



Raw Material & Services Working Group Deep dives, security and 2025 workplan

The Food Network for Ethical Trade – 21st 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”



Meeting objectives

- 1) To start the haulage pilot and members to sign up to participate in the pilot.
- 2) To provide feedback on the development of training resources for procurement colleagues.
- 3) To hear more about the risks in workwear and the new Sedex service provider audit.
- 4) To introduce Surmaya to the working group

Raw Materials & Services working group 24th April 2025

Agenda

Approximate timing	Item
11.00 – 11.05	Introductions
11.05 – 11.15	Haulage pilot summary and volunteer sign up
11.15 – 11.50	Procurement training slide deck and video: feedback session for members – <i>Laura Falk, Inherently Human</i>
11.50 – 12.30	Workwear deep dive Key human rights challenges found in the textile sector - <i>Laurie Perkins, Business Development & Advisory Manager, Stronger Together & Hannah Newcomb, Co-CEO, Stronger Together</i>
12.30 – 13.00	Sedex: Service provider audits & pilot – an overview – <i>Rebekah Pell, Head of Customer Relationship Management, Sedex & Sarah Guy-Gibbens, Product Manager, Sedex</i>



The Raw Materials & Services working group: Some reflections

Fantastic to work with such a dedicated group of people.

Lots of change throughout past 3 years from focus on spices and suppliers, to exploring how to share insights on raw materials as a network with different priorities – from member speakers, to member deep dives to webinars.

Picked up the area of goods and services not for resale – generally not a priority for the businesses. Deep dives into waste, packaging, haulage, shipping, solar panels, security.

Last month – most downloaded resources was the briefing on security and tips for including human rights in GSNFR tendering process.

Introducing Surmaya

- About me:
 - Studied French and Spanish
 - Last job – 15 years at Fairtrade – sugar, bananas, cocoa
 - Outside work – love dance and writing
- My impression of FNET
 - Unique: safe space
 - Challenging work, building stronger organisation
- My ask of members: let me know what I can do
- Something you don't know about me
 - 1999 – Bolivian tumbu fly in my foot!



Raw Materials & Services working group leads



FNET Project Manager
Surmaya Talyarkhan



Lead
Peter Fletcher
Indirects Procurement
Manager
Yeo Valley



Board Sponsor
Andy York
Human Rights Manager
Pilgrims Pride Ltd.



FNET Project Manager
Suzanne Natelson



Spices webinar Thursday 22nd May 12-2pm

- An overview of key human rights and working conditions challenges in some spices/flavourings supply chains.
- Sustainable Spice Initiative and speakers from McCormick and other spice businesses
- Share member-peer learning on HRDD and mitigation

We are looking for information on FNET's work on spices before 2022 – in the Spices working group. Were you a member of this group? Please contact Suzanne to share information.



Road Haulage: Checklist & pilot

Pilot resources

- ❖ [Haulage checklist](#)
- ❖ [Haulage checklist feedback form](#)
- ❖ Can be found on FNET website and in the Teams folder.
- ❖ Pilot – 3 months to approach haulage supplier and request completion feedback in next working group meeting.



Haulage checklist - January 2025

The Raw Materials & Services working group members have developed a short checklist for member companies to use to engage haulage suppliers. This is intended as a basic checklist and a starting place for further risk assessment and understanding/mitigation on human rights risks in the haulage sector.

Categories

Risk assessments

- Do you internally audit your operations and processes to identify risks?
- Do you use 3rd party assessment/auditing e.g. SEDEX/SMETA or Ecovadis?

Name	Business
Pete Fletcher	Yeo Valley
Emma Henry	Berryworld
Victoria Browne	Westbridge
Ashleigh Horn	Cook



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



Procurement Training Feedback



- The simpler/easier the better, we need to make sure we're using non-technical language for accessibility, also making it really practical and not theoretical or people switch off.
- A one pager people can take away.
- Examples / case studies - It would be great to get examples more related to procurement teams vs buying teams. The tomatoes is a good conversation starter as it is recent and so may be fresh on people's minds but as procurement teams they may find examples from services, construction or goods such as solar panels or uniforms more relatable.
- What are the key human rights risks that will be focused on? Will it be an overview or will some be selected for more of a deep dive? Modern slavery would be an important one particularly looking at the UK and a short slide on spotting the signs for when procurement teams visit their suppliers on site.
- On RPP - Adding a point on tenders to the conversation around contracting could be good to help really emphasise this message e.g. where is the supplier sourcing from, do they use agencies, do they have a MS statement, do they have grievance mechanisms in place etc.
- 'What this means for my role' - it would be nice to focus on some of the positive impacts teams can have on the lives of workers through their conversations and decisions.
- Remediation - I think there needs to be a section on this somewhere. Advising teams on best practice if they do come across a human rights issue so they have some confidence in making the right calls. E.g. Don't disclose confidential details, don't instantly stop working with a supplier if child labour is flagged as that does not help the child etc.

