

## FNET Member Impact Survey Results - December 2020

The results of the FNET Member Impact Survey for the period February 2020-December 2020 are shown below.

### Survey Participation rate



### A sample of member's personal or organisational achievements in 2020

*"Launching new long term **corporate strategy** that includes ethical trade as a central pillar"*

*"...we have been **proactively monitoring the impact of COVID19** within [our]...supply chain to ensure workers needs are met with 50% reduction in wages and working hours imposed to ensure social distancing. We then initiated a **pilot project...to engage with...workers** to understand the challenges and issues at the farm level and community level... as a result we **made a direct donation...and provided meal and healthcare packages** to over 200 workers and their families. We are now in the process of upscaling this in 2021"*

*"Expanding our risk assessment programme to cover high risk areas such as logistics, construction and produce"*

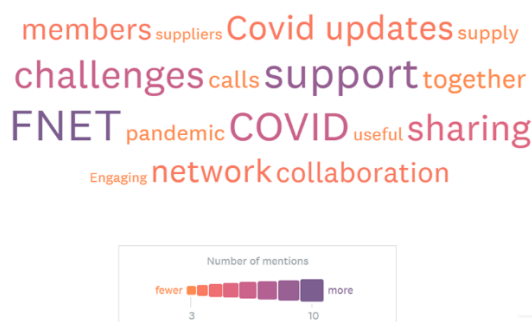
*"Before 2020 harvesting season started, we delivered a **webinar** for our...supply chain (processors, farmer organizations, farmers cooperatives, single farmers). The webinar focused on the most up-to-date legal requirements for hiring seasonal workforce and on evidence farmers should be able to provide to demonstrate compliance to law. We also **physically visited more than 10 farmers** to talk with them about modern slavery ..."*

*"Developing **Modern Slavery on-line training** in partnership with Slave Free Alliance and ...Government for our farming community"*

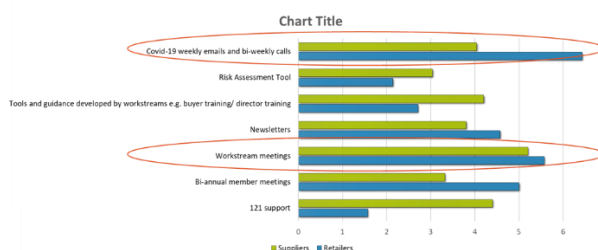
*"Supporting our **people** over and above during Covid. Full pay when not fit to come to work or shielding and free flu jabs to all employees"*

### Highlights of FNET membership in 2020

A word cloud of members' highlights emphasises Covid-19 emails, webinars and member calls.



### Which FNET activities do you value most?



### Delivery against FNET objectives – reminder of our four strategic objectives:

- 1) Create a safe, non-competitive, space for collaboration on ethical trade issues
- 2) Build member capability and capacity to manage and resolve ethical trade issues in our supply chains
- 3) Provide credible, timely and relevant insights and horizon scanning on ethical trade issues that impact our supply chains
- 4) Work with and influence other ethical trade initiatives and stakeholders to avoid duplication and increase leverage

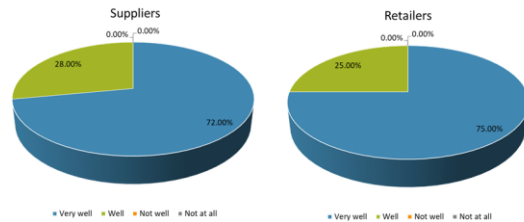
## Delivery against FNET objectives – 1) Create a safe, non-competitive, space for collaboration on ethical trade issues

### Creating a safe, non-competitive space:

- 85% of members engaged in 1 or more working group
- Q1 – 4 F2F member meetings, Warehousing & Logistics event with ST & IPHR
- Q2/3/4 – 13 online workstream meetings
- Bi-weekly Covid calls
- Increased sharing of members' experiences/ case studies.

*"The responsible recruitment workstream has been really useful, and the Covid webinars in wave 1 were brilliant - they were really engaging and helped a lot of businesses at a time where information was sparse"*

In the last year, has FNET created a safe, non-competitive space for collaboration on ethical trade issues?



*"Knowledge sharing - these are useful forums to understand what others are working on and highlights areas where focus should be given"*

*"The logistics event was extremely useful and aligned with our focus on this high risk area"*

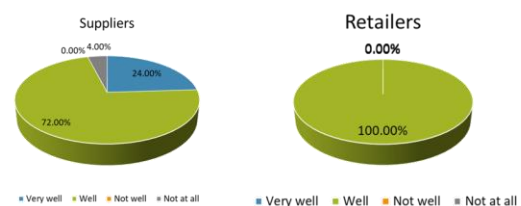
## Delivery against FNET objectives – 2) Build member capability and capacity to manage and resolve ethical trade issues in our supply chains

### Build member capability & capacity:

- Update to FNET RA tool
- Revision of FNET training – buyers/ directors/ suppliers/ growers
- Covid Webinars
- Covid Winter Project
- 70% take-up of FNET 121 time by end of Jan
- Increased number of members developing own human rights strategies.

