



The Food Network for Ethical Trade (FNET)

RAW MATERIALS & SERVICES WORKING GROUP: TUESDAY 23RD JULY 2024



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”

23rd July 2024

Agenda

Approximate timing	Item
13.00 – 13.30	Deep dive in GSNFR and tendering process – Andy York, Human Rights Manager, Pilgrims & Courtenay Forbes, Human Rights Manager, Tesco
13.30 – 14.15	Risk assessment tools for GSNFR SEDEX SAQ – Louise McCafferty, Head of CSR, Jospeh Robertson “Amfori – Service Provider Plan” Tristan Edmonson, Network Representative, UK & Ireland, Amfori “Ecovadis – FNET Solution Overview” - Henri Bernard, Sara Ruggieri, Daniel Walters, Ecovadis “Achilles – supply chain sustainability” Will Sadler, Strategic Accounts Manager, Achilles Discussion
14.15 – 14.50	Road haulage
14.50 - 15.00	Packaging meeting

GNFR and Tenders

Andy York
Human Rights Manager
Pilgrim's Europe



GNFR Tenders

- Basic Questions
 - Establish policies and processes
 - Test them

1.9	Compliance				
1.9.1	Are your offices/production sites in the UK listed on Sedex? Y/N If Yes please give ZC number. If No – please explain how you manage ethical risk		ZC402517364		
1.9.2	Do you use Sedex to manage ethical risk in your supply chain? Y/N If yes answer is as above (If No how do you manage ethical risk)		Yes, we use Sedex to manage ethical risk in our own branded products but our brand vendors are managed through EcoVadis.		
1.9.3	Are your or your suppliers production sites linked to you on Sedex? If Yes please indicate how many and what % of your supply chain is covered.		46% of our own label supply chain are linked to Sedex. As mentioned above, for the brand side of the business we EcoVadis are used to manage risk. The actual % will be released shortly as part of our company wide reporting.		
1.9.4	Do you have an ethical/human rights policy? If Yes please attach		Please see Appendix 1 - Ethical Trading Policy		
1.9.5	How do you manage the risk of Modern Slavery in your business and your supply chain?		<p>Before working with any supplier in we will only begin working with them after we have physically conducted an audit of their site ourselves which as part of our BRC commitment is every 2 years. A big part of our audit includes ensuring that they are in full compliance and work in line with the Ethical Trade Initiative (ETI) base code which covers but not limited to:</p> <ul style="list-style-type: none"> • Employment is freely chosen • Freedom of association and the right to collective bargaining are respected • Working conditions are safe and hygienic • Child labour shall not be used • Living wages are paid • Working hours are not excessive • No discrimination is practised • Regular employment is provided • No harsh or inhumane treatment is allowed <p>In addition to our audits we also have our suppliers undertake Sedex SMETA audits with an independent auditor (i.e. Intertek) to ensure we have a fully transparent and compliant ethical supply chain.</p>		
1.9.6	If required under the Modern Slavery Act 2015, please attach a copy of your latest Modern Slavery Statement		Please see Appendix 2 - Modern Slavery Policy		
1.9.7	Do you have any countries/areas where sourcing is prohibited from? Y/N – If Yes please detail the countries/areas		<p>We do not have any suppliers within the Xinjiang region of China, Russia or Belarus. We have also worked with our key supply partners to ensure that:</p> <ul style="list-style-type: none"> • They buy nothing from Russian or Belarusian factories. • They buy nothing from any manufacturer that is Russian or Belarusian owned. • No goods they buy transit through Russia or Belarus. • No goods they buy are transiting on any Russian or Belarusian flagged vessel. 		

GNFR Tenders

- Basics
 - Establish policies and processes for Human Rights
 - Test them
 - Be involved in RFI questions
 - If strategic attend and question at tender meetings
- Include in contract
 - Right to audit and visit
 - Expectations for their supply chain
 - Audit requirements and visibility

7. STAFFING SUPPLIER AUDITS

7.1. Datum will conduct an audit on each Staffing Supplier on an annual basis, with the cost of the audit to be passed on to the Staffing Supplier, to be conducted approximately six months following the third-party audit as detailed in paragraph 7.2 below, to ensure that Staffing Suppliers are complying with the requirements of their Staffing Supplier Agreement. Each audit to be a review of a random sample of Temporary Resource records, with a sample size of no less than ten records (unless the Staffing Supplier has provided less than ten individual Temporary Resource to CLIENT within the prior six-month period) to ensure that the Staffing Supplier has conducted appropriate checks and verifications and has appropriate business process and policies in place, with written report of findings to be provided to CLIENT. Areas to be included within the review as follows –

- Confirmation of eligibility to work in the UK
- Identification confirmation
- Verification of application process
- Confirmation of work/character references as applicable
- Confirmation of suitable qualifications/accreditations/memberships as applicable
- Confirmation of worker pay rate and employment status
- Evidence of their GLAA License being valid via GLAA Active Check database
- Suitable public liability insurance
- Suitable employer liability insurance
- Company Registration Number
- VAT Registration Number
- Current Modern Slavery Statement if required under Modern Slavery Act 2015
- Modern Slavery Policy and Procedures
- data protection requirements
- SLA Agreements
- Evidence of written statements provided to agency workers explain their arrangements including contracts, holiday pay arrangements, working hours and pay arrangements for the agency workers
- Evidence of Stronger Together or similar training being carried out by staffing supplier's own staff
- Evidence of any working hours opt out
- Evidence of Recruitment Fees Policy and Procedure
- Evidence of policies, including but not limited to, in place to cover
 - Grievance Procedure
 - Bullying and Harassment Procedure
 - Disciplinary Procedure

Watch Outs

- Tick box exercises/answers
- Progression if not at a level. Build reviews into contracts
- Security
 - Working hours
 - Holiday accrual
 - SIA Licenses
 - Uniform
- PPE/Chemicals
 - Manufacturing control
 - Locations

Solar Panel Tender - Tesco

Why focus on this area?

- Business priority for green transition
- Significant spend and business awarded

Risk

- Polysilicon manufacture – used in 95% of solar panels*
- Links to Chinese prohibited sourcing region XUAR
- Known severe human rights abuses
- Responsibility to trace sourcing from any level



Tesco response and learnings for best practice

- Clear requirements built into tender process
- Close consultation between procurement and human rights throughout
- Awarding business based on certified sourcing region of all raw materials

Inventory for module composition: Origin of production sites:

	LR4-60HIH	LR4-72HIH
Technology	Monocrystalline	
Power in W	350 to 380	425 to 455
Polysilicon (kg)	0.66	0.79
Ingots (kg)	0.66	0.79
Wafers (no.) M6	67.94	81.53
Cells (no.) M6	67.94	81.53
Modules (m ²)	1.81	2.16
Glass (kg)	14.46	17.26
Tempered (kg)	14.46	17.26
EVA (kg)	1.92	2.29
PET (kg)	0.81	0.97

	Distribution coefficients/Manufacturing sites/Manufacturing country
	LR4-60HIH LR4-72HIH
Polysilicon	67% Seoul, South Korea or Burghausen, Germany ⁽¹⁾ 33% recycled Baoshan, China
Ingots (kg)	100% Baoshan, China
Wafers	100% Chuxiong, China
Cells	100% Yancheng or Yinchuan, China ⁽¹⁾
Modules	100% Taizhou East, China
Glass or Tempered	100% Changzhou or Wuhu or Jiaxing or Suzhou, China ⁽¹⁾
EVA	100% Changzhou or Hangzhou or Shanghai, China ⁽¹⁾
PET	100% Suzhou or Yichun or Nantong or Baoding or Ningbo or Changshu or Hangzhou, China ⁽¹⁾

(Quantity for a module) (1) Components are from several manufacturing sites -- these are the most negative values factored when calculating this certificate.

