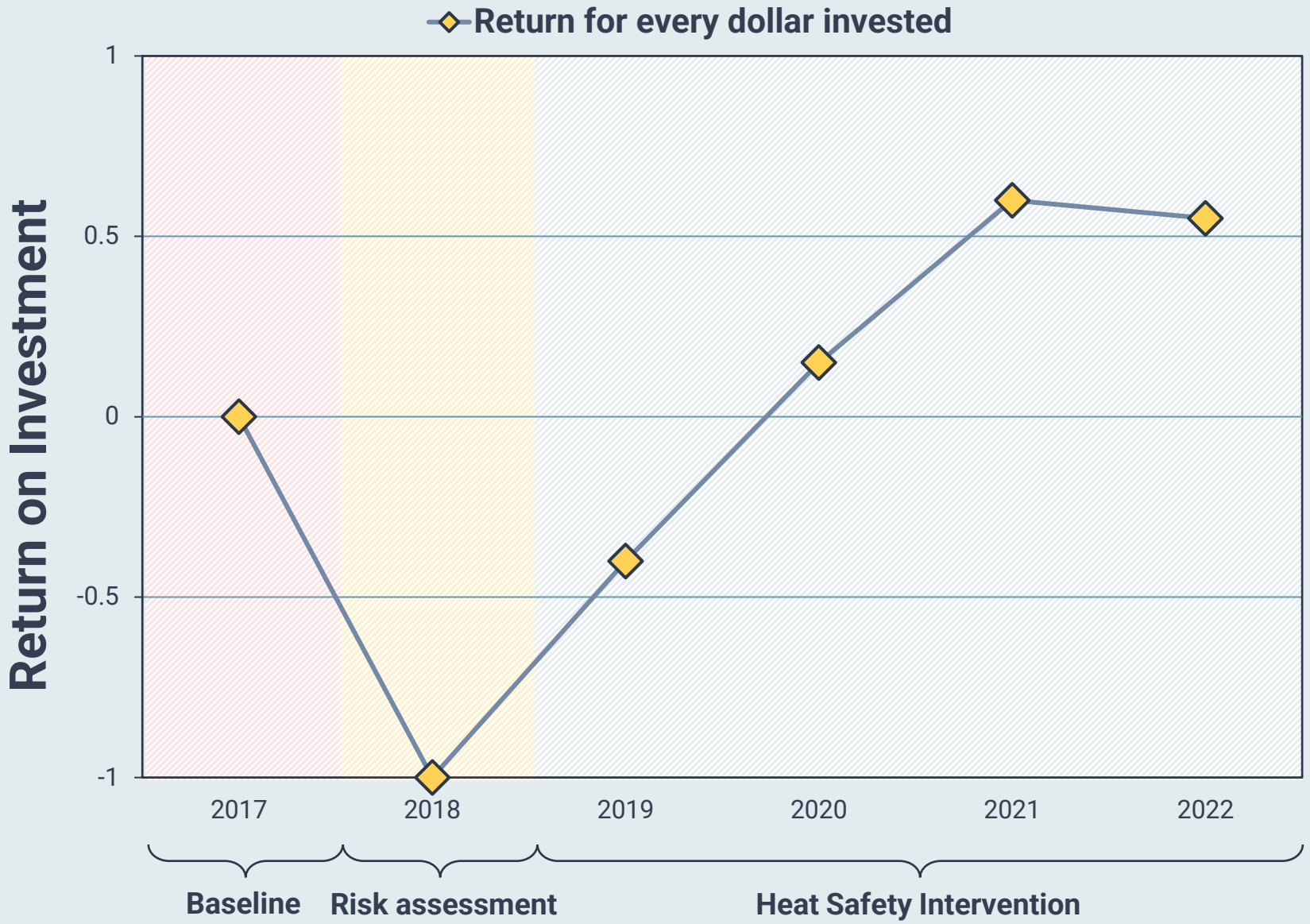


**Cooling Rest + Hydration + Sanitation Workplace Program**

# Fewer working hours, increased productivity



# Investment Led to a Positive ROI





Only three **years** after the initial investment, the sugar mill saw a return of **$1.60 for every $1.00 invested**!