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Workwear: Breakout (10mins)

- ❖ How much workwear does your business use?
- ❖ Have you conducted any HRDD on workwear suppliers?
- ❖ What are your concerns (if any) about work wear?



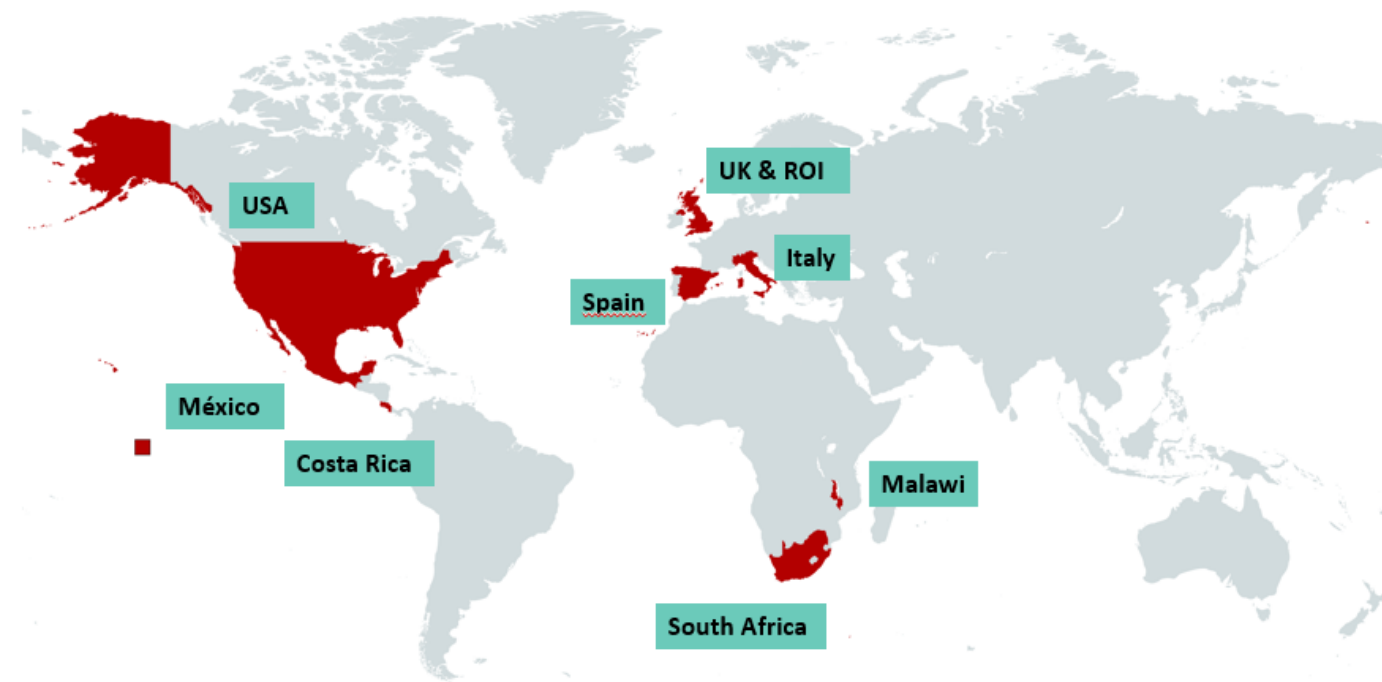
Responsible recruitment | Fair work | Free from exploitation

FNET Workwear

Hannah Newcomb, Co-CEO
Laurie Perkins, Business Development and Advisory Manager

stronger together

Responsible recruitment | Fair work | Free from exploitation



Our Vision is a world where all workers are recruited responsibly and have fair work free from exploitation.

