



Climate Change & Human Rights Working Group Meeting

The Food Network for Ethical Trade – Tuesday 9th July 2024



Competition Law Statement

“Today we are meeting to discuss 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 she believes that discussions are in breach of competition law”

This meeting will be recorded and shared with FNET members, and the presentation slide deck will be saved on the FNET website.

Climate & Human Rights working group: Agenda

9th July

Approximate timing	Item
10.00– 10.30	Introductions
10.30 – 12.15	Understanding and mitigating the worst effects of extreme heat
12.15 – 13.00	Lunch
13.00 – 14.45	Integrating climate change and human rights; benefits and challenges
14.45 – 15.00	Break
15.00 – 16.00	Integrating climate change and human rights; benefits and challenges

Climate & Human Rights working group leads



Natalie McWilliam
Group Head of Sustainable Sourcing
Dps (currently on maternity leave)



Ed Brent
Sustainability Manager - Carbon
M&S



Iwona Janik
Head of Technical & Ethical Sourcing
Ethical Food Company



Shannon Hilton
Sustainability Co-ordinator
dps



Hannah Radvan
Human Rights Manager
M&S



Board Sponsor
Pins Brown
Chair, FNET



Co-ordinated by Suzanne Natelson, Project & Membership Manager, FNET

Introductions

- ❖ Name
- ❖ Job Title
- ❖ Organisation
- ❖ What would you like from today?



Morning session agenda: Understanding & mitigating heat stress (10.30 – 12.15)

Approximate timing	Session
10.30 – 10.40	Objectives & summary of heat stress work by FNET including All Member Day (including weather tracker) - Shannon Hilton, Sustainability Co-ordinator, dps
10.40 – 10.50	Member presentation: How to monitor heat stress in supply chains - Iwona Janik, Head of Technical, Ethical Food Company
10.50 – 11.00	Worker perspectives: Stephen Craig, Unite
11.00 – 11.10	How learning from La Isla Network project has impacted approach to managing heat stress for workers in the supply chain - Alexander Sykes, Head of Value Chain Human Rights, Diageo
11.10 – 11.20	Q&A
11.20 – 11.50	Small group discussion
11.50 – 12.15	Whole group discussion & next steps

Agenda

Objectives

- ❖ To address and build on content/discussion in the heat stress session in the All Member Day
- ❖ Members to bring current information on heat stress and share mitigation tools
- ❖ Identify areas for future collaboration (as needed)

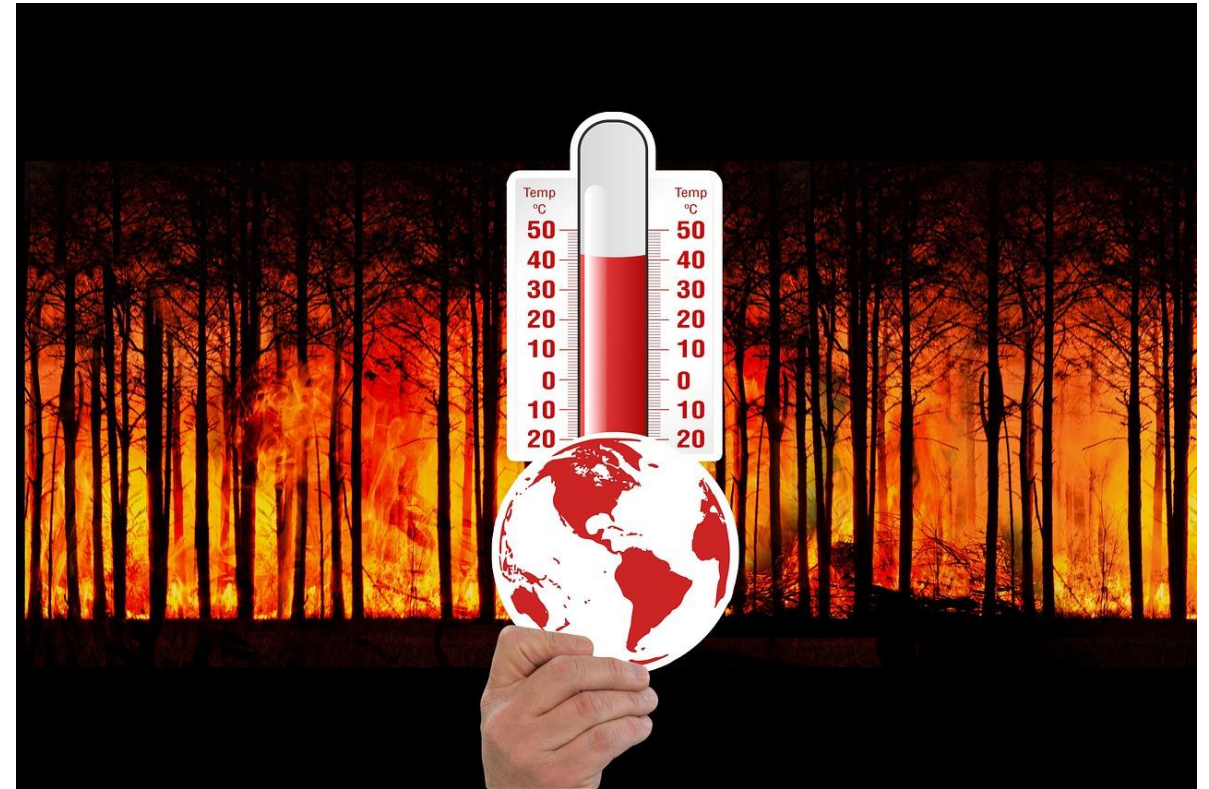
Output

- Summary briefing on heat stress



FNET summary of heat stress work

- Webinar June 2023 with case studies from La Isla Network & Dole UK
- Produced a [briefing on heat stress](#) with some links to further resources and top tips
- All Member Day June 2024 – case studies by La Isla Network, Gs Fresh, Stronger Together guide - Diageo will share the slide, essentially ground-breaking work on understanding physiological effects, how the working day can be adjusted
- Some key follow-up areas: Last year, lots of supply-chain disruption and worker illnesses reported in Europe – how can businesses be prepared to communicate internally and externally on this?
- How are workers compensated if working hours are reduced as a result of extreme heat?



FNET extreme weather impact tracker

FNET Climate Impact Mapping 2024

The below tracker has been developed to gather information on extreme weather impact on product and people. Over time, the expectation is to build a comprehensive database of incident response. Please complete the below table.

For queries or feedback, please contact Suzanne

Key

Required field (drop down)
Required field (manual)
Optional field

Date	Supply Chain Product	Impact on Product	Impact on people	Impact on people (detail)	Information
01/09/2023	blueberries			Destroyed polytunnels and impacted workers houses	https://www.theguardian.com/food/2023/09/01/blueberries-weather-impact
23/03/2023	Avocado	Loss of farms		Lack of work for programmed workers	
06/06/2023	Mango	Reduced fruit availability		Reduced workers needed for the season	Peruvian market
06/06/2023	Passion Fruit	Reduced fruit availability			South African market
06/06/2023	Avocado	Reduced volumes/ quality for export			
02/02/2023	Farmed bass/bream	Reduced volumes		Injury, loss of workforce, lack of emergency services	https://www.theguardian.com/food/2023/02/02/bass-bream-weather-impact
01/01/2024	Cauliflower, cabbage, sprouts, leeks	Reduced volumes, smaller items			https://www.theguardian.com/food/2024/01/01/cauliflower-cabbage-sprouts-leeks-weather-impact
01/01/2024	cucumbers, tomatoes	Reduced volumes			https://www.theguardian.com/food/2024/01/01/cucumbers-tomatoes-weather-impact
23/11/2024	Mangosteen	Reduced quality & availability			https://www.theguardian.com/food/2024/11/23/mangosteen-weather-impact

- ❖ What can this information be used for?
- ❖ How can we encourage more input?





