



# FNET Fortnightly Call

Every other Wednesday from 10.00 – 11.00am



# Competition Law and Safe Space Statements

## Participant Identity:

*Please display your **name** and the **business name***

## Competition Law Statement

*“We are meeting to discuss issues raised in the forum of 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 the chair believes that discussions are in breach of competition law”*

## Safe Space Statement

*The fortnightly members call is a safe space for members to discuss and exchange ideas on human rights risks and improvement actions and all are reminded to please always respect this principle.*

# Agenda 3<sup>rd</sup> July 2024

Timing	Item
10.00 – 10.10	Top Takeaways from Global Forum for Responsible Recruitment, Neill Wilkins, Head of Migrant Worker Programme, IHRB
10.10 – 10.25	Summary of IDH Living Wage/Living Income Summit – Sonia Cordera, Director of Sector Initiatives, IDH & Nahuel Tunon, Sainsbury's, IDH
10.25 – 10.30	Member questions, AOB & FNET dates for the diary
10.30 – 11.30	6 weekly Sedex call – join via separate Zoom link

Review of the  
**Global Forum for Responsible Recruitment 2024**

Held at Clifford Chance London

110 In-person attendees  
2000 Registered to attend online

All sessions become YouTube videos

The Global Forum for  
**RESPONSIBLE**  
RECRUITMENT **2024**

# RESPONSIBLE RECRUITMENT **REGISTER**

[GFRR.ORG](https://www.gfrr.org)

# Brief Introduction

- The register is a simple list of companies and associations that have public policies prohibiting the charging of recruitment fees to workers.
- The register specifically documents:
  - Recruitment policies that prohibit charging fees or costs to workers.
  - Recruitment policies that specify fees or costs should be borne by the employer.
- The purpose of the register is to track progress towards achieving fee-free recruitment.



The Employer Pays Principle states that:

**No worker should pay for a job. The costs of recruitment should be borne not by the worker but by the employer.**

This Principle continues to be adopted across a range of industry sectors and locations for the protection of migrant workers.

The Responsible Recruitment Register lists companies or business associations that have a publicly available policy on recruitment that prohibits recruitment fees, costs, and associated charges being paid by workers in direct operations and extended supply chains, as well as relevant implementation guidance where available. It also acknowledges where it is made clear that recruitment fees and costs are the responsibility of the employer. The inclusion of this second part of the Employer Pays Principle as best practice encourages greater and clearer engagement between companies and their suppliers around recruitment fees when making business contracts.

The Responsible Recruitment Register is intended to increase transparency around companies' recruitment policies and their adherence to the Employer Pays Principle. It also supports efforts aimed at strengthening accountability for existing commitments and encouraging other companies and associations to introduce similar policies in their own operations, codes of conduct, or certification standards.

The Register does not provide analysis, assessment, or benchmarking of the effectiveness of policies.

Companies or associations with policies they believe should be included in the Register select "Join the Register."

For more information and resources on developing and implementing a Responsible Recruitment policy, please visit the [Responsible Recruitment Gateway](#).

[Browse the Responsible Recruitment Register](#)

[FLAG AN UPDATE](#)

[REPORT A BROKEN LINK](#)

