



Welcome to FNET:
Setting you up for success





90 mins

FNET onboarding



Designed for new members and new staff of existing members

Welcome to FNET

- Introductions
- Theory of change
- Introducing the Board and working group
- FNET's 3-year strategy
- Working groups 2025/26 activity
- Getting involved - Planned activities
- Starting your learning journey -Exploring our website
- Introducing the FNET DD framework
- Q&A





Introductions

Please introduce yourself:

- Name
- Job title
- Business
- What are you hoping to get from this call?



Business and professional hopes



Discussion

Take a 4 minute break to pop into the chat your thoughts on knowledge areas or skills that you would like your business, or yourself, to benefit from with FNET membership.



FNET MEMBERSHIP 2025-26 May 2025



Introducing the FNET Board and Team



Fiona Wheatley,
Bakkavor



Mel Miles,
Westfalia Fruit



Courtney Forbes
Tesco



Sam Ludlow Taylor,
Waitrose



Aisha Aswani,
Coop



Andy York,
Pilgrims



Julia Black,
Hilton Food Group



Anna Pike,
Worldwide Fruit



Surmaya Talyarkhan,
FNET Project Manager



Jess Turner
FNET Project Manager



Louise Nicholls,
FNET Lead



Chris Goodacre,
Association Secretariat



Pins Brown
Chair



Chris Sutton
Finance INED



FNET contacts

We are here to help you get the most out of your membership

FNET Secretariat (Cognition)



Chris Goodacre



Sue Butler



Lynsey Warren
&
Amanda Mather

FNET Technical Team



Lou Nicholls
FNET Lead



Surmaya Talyarkhan
Project Manager

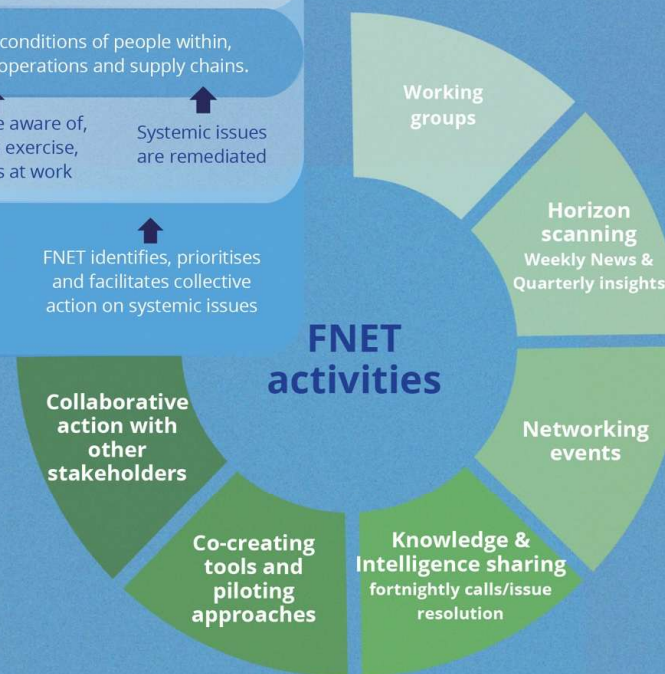
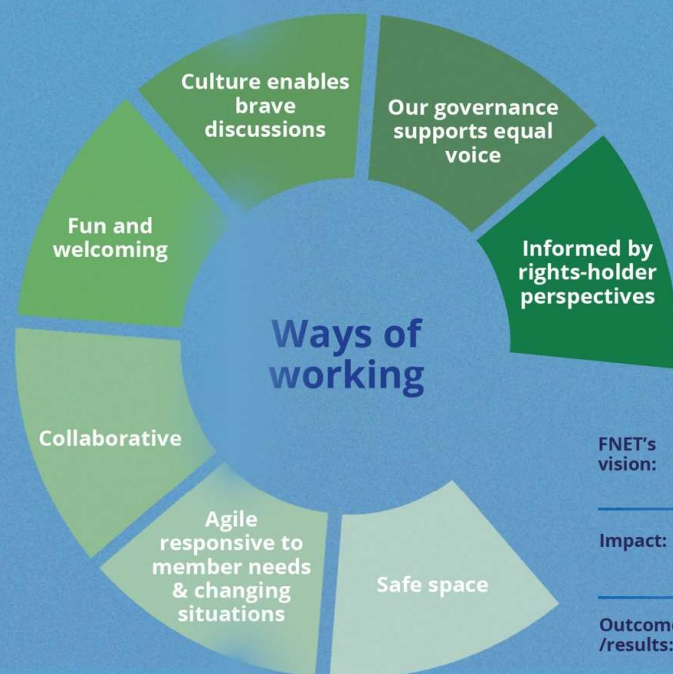