HEAT STRESS MONITORING IN SUPPLY CHAINS

CLIMATE & HUMAN RIGHTS WORKING GROUP

9th July 2024

OUR PURPOSE & VALUES

ETHICAL SOURCED FRESH PRODUCE YOU CAN TRUST



FOR OUR PARTNERS

First for ethical produce
Delivering sustainably
Making a difference



FOR OUR PLANET

Protecting
Restoring
Caring



FOR OUR PEOPLE

Doing the right thing
Inspiring
Empowering

TRUST | PASSION | COMMITMENT

HEAT STRESS

MONITORING IN THE SUPPLY CHAIN

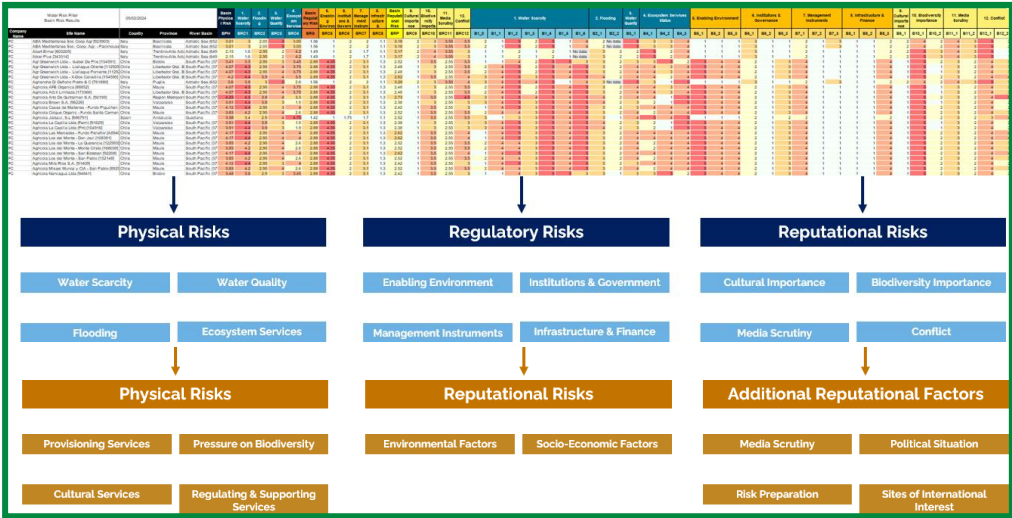


2024

2025

HEAT STRESS

MAPPING TOOLS & DATA COLLECTION



1. Water Risk mapping across the supply chain to identify hot spots.

Date of Event (Start)	EFC Year	Country	Region	Climate Risk	Supplier Name	Sendac code	Product	Impact on product availability	Impact on product quality	Impact on people	Impact on supply chain	Information source	Any action taken	Technical Lead
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Horizon SCANNING

2. Identification of sites where extreme heat is an issue (retrospective and horizon scanning).



HEAT STRESS MONITORING IN THE SUPPLY CHAIN

INTEGRATED RISK ASSESSMENT & RISK MAPPING



Risk Assessment																					Risk Mitigation										Score			
Country Risk				Modern Slavery Risk			Known Human Rights Risks (FNET)		Climate Impacts on Human Rights							Industry/ Labour Type Risks (FNET)	Sedex RADAR Site Characteristic Risk		Historic EFC Risk		Sourcing		Overall Risk	Sedex RADAR Site Management Controls	GRASP Results	Rainforest Alliance Status	Fairtrade Status	SMETA Audit Status			Social Audit Reviewed Risk	EFC Audit Status	Final Reviewed Risk	
FNET Risk Category	Sedex RADAR Country & Profile Risk	Most Salient Country HR Risk	Overall Country Risk	GSI Overall	Most Salient MS Risk	MS Risk	Most Salient Known Risk	Known Risk Score	Water Score Max	Water Most Salient Risk	Biodiversity Score Max	Biodiversity Most Salient Risk	Climate Change Score Max	Climate Change MS Risk	Overall Climate Risk	Risk Score	Sedex SAQ Rating	Sedex SAQ Score Rating	Historical Issue Occurrence	Historical Issue Score	Sourcing Type	Sourcing Score	Initial Overall Risk Rating	Sedex Management Controls	Assessment Result	Status	Status	Current Status	Last Audit Date	Last Audit Grade	Social Assessment Reviewed Risk Rating	E.F.C. Ethical Audit Type	E.F.C. Ethical Audit Score	Final E.F.C. Risk Rating
2	3	Wages	3	18.001	Inequality	3	Child Labour	2	4.000	Extreme Heat	5.000	Soil Condition	4.174	Renewable Energy	3	3	6.7	3	None	1	Programmed - Direct	1	3	3.9	Not Assessed	NA	Not Assessed	Audited - Closed (<12 mths)	12/09/2023	A	2	Level 1	Blue (12-24 mths)	1
2	3	Wages	3	18.001	Inequality	3	Child Labour	2	4.000	Extreme Heat	5.000	Soil Condition	4.174	Renewable Energy	3	4	6.6	3	None	1	Programmed - Direct	1	3	3.2	Fully Compliant	NA	Not Assessed	Not Audited	Not Audited	N/A	2	Not Assessed	Not Audited	2
2	3	Wages	3	18.001	Inequality	3	Child Labour	2	4.000	Extreme Heat	5.000	Soil Condition	4.174	Renewable Energy	3	4	6.6	3	None	1	Programmed - Direct	1	3	3.2	Fully Compliant	NA	Not Assessed	Not Audited	Not Audited	N/A	2	Not Assessed	Not Audited	2

Tier	Sedex Site Code	GGN Individual	GGN Cert No.	Site	E.F.C. Sendac Code	Final Ethical Risk	Water Max Score	Water MS Risk	Biodiversity Max Score	Biodiversity MS Risk	Climate Change Max Score	Climate Change MS Risk	Average Score
2					482899	3.077	3.500	Extreme Heat	4.500	Soil Condition	3.842	Renewable Energy	3.730
3					482905	3.077	3.500	Extreme Heat	4.500	Soil Condition	3.842	Renewable Energy	3.730
2					495004	2.885	4.500	Water Scarcity	4.500	Soil Condition	3.606	Renewable Energy	3.873
2					PT1633	1.481	3.500	Extreme Heat	4.000	Soil Condition	3.702	Climate Policy	3.171
3					575385	2.692	3.500	Extreme Heat	4.500	Soil Condition	3.702	Climate Policy	3.599

- Identify where extreme heat is most salient risk and define priorities.
- Identify supply chains where extreme heat is not the most salient risk but is still sufficiently high to be significant
- Identify supply chains at risk, where key agricultural activities take place during the hottest part of the year.

HEAT STRESS

ENGAGEMENT AND MONITORING



6. Engaging suppliers and understanding existing measures and mitigation and gaps against current best practice.

Ethical Food Company Extreme Heat Questionnaire

No	Question	Yes / No	Comments
1	The site has documented excessive heat or heat stress in its Risk Assessment for the health and safety of workers including immediate and long-term risks.		
2	The site has documented health and safety policy that includes their commitment to reduce the risk of extreme heat to workers.		
3	The site has included procedures and controls to reduce the risk of heat stress to workers including		
3.1	Planning the working day and obtaining information of the weather forecast on a daily basis.		
3.2	Planning work to avoid or reduce exposure during the hottest hours of the day, and carry out more strenuous tasks during cooler hours.		
3.3	Monitoring workplace temperatures and their effect on workers.		
3.4	Informing workers of the risks, effects and preventive measures against extreme heat.		
3.5	Reducing the temperature indoors (fans, opening windows, air conditioning, etc.).		
3.6	Ensuring workers acclimatise to the heat gradually.		
3.7	In line with any relevant regulations and best practice, provide enough and adequate welfare facilities, situated close to where workers are working (e.g. toilets, wash basins, showers and handwashing facilities).		
3.8	Where possible providing shading for outdoor work areas.		
3.9	Allow workers to rest when they need to, including increasing the number of breaks.		
3.10	Providing shaded, well-ventilated rest areas.		
3.11	Allowing slower picking or work rates.		
3.12	Ensuring the supply of drinking water to its workers.		
3.13	Ensure workers drink during the working day to reduce any risk of dehydration.		
3.14	Use available mechanical resources/aids to limit or reduce physical work.		
3.15	Ensuring workers check with their doctor if they have chronic illnesses or are taking medication.		
3.16	Monitoring workers at greater risks (e.g. pregnant workers, workers over 55 years of age, workers with cardiovascular or respiratory problems, etc.).		
3.17	Advise workers not to drink alcoholic, caffeinated, or sugary drinks, or take drugs.		
3.18	Advise workers to avoid heavy meals and eat fruit and vegetables.		
3.19	Ensuring workers wear loose-fitting, breathable clothing preferably natural, cool fabrics (such as cotton, linen) and light colours that reflect the radiant heat.		
3.20	Ensuring workers cover their heads and protect their eyes by wearing, for example, breathable (wide-brimmed) hats, and sunglasses.		
3.21	Ensure workers apply appropriate sun protection and renew it regularly.		
3.22	Ensure workers avoid working alone.		
4	The site has consulted and trained all workers especially supervisors on the risk of extreme heat, its symptoms and how to act in the event of an emergency.		
5	The site has implemented a monitoring and supervision system to enable workers to recognise the signs of heat fatigue and take appropriate action.		
6	The site has established an emergency and first-aid plan, including steps to be taken in case of heat stroke or other heat-related emergencies.		
7	The site reviews the risks of excessive heat or heat stress and the management and controls of those risks (including re-evaluation of PPE) annually as a minimum.		

