



Responsible Recruitment January Working Group

The Food Network for Ethical Trade – Tuesday 30th January 2-3.30pm



Competition Law Statement

“Today we are meeting to discuss a Food Network for Ethical Trade agenda on subject of Responsible Recruitment.

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”

Draft Agenda 30th January

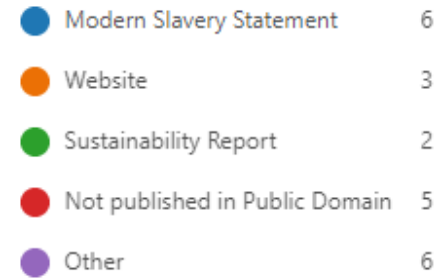
Timings	Topic	Speaker and organisation
14.00 – 14.05	1 - Introductions	Welcome & introductions Competition Law Statement
14.05 – 14.10	2 – EPP Survey	Share the results of the baseline data survey from December 2023
14.10 – 14.30	3 – Progress made updates	Attendees are invited to share <ul style="list-style-type: none"> ➤ progress they have made in the last 12 months ➤ challenges experienced
	4 - Resources sharing	Attendees to highlight: <ul style="list-style-type: none"> ➤ New resources, tools, training etc. of interest to other members. ➤ Changes in legislation relevant to this topic. ➤ Upcoming webinars or events
14.30 – 14.50	5 – The Plan for 2024	Leads/PMM to share the vision for next 12 months <ul style="list-style-type: none"> ➤ What we achieved in 2023 ➤ Objectives for 2024 ➤ Quarterly Activity Plan
14.50 – 15.00	6 – Next Meeting	29 th February in person workshop with Woolworths, IHRB, Impact, RRT. Topic – How do we get Alignment on EPP Survey to follow needs to be completed in 3 weeks to assist planning

Baseline Data EPP Commitment January 2024

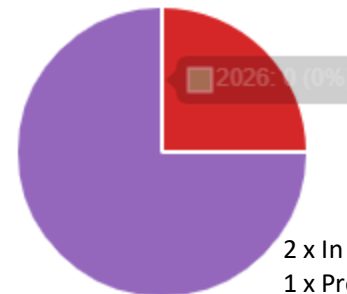
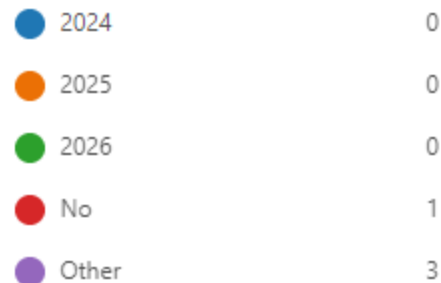
1. Has your business made a commitment to EPP



2. If Yes, Please confirm if this commitment is in the public domain and location



3. If No, does your business plan to commit in the future during any of the following years



2 x In discussion
1 x Prohibit worker paid recruitment fees but no explicitly EPP



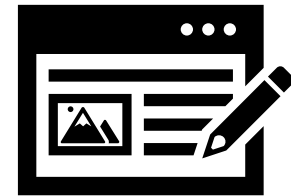
[Microsoft Forms \(office.com\)](https://forms.office.com)

Member Sharing - Discussion

PROGRESS MADE

EMERGING RISKS

NEW RESOURCES



Responsible Recruitment Working Group

Potential member commitment: Public commitment to employer pays and to roll out the learning with at least 10 suppliers?

Summary

1. Continue with the ambition to enable members to take ‘1 step forward’ in their responsible recruitment principles.
2. The workgroup will continue to have a UK sub-group with focus area on SWS, skilled workers, other UK centric issues.
 - Delivery of capacity building on SWS scheme for growers working with FPC and ALP and define what is effective and transparent supply chain due diligence of growers using the scheme for scheme operators, FNET members and asks of government
 - Joint audit of SWS scheme operators and in country recruitment agency
 - To develop greater understanding of the UK Skilled worker visa models used, reduce risks to workers & FNET members and define SWV route good practice
3. Recruitment fees risks mapping guidance tool and collaboration on the project to assess recruitment fees and practices in the Tuna processing sector
4. Increase members with Responsible Recruitment Policy & a commitment to EPP

Outputs

- Finalise new resources (Business case 1 page and recruitment process flow)
- Workshop on MS statement and member commitment to responsible recruitment
- External speakers to update on responsible recruitment trends
- Review of Emerging methodology in delivering RR

Member input

8. If you're a member of the Responsible Recruitment Working Group, do you feel it is helping you drive forward responsible recruitment within your business?



