



# 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 17th July 2024

Timing	Item
10.05 – 10.20	Just Transitions at ETI – George Williams, Just Transitions Advisor, ETI
10.20 – 10.30	Climate & Human Rights working group update – Ed Brent, Sustainability Manager - Carbon, M&S
10.30 – 10.45	Member questions, working group updates & AOB



**Just transitions at ETI**  
FNET Climate & Human Rights WG

July 2024

# Just Transitions

## What?

As per the ILO



### Just Transition

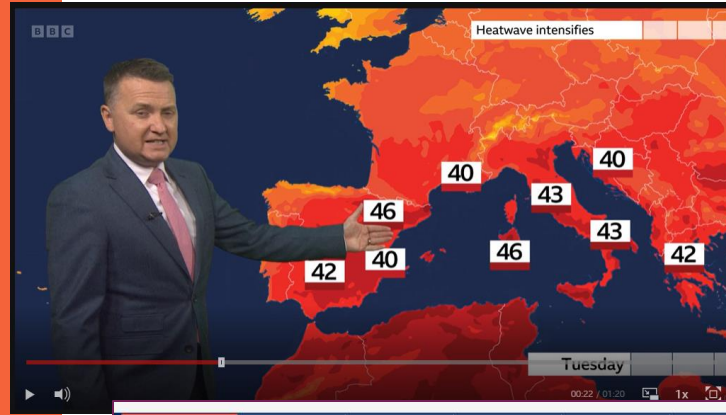
Greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.

Fundamental principles  
and rights at work  
Based on effective  
social dialogue

# Just Transitions

Why?

The world we now live in...



**Climate crisis**

### Climate crisis: average world incomes to diminish by nearly a fifth by 2050

Cost of environmental damage will be six times higher than price of limiting global heating to 2C, study finds

Jonathan Watts  
Wed 17 Apr 2024 16:21 BST

Share

**SCORCHED EUROPE**

Greek seaside resorts are evacuated as Heatwave Charon wildfires bear down on them as Europe enters 'its hottest week ever' and Brit tourists are warned of life-threatening temperatures

Country	Temperature (°C)
Italy	49C
Turkey	45C
Greece	41C
Spain	44C

**NEWS**

Home | Israel-Gaza war | Cost of Living | War in Ukraine | India Election | Climate | UK | World | Business | Politics

England | Local News | Regions | Local elections

### Wet weather causes havoc for farming communities

**The Telegraph**

UK news | Politics | World | Health news | Defense | Science | Education | Environment | Investigations | Global Health Security

### Southeast Asia 'in a frying pan' as extreme heat 'rewrites climatic history'

Punishing heatwave breaks 'hundreds of records' all over Thailand, Laos, Vietnam, Cambodia and the Philippines

Sarah Newey, GLOBAL HEALTH SECURITY CORRESPONDENT, IN BANGKOK and Ben Farmer, AFRICA CORRESPONDENT, IN CAPE TOWN  
2 May 2024 - 1:57pm

Related Topics: Global Health Security, Heatwave, Thailand, Asia, Weather, Climate change

Antonio Guterres

*“Greenhouse gas emissions keep growing. Global temperatures keep rising.*

*And our planet is fast approaching tipping points that will make climate chaos irreversible.*

***We are on a highway to climate hell with our foot still on the accelerator.”***

Opening remarks to High-level opening of COP27

7<sup>th</sup> November 2022

# Just Transitions

## How?

ETI's contribution to just transitions

- Our **vision** is a world that **protects human rights**, ensures dignity for all, provides opportunity and is free of exploitation and abuse.

- Our **mission** is to advocate for the **most vulnerable workers**, by harnessing the power of a diverse and growing membership.
- Through collaboration and innovation, we work to drive engagement, challenge barriers to change and **ensure respect for human rights at work.**

How will the escalating climate crisis impact workers' rights for the most vulnerable workers?