Q&A



Risk Assessment Tools & Platforms for GSNFR



Approximate timing	Presentation
13.30 – 13.35	Overview of Sedex Services SAQ – Louise McCafferty, Head of CSR, Joseph Robertson
13.35 – 13.45	“Amfori – Service Provider PlanTristan Edmonson, Network Representative, UK & Ireland, Amfori
13.45 – 13.55	“Ecovadis – FNET Solution Overview” Henri Bernard, Sales Development Associate, Sara Ruggieri, Daniel Walters, Ecovadis
13.55 – 14.05	“Achilles – supply chain sustainability” Will Sadler, Strategic Account Manager, Achilles
14.05 – 14.15	Discussion

Risk assessment – SEDEX (chaired by Louise)

Overview of our solutions



Radar – risk assessment

Assess inherent risk by country and sector, and review suppliers' information using Radar.



Self-Assessment Questionnaire (SAQ)

Suppliers complete the SAQ about their business practices in the Sedex Platform.



Analytics

Analyse, report and export your supply data using Sedex Analytics.



SMETA

SMETA is the world's most widely used social audit. Businesses use SMETA to understand and make improvements to working conditions and environmental performance in their business and supply chain.



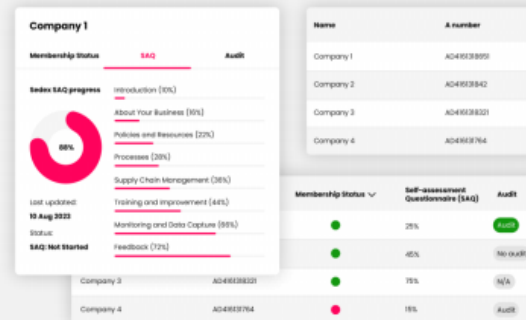
e-Learning

Guidance to resolve audit non-compliances and improve social, ethical and environmental business practices.

Risk assessment – SEDEX

Self-Assessment Questionnaire

Gain supplier insights and prioritise areas that need action



Service Provider SAQ

Achieve efficiency, transparency, and effective decision-making through Sedex's Self-Assessment Questionnaire (SAQ). This comprehensive business information collection tool allows suppliers to share their data with their buyers, increasing transparency and fostering elevated ethical standards across the supply chain.

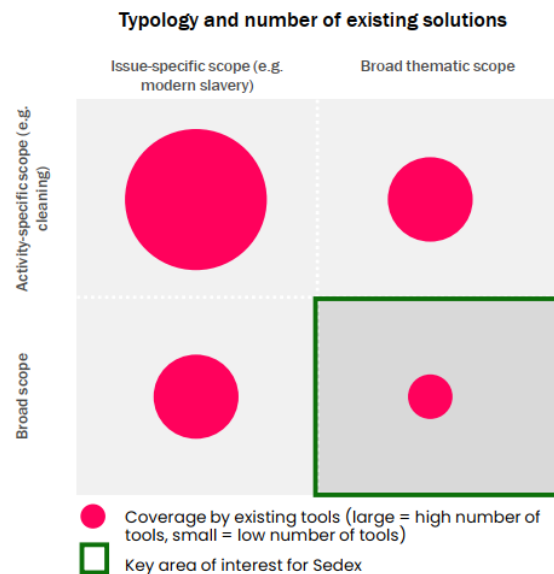
Benefits

- Enhanced Supplier-Buyer connectivity
- Comprehensive insights
- Foster transparency and trust
- Efficient risk identification and management
- Compliance simplified
- Seamless reporting

Sedex

Risk assessment – SEDEX

Overall observations



- **There is very broad range of approaches which vary significantly** in relation to their thematic and geographic scope as well as with regards to the kinds of suppliers / service providers they cover
- **There is a large number of specific tools** that are tailored either to a specific kind of service provider and/or a specific topic, with a particular focus on labour providers and modern slavery
- **There is a gap in relation to broad, easy to implement solutions** for assessing service providers (confirming Sedex research), though some solutions suggest they offer a degree of customisation

Methodology Overview

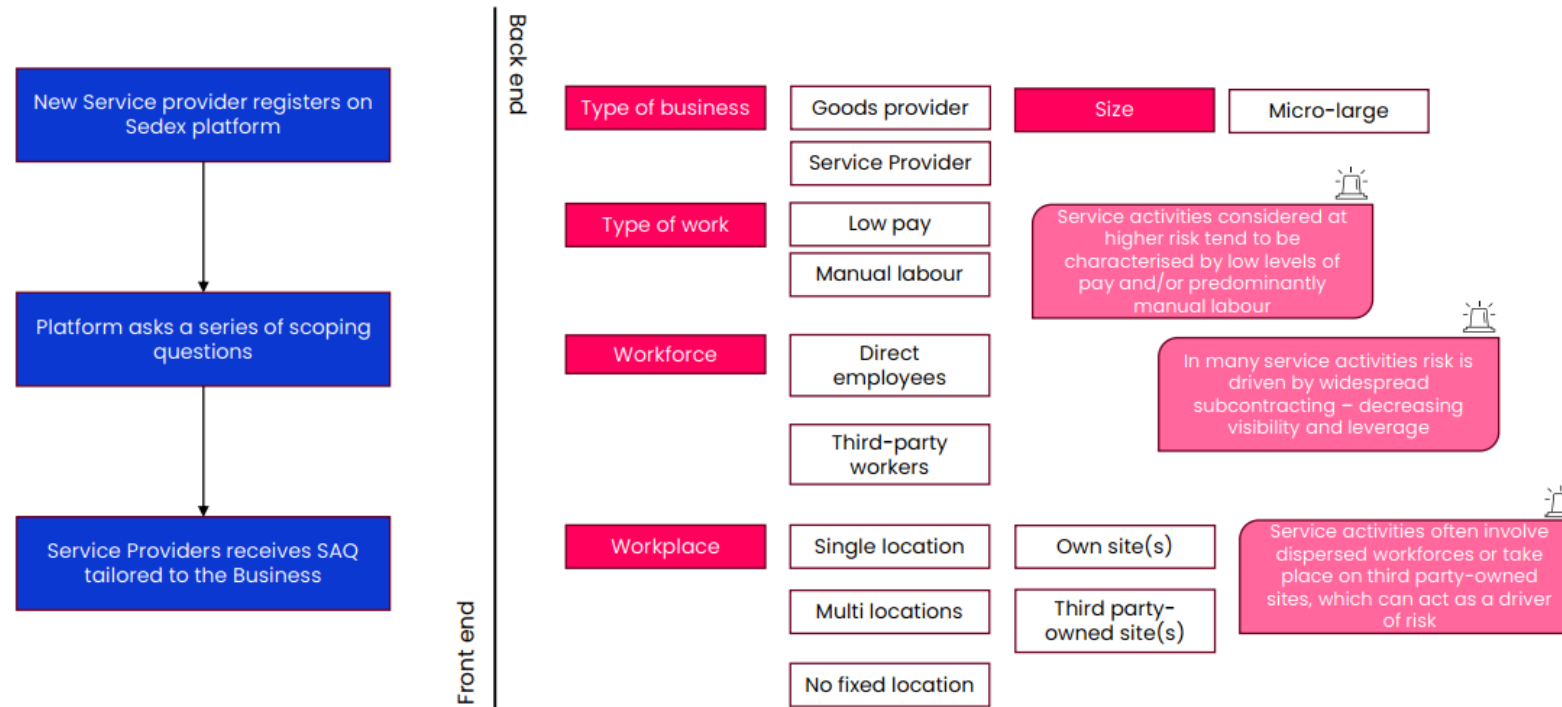
- Service Provider SAQ follows a **characteristics-based approach**
- It screens for specific characteristics that may act as drivers of risk and triggers relevant questions based on selected characteristics. These are:

Sedex²



Risk assessment – SEDEX

Key features of proposed approach



amfori Service Provider Plan



amfori solutions

~40,000 annual onsite assessments

Environmental Due Diligence

amfori BEPI

Social Due Diligence

amfori BSCI

Governance Due Diligence

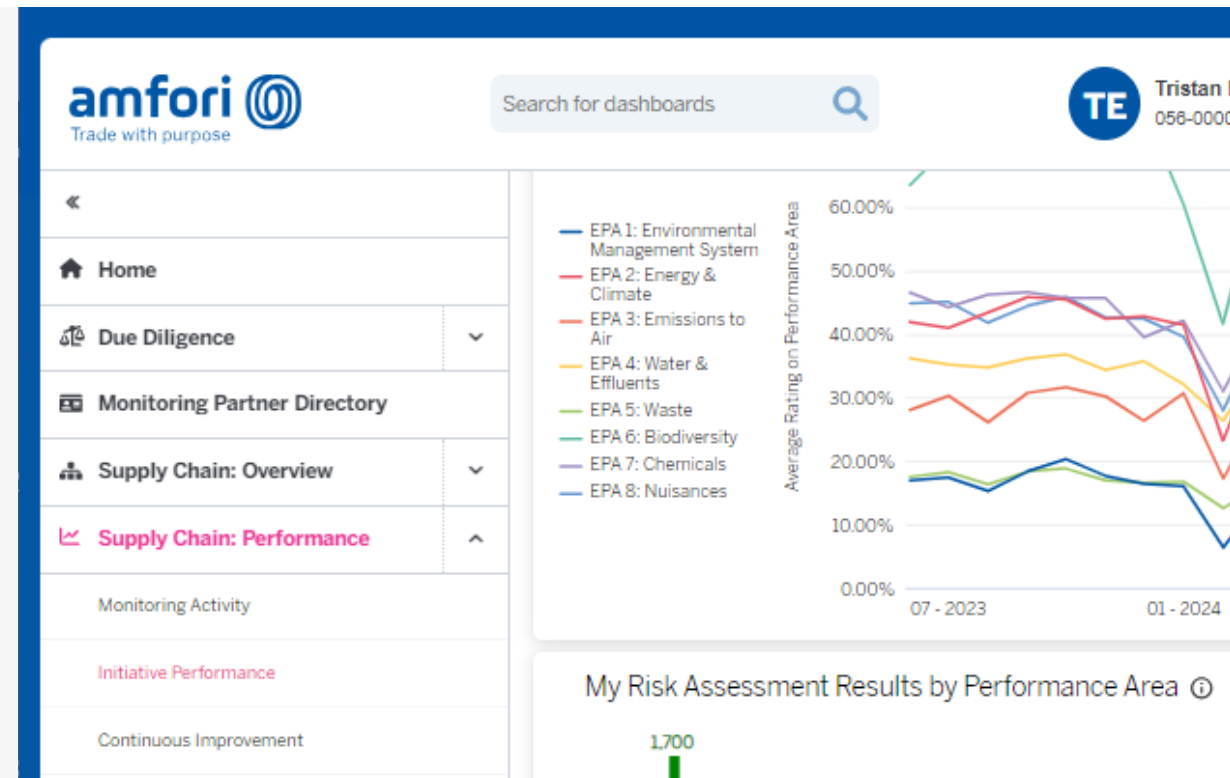
amfori Speak for Change
amfori ESG Risk Compass
amfori QMI



amfori in a nutshell

2,400 Retailers,
Brands & Vendors

One Platform



amfori BSCI

Identify and mitigate social risks in 13 areas

Social Management System and Cascade Effect

Workers Involvement and Protection

The Right of Freedom of Ass. and Collective Bargaining

No Discrimination, Violence or Harassment

Fair Remuneration

Decent Working Hours

Occupational Health & Safety

No Child Labor

Special Protection for Young Workers

No Precarious Employment

No Bonded, Forced Labour or Human Trafficking

Protection of the Environment

Ethical Business Behaviour

- ILO Fundamental Principles and Rights at Work
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for MNE on Responsible Business Conduct



amfori around the world

46

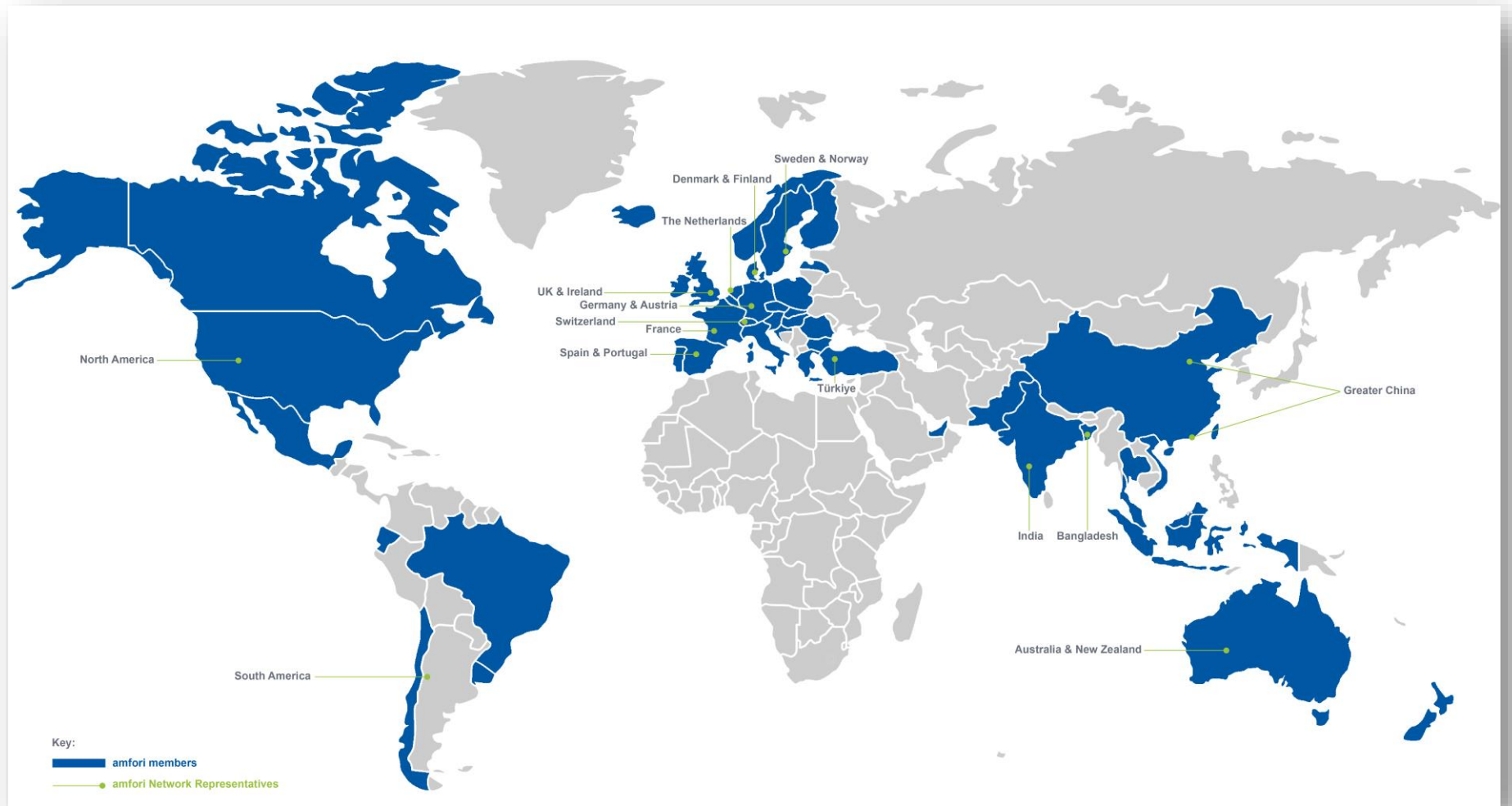
Member countries

16

Representative
offices

+100

Countries with
sustainability
operations



Surveyed 49 members

TURNOVER	
≤ €100 Million	17
> €100 ≤ €500 Million	12
> €500 Million ≤ €1 Billion	4
> €1 ≤ €5 Billion	4
> €5 Billion	11

BUSINESS	
Importer/ Vendor	19
Retailer	17
Brand	9
Other	2

SECTOR	
Retail	13
Apparel	11
Other	10
General Merchandise	7
Food & Beverage	4
DIY	2
Electronics	1

Top 5 Service Provider Risk Categories



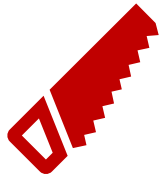
Logistics



Facility Management



Outsourced IT / call centres



Construction



Events/travel

How members approach the problem today

- We have an outsourced assessment 6%
- We have an in-house assessment 27%
- We DO NOT assess our service providers 67%

Problems to tackle

How to filter 10,000s of service providers?