Score 0%

REF: EFC-F-046
PREPARED BY: J. Swan
REASON FOR ISSUE: New form

VERSION: 1
AUTHORISED BY: J. Janik

DATE OF ISSUE: 02/04/2024
Page 1 of 1

Reference:
ETF-Guide on Prevention Against Extreme Heat



S2G Good Practice Checklist to manage the impact of the extreme heat in the workplace indoor and outdoor



HEAT STRESS

SHARING BEST PRACTICE AND MITIGATION

Ethical Food Company Extreme Heat Questionnaire

No	Question	Yes / No	Comments
1	The site has documented excessive heat or heat stress in its Risk Assessment for the health and safety of workers including immediate and long-term risks.	Yes	Fully assessed within site H&S risk assessment for workers with controls identified
2	The site has documented health and safety policy that includes their commitment to reduce the risk of extreme heat to workers.	No	Not specifically detailed within company policies
3	The site has included procedures and controls to reduce the risk of heat stress to workers including:		
3.1	Planning the working day and obtaining information of the weather forecast on a daily basis	Yes	Weather forecast and warnings checked each evening prior to working day
3.2	Planning work to avoid or reduce exposure during the hottest hours of the day, and carry out more strenuous tasks during cooler hours.	Yes	Start working earlier & finish earlier to avoid very high temperature in mid to late afternoon.
3.3	Monitoring workplace temperatures and their effect on workers.	No	Site weather stations monitor heat, however no monitor of effects on workers.
3.4	Informing workers of the risks, effects and preventive measures against extreme heat	Yes	Extensive training during induction for all staff
3.5	Reducing the temperature indoors (fans, opening windows, air conditioning, etc.)	N/A	No indoor activities
3.6	Ensuring workers acclimatise to the heat gradually.	Yes	Shifts start early in the morning when coolest so workers naturally acclimatise.
3.7	In line with any relevant regulations and best practice, provide enough and adequate welfare facilities, situated close to where workers are working (e.g. toilets, wash basins, showers and handwashing facilities).	Yes	As required by GlobalGAP standards, all welfare facilities in close proximity to workers
3.8	Where possible providing shading for outdoor work areas.	N/A	No potential for covering workers due to orchard & trees
3.9	Allow workers to rest when they need to, including increasing the number of breaks	Yes	
3.10	Providing shaded, well-ventilated rest areas.	Yes	Mobile covered rest area for breaks.
3.11	Allowing slower picking or work rates.	Yes	
3.12	Ensuring the supply of drinking water to its workers.	Yes	As required by GlobalGAP standards, all welfare facilities in close proximity to workers
3.13	Ensure workers drink during the working day to reduce any risk of dehydration.	Yes	Supervisors remind workers during shift to remain hydrated.
3.14	Use available mechanical resources/aids to limit or reduce physical work.	Yes	Use of picking platforms to negate use of ladders and picking sacks
3.15	Ensuring workers check with their doctor if they have chronic illnesses or are taking medication	No	Workers are advised to check with their doctors
3.16	Monitoring workers at greater risks (e.g. pregnant workers, workers over 55 years of age, workers with cardiovascular or respiratory problems, etc.)	Yes	All workers are advised to check with their doctors and are asked for known conditions so that supervisors can monitor
3.17	Advise workers not to drink alcoholic, caffeinated, or sugary drinks or take drugs.	No	No alcohol or drug use permitted by company policy, however does not extend to caffeinated or sugary drinks
3.18	Advise workers to avoid heavy meals and eat fruit and vegetables.	No	Advised but not strictly policed.
3.19	Ensuring workers wear loose-fitting, breathable clothing, preferably natural, cool fabrics (such as cotton, linen) and light colours that reflect the radiant heat.	No	Advised but not strictly policed.
3.20	Ensuring workers cover their heads and protect their eyes by wearing, for example, breathable (wide-brimmed) hats, and sunglasses.	Yes	
3.21	Ensure workers apply appropriate sun protection and renew it regularly.	Yes	
3.22	Ensure workers avoid working alone	Yes	Only working in teams of at least 3 people
4	The site has consulted and trained all workers especially supervisors on the risk of extreme heat, its symptoms and how to act in the event of an emergency	Yes	Part of induction training for all staff.
5	The site has implemented a monitoring and supervision system to enable workers to recognise the signs of heat fatigue and take appropriate action	Yes	Hand-out on extreme heat and symptoms given to all staff and signposted in communal areas.
6	The site has established an emergency and first-aid plan, including steps to be taken in case of heat stroke or other heat-related emergencies.	Yes	As part of site first-aid plan and training
7	The site reviews the risks of excessive heat or heat stress and the management and controls of those risks (including re-evaluation of PPE) annually as a minimum.	Yes	Annual review against current best practice.

Score

86%

REF: EFC-F-045

PREPARED BY: J. Swan

REASON FOR ISSUE: New form

VERSION: 1

AUTHORISED BY: J. Jank

DATE OF ISSUE: 02/04/2024

Page 1 of 1

7. Engaging suppliers and understanding existing measures and mitigation and gaps against current best practice.

8. Sharing best practice in the 2025 EFC 3rd supplier conference.



Thank you



Climate change & Extreme Heat at work



FNET Climate & Human Rights Working Group

Stephen Craig

(Unite National Development Officer / ETI TU Coordinator)