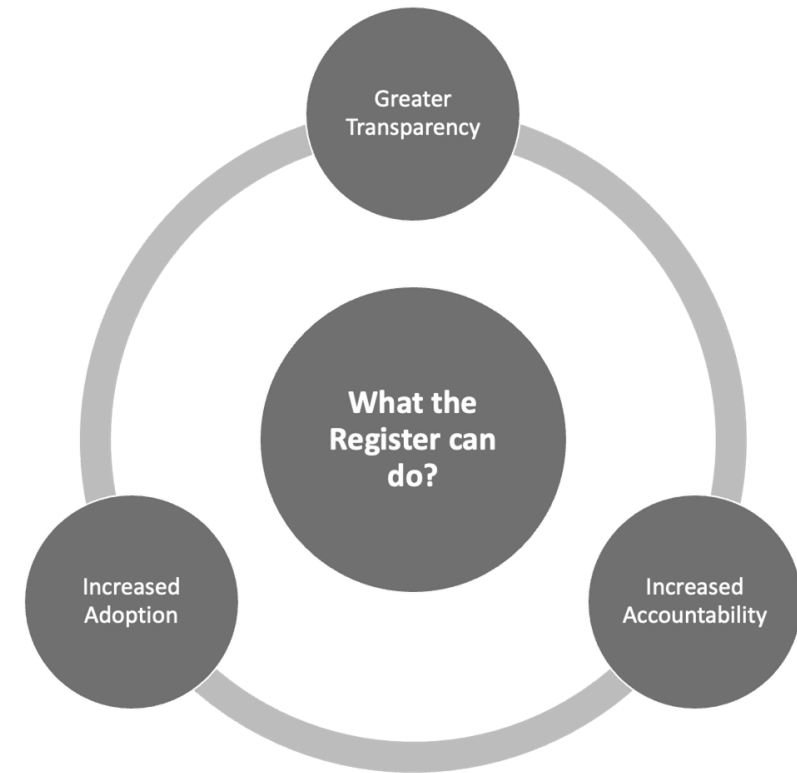
Registered Companies: 400

Company name  Location  Sector

Companies Register		Associations Register				
Company	HQ Location	Recruitment Policy Prohibits Charging of Fees/Costs to Workers	Recruitment Policy Specifies Fees/Costs Should be Borne by Employer	Reference Document	Implementation Guidance	Sector
2 Sisters Food Group	UK	Job applicants will never be charged fees of any kind or expected to provide gifts/other incentives in connection with their job application, whether for a temporary or permanent position. Any complaints of hidden labour exploitation, including 'cash for jobs', will be dealt with in accordance with the company's Disciplinary Policy & Procedure.		<a href="#">The Prevention of Hidden Labour Exploitation Policy</a>		Food and Beverage
		Workers shall not be required to pay employers' or their agents'				

# What can the Register do?

- The aim is to enhance transparency and accountability in companies' recruitment policies and to motivate other companies to adopt similar policies within their own operations.
- The register can facilitate advocacy with Governments and Recruitment Actors
- The Register does not offer analysis, assessment, or benchmarking of the effectiveness of these policies.
- Currently, the IHRB has developed two registers:
  - Company Register
  - Association Register
- Links to all listed policies, facilitating easy comparison.



# Company Register

- In total, 1471 companies have been reviewed so far.
  - 403 (27%) of all brands reviewed have a no fee policy.
  - 130 (9%) of all brands reviewed include a reference to the fact that the employer should pay.
- 32% (130) of 403 featured companies reference the Employer Pays Principle.

Browse the Responsible Recruitment Register

🚩 FLAG AN UPDATE

🔗 REPORT A BROKEN LINK

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23Andme	USA	Workers shall not be required to pay employers' or their agents' recruitment fees or other similar fees to obtain their employment. If such fees are found to have been paid by workers, such fees shall be repaid to the worker		<a href="#">Supplier Code of Conduct</a>		Biotechnology
3M	USA	3M does not permit the practice of having employees pay recruitment fees or other related fees, in order to obtain employment. This practice can result in employees being forced to work in order to pay off debt incurred as part of securing employment. If an employee has been charged fees to secure employment, those fees shall be repaid to the employee.		<a href="#">Human Rights Policy</a>	<a href="#">Supplier Responsibility Code Assessment Guidance - For Suppliers</a>	Consumer Goods
A.S. Watson Group	Hong Kong	ASW Follow Aenfori Code Conduct. The Code of Conduct makes it mandatory for the signatory to Adhere to international principles of responsible recruitment, including the Employer Pays Principle, and require the same from their recruitment partners, when engaging and recruiting all workers, either directly or indirectly, especially members of vulnerable groups such as temporary and migrant workers	✓	<a href="#">amfori BSCI Code of Conduct</a>	<a href="#">ASW SUSTAINABILITY REPORT 2021</a>	Retail
Abb Ltd	Switzerland	Ensure that workers are not required by you or your labor agent or agency to pay any recruitment fees or other similar fees to employers or their agents to obtain their employment. If such fees are found to have been paid by the worker, the worker shall be reimbursed in full.		<a href="#">Supplier Code of Conduct</a>	<a href="#">"Supplier Code of Conduct Implementation Guide"</a>	Manufacturing



## Other Topics

- Current and forthcoming legislation
- Focus on Asia
- Business initiatives and taking things to scale
- Regional complexities migrant workers in difficult operating contexts - Taiwan, Myanmar, The Gulf.
- The additional challenges faced by women migrant workers
- The importance of worker voice