How to select the most appropriate assessment?

How to assess a distributed workforce?

How to share assessments between members?

Problems to tackle

How to filter 10,000s of service providers?



Risk/business-structure profiling

How to select the most appropriate assessment?



Multiple assessment options with decision based on risk-business profile

How to assess a distributed workforce?



Management systems audit at HQ level
Remote interviews, worker surveys at site level

How to share assessments between members?



Anonymised results from member sites

Next Steps

amfori Roadmap decision for 2025 – autumn 2024

IF APPROVED FOR 2025:

- Creation of working group (non-members can apply)
- Agile testing
- Minimum Viable Product deployment
- Developed solution

Tristan Edmondson

UK & Ireland Network Representative

tristan.edmondson@amfori.org

www.amfori.org



Ecovadis

<https://docs.google.com/presentation/d/1wTArPsJNUz00Vmz3iChCU7LCU9EyVyR-B60LcShQWDM/edit?usp=sharing>



Supply Chain Sustainability

Overview of Achilles solution providing best practice across supply chain due diligence.



Achilles Company Overview

For more than 30 years, Achilles has protected organisations' business interests and reputations by providing unrivalled levels of supply chain transparency, carbon reduction and management. Achilles is the only ESG specialist to offer truly in-depth assessments, including in-person audits, to provide the level of supply chain transparency and confidence truly required by today's most environmentally conscious and ethical organisations.



500+
Employees

Expert global team including validators and auditors provide end-to-end supply chain management in >20 languages.

17
Locations

Global reach and local presence ensures understanding of local regulations, language and culture to enable superior supply chain risk management.

6500+
Annual Audits

Unique desk and on-site audit capability supports the rigorous supply chain due diligence requirements and goals.

#1
Global Platform

Designed to collect, validate and manage complex supply chain data and simplify supply chain management and reporting.

Carbon Measurement and Reduction Solutions



Measure, manage and reduce carbon with an ISO14064-1 Verification Scheme.

50%

Average reduction in operational carbon over 5-6 years.

ESG Supply Chain Due Diligence and Reporting Solutions



Meticulous ESG risk assessment and data validation.



Global desk and onsite auditing to mitigate risk.



Clear reporting to support reports and other disclosures

The Regulatory Landscape

Working in partnership with international law firms, our solution supports clients in meeting international **supply chain due diligence** and **disclosure** legislation.

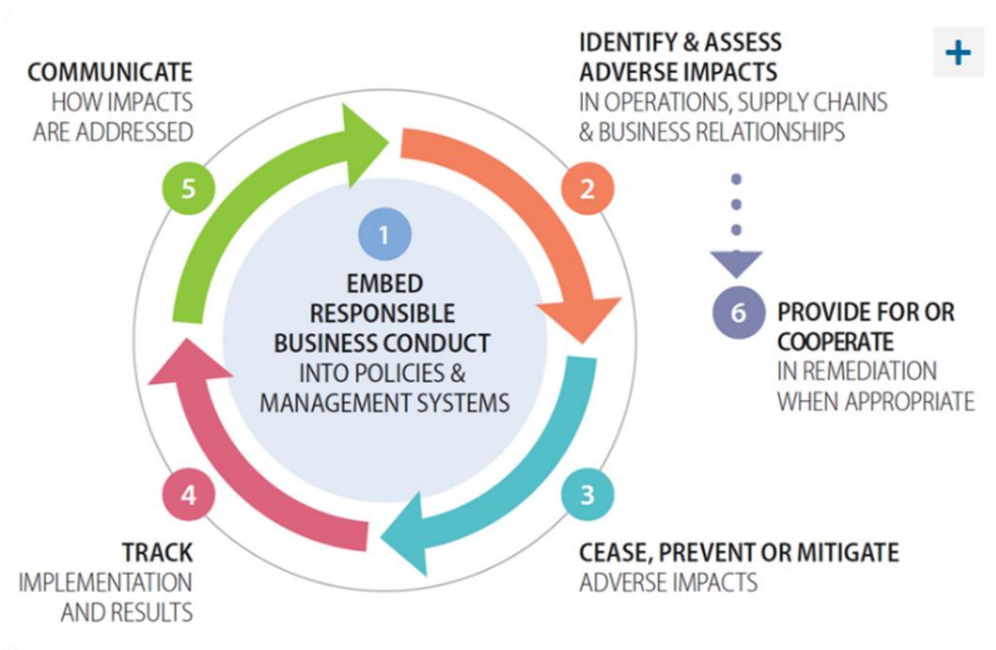
Our in-house compliance & sustainability experts horizon scan upcoming legislation to support our clients in continually meeting their legal obligations.

Our risk-based approach is directly aligned with international best practices as defined within existing and proposed, mandatory due diligence and disclosure legislation including **CSRD**, **CSDDD**, **LkSG** and the proposed revision to **Initiatiefwet Verantwoord en Duurzaam Internationaal Ondernemen**



Step by Step Legislation Alignment

Our solution directly aligns with the OECD Six Stages of Due Diligence, UN Guiding Principles for Business & Human Rights.



CONNECT

Connect buyers and suppliers, in, or across, sectors, and geographies to create a resilient supply chain



COLLECT

Online, on-location and across the world, we collect all the information needed to help business relationships.



ASSURE

Unparalleled validation of the information we collect and world-class auditing, provides peace of mind.



MONITOR

We continuously work to help suppliers keep their data up to date so they can offer on-going assurance.



IMPROVE

Our dedicated team of data scientists turn analytics into meaningful and actionable business intelligence to improve supply chain performance.

Step by step risk-based approach

Best practice for supply chain due diligence and procurement

Identify

Using your suppliers, your risk factors, publicly available data sets and Achilles existing database to identify areas of potential risk within your supply chain.

Collect

Engaging with suppliers to undertake a PQQ depending on the level of risk and due diligence required.

Engage

Suppliers given scores, audits, improvement plans, red/amber/green compliance status based on Customer requirements.

Report

Providing key insights into the supply chain risk with actionable risk mitigation strategies.

Customer

Supporting you and your supply chain to mitigate risk and improve the supply chain sustainability.

Rigorous Data Capture

Supplier questionnaires cover a range of critical topics, and data can be submitted and validated through supplier online entry, desktop audit, or onsite audit.

All information submitted by your suppliers is validated by our data validation team – ensuring accuracy and precision.

Achilles' extensive questionnaire content includes human rights questions based on the feedback of over 10,000 confidential worker interviews conducted globally.