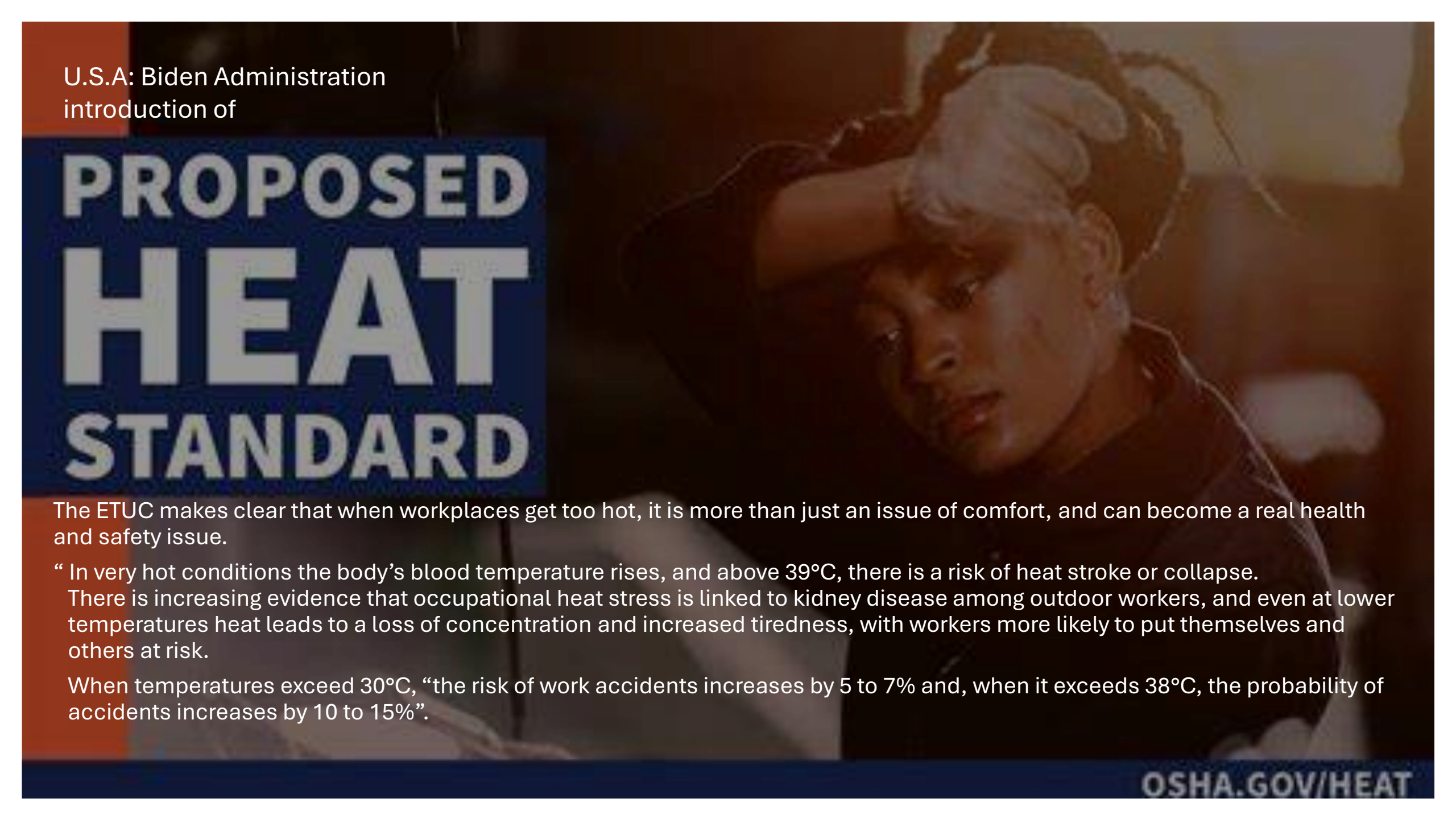


Heat and Hazards: Navigating A New 'Normal' in Workplace Safety

Extreme temperatures are reshaping our work and living environments, posing severe, often life-threatening conditions for workers, particularly in outdoor sectors.

The Eurofound research organisation reports that 23% of workers across the European Union are exposed to high temperatures during a quarter of their working hours, a figure that rises to 45% among construction workers.

Internationally, in sectors like farming and agriculture the figures rise exponentially.



U.S.A: Biden Administration
introduction of

PROPOSED HEAT STANDARD

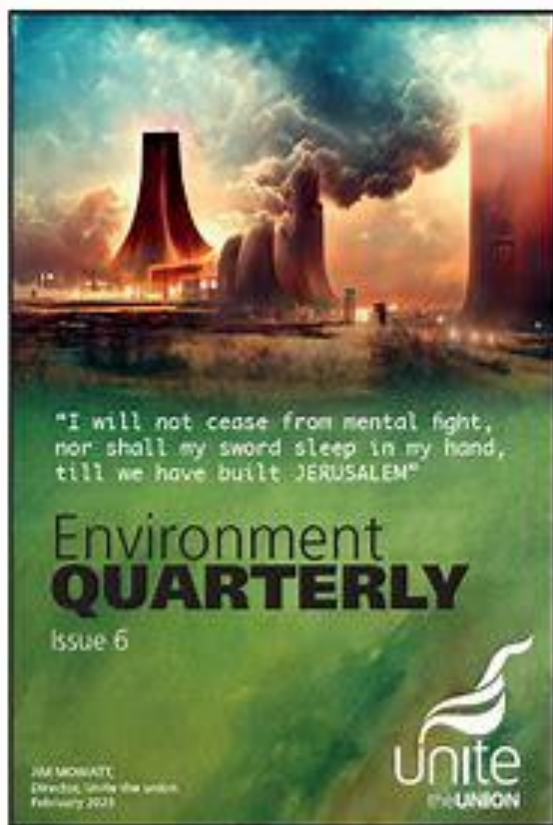
The ETUC makes clear that when workplaces get too hot, it is more than just an issue of comfort, and can become a real health and safety issue.

“ In very hot conditions the body’s blood temperature rises, and above 39°C, there is a risk of heat stroke or collapse. There is increasing evidence that occupational heat stress is linked to kidney disease among outdoor workers, and even at lower temperatures heat leads to a loss of concentration and increased tiredness, with workers more likely to put themselves and others at risk.

When temperatures exceed 30°C, “the risk of work accidents increases by 5 to 7% and, when it exceeds 38°C, the probability of accidents increases by 10 to 15%”.



Awareness - Advocacy - Action



100 UNION ACTIONS ON CLIMATE JUSTICE

2022 CLIMATE CHANGE CONTINUUM REPORT



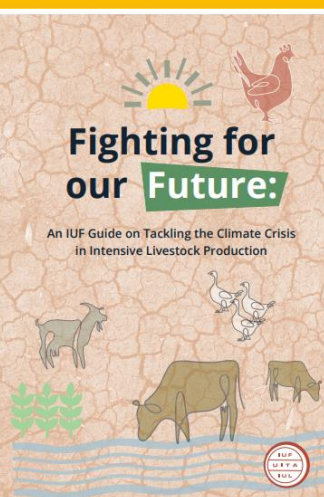
BWU
Building and Wood
Workers' International
www.bwu.org



Unions Climate Change & Just Transition

Cool it!

A TUC guide for trade union activists on dealing with high temperatures in the workplace.



Workplace Adaptations for Worker Safety in Extreme Heat

These include the following preventative measures:

- ▶ Provide air cooling equipment (Sweden);
- ▶ Provide an adequate supply of drinking water and information on how to avoid heat stroke and sunburn (Qatar);
- ▶ Provide breaks in shaded areas, avoid the hottest periods of the day, and do not allow lone working during heatwaves (Spain and Brazil);
- ▶ Limit presence at the workstation and plan rest times (Belgium and Canada);
- ▶ Alternate work and rest and temporarily suspend work under conditions of high temperature and humidity (Cyprus);
- ▶ Carry out risk assessments to identify preventative measures (France and Spain);
- ▶ Provide health surveillance focused on kidney health and function (Costa Rica);
- ▶ Certify workers as fit to work in high temperatures (South Africa);
- ▶ Obey three basic rules for outdoor work on shade, water and rest (South Korea);
- ▶ Create Heat Illness Prevention Plans (HIPPs) (US).

Several countries now have legislation requiring employers to put into place specific technical and organisational measures when the temperature reaches a certain level.

These include:

adapting work processes, changing working time by altering start and finish times or providing more rest breaks, providing shade, sun protection and cool drinks, acclimatising workers to the heat, and minimising physically demanding tasks



Workplace Adaptations for Worker Safety in Extreme Heat

- Adjust working hours, if possible, to avoid exposure to the sun at the hottest times of the day, especially between 12pm and 3pm;
- Provide sunscreen;
- Check contractors are providing sunscreen;
- Make workers aware of the proper use of sunscreen;
- Hydration is essential! Make drinking water available to employees on a regular and plentiful basis.
- Make employees aware of the importance of hydrating frequently;
- Provide protection for the back of the neck and ears for workers exposed to the sun;
- Include recommendations on these precautions in Daily Safety Dialogues (DDSs) /Toolbox Talks emphasising that alcoholic/and many 'energy' drinks do not hydrate, but dehydrate;
- Emphasise Proper use of PPE and sunscreen;
- If possible, install tents for rest and hydration in the early stages of the work, when there is high heat exposure, in the absence of shaded areas;
- Avoid overcrowding in changing rooms and canteens;
- Install mechanical ventilation in indoor areas and canteens;
- Improve ventilation in changing rooms;
- Apply clear, reflective paints to the structures in living areas, if possible;
- Pay special attention to employees who are more susceptible to the heat - such as those with hyperthyroidism, diabetes, obesity, anxiety - as well as older workers and pregnant women;
- Consider purchasing new uniforms with lighter fabrics;
- Carry out constant assessments and monitoring of working conditions to identify improvements and adjustments that may be necessary.

Establish a Code of Well-being at Work, utilising weather apps/weather monitoring and carry out “an environmental risk analysis of thermal emissions” in the workplace considering:

- ☐ air temperature;
- ☐ relative humidity;
- ☐ air speed;
- ☐ thermal radiation;
- ☐ physical workload;
- ☐ working methods and work equipment;
- ☐ the characteristics of work clothing and PPE;
- ☐ indoor and outdoor temperatures
- ☐ the combination of all these factors.