Jessica Turner
Communications &
Project Manager

Contact for enquiries relating to membership, invoices, administration for FNET events.

Contact for enquiries relating to working groups, weekly news, advice and proposals for collaborative work.





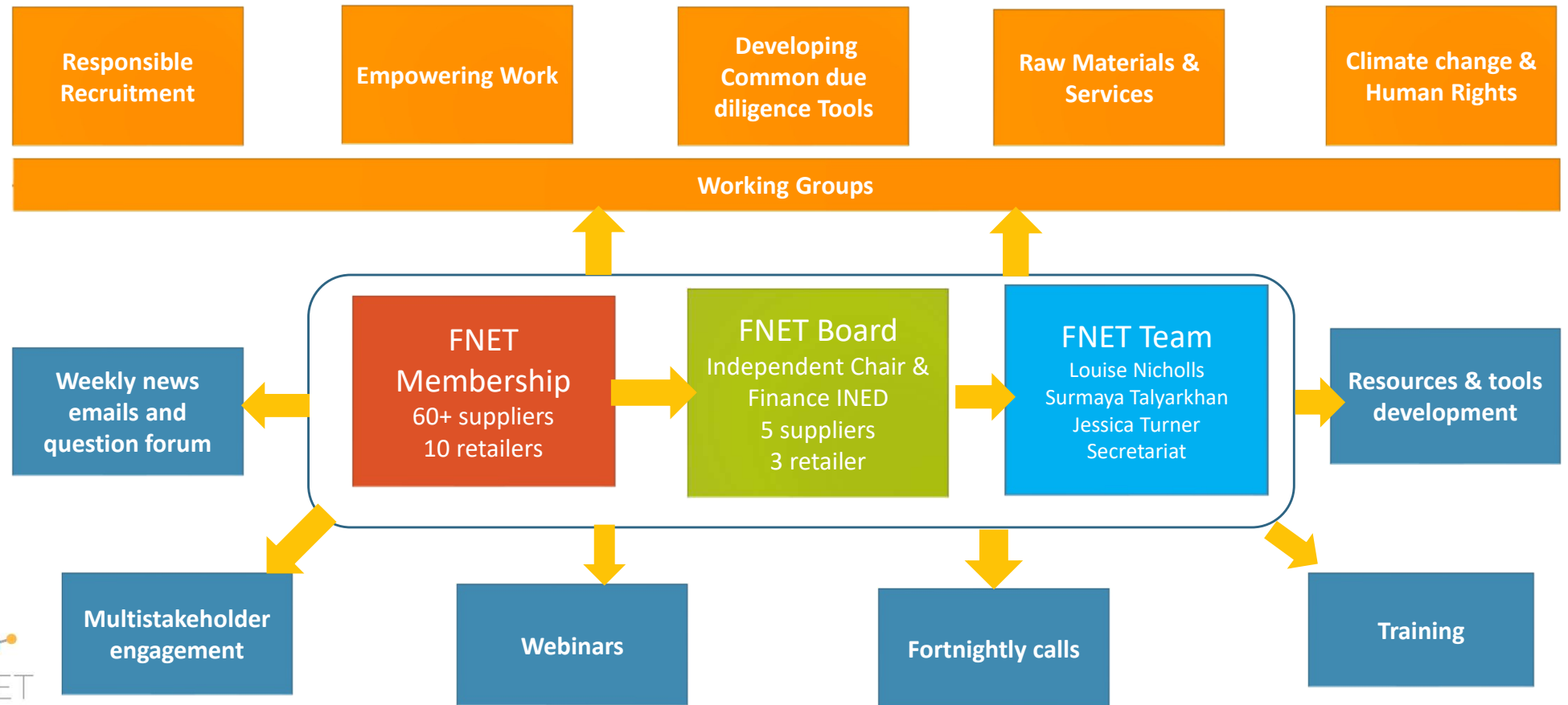
FNET THEORY OF CHANGE

MODERN
SLAVERY
GENERATES
\$236bn
IN ILLEGAL PROFITS EACH YEAR
(WALK FREE)

