



FNET member Procurement training proposal

Pre-read

24th April 2025



Background

FNET has asked Inherently Human to develop some training materials for procurement teams within the FNET member companies. This will cover both goods for sale and goods/ services not for resale teams.

We would like to consult you on the proposed CONTENT and DELIVERY method of the training, which should be available by early summer 2025. The following slides outline suggested topics and materials, including some questions to guide discussion during the meeting on the 24th April. If anyone would prefer to share thoughts outside the session, please do so by 25th April by email, to laura@inherentlyhuman.co.uk.

Objectives of the training for procurement teams:

- Embed an understanding of what human rights in supply chains means for a business
- Highlight the potential risks for businesses – and specifically procurement teams – regarding exploitation of people
- Provide some clear and actionable guidance to use in their roles in order to support better human rights practices
- Offer real-life examples to learn and build from
- Start or continue a conversation on the topic with colleagues.

There are 5 days allocated within the current budget to deliver the project, so comments should be mindful of this. There is an opportunity for members to contribute funds if increased scope is desired.

Proposal

Within the current scope of the proposal, we have discussed the development and delivery of the following materials:

1. Powerpoint slides (approx. 15-20), which would provide detail on the topics on the following slide, which would be available to member companies to use as a set, or picking and choosing which ones they want.
2. An accompanying set of 'speaker notes' elaborating on the slides, which can be used by a trainer delivering the content
3. A 45-minute to 1-hour recorded webinar which would be a voiced over version of the slides and available in short sections, or the full video for member companies.

Please note:

- The content would aim to be scenario-based and using real-life examples where possible. Therefore, we would ask for input from companies to share their experiences, which can be anonymized or not.
- FNET has asked for the content to be relevant to both goods for sale and goods/ services not for resale, so there would be examples for both areas.
- Although the aim is to make content suitable for a long period, it's possible that some would need to be updated after c. 1 year.

Slide content

The table below outlines the suggested areas of content, which are open for input and discussion:

Section	Detail
Opening	Case study (for example, ‘Italian’ purees likely to contain Chinese forced-labour tomatoes - BBC News) to create engagement and discussion; how would trainees manage this case with a supplier? Would they delist? What are the root causes?
Scene setting	<ul style="list-style-type: none">○ What does human rights legislation say?○ Policies and requirements of suppliers (from retail customers)○ Policies and procedures that might be in place for the company involved in the training○ Why human rights risks occur and where + what that looks like for different sectors (multiple case study slides showing examples such as logistics, cleaning, warehousing, fruit and vegetables)
Responsible purchasing practices	<ul style="list-style-type: none">○ What are Responsible Purchasing Practices?○ How can purchasing practices impact on human rights – 3 examples○ How they relate to HRDD – 3 examples and how they link to the procurement cycle
What do you need to do?	<ul style="list-style-type: none">○ 1 slide on the Common Framework for RPP○ Deep dive + scenario on responsible contracting○ Deep dive + scenario on collaborative production planning○ Deep dive/ scenario on price negotiation
What good looks like	<ul style="list-style-type: none">○ Best practice examples from companies○ How do we build rewards for “good” into supplier evaluation/ tendering – what to measure and how?
Wrap up and summary	<ul style="list-style-type: none">○ What this means for my role Content overview

Questions

Ahead of the FNET member meeting on the 24th April, we would ask you to consider the following areas for discussion:

Area for discussion	Questions
Audience	<ul style="list-style-type: none">• Who would be using this training in your business?• How many people would receive it?• Who would be delivering the content?
Content	<ul style="list-style-type: none">• Does the proposed content outline look suitable?• Is there anything that should not/ should be included?• Which sections would be most/ least useful?• Would businesses want any inclusion of environment and human rights considerations?
Format	<ul style="list-style-type: none">• Based on the proposed format and deliverables outlined, is this approach to delivery appropriate for how it would be used in your business?• If not, please explain your preferred delivery approach.
Supplier input	<ul style="list-style-type: none">• Do you/ your business have some examples of case studies relating to:<ul style="list-style-type: none">○ Risks in your procurement supply chains (GFR and GNFR)○ Best practice in procurement○ How teams have dealt with difficult procurement situations relating to human rights.

Timeline

The proposed timeframe for the work is:



24th April – feedback from the FNET session

25th April – all feedback received

28th April – 9th May – gather supplier case studies and begin drafting content

Mid-May – complete draft 1 of training materials

Mid-late May – selected supplier feedback

Start June – finalise materials



Thank you