## Inclusion of migrant workers themselves



Sudeep Kunwar  
Migrant worker from Nepal  
working in the Middle East.  
Volunteer for Shramik Sanjal

# LIVING WAGE & LIVING INCOME SUMMIT 2024

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



Sponsored by



**United Nations**  
Global Compact



# Morning Plenaries

## OPENING REMARKS



**Steven Collet**

Deputy Director-General  
International Cooperation

*Ministry of Foreign  
Affairs of the  
Netherlands*



**Janepher Nassali**

General Secretary

*Uganda Horticulture,  
Industrial, Service  
Providers and Allied  
Workers Union*

## FIRESIDE CHAT



**Gerbrand Haverkamp**

Executive Director  
*World Benchmarking Alliance  
(WBA)*



**Axel de Billy**

SVP Total Rewards & HR  
Corporate Governance  
*Danone*



**Rachel Cowburn-Walden**

Global Head Sustainability  
(Human Rights)  
*Unilever*

## ADDRESS



**Manuela Tomei**

Assistant Director-General  
Governance, Rights and  
Dialogue  
*International Labour  
Organization (ILO)*



**Andrea Cattaneo**

Senior Economist  
*Food and Agriculture  
Organization (FAO)*

# Living wage findings

**Only 4% of the 2000 companies took concrete, public steps on living wage for direct employees, and 3% for their supply chains** - despite their essential role in providing decent work to employees and supply chain workers



**Only 1% of companies (20 out of 2000) took action on living wage both in their own operations and their supply chains.** There is little evidence of comprehensive strategies that cover both own operations and supply chains.



**Pressure through civil society, public scrutiny, targeted living wage campaigns is effective in accelerating improvement, both in companies' operations and in supply chains** - Europe is the highest performing region. The food and apparel industries, both in production and retail, outperform all other industries in providing living wages, especially in their value chains.



**There is a mismatch between what companies disclose on decent work and society's expectation** - over 60%\* of companies have some disclosure on decent wages, but the majority is missing the mark

# Living income findings



Although being the first steps to integrate and understand what living income is, **less than 4% of companies identify living income benchmarks or calculate living income gaps**



**24% of companies disclose at least one activity which can improve farmer and fisher resilience** such as procurement and pricing practices or by strengthening farmers' and fishers' bargaining power. In more detail, **26% and 22% of companies undertake** activities in relation to procurement practices and bargaining power while only 6% of them implement pricing practices



Companies can tackle two social issues simultaneously- **A few leading companies integrate the provision of living income and financial support among the tools to decrease the instances of child labour at the community level.**

# Afternoon Plenary

## DIALOGUE ON TRANSFORMATIVE BUSINESS PRACTICES



**Nahuel Tunon**

Human rights Manager  
*Sainsbury's*



**Carolina Jaramillo Ferrer**

Director of Sustainability  
*Uniban*



**Caoimhe Buckley**

Chief Corporate Affairs Officer  
*Fyffes*



**Lotte Mastwijk**

Head of Sustainability  
*LC Packaging*



**Roberto Alonso Vega Alfaro**

VP of Global Coffee Agronomy, R&D  
and Sustainability  
*Starbucks*



**Yann Wyss**

Global Lead for Social Impact and  
Human Rights  
*Nestlé*



# Main take aways break-out sessions

- 1** Addressing human rights is key to regenerative agriculture; income must be addressed as farmers take on the risks of new technique adoption
- 2** Don't go solo, look around for collaboration opportunities and be ready to play your part in the process of closing gaps
- 3** National strategies and local action can be enabled by defining clear roles and responsibilities so that stakeholders can hold each other accountable
- 4** We need a net zero approach on living wage and income, and strong SBTI-type for living wage and living income. Otherwise, we don't reach board rooms sufficiently
- 5** To move the needle on living income we need to build good relationship that are anchored in effective collaboration while leveraging evidence and data to underpin holistic strategies.
- 6** Responsible procurement and contracting can be used to move from shifting all the risk onto suppliers, into shared responsibility