Schlader et al. In Review

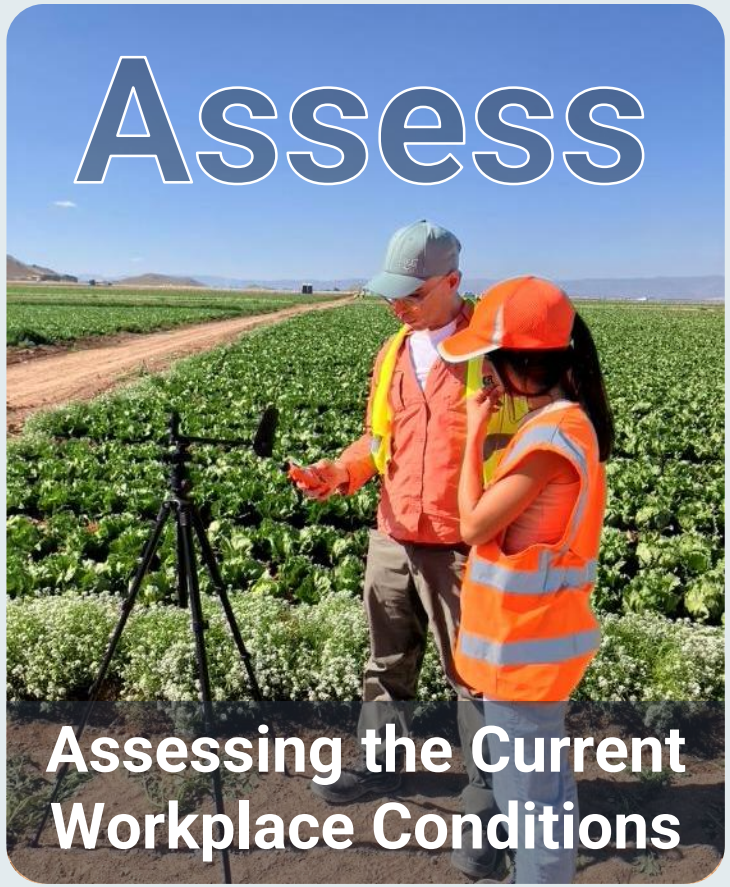
# Positive ROI in our Center of Excellence

## How?

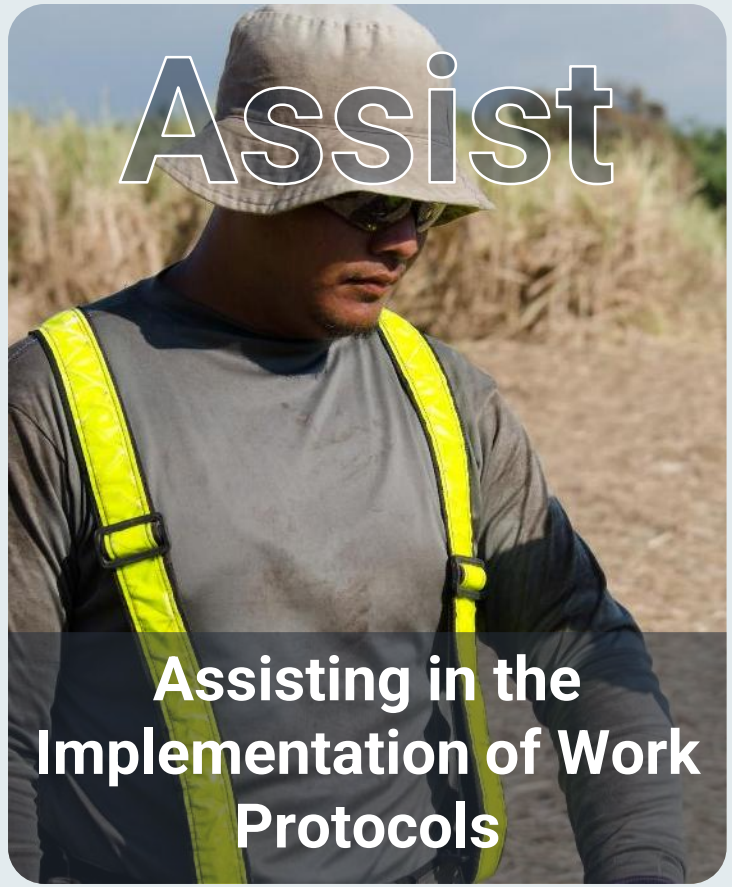
- Lower staff turnover
- Reduces absenteeism
- Reduces accidents
- Reduces hospital care
- Healthier workforce
- Improved finance terms from development banks

# What Your Company Can Do!

Assess Address Assist







INVEST IN CENTERS OF EXCELLENCE

# Increase Profit & Productivity

## by protecting your workforce

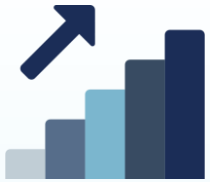
# We need businesses and governments to invest in regional Centers of Excellence

THE CENTER OF EXCELLENCE

# How a CoE will benefit your company

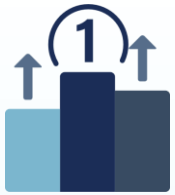
Increase productivity

Improve workforce health by reducing harm



Achieve a positive return on investment (ROI)

Reduce risk and liability for your organization



Strengthen your market position as a responsible company

SUSTAINABLE DEVELOPMENT GOALS

la isla network

# Thank you

Together we get this done

laislanetwork.org

# Q&A

Credit: Nuril Fikriyah via Unsplash

# Breakout discussion

1. Discuss the types of risks of heat stress in your supply chains.

2. How can you better understand these risks and start moving to risk mitigation?

3. Getting specific, think through the risks and opportunities at varying levels:
   - Country level e.g. regulation
   - Industry level > what opportunities are there for collective action?
   - Customer level
   - Supplier level > what opportunities are there for collaboration?

4. Start thinking about best-practice and potential areas for collaboration.

# Discussion notes and actions

- Breakout groups discussed risks and opportunities for de-risking at the country, industry, customer and supplier level.