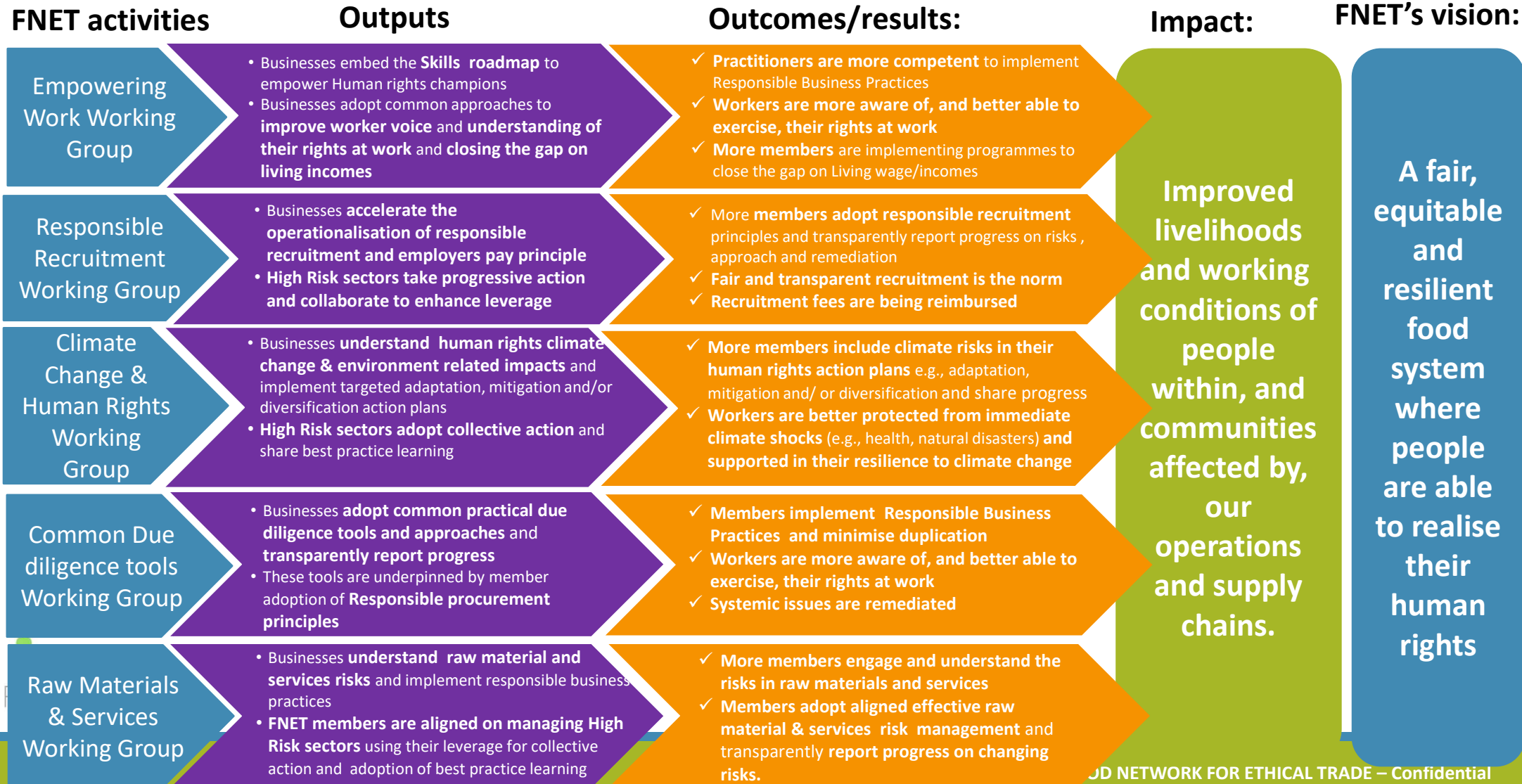




How FNET works



FNET 2024-27 strategy: Working Groups



Website & FNET resources

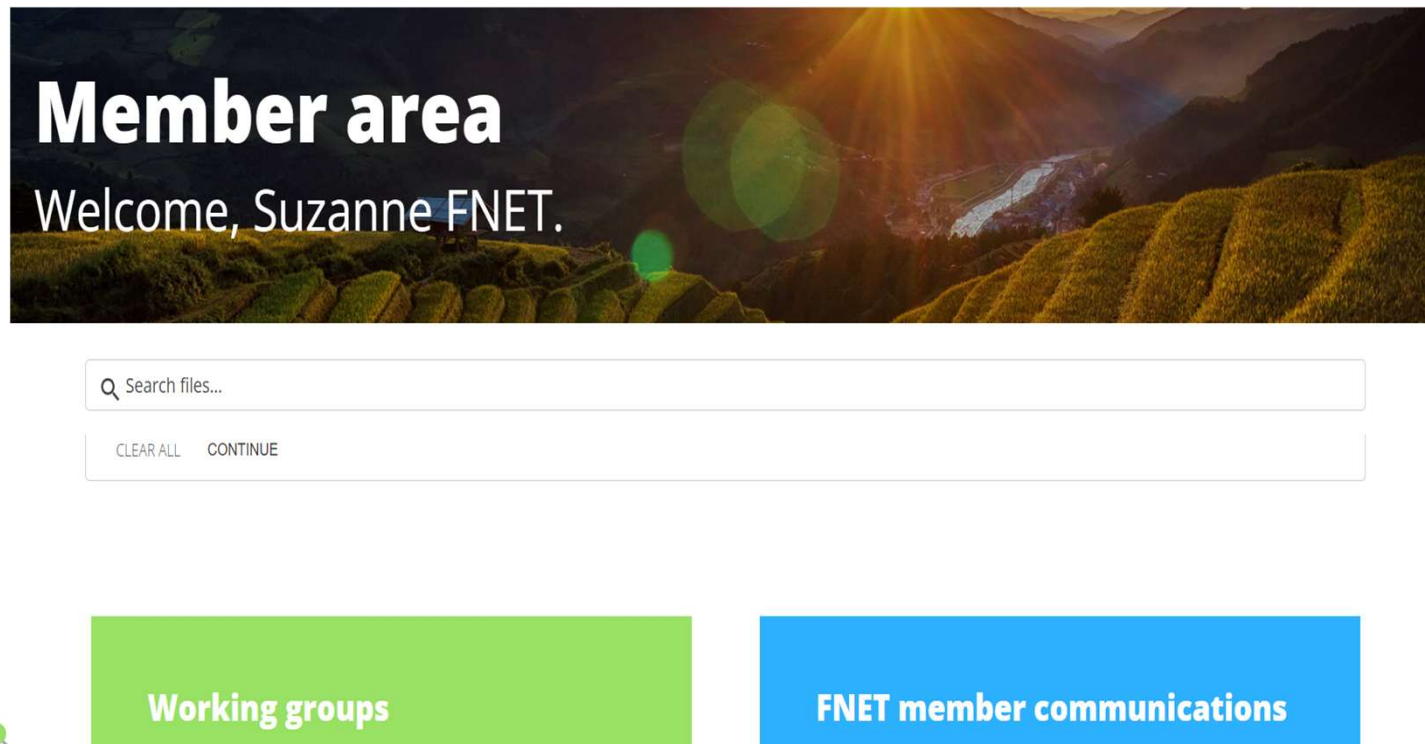
[About FNET](#)[Services](#)[Contact](#)[Blog](#)

Food Network for Ethical Trade

Using the collective leverage of suppliers and retailers to bring about positive change in working conditions in global food, beverage, and horticulture supply chains.