# Just Transitions

## How?

Links between climate crisis and human rights of workers

**How will the escalating climate crisis impact workers' rights for the most vulnerable workers?**

Heat stroke, heat stress, Exhaustion

Increased prevalence of some diseases, e.g. dengue, malaria

Increased care burden for elderly relatives, babies, infants (esp. for women)

**Extreme heat**

Potentially higher risk of GBV

Reduced productivity (impacting earnings, worker-management relations)

Extra demand on elec grid may lead to power cuts -> inability to run cooling equip and machinery required for work.

Challenges with public transport for commuting

**Increased internal & cross-border migration**

Increased supply of vulnerable labour

Reduced agric productivity & quality

Higher food prices locally (impacting 'living' wages)

**Water Scarcity**

Fewer work opportunities

Increased reliance on irrigation may affect other water users/uses

Challenges traveling to work

**Floods**

Increased care burden (esp. for women)

Increased vector borne diseases

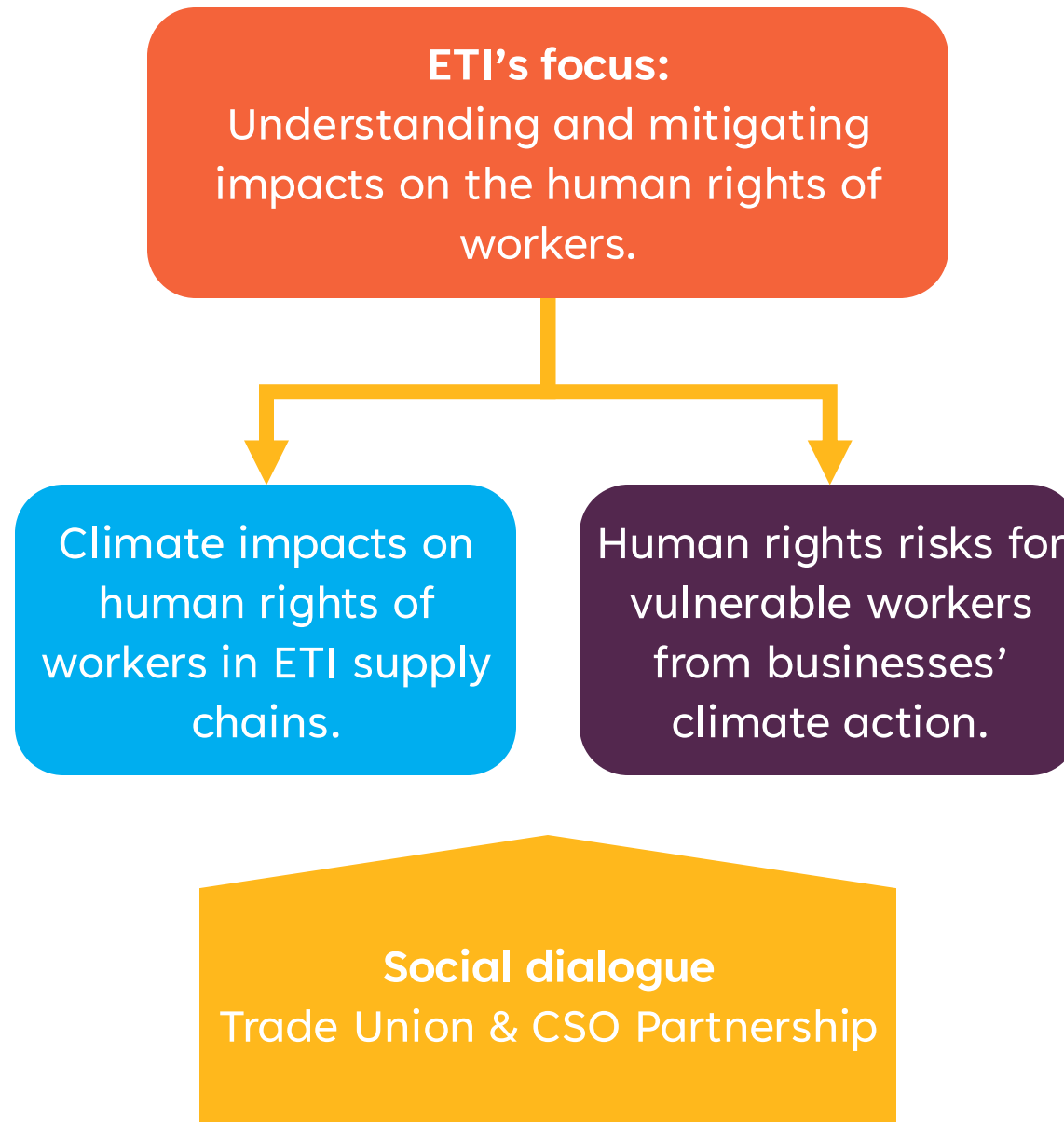
Contaminated water sources



# Just Transitions

## How?

### ETI's contribution to just transitions



### Overall Approach

- Focus on ETI sectors: FFF, A&T, GM
- Get practical. Develop guidance that meets businesses' needs.
- Use an intersectional gender perspective: *"Climate change is a manmade problem with a feminist solution"* Mary Robinson.
- Integrate with existing workstreams, incl. Crisis Response, Responsible Purchasing Practices, (m)HRDD.

# Just Transitions

## Why?

Why social dialogue is at the heart of just transitions