- Country level: members shared that there is a big difference between countries that have legislation and regulation relating to heat stress, and those that do not. There was a discussion about opportunities for developing practical guidance that could support good practice in countries without regulation. Members also expressed an interest in finding out which countries may be at particularly high risk.

- Industry level: Discussion about trying to establish which geographies FNET members have in common, we'd like to start plotting out which countries members are working in and which are at particularly high risk. Members outlined the real need for sector-specific collaboration.

- Customer level: Members expressed that there isn't necessarily clear guidance on what "good" looks like, and can often rely on people knowing their supply chains really well. Responses need to be context and culturally specific. Discussion about whether it is more impactful for retailers to operate at site or regional level.

- Supplier level: Discussion about working with suppliers to identify specific risks e.g. acknowledging where the risk may be higher than the temperature suggests. Good discussion about worker buy-in for any changes, such as shifting to more frequent but shorter breaks. Some members suggested nature-based solutions to increased shade, such as planting more trees.

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# Discussion notes and actions

Following on from the discussion, where members highlighted how it can be challenging to work in countries with differing levels of awareness and regulation on the risks of extreme heat. We'd love to open up opportunities for collaboration between members. Please do email Jess directly if you're able to share any information on the below questions.

Are there any specific countries or supply chains that you operate in or source from that you:

- Have any insights or guidance on (based on legislation local law)

- Believe to be at high risk of heat stress based on location, climate, or worker vulnerability (nationality, age, medication etc.,)

- Would like to collaborate with others on (e.g. share insights or tips)

- Would welcome support with planning (e.g. really feel you need support and guidance)

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# APPENDIX

FNET
FOOD NETWORK FOR ETHICAL TRADE

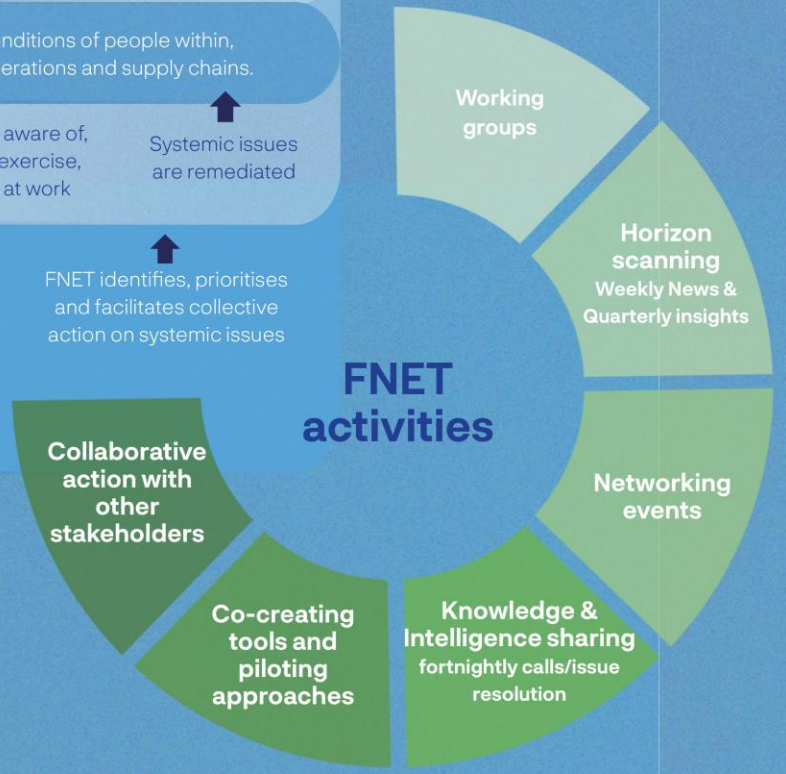
# FNET THEORY OF CHANGE


**FNET's vision:** A fair, equitable and resilient food system where people are able to realise their human rights

**Impact:** Improved livelihoods and working conditions of people within, and communities affected by, our operations and supply chains.

**Outcomes /results:**
- Members implement responsible business practices
- Workers are aware of, and able to exercise, their rights at work
- Systemic issues are remediated

**Outputs**
- All of FNET's activity is focused on enabling two outputs; that businesses adopt common practical tools and approaches, and transparently report progress and FNET identifies, prioritises, and facilitates
- FNET identifies, prioritises and facilitates collective action on systemic issues



# 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.

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# 2024-2027 FNET Strategy: Climate & HR working group

**Output**

- Businesses understand human rights climate change & environment related impacts and implement targeted adaptation, mitigation and/or diversification action plans
- High Risk sectors adopt collective action and share best practice learning

**Outcome**

- More members include climate risks in their human rights action plans e.g., adaptation, mitigation and/ or diversification and share progress
- Workers are better protected from immediate climate shocks (e.g., health, natural disasters) and supported in their resilience to climate change

**Impact**

- Improved livelihoods and working conditions of people within, and communities affected by, our operations and supply chains.

**Vision**

- A fair, equitable and resilient food system where people are able to realise their human rights

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# 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)

Draft
2025 -26

# 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 businesesss.
- ❖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