The Food Network for Ethical Trade (FNET)

ALL MEMBERS MEETING 4TH MAY 2022

Welcome from Giles Bolton

Responsible Sourcing Director

TESCO

Welcome from Steve New

FNET Chair

Purpose of today

Members to reconnect and get to know each other post Covid break

Meet the Board and new FNET Team

Clarify FNET and its strategy, objectives for 2022

Encourage FNET members to reengage in the working groups

Share information on thematic areas

Agenda

Time	Item
10-10.15am (live streamed for virtual attendance)	Welcome and overview of the day
10.15-11 (live streamed for virtual attendance)	FNET update
11-11.20	Member networking over coffee
11.20 – 12.20	Workstream speed dating
12.20-1.10	*Member Networking over lunch*
1.10 – 2.20	Thematic Discussions • Gender inclusion and diversity • Sustainable livelihoods and climate change • Migration and human rights risks from areas of conflict
2.20-2.30	*Break*
2.30-3	Quick fire questions
3-4	*Member Networking & Closing*

Housekeeping

Competition Law Statement

"Today we are meeting to discuss an update on the agenda of the Food Network for Ethical Trade, meet the new FNET team and reconnect with other FNET members.

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"

FNET Members

Mission and objectives

Mission: To use the collective leverage of suppliers and retailers to bring about positive change in working conditions in global food, beverage and horticulture supply chains by providing guidance, resources, training and opportunities for collaboration.

Create a safe, non-competitive, space for collaboration on ethical trade issues	Build member capability and capacity to manage and resolve ethical trade issues in our supply chains	Provide credible, timely and relevant insights and horizon scanning on ethical trade issues that impact our supply chains	Work with and influence other ethical trade initiatives and stakeholders to avoid duplication and increase leverage
- Enabling constructive, open communication channels between members	- Developing and delivering common tools and services which meet members' evolving maturity in managing ethical trade issues	- Evolving the FNET Risk Assessment tool, website and newsletter as core FNET offer	- Clearly articulate the voice of members to external bodies e.g. human rights initiatives, government, industry bodies and NGOs
- Facilitating sharing of challenging issues and experiences at member meetings	- Developing the skills and capability of members as ethical trade professionals	- Building the capability of members to turn risk assessments into actions that deal with issues identified and address root causes	- Identify strategic opportunities to influence the food sector using FNET's tools and practical knowledge
- Enabling and empowering stakeholders in our businesses and along the supply chain to be part of informed and transparent conversations about the barriers and enablers to ethical trade	- Embedding ethical trade skills and capability within businesses and along the supply chain	- Harnessing technology to share member insights and external sources of information	- Identify and formalise relationships with key external partners working on areas of mutual benefit for sharing of information and best practice.
- Asking members to uphold and support the FNET values: trust, openness, ownership, collaboration, listening	- Supporting members to measure the impact of their ethical trade work	- Horizon scanning and tailoring information to different members' needs	
KPIS: Member survey (engagement, value for money), grievance mechanisms, # meetings, content of member meetings	*KPIs: Member feedback on products and services, # of members with ethical trade strategies and KPIs*	*KPIs: Member survey (feedback on RA tool, needs for risk info), # members sharing risk information, member event feedback*	*KPIs: Member survey (sharing tools and knowledge), # events attended, # partnerships formed*

Foundations: Governance, funding structure, resources, membership model and benefits, technology, membership communication, ways of working, values, legal support

FNET's values

TRUST

COLLABORATION

Openness

TAKE OWNERSHIP.