### **Workers are rights-holders**

- Workers are key stakeholders in all economies. Workers have a right to be part of the decisions that are taken that affect them.

### **Workers are sources of solutions**

- Workers have knowledge and ideas on what solutions will work and how to implement these solutions effectively.

### **Prevention costs less than remediation**

- Social dialogue between workers and managers (and/or business owners) does take time. But without it, we risk alienation, resistance and potentially confrontation. Addressing these negative outcomes will take more time and resources than preventing them in the first instance.

# Just Transitions

## ETI Base Code



1. Employment is freely chosen



2. Freedom of association and the right to collective bargaining are respected



3. Working conditions are safe and hygienic



4. Child labour shall not be used



5. Living wages are paid



6. Working hours are not excessive



7. No discrimination is practised



8. Regular employment is provided

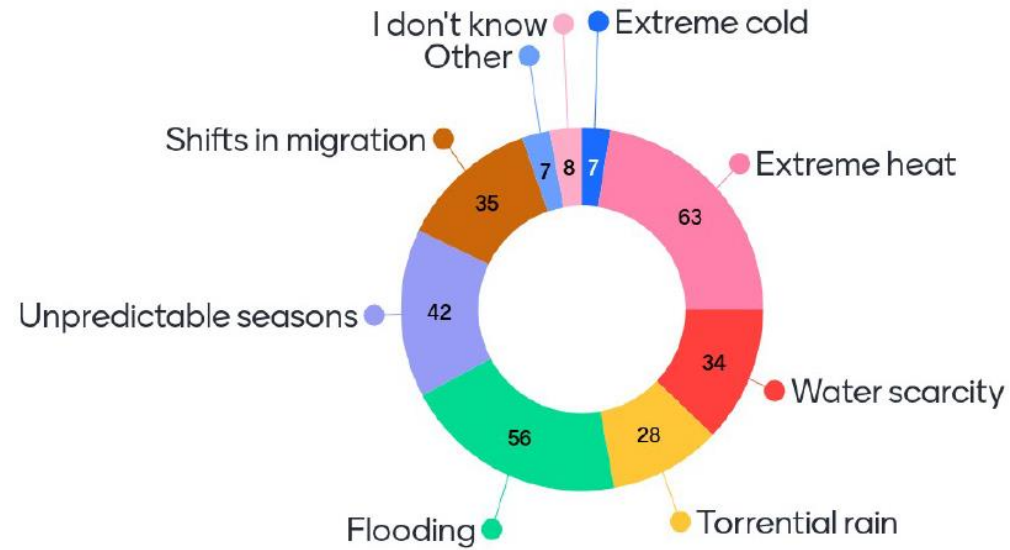


9. No harsh or inhumane treatment is allowed

### 2, Which clauses of the ETI Base Code are most directly affected by climate impacts in your supply chains? (please rank)



### 1, Which of the following climate impacts are affecting workers in your supply chains?



# Just Transitions

## Example...

## Potential Links: ETI Base Code Clauses & Extreme Heat

*Currently reviewing  
drafted guidance*



- High risk of heat exhaustion, heat stroke.
- Higher risk for workers with underlying health conditions, elderly workers, pregnant workers.