[More about FNET](#) ➔

Finding resources on the website



All FNET resources can be found in the member area of the website.

Top tips

- ❖ Search in relevant folders
- ❖ Do keyword search
- ❖ Tags (to be reinstated)
- ❖ Contact Linda and Suzanne if you can't find what you are looking for.

FNET Learning Library



Climate and Human Rights	<ul style="list-style-type: none"> Why integrate Social and environmental risks? IGN and Macs the business case for interactive social and environmental agenda's (Nov 2023) IO frequently asked questions on the just transition 	<ul style="list-style-type: none"> EMCG and Human level just transition for consumer goods sector GBI Human rights and climate change portal and framework for action GBI toolkit for Business integration of HRDD into their climate action 	<ul style="list-style-type: none"> B4IG indicators to analyse and measure the social challenges of the just Transition WWF Environmental & Social Safeguards Framework (ESSE1) Beyond Conservation: A Toolkit for Respectful Collaboration with Indigenous Peoples Oxfam: Land Rights Guide and Toolkit Landesa: Business case for action, Issue Briefs, land risk assessment and management framework, Gender lens Toolkit 	<ul style="list-style-type: none">
Regulation Briefings and Trend summaries	<ul style="list-style-type: none"> UNGC Human rights navigator (interactive website) Paul Hastings Top 10 Human Rights regulatory issues Dec 2023 HRB Top 10 Human rights issues 2024 	<ul style="list-style-type: none"> IO Helpdesk for Business on International Labour Standards 	<ul style="list-style-type: none"> FLA German Supply chain Act (Jan 2023) Edo CRRD Business Guide Jan 2024 	<ul style="list-style-type: none">
Risk Assessment	<p>FNET Library:</p> <ul style="list-style-type: none"> Links to key documents from FNET outputs Global Compact 5 steps towards measuring Human Rights impacts of your business UNGP Reporting Framework: Salient Human Rights Issues (video) BSR Primer 10 Human Rights Risks for Food and Agribusiness March 2021 Oxfam evidence on Human rights risks in Food and Agribusiness sector July 2020 	<p>FNET Library:</p> <ul style="list-style-type: none"> Links to key documents from FNET outputs FNET Risk assessment tool ST template risk screening tool (Basic RA) ST template risk scorecard for supply chains (Basic RA) ST Risk assessment tool (Basic RA checklist) ST south African risk assessment tool (Basic SME RA checklist) Index evidence on supply chain risk assessment 	<p>FNET Library:</p> <ul style="list-style-type: none"> Links to key documents from FNET outputs GBI company case studies identifying Human rights impacts OHHR Human rights impact assessment evidence and toolbox (Aug 2020) HRB Assessing Human Rights impacts checklist 	<p>FNET Library:</p> <ul style="list-style-type: none"> Links to key documents from FNET outputs

FNET Risk Assessment tool

The new updated FNET Risk Assessment Tool – can be found [here](#) in the member area of the website.

First developed in 2016, it is a common supplier framework for assessing and addressing ethical trade risks. Country Risk Ratings developed by Anthesis.

Objective: to prevent duplication and encourage the adoption of standard approaches that met retailers' needs whilst supporting supplier efforts to manage ethical trade in their supply chains.

In 2024, FNET appointed Anthesis to conduct a further update of the Country Risk Scores and Known HR Risks for commodity ingredients using up to date available data sources.