COMPANY INFORMATION

- Company Profile
- Registration
- Innovation & Development
- Financial, Ownership, Stability
- Core Financial
- Insurance
- Operating Licenses
- Trade Controls



ENVIRONMENT

- Environmental Management Systems
- Carbon Measurement & SBTI Targets
- Water
- Waste & Recycling
- Plastics
- Hazardous Substances
- Energy



HEALTH, SAFETY, & QUALITY

- HSE Policy & Management Systems
- HSE Performance Management
- Management of Workplace H&S
- Medical Provision
- Occupational Health
- Quality Assurance & Management



SOCIAL

- Equality, Diversity, & Inclusion
- Ethical Business (Human Rights)
- Employment Practices
- Modern Slavery prevention
- ILO & UN SDG alignment
- Local Content
- Land Rights & community
- Conflict Minerals



CYBER & IT

- IT Systems Integrity
- Data Systems
- Data Governance
- Cyber Exposure

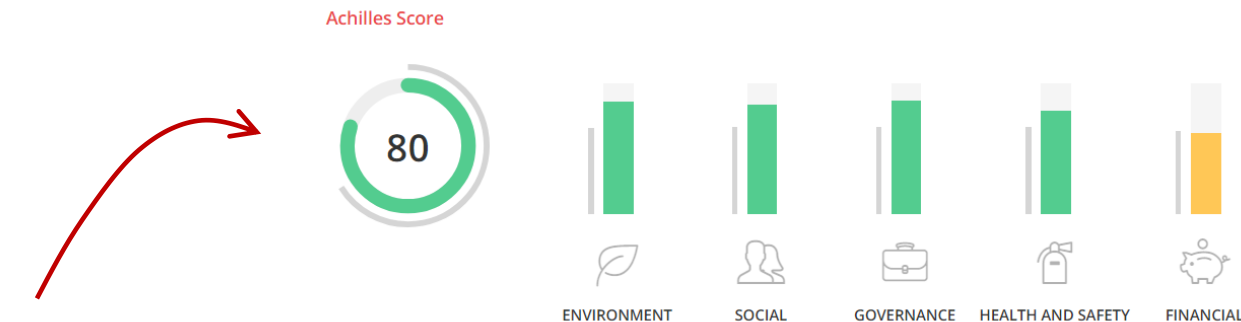


GOVERNANCE

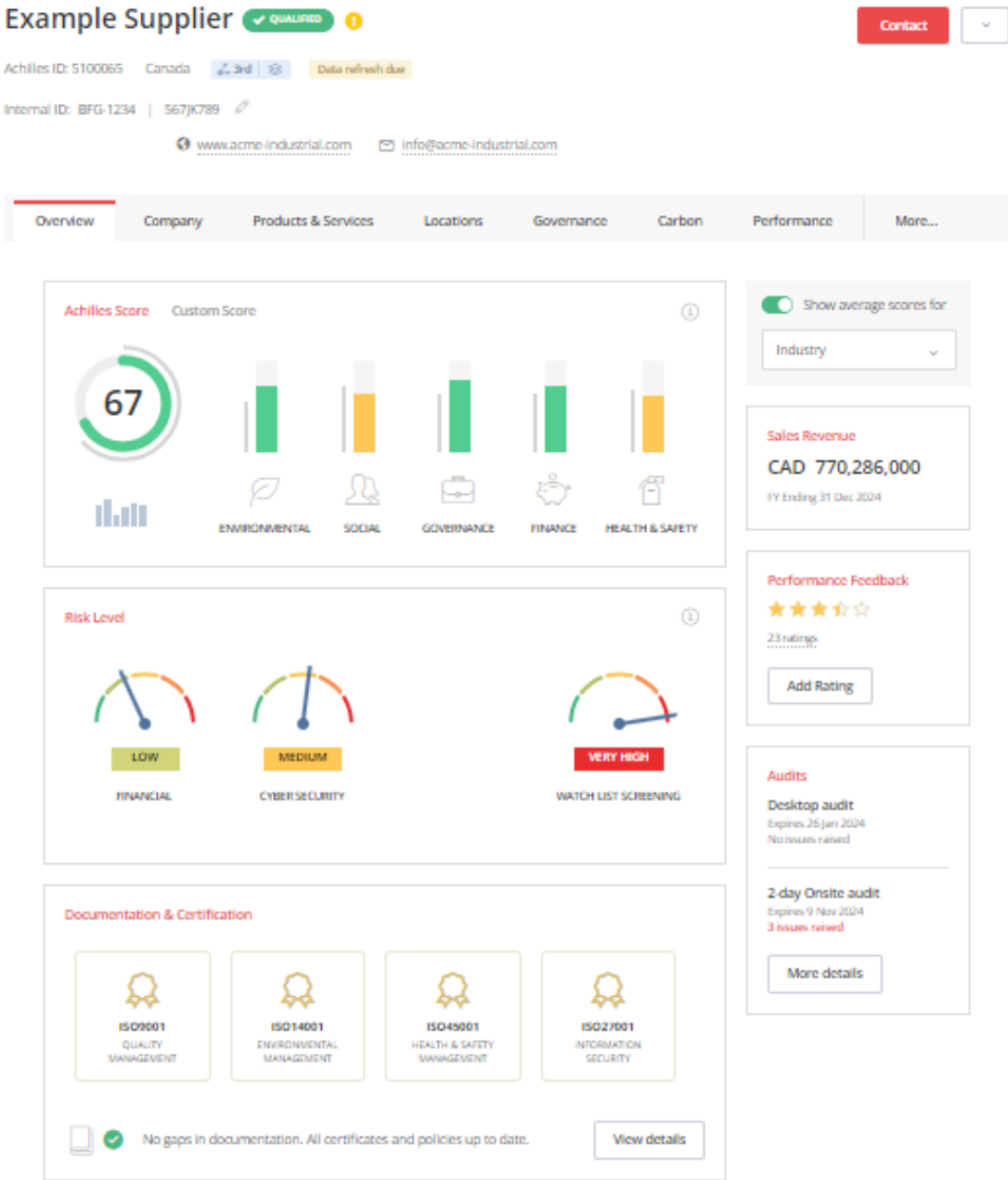
- Responsible Political Involvement
- Management Systems
- Workforce Management
- Supply Chain Resilience
- Disaster Recovery

Achilles Supplier Scoring

Once the supplier has completed their assessment and has passed validation, their scorecard will offer a comprehensive overview of their performance on key compliance issues including Environmental, Social, Governance, Health and Safety, Financial, Cyber, and Watchlists or Sanctions. Scores are enriched by feeds and reports from leading third-party providers including CreditSafe, Dun & Bradstreet, Orpheus and London Stock Exchange Group. Together this offers a continuous 360 view of their performance.



We turn validated supplier data into an overall score to enable benchmarking and comparison across your supply chain.



Audit

A global audit team built to support the most robust due diligence in hard-to-reach places. Developed to support our clients in preventing, mitigating and remediating issues within the supply chain. Achilles' online non-conformance monitoring platform drives continual improvement within your supply chain.

All audits are developed in alignment with internationally recognised standards including SA8000, ISO 14001, ISO 45001, ISO 9001 as well as industry-leading methodologies including RBA and ETI.



DESKTOP ASSESSMENTS

Cost-effective, high quality remote verification of a company's management system documents, records and other supporting evidence.

Delivered by qualified IRCA Lead Auditors, desktop audit protocols are aligned to international legislation, reporting frameworks and standards and evaluate the quality of a company's environment, social and governance processes.



FACE TO FACE AUDITS

Delivered by our expert team of Auditors across the globe and incorporating management system evaluation, site inspection and confidential interviews of the workforce, on-site audits triangulate evidence to provide a comprehensive assessment of the effectiveness of suppliers' processes and the impact of their implementation on the environment, workforce and local community.



SITE SURVEYS

Provide a deeper understand the impact of the practices of supplier are having on members of the workforce, often those who are at most risk of being exploited. Developed with the support of internationally recognised human rights and anti-modern slavery partners, our confidential interviews are delivered by highly trained, local Auditors to capture the voice of the worker, enabling customers to report conclusively on **Workers in the Value Chain (CSR)**.

Compliance RAG Status

Risk-based methodology

We can develop a red, amber, green compliance status based on customer requirements.