- Workers will work more slowly. Those on piece rates may need to work longer hours to maintain earnings.



- Risk of strained worker-management relations due to lower productivity, higher rates of absence.
- Potential for increased risk of GBV.



- Increases in food prices locally, plus extra costs related to health and keeping cool at home may compromise 'living wage' commitments.



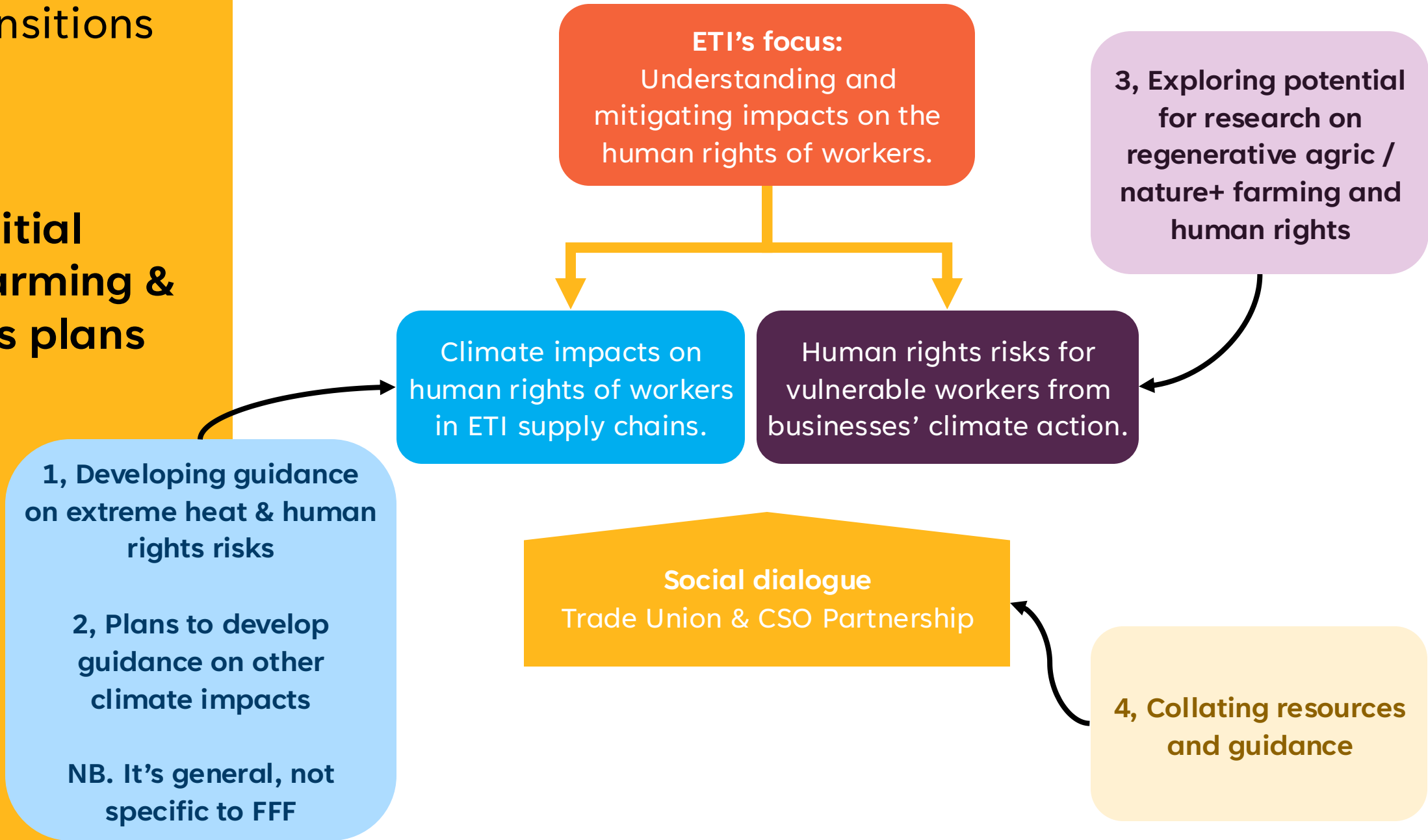
- Will increased health risks for some workers (elderly, underlying health conditions, pregnancy) increase the risk of discrimination towards these groups?