Health warning! Florida and Texas

Shockingly, in March 2024, Florida's state Senate passed new legislation that would ban local governments in Florida from mandating heat exposure protections for workers. The bill is "now on the desk" of the Republican Governor, Ron DeSantis, who will need to sign it within a year for it to become law. House Bill 433 prohibits localities in Florida from mandating protections such as providing workers with water, rest and shade. Should DeSantis sign it, from 1 July 2024, counties and cities in Florida will not be able to require employers to have any type of mitigations to extreme heat, even for outdoor workers in construction and agriculture.⁵⁴

The move follows legislation enacted in Texas in 2023 which means employers cannot be required to provide workers with outdoor water breaks or time in the shade to avoid potential heat-related illnesses. Forty-two workers died in Texas from heat exposure between 2011 and 2021, the highest number in the US, the Texas Tribune reported.⁵⁵

Some politicians and employers will never waste a good crisis!

Better employers will work with trade unions to develop workplace adaptations & mitigations to protect workers...

Creation of a Heat Illness Prevention Plan

Employers should create a written plan to prevent heat-related illness considering the following important elements:

- ▶ Who will provide oversight on a daily basis?
- ▶ How will new workers gradually develop heat tolerance?
- ▶ Temporary workers may be more susceptible to heat and require closer supervision.
- ▶ Workers returning from extended leave (typically defined as more than two weeks) may also be at increased risk.
- ▶ How will the employer ensure that first aid is adequate and the protocol for summoning medical assistance in situations beyond first-aid is effective?
- ▶ What engineering controls and work practices will be used to reduce heat stress?
- ▶ How will heat stress be measured?
- ▶ How to respond when the National Weather Service issues a heat advisory or heat warning
- ▶ How to determine if the total heat stress is hazardous
- ▶ What training will be provided to workers and supervisors?

THE DANGEROUS GAME

THOUSANDS OF MIGRANT WORKERS DIED
PREPARING QATAR TO HOST THE WORLD CUP.
IN AN OVERHEATING WORLD, THAT'S
JUST THE BEGINNING

BY ARYN BAKER

Workplaces on the frontline of climate change.

Workers are being exposed to:
Heat stress, heat exhaustion, heat cramps, heart
disease, respiratory and cardiovascular diseases,
diabetes and renal disease, skin cancer respiratory
problems, kidney dysfunction - leading to increased
mortality.



Protecting Migrant Workers in an Overheating Planet A Call to Action



Introduction

Climate change will be a key factor in the displacement and migration of 25 to 300 million people by 2050¹. In an overheating planet, more people will be pushed to search for employment overseas as extreme weather events and slow onset impacts become the norm. With climate change threatening key sectors such as agriculture and fisheries, people's abilities to seek livelihoods from natural resources and provide safety for their families will be impaired, forcing many to migrate as a coping strategy in the face of economic woes and extreme weather events. In particular, heat stress and climate disasters are increasingly becoming a factor in the decision of workers from rural areas to search for better employment in cities or other countries². Often, they make a living through the informal economy as workers in the construction and forestry industries. It is in this context that the Building and Wood Workers' International (BWI), representing 12 million workers affiliated to 361 trade unions in 117 countries, calls on world leaders and stakeholders at COP 28 in Dubai, a hub for migrant workers in the United Arab Emirates and in the Gulf Cooperation Council (GCC) Region, to recognise the urgent need to protect migrant workers' rights amidst intensifying climate change.

Migrant workers at the frontlines of heat stress in the workplace

Between 2008 and 2014, 184.4 million people were displaced by sudden-onset climate disasters, resulting in an average of 26.4 million being newly displaced each year³. While the majority migrate to temporary shelter and eventually return to their homes⁴, a growing number of climate migrants are also searching for longer-term employment abroad. In the aftermath of a climate change-induced disaster, labour migration is a way to contribute to the reconstruction of their families' homes. In the long term, it is a means of building resilience within their families by earning enough money to invest in better housing, land and in their children's education⁵. However, such a situation presents a double vulnerability for migrant workers, who originate from communities already being battered by climate change and are then often subjected to discrimination and abuse during the recruitment process as well as in destination countries.

Owing to their precarity, migrant workers are more likely to work in sectors that involve high levels of job insecurity, physical exertion or prolonged sun exposure, such as in construction, wood and forestry, which are especially affected by rising heat stress due to climate change⁶. Heat stress, the accumulated heat in the body beyond what it can tolerate without suffering physiological injuries⁷, is already altering the world of work in significant ways. At the current rate of warming, the combined productivity losses in construction and agriculture due to heat stress are projected to slash up to 3.8% of worldwide working hours, or the equivalent of 136 million full-time jobs by 2030⁸. If temperature rises go unabated, heat stress will not only diminish global labour productivity but also imperil workers' health and well-being.

Long-term sun exposure has also been linked to higher risks of cancer, immune system dysfunction and eye diseases⁹. In extreme cases, heat stress can result in rhabdomyolysis, stroke, permanent disability and even death¹⁰. If governments fail to rapidly cut emissions today, a temperature rise beyond 1.5°C will result in a 370% surge in heat-related deaths by 2050¹¹.

Heat stress and the global economy

Unsurprisingly, heat stress is disproportionately affecting countries that have historically higher rates of informal work, subsistence agriculture, and 'working poverty'¹². South Asia and Western Africa, owing to their geographic vulnerabilities, will be the worst affected¹³. With a 1.5°C temperature rise by end of century, these two sub-regions will suffer working hour losses equivalent to around 43 million and 9 million full-time jobs in 2030, respectively¹⁴. In 2022, however, Africa already sustained productivity losses that led to a 4% deficit in the continent's GDP¹⁵.

Heat stress will also add pressure to the global economy, as projections, based on a 1.5°C temperature rise by 2050 and labour force trends, indicate that 2.2% of global working hours, or the equivalent of 80 million full-time jobs, will be lost due to unbearable heat¹⁶. However, with global emission reductions set to fall only by 2% in 2030¹⁷, temperatures will likely rise beyond 1.5°C. A higher temperature rise will result in productivity losses of 3.8% of worldwide working hours, or the equivalent of 136 million full-time jobs¹⁸, which will have serious consequences for the global economy. In 2022, for instance, an estimated 490 billion hours in potential labour was lost due to heat stress, a 43% increase from the 1991-2000 average¹⁹. This has translated into a loss of \$863 billion in 'potential income' globally²⁰. In eight years, the economic losses due to heat stress are projected to balloon to US 2,400 billion, with lower-middle and low-income countries suffering the brunt of these losses²¹. Heat stress, and its ensuing health and economic impacts, is demonstrably an issue of climate justice.

BWI's Call to Action

Governments and industries are enjoined to execute critical efforts to slash carbon emissions, boost climate adaptation and address 'loss and damage' associated with climate change to avoid the further suffering of frontline communities, including migrant workers. A just transition in the development of climate-resilient infrastructure is urgently needed to address the impacts of extreme heat and other weather events that are disproportionately affecting the most vulnerable workers in BWI sectors.

As enshrined in the International Labour Organisation and within the UNFCCC's Just Transition Work Programme, social dialogue and workers' meaningful participation in the transition to a low-carbon and climate resilient industry transformation will be vital in ensuring equity, efficiency, and genuine sustainability within the built environment. Hence, BWI offers these recommendations in safeguarding migrant workers' rights in

building and construction, wood and forestry, and enhancing protection within the framework of the Paris Agreement.

Addressing the root causes of forced climate migration

- ▶ **Mitigation:** Cut emissions by 45% in 2030 to meet the 1.5°C temperature rise threshold in the Paris Agreement.
- ▶ **Adaptation:** Marshall public finance for climate adaptation, which has recently fallen by 14%²². Foster building local resilience by empowering frontline communities to promote indigenous and locally sourced adaptation knowledge and strategies.
- ▶ **Loss and Damage:** Mobilise public finance as well as new and innovative sources of funding for the Loss and Damage fund, ensuring that the fund is easily accessible to frontline communities in the Global South.
- ▶ **Just Transition:** Uphold the ideals and practices of a just transition by prioritising decent jobs and social protection in the push for a low-carbon economy. Additionally, states must invest in bringing workers out of the informal economy; removing barriers for migrant workers to access formal jobs; ensuring trade union rights in construction and forestry; training pathways; and implementing limits to subcontracting, in a way that protects them from the compounding impacts of heat stress and climate change.