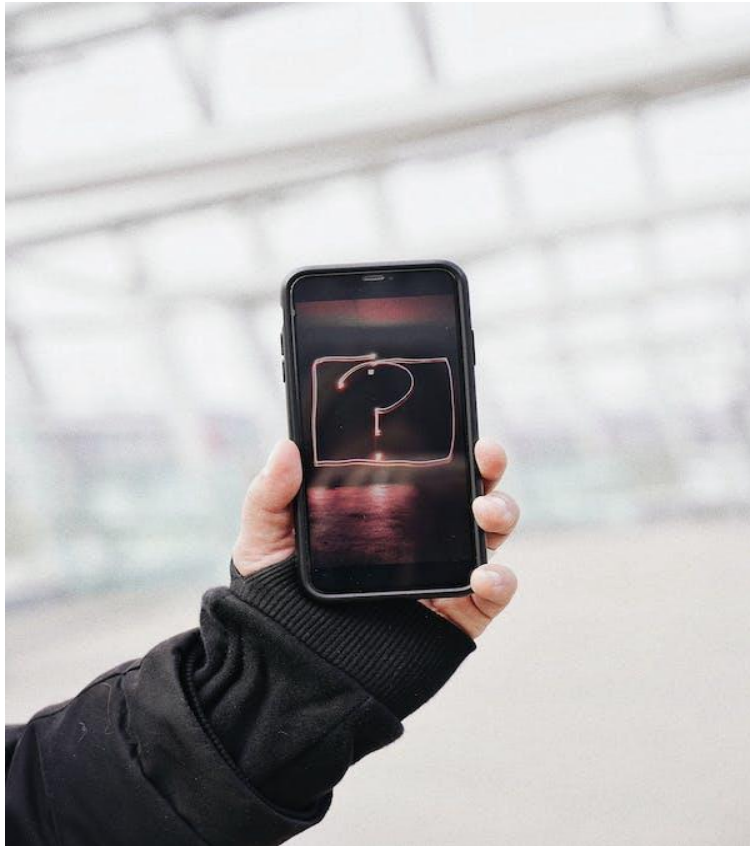
# Celebrating Innovations & Milestones

- 1** Buyer's Guidelines: Voluntary Contributions to Support Closing Living Wage Gaps
- 2** Scaling impact for living income in cocoa
- 3** Introducing OFI's new sustainability strategy with living income commitment
- 4** New mechanism to improve the livelihoods of tea workers
- 5** How the Business Commission to Tackle Inequality promotes commitment to act at the Board Room
- 6** Hema starts their living wage Roadmap
- 7** Value distribution in coffee and addressing farmer prosperity.
- 8** Principles of inclusion in advancing living income

# Principles of inclusion in advancing living income

- 1 Champion Essential Role of Farmers in Global Sustainability and Resilience
- 2 Invest Together in Farmers' Livelihoods
- 3 Leverage Legislation to Benefit Smallholder Farmers
- 4 Commit to Long-term Relationships and Due Diligence Practices
- 5 Manage and measure Living Income Commitments with Inclusivity

# FNET - Member Queries



A member has a site in Malaysia recently set up a gender committee to promote gender equality in the workplace. Do any FNET members have any recommendations on Malay speaking consultants who can facilitate this work?

# Upcoming FNET meetings



- **Climate & Human Rights working group** – In person – Thursday 9<sup>th</sup> July AM Fresh 10-4
- **Raw Materials and Services working group** – Tuesday 23<sup>rd</sup> July 1-3pm
- **FNET onboarding call for new members** – Wednesday 24<sup>th</sup> July 12-1.30
- **Developing Common Due Diligence Tools** – Thursday 25<sup>th</sup> July 2-4pm
- **Responsible Recruitment Working Group** – In person Workshop – **New Date - 4<sup>th</sup> September 9-4pm, Bakkavor, Spalding site**
- **Raw Materials & Services working group** – Thursday 10<sup>th</sup> October 1-3pm
- **FNET onboarding call for new members** – Thursday 17<sup>th</sup> October – 12-13.30pm
- **Developing Common Due Diligence Tools Workshop** – Thursday 24<sup>th</sup> October 9-4.00pm - Samworth's Craft & Innovation Centre, Melton Mowbray
- **All members meeting** – 6<sup>th</sup> November G's Fresh, Barway, Ely 9-4.30pm
- **Raw Materials & Services working group** – Thursday 16<sup>th</sup> January 2025 1-3pm