Our Mission is working together to enable organisations to embed responsible recruitment and employment practices and mitigate labour exploitation in their operations and supply chains

What we do

1. Capacity building guidance, resources and training



2. Country, sector, and thematic collaborative supply chain programs



3. Monitoring, evaluation and market differentiation



4. Bespoke consultancy, advisory and training services



Risks in the UK apparel sector

**Wage theft /
underpayment**

Insecure work

**Criminal
practices**

Enforcement

**Immigration
risks to workers**

**Production
decline**

**Limited worker
voice**

**Purchasing
practices**

The apparel sector in Leicester



Improvements

- Responsible manufacturers have improved practices and grown their business through Fast Forward programme
- Improved worker voice through community organisation and reimbursement of unpaid or under paid wages through FAB-L

BUT

- Reports of worker mistreatment continue
- Reports of factory closures as sourcing moves overseas
- Loss of jobs for workers with few other alternatives, especially women
- Slower progress on industry representation and worker voice through trade unions

Garment workers are being forced to leave their homes as brands ditch Leicester suppliers

Workers tell us they are 'ready to speak' as their situations become more precarious

Signal: Leicester makers fear exodus as fast fashion majors look to Asia

A number of garment manufacturers in Leicester are filing for insolvency as fast fashion retailers seek supply from South Asia.

BEYOND TRAFFICKING AND SLAVERY: OPINION

Did crying modern slavery in Leicester benefit the workers?

Without alternatives or safety nets to fall back on, closures of fast-fashion factories left workers worse off

[Pankhuri Agarwal](#) [Nandita Dutta](#) [Vivek Soundararajan](#)

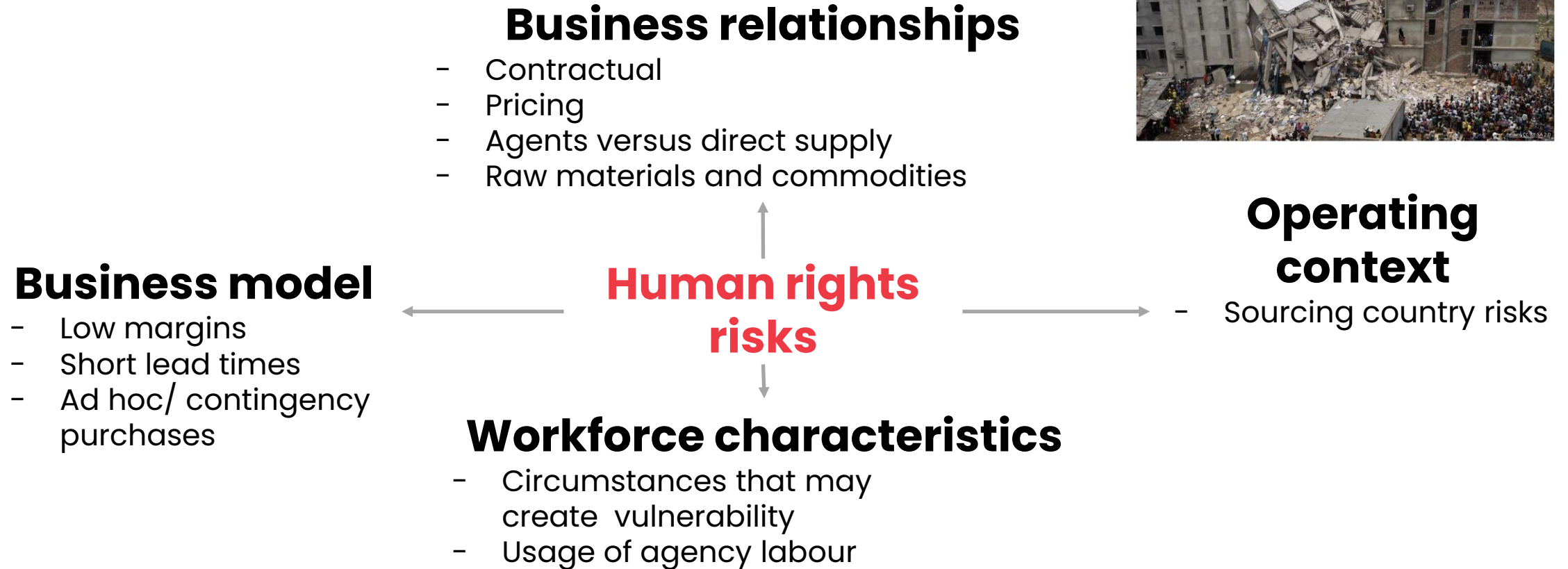
18 March 2024, 10.09am

Reference: University of Bath study, 2024
<https://embed-dignity.com/outputs/reports/>