FNET Update

Introducing the FNET Board and Team

Shayne Tyler, Fresca Group

Mel Miles, Greencore

Vicky Dodman M&S

Sam Ludlow Taylor, Waitrose

Aisha Aswani, Coop

Andy York, Pilgrims

Deborah Carlin, Muller

Paul Williams, Princes

Steve New, Chair

Suzanne Natelson, FNET Project Manager

Margaret Nderitu, FNET Project Manager
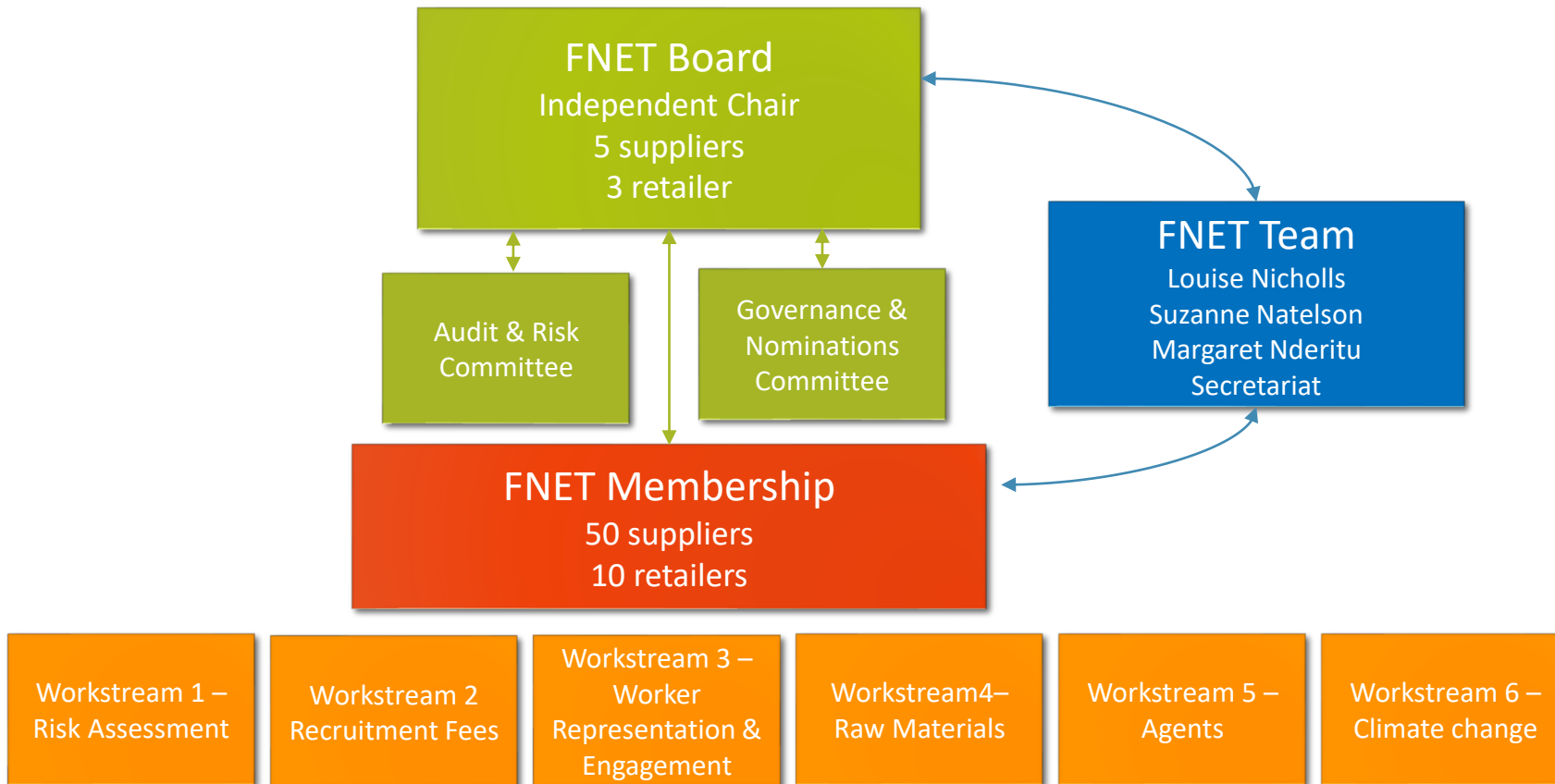
Louise Nicholls, FNET Lead