Working Group Leads



Rachel Munns,
World Wise Foods



Courtenay Forbes,
Tesco

Board representative



Sam Ludlow-Taylor,
Waitrose

PMM: Linda

Responsible Recruitment Working Group

potential member commitment: *Public commitment to employer pays and to roll out the learning with at least 10 suppliers?*

Summary

➤ Move to Operationalize the Commitment to Employer Pays Principle. Define what we mean by Commitment to EPP, Identify and Discuss the barriers, Implement Effective Remedy and start to consider metrics to measure impact.

Outputs:

- Define what we mean by Commitment to EPP – seek clarity and alignment for members – The What....
- Identify the barriers to implementation of EPP –involve commercial/buyer
- Promote Guidance for Operationalizing EPP with case studies covering the how
- Implement Effective Remedy
- Collaborative Deep Dive into different geography such as South America
- Continue to review Modern Slavery Statements in relation to Responsible Recruitment and develop metrics to measure the impact of EPP
- Increase members with Responsible Recruitment Policy & a commitment to EPP
- *MOU for intelligence sharing with MSIN*
- *Ongoing Collective action on Seasonal Worker scheme taskforce*

Working Group Leads



Rachel Munns,
World Wise Foods



Courtenay Forbes,
Tesco

Board representative



Sam Ludlow-Taylor,
Waitrose

PM: Linda

Responsible Recruitment Working Group

Group Objectives : Develop and Issue definitive Guidance to what Commitment to Employer Pays Principle (EPP) Means. Operationalise Effective EPP. Develop Good Practice Models of Remediation of Recruitment Fees

Planned Activity and Outputs

Q1

- Send survey to Retailer & Producers re EPP.
- Arrange workshop with IHRB & others
- Review Learning library content

Output

- What EPP means
- Roadmap

Q2

- Using roadmap and definition, do gap analysis of own business.

Output

- Identify common barriers to operationalisation

Q3

- Workshop Implementing effective Remedy. Invite Buyers. Share examples Zimbabwe, Bond Scheme etc

Output

- Effective EPP
- Remedy examples
- Develop metrics

Q4

- Collaborative deep dive in South America to understand and develop remedy for EPP.

Output

- Develop plan to operationalise in SA

Expected member actions ?? /Impact measures: Review modern slavery statements re EPP, Collate all Proactive Objectives. Develop FNET metrics to measure impact of EPP

Budget required £3,000

The Detailed EPP Commitment Survey – Deadline 23rd Feb

Send Survey to Retailers – 30th January 2024

- In 2024, will you continue to source from Tier 1 sites that are not compliant with EPP and where there is evidence of workers paying fees/costs?
- Do you have a set timeline in which you expect all your Tier 1 sites to comply with EPP?
- To date, have your purchasing decisions been influenced by EPP compliance? Please provide examples, where appropriate. E.g., Choosing to source from a compliant site above a non-compliant site
- In 2024, will you onboard new sites that are not compliant with EPP?
- Do you take a consistent position on EPP across regions e.g. Europe and Asia? Give Details
- **Which geography has your business recognized recruitment fee issues proving difficult to remedy? South America, North America, South Africa, Europe, UK, Other**
- How are you monitoring compliance to these commitments, E.g. are you implementing zero fees and how are you monitoring this? And/or Are you remediating where fees have been paid? Or Anything else
- What is your Name

Send Survey to Manufacturers/Producers/Importers – 30th Jan 2024

- In 2024, will you continue to source from Tier 1 sites that are not compliant with EPP and where there is evidence of workers paying fees/costs?
- Do you have a set timeline in which you expect all your Tier 1 sites to comply with EPP?
- To date, have your purchasing decisions been influenced by EPP compliance? Please provide examples, where appropriate. E.g. choosing to source from a compliant manufacturer over a noncompliant
- In 2024, will you onboard new sites that are not compliant with EPP?
- Do you take a consistent position on EPP across regions e.g. Europe and Asia? Give Details
- **Which geography has your business recognized recruitment fee issues proving difficult to remedy? South America, North America, South Africa, Europe, UK, Other**
- How are you monitoring compliance to these commitments, E.g. are you implementing zero fees and how are you monitoring this? And/or Are you remediating where fees have been paid? Or Anything else

29th February Workshop - Draft Plan

Objective – How do we get alignment on EPP?

Location: John Lewis Partnership HQ, 171 Victoria Street, London, SW1E 5NN

Time: 10 – 4pm

Agenda:

- What is Commitment to EPP? – what do we mean by that?
- Is it consistency across all geographies? Raise the inconsistencies and debate
- Discuss How to Implement EPP, ask IHRB to discuss and facilitate the Barriers

Output – Develop aligned approach for FNET

Develop Roadmap

Speakers:



Laura McManus (Woolworths), Neil Wilkins - IHRB,, Rosey Hurst -Impactt – RR from the lens of the victim - RRT, **All FNET Retailer Members**