Global supply chain risks

Factors to consider

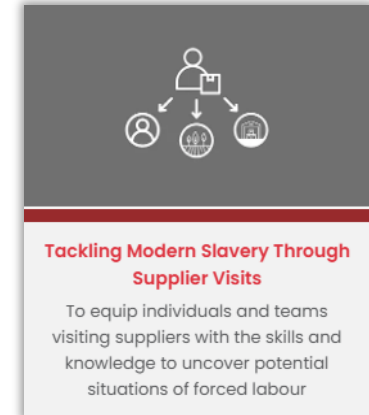
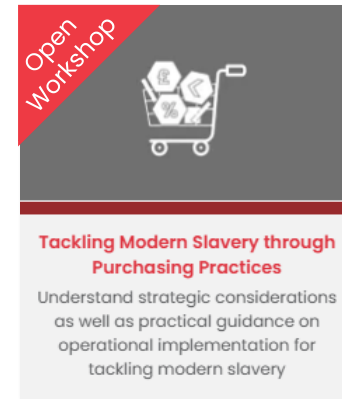
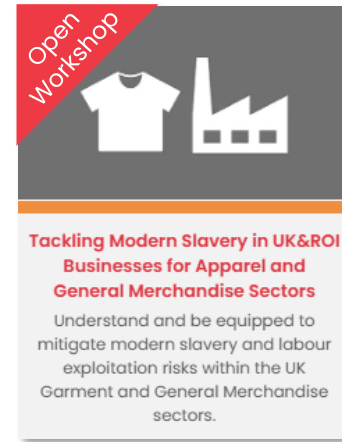
NGOs file complaint under new German Supply Chain Act against [REDACTED] over alleged failure to meet their due diligence obligations by not signing Bangladesh Accord



Source: Equality and Human Rights Commission

Our training

- Range of 30+ trainings
- Interactive with case studies, activities and Q&A opportunities to bring subject matter to life
- Focused on providing practical steps, attendees will leave informed, motivated, and prepared with key resources to implement what they have learnt.
- Creates ownership by winning hearts and minds and explaining the business case
- Country, sector/industry specific and global
- Different delivery formats available to suit your needs:
 - Live online / in-person
 - E-learning options



"We will strengthen the due diligence and monitoring of labour providers, for example by applying more scrutiny when reviewing tenders."

"Really useful training with lots of take-away actions"

"Great workshop and lots of good tools to support a business"

**stronger
together**

Our **Assessment and Verification** tools



The RRT Online Tool is an unparalleled online capacity building tool to help businesses understand, achieve and demonstrate responsible recruitment.



Stronger Together's Fast Forward programme is a next-generation audit and improvement programme that works for all suppliers and service providers, in all sectors, at all stages of their social compliance journey.



Organisational Progress Assessment

An OPA is a two-day supportive and participatory assessment analyses gaps, reports your business' strengths and provides you with detailed recommendations and action plans to support your organisational improvement.



Responsible recruitment | Fair work | Free from exploitation

Thank you

info@stronger2gether.org

Workwear discussion

FNET will produce a summary briefing on workwear based on the content in this meeting. Is there any additional work members would like FNET to support?



Sedex & Services SAQ and audit - discussion

SAQ feedback and audit development – Rebekkah and Sarah

Ask members to share how they are using Services SAQ (fortnightly call and weekly news) –
Share results on a slido - poll in fortnightly call....

Introduce this section by saying that many members might not be using SAQ and what is the level of maturity or relationship with the supplier needed in order to use the resource?

Ask Sedex to share how Sedex members are using the SAQ, what insights are they finding and key risks identified.