Protecting migrant workers from heat stress

- ▶ Enhance Occupational Safety Standards by including specific guidelines for protecting outdoor workers from extreme heat and other weather conditions and providing specific attention to the unique hardships that migrant workers face.
- ▶ Provide early warning devices in every work site, including indoors.
- ▶ Guarantee access to adequate protection such as personal protective equipment that is designed to mitigate the impacts of extreme weather conditions, including but

not limited to, heat-resistant clothing, cooling vests and sweat-wicking clothing. Workers should also be provided with adequate hydration support.

- ▶ Provide trainings on heat stress adaptation among workers, taking into consideration language requirements and context specificity of training materials.
- ▶ Improve conditions of resting stations at the workplace by building places that adequately respond to the volume and needs of workers.
- ▶ Monitor the implementation of extreme heat adaptation strategies such as work stoppages and mandatory rest breaks.
- ▶ Strengthen transparency and accountability mechanisms by ensuring that migrant workers, regardless of their legal status, are protected from employer retaliation.
- ▶ Provide social protection schemes for migrant workers such that they have a safety net in cases of disabilities or prolonged illnesses.

Upholding migrant workers' rights

- ▶ Protecting migrant workers, especially those seeking employment after a climate disaster, begins in the recruitment process. Governments must accelerate the achievement of a fair recruitment process globally.
- ▶ Guarantee basic human rights for migrant workers, regardless of their status, by ensuring access to decent housing, healthcare, and social safety nets such as pension funds and conditional cash transfers during the aftermath of climate disasters.
- ▶ Safeguard fair and ethical labor practices by renewing commitments among public and private sector stakeholders, employers and government agencies.
- ▶ Ensure freedom of association, the right to organise and collective bargaining as a way for workers to improve their conditions, guarantee decent wages and climate adaptation in the workplace.



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Parts of this publication may be excerpted or cited as long as the source is acknowledged. BWI commissioned the independent consultant Alanah Torralba to produce this policy paper as part of a scoping study on climate change and migration in the built environment. The study has received funding from the Laudes Foundation.



PLEDGE

Manifesto for Healthy and Safe Workplaces for Migrant Workers in Extreme Heat and the Climate Crisis

Recognising the climate crisis and its profound impact on our lives and our planet, and the urgent need to protect the rights and well-being of the most vulnerable workers when addressing climate change, the Building and Wood Workers' International (BWI), calls on every government gathering at the 28th Conference of the Parties to the UN Framework Convention on Climate Change (UNFCCC COP28) in Dubai, every company, and civil society organisations to work together **to deliver on policies and practices to safeguard the health and safety of all workers performing work in high-risk environments, outdoor labour, and in situations of adverse weather patterns.**

Migrant workers, in particular, are disproportionately affected by climate change, and extreme weather events. They are frequently displaced by loss of livelihoods or forced migration due to environmental disasters. They often work in low-wage, informal and precarious jobs in construction and forestry with limited access to social protection. They face increasing discrimination and exploitation and have limited, if any, access to legal protections, including of their trade union rights.

In line with the UN Declaration on Human Rights, the UN Sustainable Development Goals, the Paris Agreement, and the International Labour Organisation's Decent Work Agenda, BWI calls on all actors to come together to pledge support for the three key points of this Manifesto.

1 Promoting the Paris Agreement and its Core Objective to Limit Global Warming and Strengthening Resilience Against Climate Impact by prioritizing the implementation of a Just Transition Work Program that places labour issues at its core; by upholding human rights and enhancing labour standards of all workers, regardless of their status, and by promoting fair and ethical labour practices within the construction industry aimed at eliminating exploitation and discrimination. This includes access to housing, health care, and social protection, as well as the right to organise and bargain free from fear of retaliation.

2 Enhancing Occupational Health and Safety Standards, Heat Stress Mitigation Measures, Training Opportunities and Functioning Systems for Monitoring, Reporting and Tracking Progress in safeguarding workers. Measures to mitigate the impact of heat stress and extreme weather conditions should include the provision of workstations properly designed, access to adequate Personal Protective Equipment (PPE), adapted or limited work schedules, medical surveillance, and compensation for lost hours of work.

3 Prioritizing Development of Climate-Resilient Infrastructure and Housing, Raising Awareness and Sharing Information, building a global community for the well-being of the most vulnerable workers in the climate emergency, and contributing to long-term climate adaption through enhanced infrastructure design, materials and technologies to mitigate climate-related risks and to withstand extreme weather conditions.



Our commitment to enhancing equity and protecting the health and safety of construction workers from extreme heat and other extreme weather events is an essential part of our efforts to address climate change and its consequences.

We call upon governments and stakeholders to embrace this pledge, incorporate its principles in policy and practice, and work collaboratively to create a world where every worker is safe and protected.

Together, we can build a future that is more sustainable, safe, and just.



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Adapting to the Heat

Existing Global Responses for Workers Protections in Construction, Building Materials, Wood and Forestry Industries



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Foundation

Working in extreme temperatures

KILLER HEAT:

WHAT IT IS AND WHAT TO DO



More than **1 billion** workers are exposed to high heat episodes globally
125 million the increase in the number of people exposed to heat waves between 2000 and 2015 (source: WHO)

127 million additional people exposed to heat waves in 2015 alone (source: WHO)



Above 40°C
average temperature during summer months in 2022 in Europe, with peak of **47°C**

1/3

of workers exposed to occupational heat stress had negative health effects



Between **100-150 days** with maximum temperature **above 40°C** in the Gulf

33-34°C the heat level corresponding to a **50%** work performance reduction

Millions of construction workers performing heavy work under high temperatures

80 million working hours project to be lost globally by 2030 due to heat stress

15.2 million working hours are predicted to be lost from the construction sector only.

37% of warm-season heat-related deaths can be attributed to climate change (Source: Nature)

250,000 additional deaths per year expected to be caused by climate change between 2030 and 2050 (Source: WHO)

Beat the heat! Fight for more worker health and safety protection against workplace heat stress, and realise a green and sustainable future where decent jobs abound!

BEAT THE HEAT:

What employers must do to protect



workers from extreme temperatures

Whenever heat stress and other extreme weather events cause harm to workers' health and safety, employers must take the following measures:

Proper design of the workload and workstation, with special regard to workers in cabins and command or driving operations.



Training workers and their representatives and supervisors to enable the detection of early signs of disorders and the preventive steps to be taken, including suitable liquid intake and dietary requirements.

Supply of Personal Protective Equipment (PPE).



Routine medical surveillance.



Acclimatisation to a hot/cold environment, including major changes in climatic conditions.

Supervision so that workers can be withdrawn from adverse conditions if symptoms of heat/cold stress occur.



Limiting work activities during the hottest part of the day.



Beat the heat! Fight for more worker health and safety protection against workplace heat stress, and realise a green and sustainable future where decent jobs abound!

(Source: ILO)

Protecting Migrant Workers in an Overheating Planet



Climate change will be a key factor in the displacement and migration of **25 to 300 million people** by mid-century.



"Climate change is already boosting labour migration. Many people are seeking survival because in their own country, they can't earn a decent living." – Mohamed, Mauritius



"In the Philippines, there were many people who had to leave the country to look for work abroad because of climate disasters. This was survival mechanism because in areas that are frequently hit by typhoons, [economic] recovery takes a long time. In the meantime, people need to find a way to make a living." – Ramil, Philippines



"Every year, Madagascar is visited by four to five very strong cyclones. Many Malagasies are subjected to flash floods. When there is no cyclone, there is heavy drought. For the sake of survival, they must search for a living elsewhere such as Mauritius, where the wages are higher than the average in Africa. However, they are easily exploited here because we lack laws to protect migrant workers." – Fari, Mauritius



"Many Africans go to Gulf countries to look for jobs because of the economic and political hardships we face back home. In the Middle East, we are promised jobs with high salaries. But then we come here, and we realize that we were given bad sponsorship and go to bad companies, we think that we should have not left home." – Azeez, Ghana



"In the Gulf, temperatures can rise to 52°C. Even in the winter, it is still hot." – Ibrahim, Ghana



"Workers are collapsing under the intensifying heat of Gulf." – Janel, Philippines

Heat stress, the accumulated heat in the body beyond what it can tolerate without suffering physiological injuries, is already **altering the world of work in significant ways.**



Prolonged exposure to extreme heat has been linked with **higher risks of cancer, immune system dysfunction, stroke, permanent disability and even death.**

"The incidence of cancer among migrant workers has been rising in the Gulf." – Joan, Philippines



"Workers endure a lot of stress because of extreme temperature... There have been too many reports of workers dying due to heat stress." – Martin, Philippines



"I have personally seen three to four deaths because of heat stress. [At the work site.] There is also a lot of communicable diseases like chicken pox and skin diseases. A lack of safety precautions for extreme temperature means there is heat stress for the workers." – Addae, Ghana

Extreme heat is also causing productivity losses. In 2022, an estimated 490 billion hours in potential labor was lost last year due to heat stress. This translated into **\$853 billion in potential income losses globally.**



"Heat stress compounds existing workplace hardships. It can make carrying simple tasks more difficult; it can worsen work overload which can lead to higher rates of burnout." – Mabeth, Philippines

Heat stress will result in productivity losses of 3.8% of working hours, or the equivalent of **136 million full-time jobs by 2030**, which will have serious consequences for the global economy.