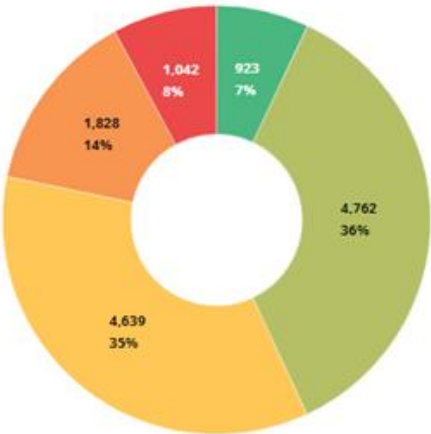
COMPLIANT

PARTIALLY COMPLIANT

NON-COMPLIANT

Enabling easily visualised data for identifying high risk suppliers

Identify the Compliance status across your entire supply chain, or sub-sections of it



[View Numbers](#) [View MORE DETAIL](#)

ACME Industrial

COMPLIANT



Achilles ID: 5100065 United Kingdom

+44 (0)1235 7843912

[www.acme-industrial.com](#)

[info@acme-industrial.com](#)

Overview

Company

Products & Services

Achilles Score

Custom Score



ENVIRONMENTAL

SOCIAL

GOVERNANCE

FINANCE

HEALTH & SAFETY

Risk Level



LOW

MEDIUM

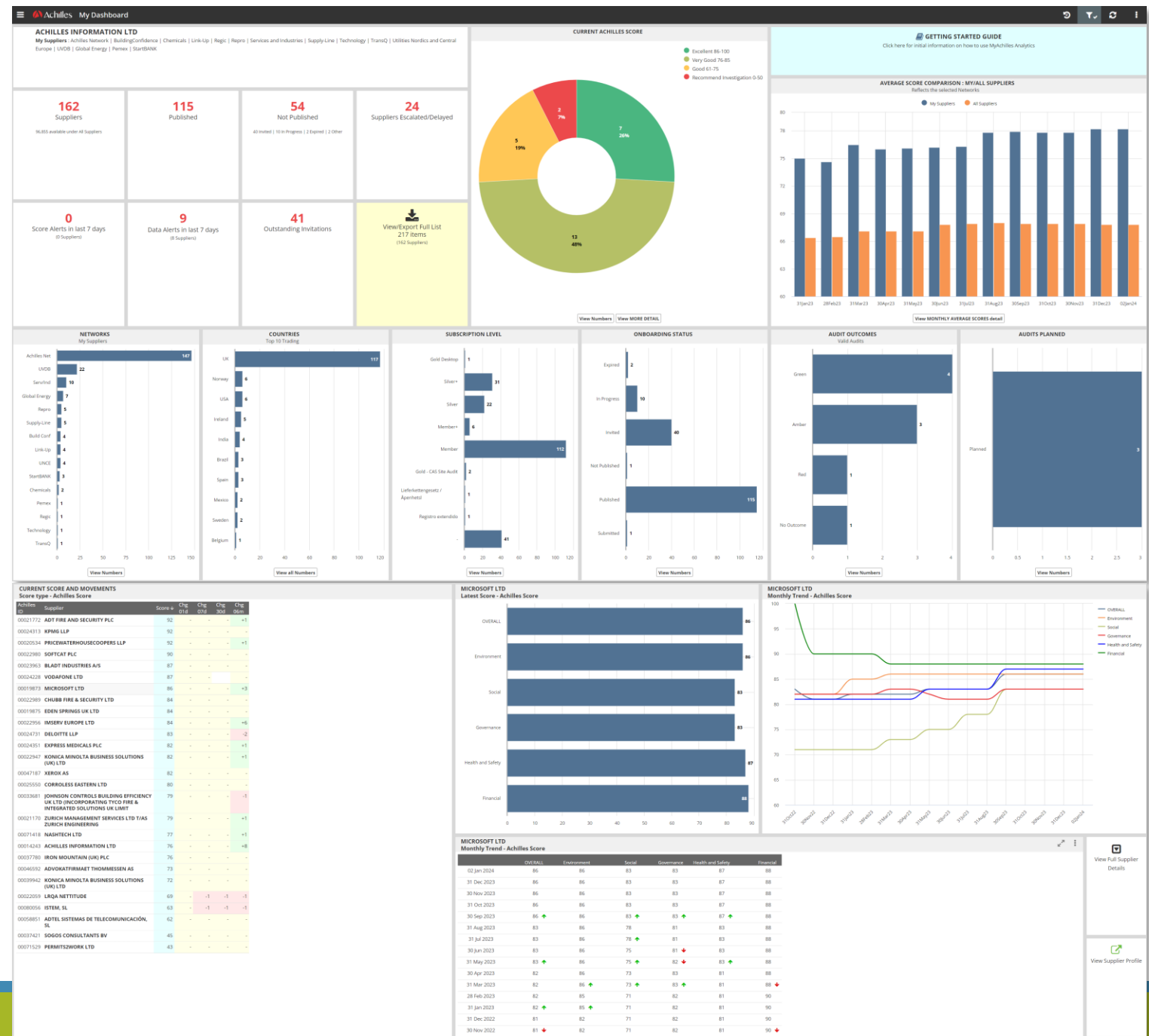
VERY HIGH

FINANCIAL

CYBER SECURITY

WATCH LIST SCREENING





Strategic Account Management



Customer Success

Global multi-language team – Ensuring KPIs are met & questionnaires published.



Account Executives

Managing escalations and selling the value of your project to your supply chain.



Audit

Global Audit Team conducting the highest level of assurance.



Continuous Improvement

Working closely with you to identify areas for improvement within the supply chain and facilitating supply chain excellence



Marketing

Agree messaging – events, press & communications internally and externally.



Training

Educate your supply chain and bring your internal team on the journey.



Technology

Product, Technology & Solution Delivery.
Change Requests.



Analytics & Insight

On demand dashboards, reporting, and analytics capabilities to meet your needs



**Please contact Amelia Bevan
for further information**

E: amelia.bevan@achilles.com

W: www.achilles.com

M: +44 (0) 7502142529

Discussion

Which risk assessment tools do you currently use in your business for GSNFR sectors?

How well are they meeting your business' needs - and if not what expectations do you have?

Please share feedback/comments on use for GSNFR



GSNFR: Road haulage & packaging

Approximate timing	Presentation
14.15 – 14.20	GSNFR – survey
14.20 – 14.25	Summary of FNET road haulage work 2023-24
14.25 – 14.30	Courier meeting – Paul McNulty, Asda
14.30 – 14.35	Gist & short introduction - Thomas Atterton, Lead Sustainability & Data Manager, Gist
14.35 – 14.50	Plans for work on haulage/GSNFR
14.50 – 15.00	Packaging – plans for next meeting and discussion

GSNFR working group focus



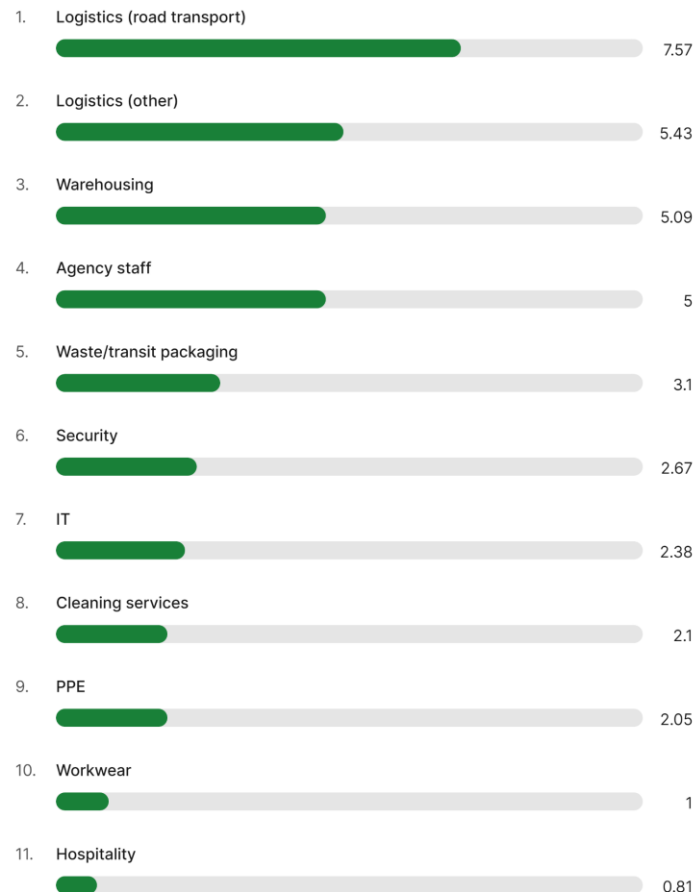
In-person meeting on 1st May – to unpick what members needed from the working group.