Update on assessing Service Providers with Sedex: FNET

Thursday 24th April 2025



This webinar will cover

1. The new Sedex SAQ for service providers
2. Plans for a new service provider audit
3. How we can support FNET



Adapting the SAQ for providers of services



Why we created a Service Provider SAQ

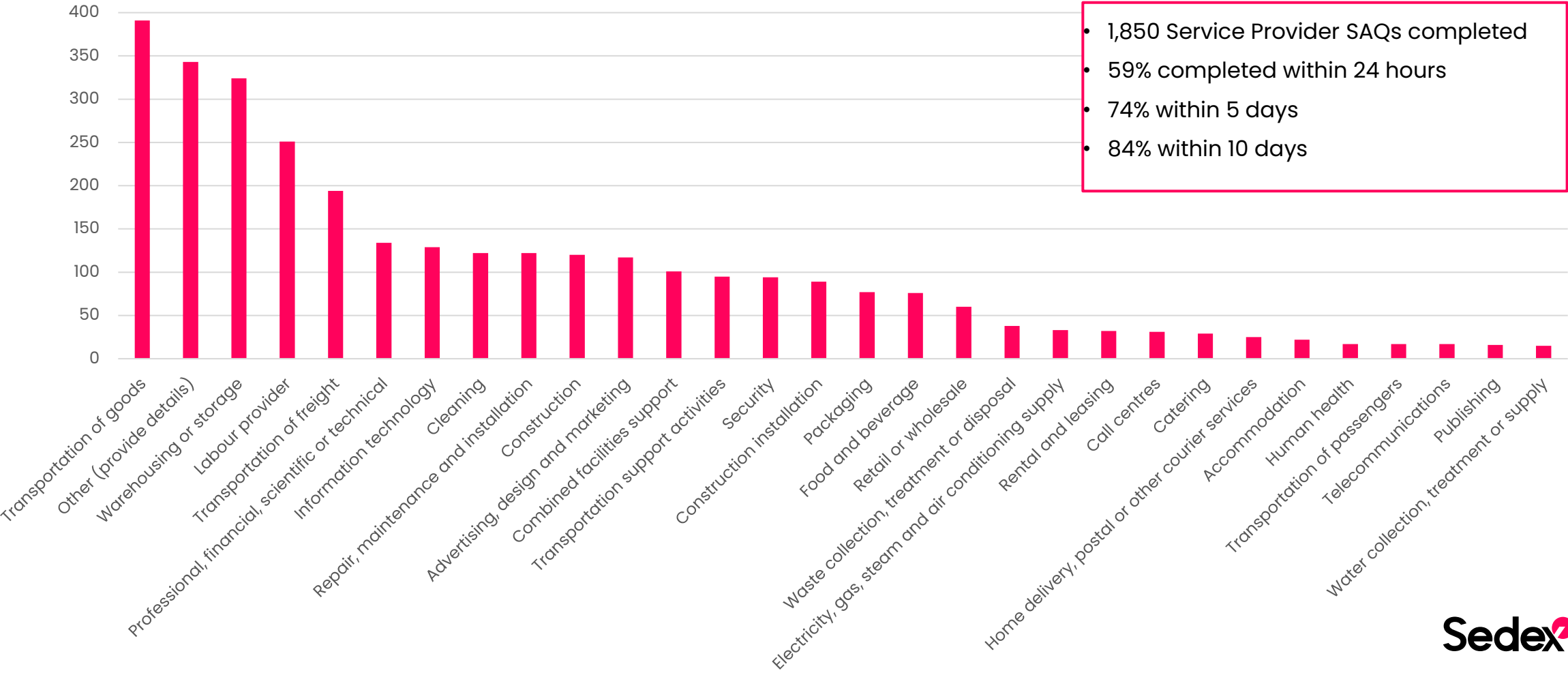
- Customers need to assess their Service Providers
- Service Providers with a distributed workforce struggle to use Sedex's assessment tools
- Service providers are more varied in their workplaces than goods providers, which makes a "one size fits all" solution difficult to provide

Key design principles of the Service Provider SAQ

- ✓ Covers broad range of service providers, rather than being limited to selected, specific activities – responds to wide range of use cases
- ✓ Follows a characteristics-based approach with a modular dynamic build and nature – key for generating actionable and relevant information
- ✓ Aligns with existing Sedex products, especially the Goods Provider SAQ – ensures comparability and easy integration