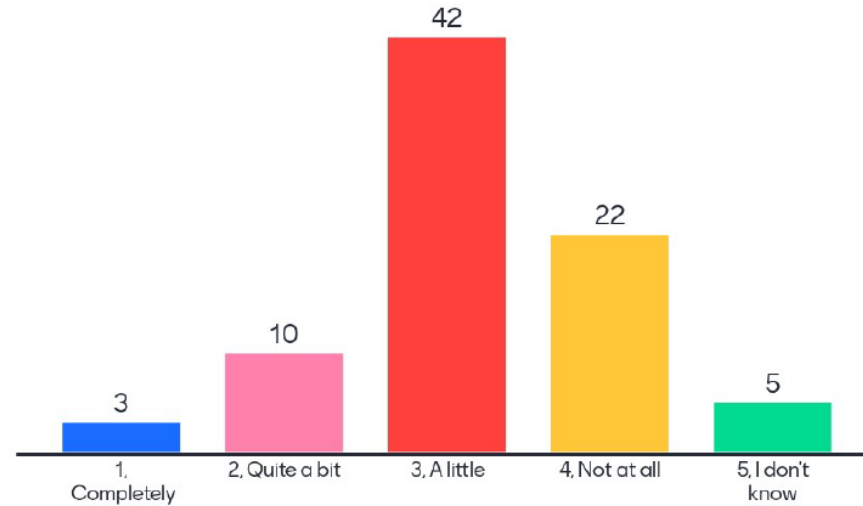
- Will school closures increase the likelihood of children accompanying their parents to work, and helping them?

# Just Transitions

## Some initial Food, Farming & Fisheries plans



### 3, To what extent are climate impacts integrated in your human rights due diligence processes?





# Just Transitions

## Medium term aims...

Developing processes and pilot projects that enable members to:

1, review and align climate/environmental and human rights strategies.

2, integrate a climate focus into HRDD.

An example from an ETI member

### How we Identify Salient Risks

The direct and indirect effects of climate change will have significant implications for the people and communities in our supply chains. Our enhanced saliency assessment will also seek to identify and prioritise the evolving issues that have the potential to cause the greatest harm to people connected to our business, now and increasingly in the future.

The below table illustrates the The United Nations Guiding Principles on Business and Human Rights criteria which we follow.

#### The United Nations Guiding Principles on Business and Human Rights

Severity				
Scale	Scope	Remediability	Likelihood	Transition
How grave or serious the adverse human rights impact would be, considering both the potential direct impact, for example on the right to life, and the indirect knock-on impact on other rights.	How many people are or could be affected by the adverse human right impact.	How hard or possible it would be to remediate the human rights violation, once it has occurred.	The likelihood of the risk occurring based on prevalence, country and industry context and audit data.	How are rights affected by physical and transitional climate change impacts.

# Just Transitions

## Further info...

### **Intro blog**

<https://www.ethicaltrade.org/insights/blog/just-transitions-eti>

### **Extreme heat blog (incl transferable lessons for other indoor settings)**

<https://www.ethicaltrade.org/insights/blog/how-can-brands-and-suppliers-protect-garment-workers-risks-extreme-heat>

**George.Williams@eti.org.uk**

For further info:

[George.Williams@eti.org.uk](mailto:George.Williams@eti.org.uk)