Chris Goodacre, Association Secretariat

Sue Butler, Association Secretariat

FNET's current governance

FNET Board
Independent Chair
5 suppliers
3 retailer

Audit & Risk Committee

Governance & Nominations Committee

FNET Team
Louise Nicholls
Suzanne Natelson
Margaret Nderitu
Secretariat

FNET Membership
50 suppliers
10 retailers

Workstream 1 – Risk Assessment

Workstream 2 Recruitment Fees

Workstream 3 – Worker Representation & Engagement

Workstream4– Raw Materials

Workstream 5 – Agents

Workstream 6 – Climate change

Each Board member attends 4 board meetings/year plus sits on a board subcommittee and sponsors a workstream/project

We are looking for new board directors. If you are interested in applying the process details will be shared shortly. The next AGM and all member meeting will be on **21st September at the Coop in Manchester.**

FNET

Introducing Workstream Working Group Leads

Risk assessment & mitigation

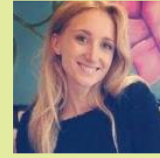David Alder, MWW

Naomi Kirkwood, Samworth Bros

Mel Miles, Greencore

Raw materials (spices, nuts, seeds)

Louise McCafferty, Joseph Robertson

Rachel Hackett, 2SFG

Andy York, Pilgrims

Agents working group

Georgia Worrall, Caterers Choice

Shayne Tyler, Fresca Group

Recruitment fees

Clare Clifton, Worldwise Foods

Rachel Munns, Tesco

Sam Ludlow Taylor, Waitrose

Worker representation

Marie Scurfield, Angus Soft Fruits

Stephan Morris, Blue Skies

Aisha Aswani, Coop

Climate change and human rights

Vicky Dodman M&S

Paul Williams, Princes

Deborah Carlin, Muller

2 member working group leads for all groups (bar agents) -12 month role
- Board member aligned to each group
- Dedicated Project & Membership Manager supports each working group
- Member leads steer agenda and make sure working group is delivering for members
- Board member provides point of contact to Board to ensure working group delivers against FNET's strategy
- PMM organises meetings and manages outputs.

How will we measure success?

Raw Materials	Risk assessment & mitigation	Recruitment fees	Worker representation	Agents	Climate
• # of members engaging raw material suppliers in human rights risk assessment activities • # of suppliers whose engagement in human rights has Increased • % of members satisfied with activities of working group	• # of members rolling out farm-level due diligence tools • # of members sharing beyond audit approaches to mitigating human rights risks • % of members satisfied with activities of working group	• # of members sharing recruitment fee mapping approaches & results • Increased # of members reporting responsible recruitment/ EPP commitments • % of members satisfied with activities of working group	• # of members reporting effective worker representation on site • # of members sharing effectiveness of worker voice tool rollouts • % of members satisfied with activities of working group	• # of members reporting improved understanding of human rights risks in key countries • # of members reporting increased ability to mitigate human rights risks • # of members reporting improvement in relationships with retailers	TBC

FNET Pillars – how members are supported

Tools

1. Strategic guidance
2. Risk Assessment tool
3. Internal and supplier engagement materials
4. Policy templates

Support

1. 121 support
2. Member to member support

Collaboration

1. Fortnightly calls
2. 6 Workstreams

Learning

1. Regular newsletters
2. Learning events
3. Formal evaluation

What has happened so far this year?

| 11 | 7+ | 2+ | 14 | 347 | TBC | 10+ |

FNET

Introducing member recognition

To stimulate more members to get involved and to recognise those in the community going above and beyond to advance the network.

Awards given at each FNET all members meeting **starting in Autumn 2022**

Members of a workstream could suggest nominations to the board sponsor and project manager of each workstream and sponsor and project manager can nominate based on the following criteria

This member consistently demonstrates active participation and leadership to advance the work group objectives.

This member brings external insight and openly shares to help the network advance

How to submit your quick fire questions

What do we need from you today?

Person Bingo and Coffee

Workstream update

Lunch and Networking

Thematic Discussions

Quick fire questions