Survey to identify sectors with the most leverage and where members wanted to prioritise

GSNFR priority spend survey - FNET All Member Day 18th June

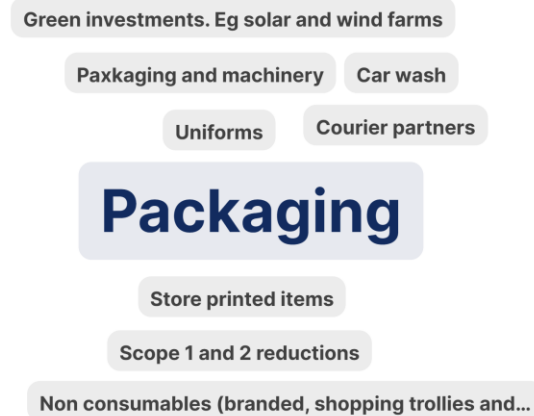
Please rank the following GSNFR sectors according to your business' highest spend.

Ranking Poll 21 votes 21 participants



Are there any other GSNFR sectors that are a priority spend for your business?

Wordcloud Poll 11 responses 8 participants



slido



slido

Road haulage: working group work so far

2023

1 x meeting on logistics – presentation from ITF, Stronger Together, case study on risk assessment in warehousing (Asda)

1x meeting on road haulage – 2 x case studies on logistics (Vestey) and GNFR (Sainsbury's), presentation from ITF

1 x survey on road haulage to identify businesses where FNET could have most leverage

1 x meeting with haulage companies & letter with request to join Sedex.

2024

- Meeting on Thursday 21st March 11-12.30 with haulage companies
- Sedex presented their work on Service providers SAQ
- Presentation from Responsible Trucking Initiative – survey for workers via &Wider and risk assessment checklist.
- Very little engagement from haulage companies themselves and none from the Road Haulage Association





Summary of Responsible Trucking Initiative



Responsible Trucking working streams

Overview of the platform activities



	 1. Common Social Guidelines	 2. Risk Assessment Tools	 3. Capacity Building	 4. Stakeholders' Engagement
DESCRIPTION	<p>Social Guidelines Common commitment and expectations toward transport providers to improve working conditions of truck drivers in Europe</p>	<p>Spot Check tool: Surveys on wellbeing at work and respect of Human Rights distributed directly to drivers</p> <p>Adequate Facilities Checklist: Recommendations to ensure decent conditions during stay of drivers at facility</p>	<p>Sharing & Learning:</p> <ul style="list-style-type: none"> Facilitating opportunities for members to share best practices, challenges and learn from each other Incorporating outside-in perspective by arranging sessions with external industry experts 	<p>Monitoring of legal & policy developments: CS3D, CSRD, EU Mobility Package, etc...</p> <p>Engagement with key stakeholders: IRU, DG MOVE, ESC, etc...</p>
DELIVERABLES	<p>Publication of the policy document</p> <p>Regular revisions to reflect the evolution of best practices at platform level</p> <p>Constant support in its implementation</p>	<p>Survey cycles to get feedback from drivers and to measure progress</p> <p>Initiatives to address criticalities (response protocol)</p> <p>Self-assessment of facilities including benchmark report</p>	<p>Learning & Sharing Session</p> <p>Sessions with experts on topics linked to road transport (legislation, market trends, etc...)</p> <p>Training sessions</p>	<p>Intelligence on EU legislation and insights from key players</p> <p>The future of the PF (2024 activities TBD):</p> <ul style="list-style-type: none"> Engagement with trade unions Supplier trainings

Responsible Trucking Initiative – Risk Assessment survey



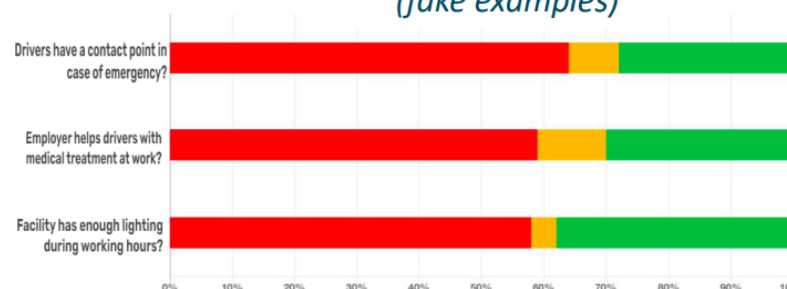
Focus on our Risk Assessment tools

The Spot Check Tool



- Survey results available in easy to navigate dashboards:
 - Members of Responsible Trucking can see and compare the results of their facilities and suppliers
 - Carrier who participated have also access to their own results
- Priorities are highlighted
- Evolution between cycles can be reviewed to track progress
- **Shared issues can be tackled at platform level**

Priorities
(fake examples)



Why members need such a tool?

- Respecting Human Rights is not only a legal obligation. It's the "right" thing to do for **responsible companies**
- After the identification of the risks, comes the time to implement strong actions for mitigation: it's all about **decreasing risks** in operations

Responsible Trucking Initiative – Risk Assessment checklist



Focus on our Risk Assessment tools The Facilities' benchmark



- The reference of the benchmark is a document drafted by the members: the **Adequate Facilities Checklist**
- It's a collection of 27 best practices divided in 7 chapters, focusing on the needs of the drivers (welcoming, hosting, ensuring good working conditions, ...). An “ideal” facility would fulfil all these recommendations
- The facilities can fill in a simple questionnaire based on the Adequate Facility Checklist and they receive:
 - A maturity score
 - A benchmark vs the other facilities
 - Recommendations / highlight of the items to improve
- **Shared issues can be tackled at platform level**

	Nbr of recommendations
1. General Facility	6
2. Toilet Facilities	3
3. Drivers' Information	4
4. Health & Safety	5
5. Waiting Rooms	3
6. Showers & Changing Rooms	2
7. Extra-services	4
	27

Courier update: Points of interest and areas of concern

Meeting 1st July – presentations from Unseen, The Wilberforce Institute and member sharing (retailers)