This data as well as FNET Member validated risk data has been used to create the 2025 version of the FNET Risk Assessment Tool, correct at time of analysis.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
		Supplier Name	Unique Identifier	Product	Ingredient/s	Tier	Supply Chain Level	Source Country/ Final Processing Country	Buying Channel	Industry Risks	Labour Risks	Annual Spend	Volumes	Commercial value	Business Risk	
16		X1234	123457	Orange Syrup	Oranges	2	Supplier	Italy	Agent	Accommodation	Migrant & Seasonal/ Temporary	123	456	3	3	
17				Amber	bananas	3	Agent	Germany	Agent	Accommodation	Migrant & Seasonal/ Temporary	456	123	3	1	
18					Sugar syrup	3	Agent	Belize	Agent	Unknown	Seasonal	456	123	3	1	
19					Sugar	3	Agent	Malawi	Agent	Low Pay & Unskilled Labour	Seasonal	456	123	3	1	
20																
21				Fish fingers	Fish	1	Supplier	United Kingdom	Direct Source	Unskilled Labour	Seasonal	3456	12	3	3	
22					Breadcrumbs	1	Agent	France	Agent	None	Permanent	3456	1234	1	1	
23					Garlic Paste	2	Direct Supplier	China	Direct Source	None	Temporary	2345	1234	1	1	
24					Skimmed Milk Powder	1	Agent	France	Agent	Unskilled Labour	Agency/ third party labour & Temporary					
25																

Introducing FNET Due Diligence framework



FNET – Human Rights Due Diligence reporting template

Name		Date of completion	
Name & role of most senior organisational lead for Human Rights/Ethical Trade		Organisation	
What are our human rights priority areas of focus? (by country/ region/ theme or combination)		Sustainability Reports/Modern Slavery Statement (Link)	
Summary of key progress made in last 12 months implementing HRDD approach, including KPIs		e.g. we have identified a new materiality or assessed all countries in scope for Modern Slavery risk and the products we used to do this.	
Assessment of HRDD approach		Summary of the 3-5 identified actions to close the gaps towards next level in next 12 months	
Policy and Accountability			
Transparency			
Risk Assessment			
Taking Action			
Tracking performance			
Remedy			
Communications			

* Some reports may wish to score this against 1-5 below: Foundation 1, Foundation 2, Foundation 3, developing & advanced. This needs to be done with encouraging & honest conversation as [discussed](#) maturity of this will be an important driver of future success and will work to drive deeper integration in FNET members businesses. When we should encourage through it or focus on encouraging and rewarding solutions to [discussed](#). Our suggestion is to encourage it to be done in total - support is not here to find an action to do it.

Step 3 of the "Setting you up for success"

We will send the HRDD Framework for you to complete for your business.

This will be return the completed document to Technical Team at least 1 week before the Step 3 - "Where am I now" call.

We will review together and work through your key challenges and priorities with you to help develop an action plan.

Upcoming FNET meetings



- **Fortnightly call – Wednesday 21st May 10.00-11.00am**
 - Justine Carter, Unseen - Updated guidance on Transparency in Supply Chains
 - Emilie Paradiso, ETI – Meaningful Stakeholder Engagement
- **Spices webinar – Thursday 22nd May 12.00-14.00**
- **Responsible Recruitment Working Group call – Friday 23rd May 10.00-11.30**
- **6 weekly Sedex Call – All Members – Wednesday 4th June - 10.30-11.30**
- **Developing Common Due Diligence Tools Working Group meeting - in person – Thursday 5th June – 9.30-4**
- **6 weekly Sedex Call – All Members – Wednesday 16th July - 10.30-11.30**

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.





Q&A



Raise a concern



Join a working
group



Find a FNET tool
on the website



Take a leadership
role



Build my skills



Reduce customer
duplication

Developing Common Due diligence tools Working Group

Why should I join this Working Group?

- Deepen understanding of due diligence processes
- Share experiences – safe space
- Member-led
- Reduce duplication – align on tools
 - Risk Assessment Tool – currently online
 - FNET HRDD Framework – update in June, please pilot!