*"We have reviewed our whole approach to Ethical Trade - risk assessment, collaboration and partnership are central to our new approach and they are all built on the FNET work"*

In the last year, has FNET helped your organisation to develop the capability and capacity to manage and resolve ethical trade issues in your supply chains?



*"FNET has helped both in the provision and development of engagement and management materials but also in the nature of our approach"*

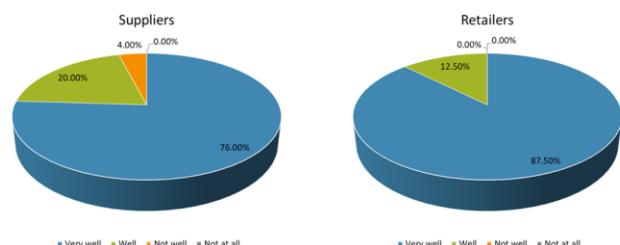
## Delivery against FNET objectives – 3) Provide credible, timely and relevant insights and horizon scanning on ethical trade issues that impact our supply chains

### Providing insights and horizon scanning

- 45 Covid/ human rights emails since March
- Covid bi-weekly calls
- Monthly newsletters

*"We are operating with limited resources and FNET has enabled us maintain awareness of risks and trends across a wide range of supply chains and geographies. The weekly updates are particularly useful and have been repurposed into contextual updates across our business"*

In the last year, has FNET provided your organisation with credible, timely and relevant insights and horizon scanning on ethical trade issues that impact your supply chains?



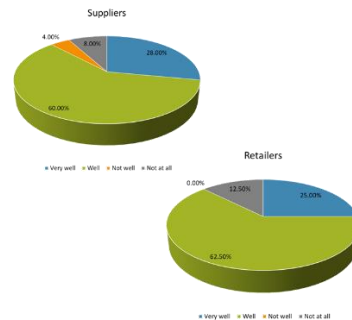
*"We have carried out significant risk assessment work on 4000 food items using the FNET tools and insights"*

## Delivery against FNET objectives – 4) Work with and influence other ethical trade initiatives and stakeholders to avoid duplication and increase leverage

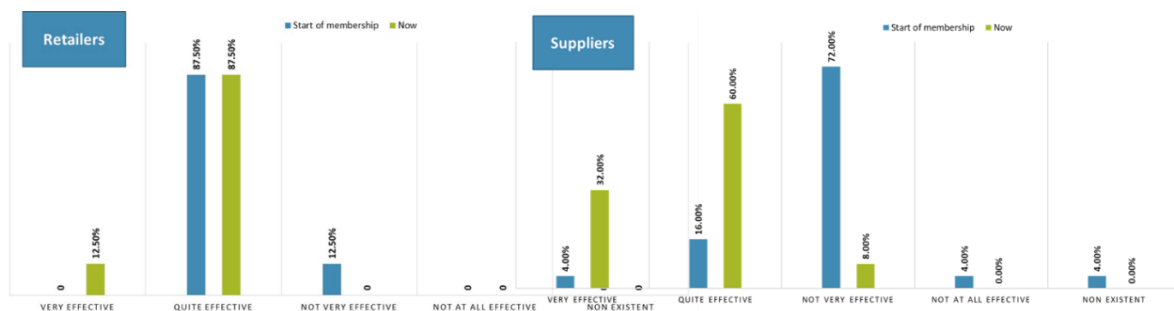
### Working with other ethical trade initiatives

- Ongoing work with the Spanish Ethical Forums
- Spices group partnership with IDH (Seasoning Spice Initiative)
- Warehousing and Logistics event and ongoing work with the Indirect Procurement Human Rights Forum and Stronger Together
- India labour law change webinar with the ETI
- Collaboration with ETI Covid webinars
- Information sharing with AIM Progress
- Risk information sharing with the Sustainable Fisheries Partnership
- Shared comms with the ALP
- Supporting members to access Dfid VSCF funding

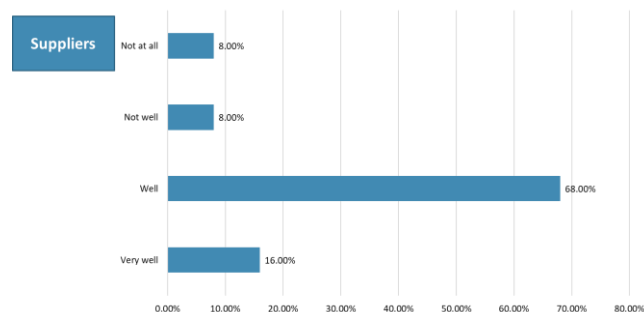
In the last year, has FNET helped your organisation to work with and/or influence other ethical trade initiatives and stakeholders to avoid duplication and increase leverage?



## FNET Member strategy development ratings – how effective was your strategy at the start of memberships vs. now?



## Supporting more consistent approaches from retailers – has FNET helped in the last year?



## Our areas of improvement for 2021, including views on the future of workstreams.

1. Building members capability and capacity
2. Working with external initiatives
3. Workstreams -
  - Review of workstreams – ensure still relevant
  - Better use of virtual meetings and technology to keep working group conversations moving
  - Encouraging greater member engagement in workstreams
  - Transforming best practice developed in working groups into formal documents
4. Broadening our focus outside of the UK
5. Simplifying communications.