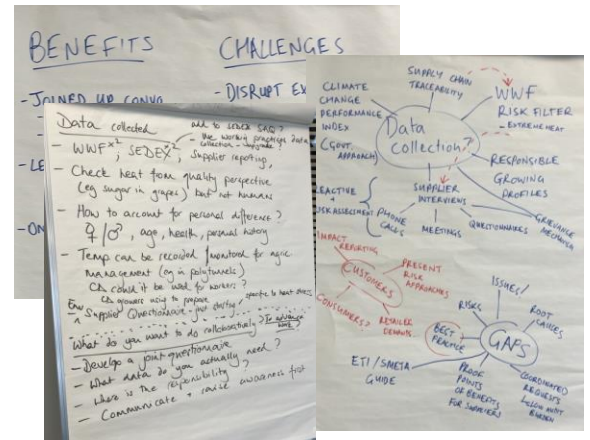
# Climate WG, in person, 9<sup>th</sup> July

## Presentations

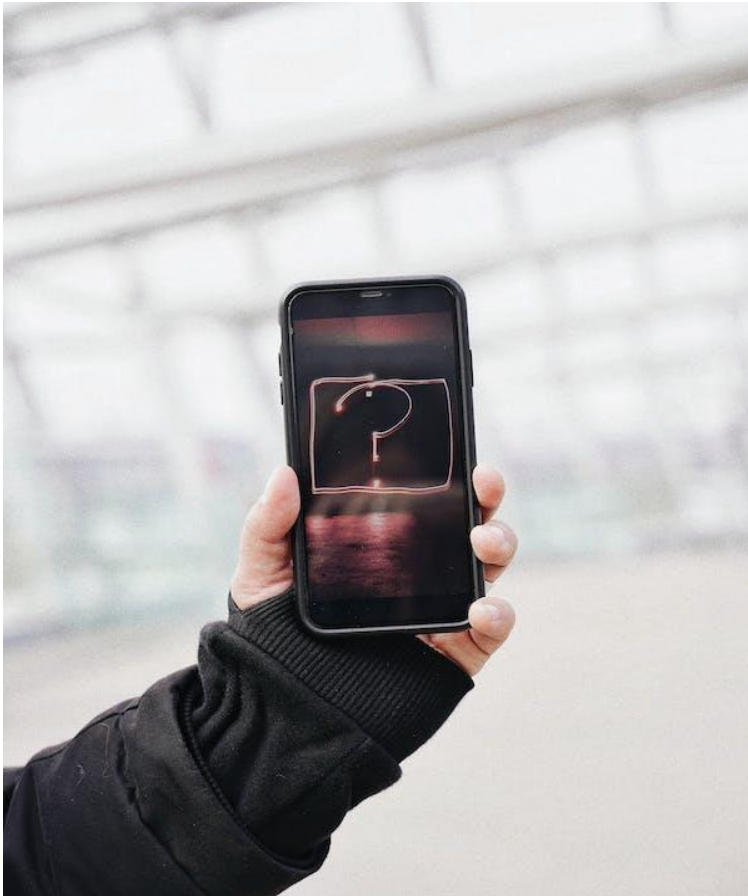
- Monitoring heat stress in supply chains – Ethical Food Company
- Worker perspectives on heat stress – Unite
- Managing heat stress for workers in the supply chain – Diageo
- Integrating climate change and human rights case study – Natura
- Integrating climate change and human rights case study – Haleon
- Integrating climate change and human rights case study – MWW
- Research on climate change and human rights in the Base Code – ETI

## Next steps

- Summary briefing on heat stress including best practice
- Collaboration on supplier questionnaires
- Summary of session on benefits of integrating environment and human rights
- 'Communicating and influencing' training for members



# FNET - Member Queries



1. A member is interested in doing some awareness-raising within their business on Human Rights Day on 10th December 2024. Have other members done this before and can share any resources/activities?
2. We have been asked to share the Sedex Schedule for Guidance documents for consultation by some members.