"Climate change is very challenging for workers, especially construction workers because they have to work when the sun is the strongest." – Ponkumar, India



Heat-related deaths projected to soar by **370% in 2050.**

Unsurprisingly, heat stress is disproportionately affecting countries that have historically higher rates of informal employment, subsistence agriculture, and working poverty.



The world is on track for **2.7°C of heating by 2050**, unless critical lifesaving climate action are executed today.

Heat stress, and its ensuing health and economic impacts, is demonstrably an issue of climate justice.



Scan the QR code to read more on "Protecting Migrant Workers in an Overheating Planet: A Call to Action"

HEAT UP WORKERS' RIGHTS
NOT THE PLANET

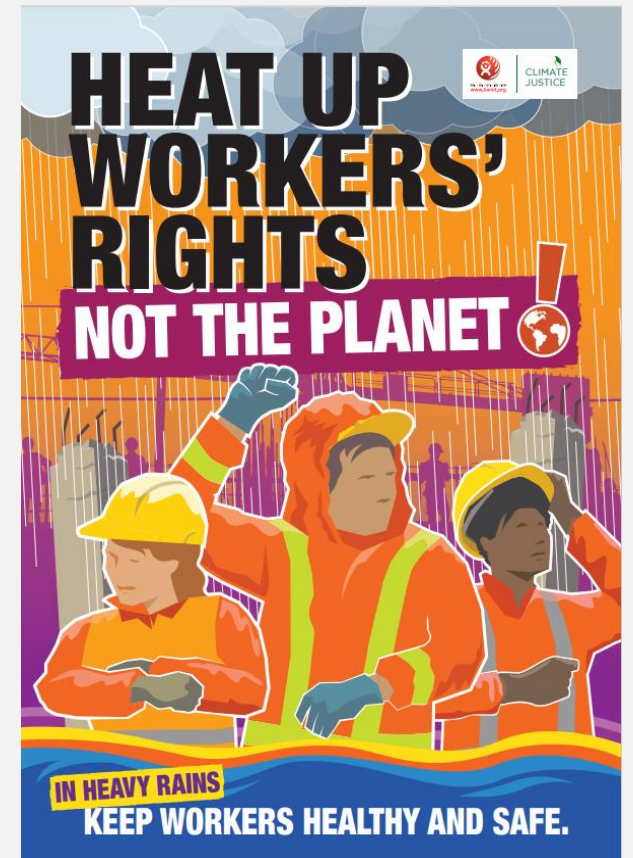
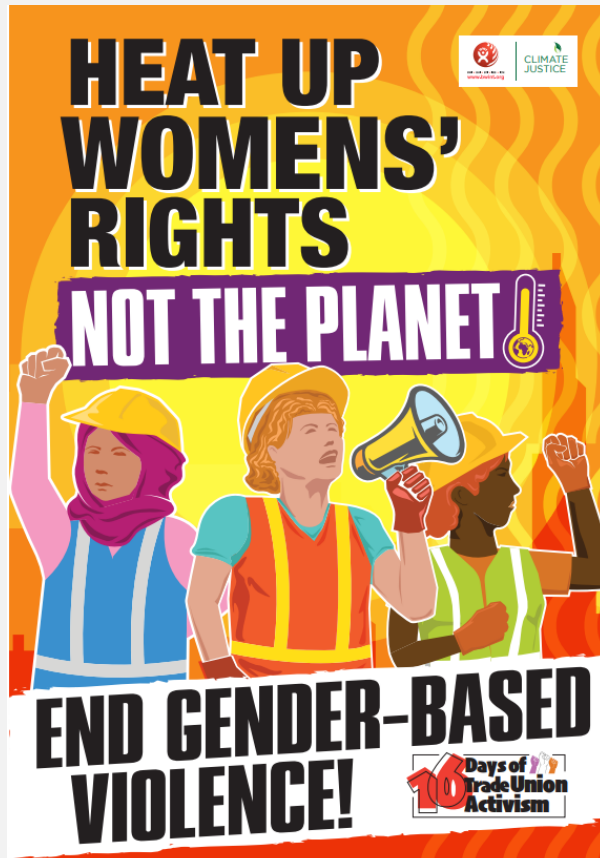


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Working in extreme temperatures

Call to Action - Manifesto – Posters – Fact Sheets - Infographics



Engage Workers & Trade Unions

1. Heat and Hazards: Navigating New 'Normals' in Workplace Safety.
2. Carry out a risk assessment for heat stress (Hierarchy of control measures).
3. Regulatory frameworks for Work Stoppage in Extreme Heat Conditions.
4. Employers' obligations for Workplace Adaptations for Worker Safety in Extreme Heat.
5. Workers' Compensation Measures for Work Interruptions Due to Extreme Heat.
6. Implementing Heat Delay Clauses in Contracts with Suppliers.
7. Advanced Planning Tools for Managing Heat Risks @ work.
8. Develop Strategic Responses to Heat Hazards @ work.



Why a worker centred Just Transition?

1. **Equity and Fairness:** The just transition aims to bring about fairer outcomes as the world transitions to net-zero. Maximising the benefits of climate action while sharing the burdens of negative impacts for workers and their communities.
2. **Recognition in International Agreements:** JT recognised in the 2015 Paris Agreement. This agreement emphasises the need to address inequality, vulnerability, and opportunity during the transition.
3. **Human Rights Lens:** JT framed with a human rights lens. Aims to eliminate existing inequalities, promote social inclusion, and ensure different forms of equity. Considering issues such as disproportionate impacts on vulnerable communities, women, intergenerational injustices, and unequal access to resources.
4. **Political Acceptability for Climate Action:** Involving all affected parties, including workers, ensures political acceptability for climate action. Mitigating the risk of “just transition litigation” and avoiding delays in achieving global net zero emissions.
5. **Stakeholder/Rightsholder Inclusion:** JT prioritises the interests of those most affected by the low-carbon transition. Including workers, vulnerable communities, suppliers (especially SME’s), and consumers. Successful planning involves ongoing participation processes, social forums, consultations, and citizens’ assemblies to ensure that ‘no one is left behind’.
6. There is a **moral, ethical and societal obligation and imperative** for all parties to collaborate as we transition to a greener economy.
 - **Without a JT**, many workers, particularly those in the oil, gas, chemical and raw materials sectors, will lose their livelihoods. These workers often lack the abilities to transition to evolving green jobs/professions, making their inclusion essential for a fair and sustainable transition
 - **Trade union rights/workers’ rights are Human Rights**

THANK YOU



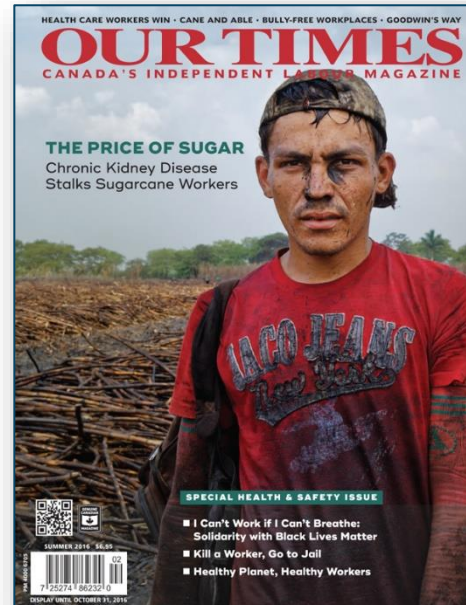
**Just Transition across the
equality spectrum**