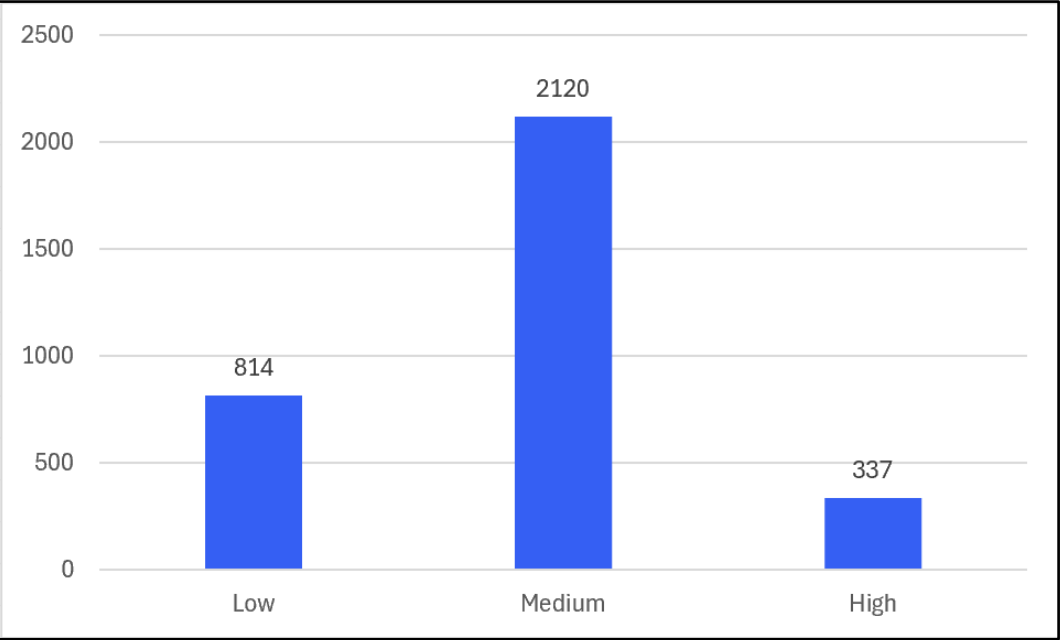


30+ service provider categories have completed the new Service Provider SAQ.

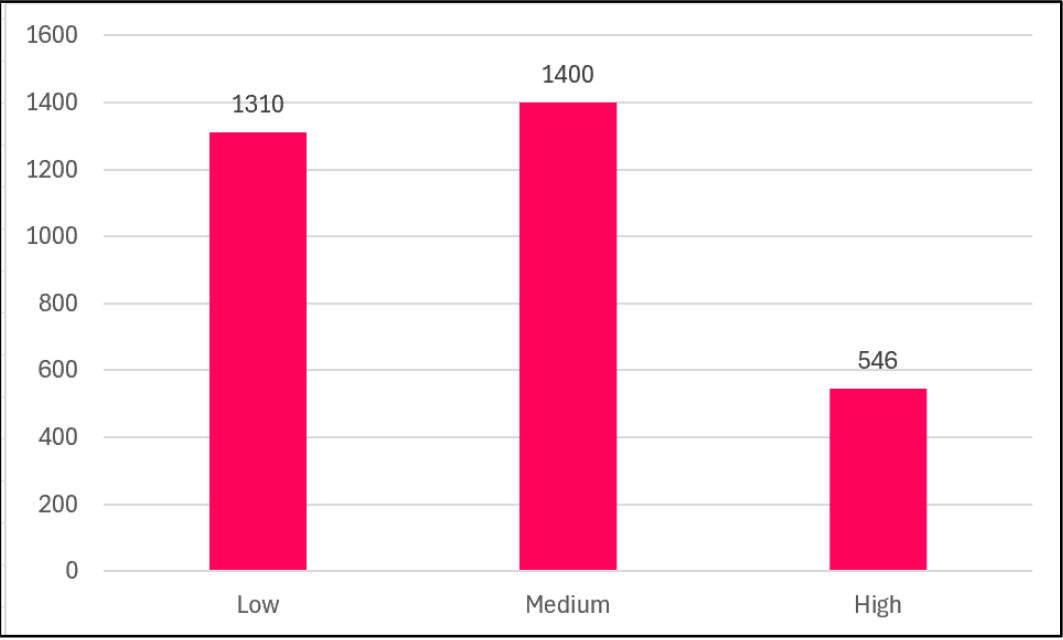


Risk results

Service providers, labour providers and agents: inherent risk



Service providers, labour providers and agents: combined risk



A new audit for service providers

Sedex 

Who have we spoken to?