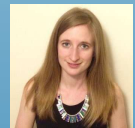
When is the next meeting and what will it cover?

- In person meeting (30 people maximum) on **Thursday 5th June – 9.30-4pm**
- Ergon training (2hrs) on saliency and root cause
- Remedy – how do we build a common approach?



Q4 2024,
Samworths

Working Group Leads



Naomi Kirkwood,
Samworth Bros



David Alder
MWW

Board representative



Mel Miles,
Westfalia

PM: Surmaya Talyarkhan

Responsible Recruitment Working Group

Why should I join this Working Group?

- Take the first step towards Responsible Recruitment – wherever you are starting from
- Safe space to learn how others are dealing with it
- Objective of the Group: *Share Good Practice Models of Remediation of Recruitment Fees, so members can make progress on adopting responsible recruitment principles*

When is the next meeting and what will it cover?

- **Friday 23rd May – 10.00 – 11.30am**
- Updates on the Phased Approach to Responsible Recruitment – Courtenay Forbes, Tesco and Rachel Munns, Worldwise Foods
- Examining best practices in responsible recruitment to reduce forced labour risks among migrant workers in Australia – [Laura McManus](#), Woolworths Australia
- Resources on Responsible Recruitment – Anna Norgett, Stronger Together and Rachel Munns, Worldwise Foods

Working Group Leads



Rachel Munns,
World Wise Foods



Courtenay Forbes,
Tesco

Board representative



[Sam Ludlow-Taylor](#),
Waitrose

PM: Surmaya Talyarkhan

Empowering Work Working Group

Why should I join this Working Group?

- HR expertise
- Safe space to learn how others are dealing with it

When is the next meeting and what will it cover?

- Just met on April 10th
- Q2 plans:
 - Launch Employee Engagement Maturity Assessment
 - Signpost Resources for members
 - Members embed the Working Group tools & resources to monitor and track their progress on worker centric issues.
- Establish baseline on
 - Living Wage
 - Gender Equality
 - Worker Voice
 - Grievance Mechanisms

Working Group Leads



Jo Speed
PDM Produce UK



Claire Donovan
Wordwide Fruits

Board representative



Julia Black
Hilton Foods

PMM –
Linda Beresford

Raw Materials & Services Working Group

Why should I join this Working Group?

- ❖ *Join if your business is beginning or already looking at HRDD in services and goods not for retail sectors e.g. logistics, workwear*
- ❖ *Safe space to share learning and best practice.*

When is the next meeting and what will it cover?

- ❖ *The next meeting will be in 3 months' time and most likely to look at warehousing and a follow-up to the recent session on workwear.*
- ❖ *We will also hear back from the members on the haulage checklist pilot.*
- ❖ *Upcoming spices webinar on 22nd May with Sustainable Spices Initiative. There will be 4 webinars this year on raw materials currently identified as on international fishing, dairy and fresh produce from South Africa.*



Working Group Leads



Peter Fletcher
Yeo Valley



Ashleigh Horn
Cook

Board representative



Andy York
Pilgrim Pride

PMM – Suzanne Natelson

Climate Change & Human Rights Working Group

Why should I join this Working Group?

- If your business is wanting to integrate climate/environment into your human rights due diligence.
- If you are experiencing extreme weather impacts or climate change effects in your business and want to understand the human rights implications.

When is the next meeting and what will it cover?

The next meeting will be towards the end of the summer (due to staff transition) and will pick up on the recent conversation on working group collaboration, risk impact monitoring and embedding an integrated human rights and climate due diligence approach within the business.



Working Group Leads



Natalie McWilliam, Shannon Hilton
DPS



Ed Brent
M&S



Iwona Janik
EFC

Board representative



Pins Brown
Board sponsor

PMM – Suzanne Natelson

Thank you – please get in touch

Louise Nicholls, Technical Lead:

technicallead@foodnetworkforethicaltrade.com

Surmaya Talyarkhan, Project & Member Manager:

surmaya@foodnetworkforethicaltrade.com