# Sedex Call - Agenda 3<sup>rd</sup> July 2024

Timing	Item
10.30 – 10.35	Ways of working update
10.35 – 10.45	Update on meeting on 4 <sup>th</sup> June and outcomes - Clare Fitton, Lou Nicholls
10.45 – 11.00	Consultation draft of the 1A. Responsible Recruitment guidance for review, short overview (Clare Fitton) and feedback.
11.00 – 11.30	Member questions & AOB

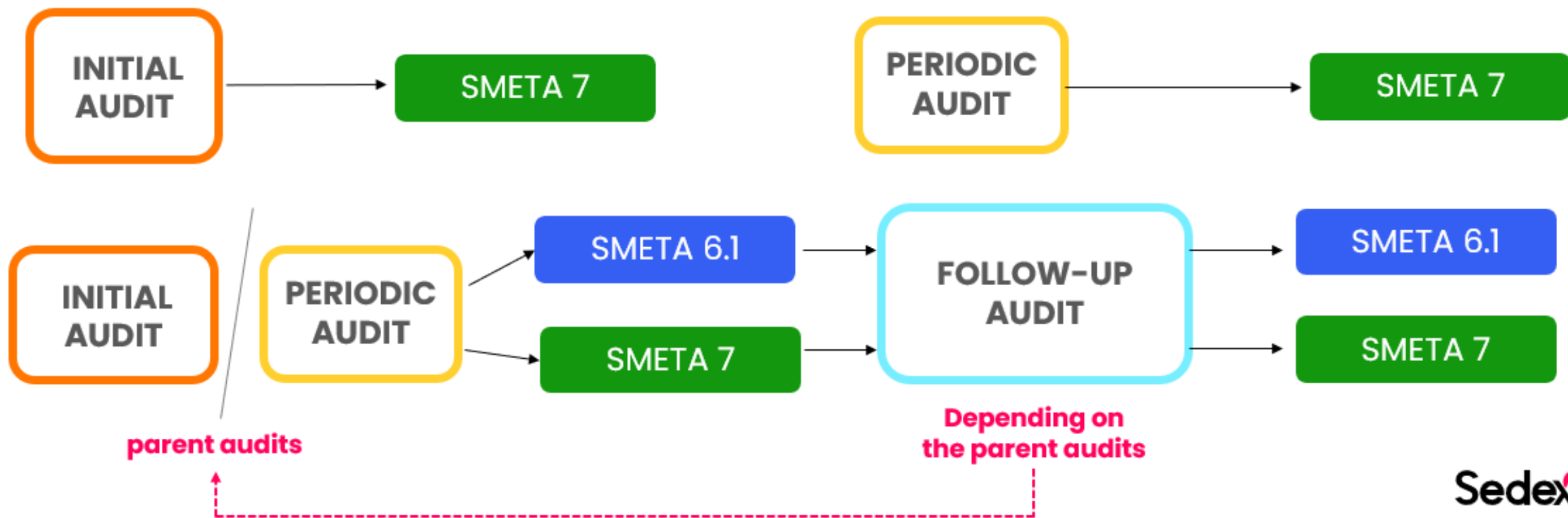
# Audit types and launch strategy

## **Before the release of SMETA 7:**

- Audit firms will be able to schedule **initial** and **periodic audits** (under SMETA 6.1) until 31<sup>st</sup> December 2024.
- Audit firms will be able to schedule **follow-up audits** that follow SMETA 6.1 until end of 2025.

## **After the launch of SMETA 7 :**

- **SMETA 7** will be the **default** methodology when auditors schedule **initial** and **periodic audits**.
- Audit firms will be able to schedule **follow-up audits** that follow SMETA 6.1 until end of 2025.



# Ways of working

- ❖ FNET will share details of the upcoming Sedex call in the weekly news email, the Thursday before the call.
- ❖ Can members please share points with FNET to raise with the Sedex team by the Monday of the week of the Sedex call so they can ask for input from relevant colleagues.
- ❖ If members have a query about a specific audit please share the audit reference





# Member questions to Sedex

1) Question about a specific audit in our supply chain, for a supplier Les Domaines. The audit took place in March and is still not loaded on SEDEX due to the auditor putting an old ZS code on the report, and SEDEX have not been able to give any clear next steps to the supplier yet.