Members survey and interviews

- ✓ Key members survey
- ✓ Member interviews (including FNET)

Auditor survey and interviews

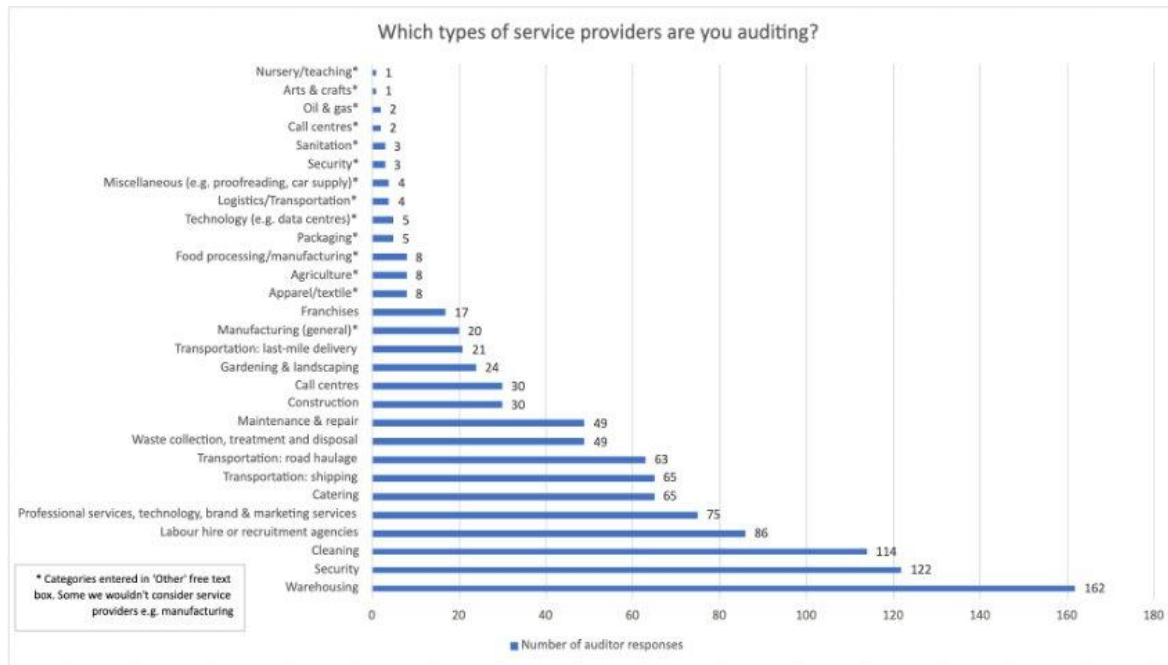
- ✓ In-platform survey to auditors
- ✓ Email survey to auditors
- ✓ Audit company interviews



Project Advisory Group (PAG)

- Members and AACs
- Monthly calls and opportunities to provide feedback

What's already happening?



- Current audits primarily warehousing, transportation, security, cleaning and labour providers
- No off-the-shelf solution for members
- Some members using SMETA but auditors lacking guidance and having to adapt
- Other members developing custom methodology
- Demand is very high for a solution now
- Something better than nothing

Auditor survey, Dec 2024

Key challenges with applying SMETA to service providers

Scope

- Workplace Requirements and data points not always appropriate (site-specific)
- Health and safety responsibilities shared
- Environmental data hard to collect or not relevant
- More guidance and issue titles required to cover issues like **subcontracting** and **transportation**

Auditor challenges

- Logistical challenges in arranging multiple site visits across multiple clients
- Extensive travel time between locations
- Lack of service provider audit readiness / willingness to participate
- Difficulties with client site confidentiality

Reporting and platform

- Report built around concept of a single physical site
- Unable to input data for multiple sites visited
- No guiderails for the input of anonymised site data

New service provider audit – overview

Framework

Methodology

Platform

- An ethical trade audit based on SMETA 7, taking the guidelines of the 2013 SMETA Supplement for Service Providers (e.g., sampling table) as the starting point.

Categories

Which type of
service provider

Methodology

- Primarily aimed at addressing issues faced in audits of service providers (“contractors”) whose workers are deployed to client sites (e.g., cleaning, security), and middle mile **logistics providers** – transportation between facilities, where worker interviews are feasible.