**Group 1 Guidance: 27th June - 9th July -**  
*(Base Code 1 - Responsible Recruitment CAR)*

**Group 2 Guidance: 12<sup>th</sup> July – 23<sup>rd</sup> July**  
*(Base Code Area 1,5,6,8 and 8A)*

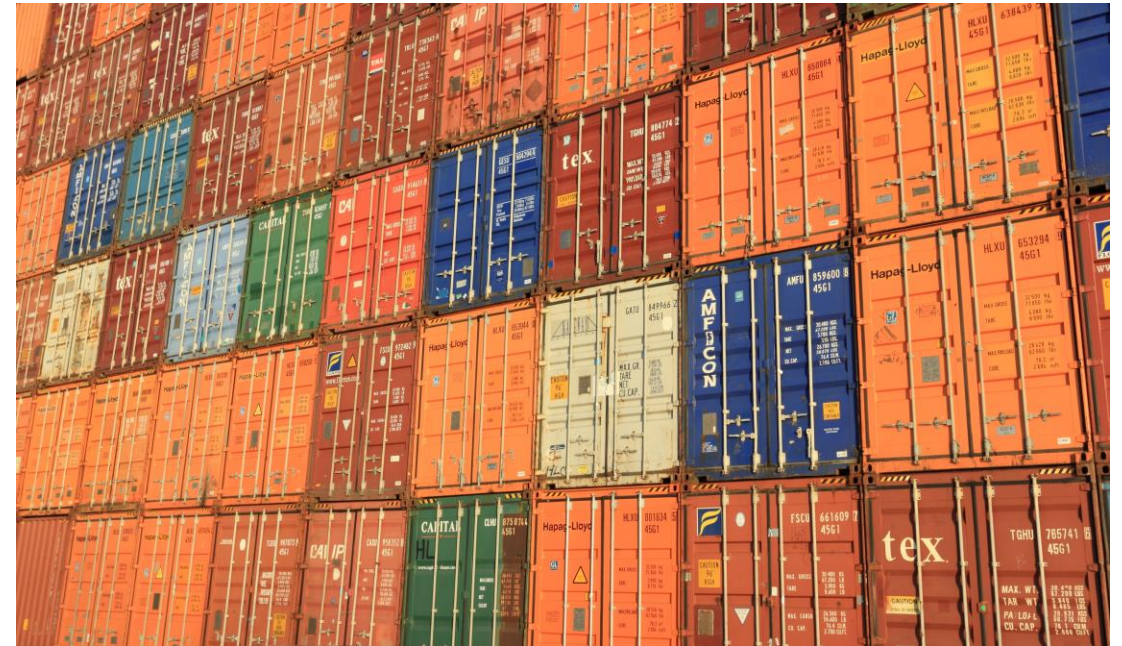
**Group 3 Guidance: 24<sup>th</sup> July – 2<sup>nd</sup> August**  
*(Base Code 5A -Living Wages CAR. Base Code 7 -No Discrimination CAR)*

**Group 4 Guidance: 5<sup>th</sup> August – 14<sup>th</sup> August**

# Raw Materials & Services working group - 23<sup>rd</sup> July 1-3pm

## Agenda

- Member sharing on tendering contracts for services (security, chemicals, PPE, solar panels)
- Data platforms – Ecovadis, Amfori and Achilles (tbc) will be sharing their data platforms in relation to collecting data on goods and services not for resale (GSNFR), Achilles (tbc)
- Road haulage – Planning for next stages in working with haulage companies – potentially via nominated carriers, and developing a checklist for FNET members.
- Contact Suzanne for more information, or to join the meeting



# Developing Common Due Diligence Tools Working Group

## 25<sup>th</sup> July

- Members will share their experiences of the use of the **Human Rights Due Diligence Framework (HRDD)** tool and how it supports their action plans.
- **Anthesis** Technical team are presenting the Step 1 of the updated **FNET Risk Assessment Tool (RAT)** which covers **Known Human Rights Risks**. Step 2 will be presented on 5th September covering updates to **Country Risk Ratings**. Plan for final tool after consultation sessions.
- The team will be discussing the scope, expectations and agenda for the in-person workshop on 24th October for Q4 project "**Developing Cost effective and Enhanced Due Diligence Systems**".



# Upcoming FNET meetings



- **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