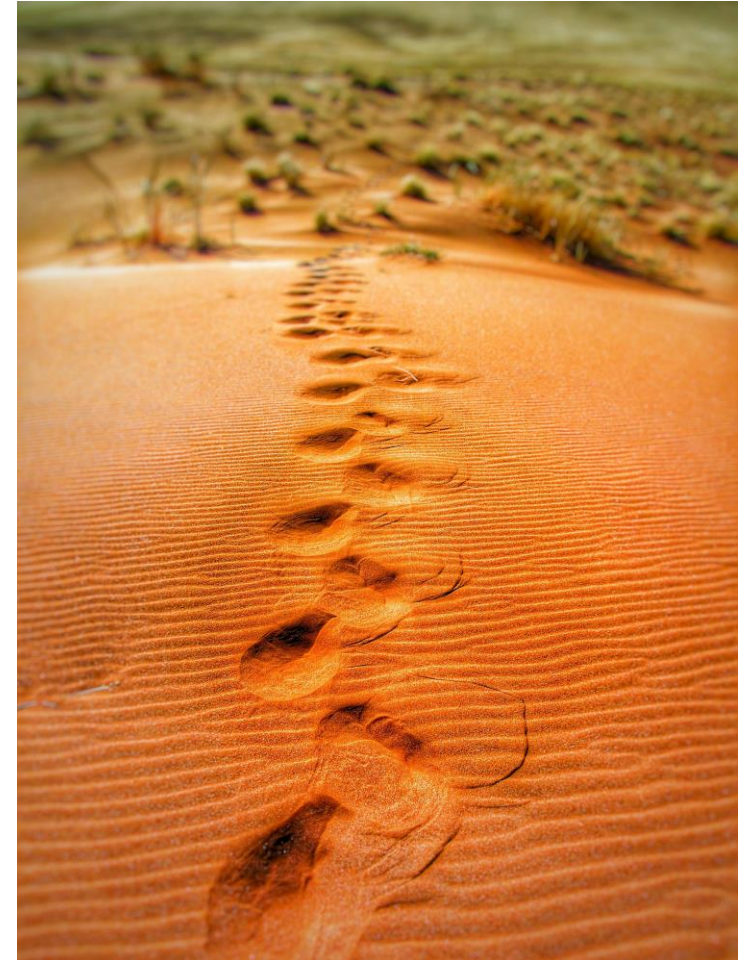
Key issues

- ❖ Self-employed nature of “short-term courier contracts” of workers with companies therefore no entitlement to national minimum wage, sick pay, holiday entitlement etc.
- ❖ Sub-contracting between workers therefore no transparency on who is doing the delivery, and induction is delivered by the “contractor”
- ❖ Deliveroo’s “Courier Charter” - nothing binding and focus on treating workers with respect
- ❖ What is achievable – employee contracts, worker representation committees (or unions?), induction, grievance mechanisms
- ❖ Labour’s proposed reforms on bogus self-employment
- ❖ Are any courier companies on risk data platforms such as Sedex



Courier work: Next steps

- ❖ Follow-up meeting in September with different food service, and other non-food companies to build leverage scheduled
- ❖ More understanding on why Deliveroo case failed (over sub-contracting) and why Uber succeeded to have employment contracts (i.e. Is it just about the vehicle and driving licence not being licenced for other users)
- ❖ Include update from new government on their plans for any reform of the sector
- ❖ Co-op update on policy and campaigns on courier services
- ❖ Gophr to attend to share best practice



Gist



Thomas Atterton, Lead Sustainability & Data Manager, Gist

RMS working group: Next steps

What are the next steps for work with haulage carriers?

Nominated carriers – are they the best to focus on – limited engagement so far. Who can we target and how?

Is it helpful to work with the Responsible Trucking Initiative?

Suggestions

Checklist of questions to ask hauliers, or is it a generic template that can be made sector-specific?

Can we adapt the HR Due Diligence Template?

Working group - Two groups can develop tools - one for haulage, one for GSNFR? Or do we do a checklist?



HRDD Maturity Framework



FNET – Human Rights Due Diligence reporting template			
Name		Date of completion	
		Organisation	
Name & role of most senior organisational lead for Human Rights/Ethical Trade:		Sustainability Reports/Modern Slavery Statement Links:	
What are our human rights priority areas of focus? (by country/ region/ theme or combination)		e.g. we have identified x raw materials, or <u>operations</u> or countries as higher risk. Please simply describe the process you used to do this.	
Summary of key Progress made in last 12 months implementing HRDD approach, including <u>KPIs</u>			
Assessment of HRDD approach	Below Foundation/ Foundation/ Intermediate/ Advanced*	Summary of the 3-5 <u>identified</u> actions to close the gaps towards next level in next 12 months*	
Policy and Accountability			
Traceability			
Risk Assessment			
Taking Action			
Tracking performance			
Remedy			
Communication			

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

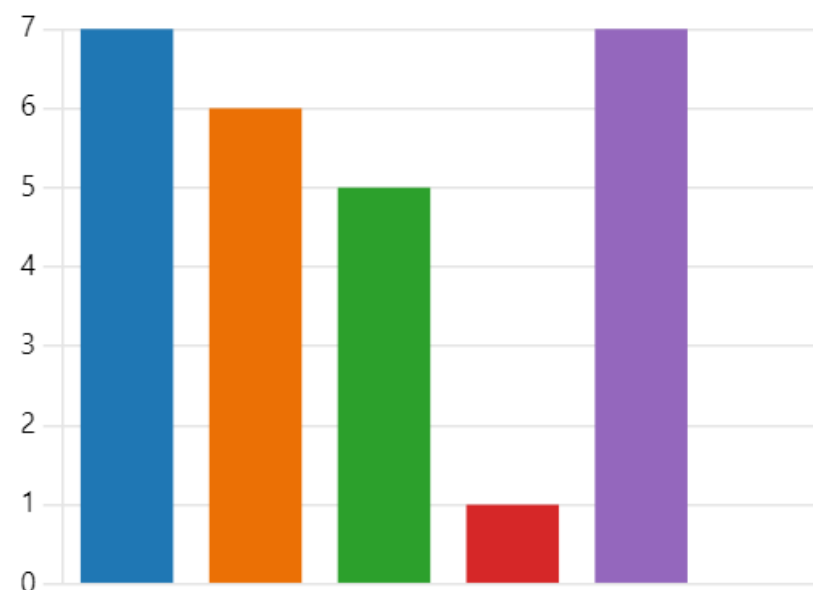
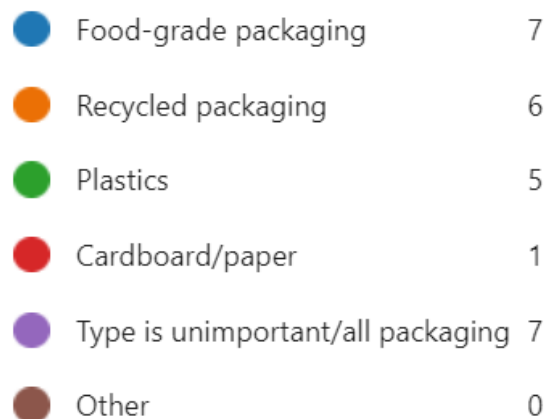
Drafted by CDDT working group - can this be adapted for use by the working group on services/haulage?



Packaging survey Feb 2024 – 14 respondees

2. Which types of packaging do you want to focus on? [select as many as you want]

[More Details](#)



Packaging survey Feb 2024 – 14 respondees

4. Please suggest any other themes/priority concerns with packaging to include in the session.

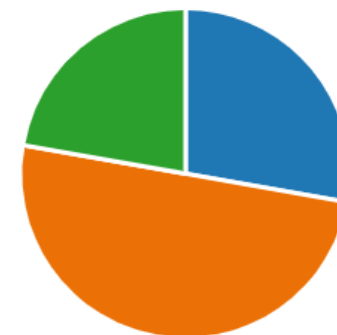
3 Responses

ID ↑	Name	Responses
1	anonymous	emotional connection, environmental concern, guilty to pay extra packaging, false impression to make product should be looking nice to be sold.
2	anonymous	Legislation
3	anonymous	Prison labour

1. Which aspect of packaging are you most concerned about?

[More Details](#)

- Recycled packaging and worker... 5
- How and where packaging is dis... 9
- Non-recycled packaging produc... 4
- Other 0



Packaging – next meeting 10th October 1-3pm

- ❖ Not a clear idea of what to focus on, but packaging is repeatedly mentioned as a priority area.
- ❖ 10th October – plan to give an overview of some of the issues in different parts of packaging - WRAP.
- ❖ Ask different packaging suppliers of cardboard, plastics, recycling chain (Biffa?) to share risks and mitigation.
- ❖ Please get in touch if have contacts within suppliers who might be able to share some best practice.
- ❖ Security in the last WG meeting of the year on Thursday 16th January 1-3pm.
- ❖ In-person meeting planned for next April/May.





Contact

Andy York, Human Rights Manager, Pilgrims Ltd.
andy.york@pilgrimsuk.com

Peter Fletcher, Procurement Manager - Indirects,
Yeo Valley peter.fletcher@yeovalley.co.uk

Louise McCafferty, Head of CSR, Joseph Robertson
l.mccafferty@josephrobertson.co.uk

Suzanne Natelson, Project & Membership Manager,
FNET Suzanne@foodnetworkforethicaltrade.com