Multi-site

Enhancements

Methodology

Platform

- Audit includes visits to HQ and multiple client sites where workers are deployed
- Some audit activities (e.g., document review) may be conducted remotely
- Audit report to capture the number of client sites visited and key details (anonymised)

New service provider audit – overview

Scope

What should be audited?

Methodology

Platform

- Replacement **Health and Safety** Workplace Requirements to clarify expectations of Service Providers where additional client systems in place
- New **Subcontracting audit module** introduces checks on a sample of subcontractors' worker records, where applicable.
- New Requirements where **transportation** or **security** services are provided.

Beta phase

Iterative development based on feedback

Methodology

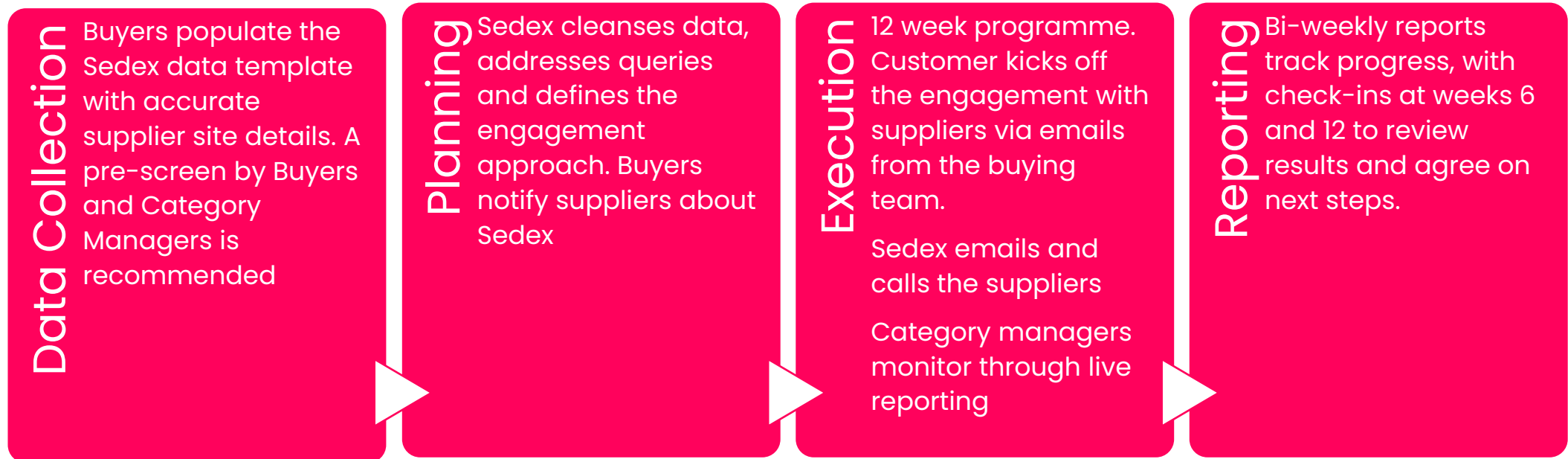
- Beta phase to include adapted audit report, completed off-platform
- Review of first 25 audits to inform revisions. 5 transportation, 20 varied client-site services (security, cleaning, etc.)
- Range of service provider business sizes (small, medium and large enterprises)
- Range of countries: UK, Germany, Turkey, USA, Brazil, Mexico, China, India, Australia (provisional)



Offer for FNET members

- Free Service Provider supplier onboarding and SAQ completion for up to 100 supplier sites
- What do you need to do?
 - Send the data back in the excel template completing all fields to your Account Manager by **Friday 23rd May**.
- Data will be collated and engagement started from June 2025.

Supplier Engagement Process Summary



Expectations and Best Practice



- Engagement project gives you SAQ data on your Service providers
- **Good quality contact data**– the more accurate the information, the better the project results
- **Internal stakeholder** engagement pre project kick off
- Supplier webinar pre-project to **set expectations** and communicate **deadlines**

What to do next?

- Contact your Account Manager or Customer Operations Specialist about your **free** Service Provider Supplier Engagement offer
- Let us know if you would be interested in the opportunity to feed into the Service Provider **audit pilot**



Questions?

Visit our website

www.sedex.com



Thanks and please contact....



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Surmaya Talyarkhan



Lead
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