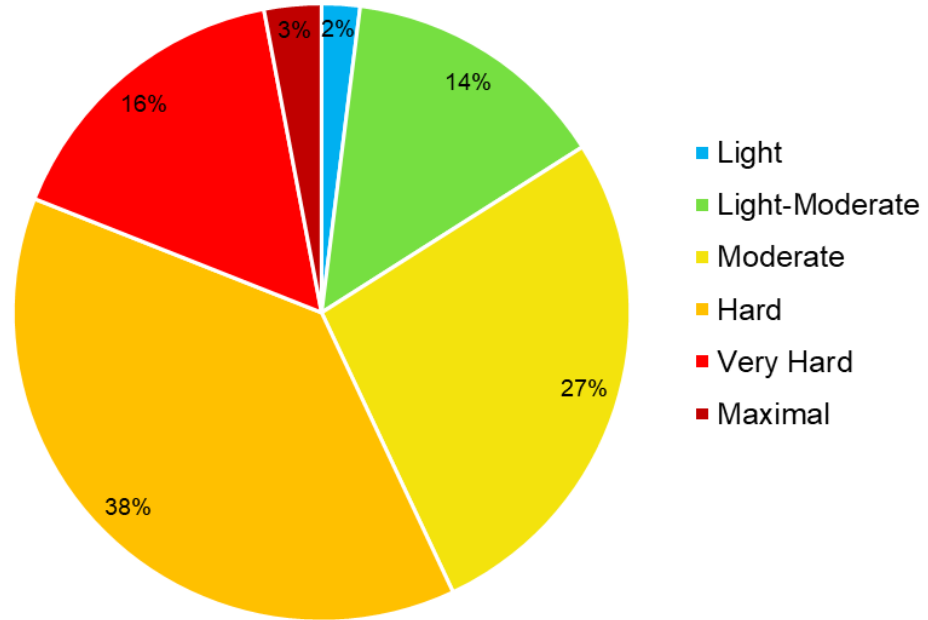
LINKING CLIMATE CHANGE & HUMAN RIGHTS



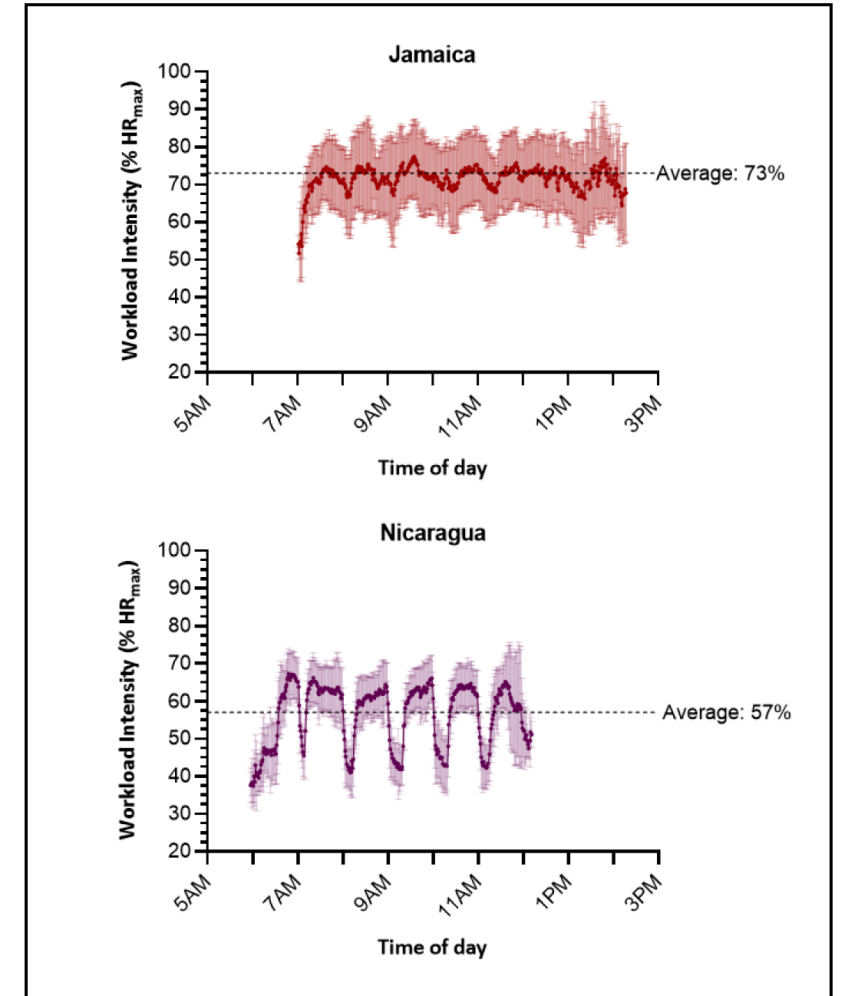
WHY ARE WE LOOKING AT HEAT STRESS IN SUGARCANE?



MEASUREMENT OF THERMAL STRESS



Maximum effort (91-100%)	Very hard (81-90%)	Hard (71-80%)	Moderate (61-70%)	Light-Moderate (51-60%)	Light (≤50%)



Heat Stress Project Expansion



JAMAICA/GUATEMALA PILOT

- Raise awareness about heat stress impact
- Test methodology with LIN in two regions

1



RUM ROLL-OUT

- With support of Bonsucro Impact Fund
- Report presentation with findings

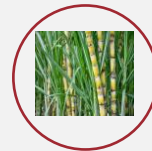
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SUGAR EXPANSION

- Neutral Spirit expansion
- Mechanised vs manual harvest

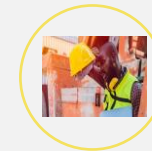
3



MANUAL LABOUR & HEAT

- Construction
- Contract Labour at Diageo Operations in Africa

4



CONTRACTUAL COMMITMENTS

- Demonstrate commitment to sustaining the implemented heat stress mitigation measures through contract clause commitments

5



WHAT DO WE HOPE TO ACHIEVE?

1. Through partnering with suppliers / NGOs / customers / government agencies and more, businesses can understand, measure and manage working conditions relating to heat stress:

- Learning about possible health risks to workers due to heat stress and the importance of keeping your workers healthy in order to gain optimal efficiency.
- Assess workloads and provide acclimatization at the start of the season.
- Provide sufficient amounts of water, rest breaks and appropriate shade, in order to keep workers healthy and productive.
- Best practices on sanitation, that are affordable and practical.

2. Suppliers see the benefits of the project and lead their industry forwards as a best-practice example in this critical area

Step 1: Understand level of risk exposure.

Step 2: Review how this can be addressed.

Step 3: Take learnings to engage the wider supply chain using best-practice examples.



WATER. REST. SHADE.

The work can't get done without them.

Q&A



Small group discussion

- ❖ What data is your business collecting on heat stress and impact on workers in your operations and supply chains?
- ❖ How are you discussing this with suppliers?
- ❖ How are you discussing it with customers?
- ❖ What are the gaps in knowledge and implementation?
- ❖ What would you like to see to advance this work in your operations or collaboratively (via FNET)?



Key discussion points: data collection

Data: Members used Sedex, WWF Risk Filters, supplier interviews (phone calls, questionnaires, meetings), grievance mechanisms to collect data. Need to augment data with worker interviews

New Sedex Environmental SAQ launched in August 2024 – will find out how heat stress is covered.

Might already check heat from quality perspective and agricultural management (e.g. sugar in grapes, temp in polytunnels) but not for humans – can any of this be used for workers?

Combination of reactive and risk assessments

Gaps – best practice (more from FNET please), understanding issues, root causes, co-ordinated requests i.e. reduce audit burden, benefits for suppliers, ETI/SMETA guide,

Relationship with customers: present risk approaches, few retailer demands, some impact reporting

Suggestions for action

- **Supplier questionnaire** – ensure some questions are all the same so duplication is reduced.
- **Communicate and raise awareness first** with suppliers before launching new initiatives
- **Need to ensure voice** of suppliers and workers - take a bottom-up approach otherwise implementation is potentially poor.
- Need to ensure that when working hours are adapted it doesn't have unintended consequences for e.g. vulnerable workers such as women having to travel in the dark
- One example of pay being written into collective bargaining agreement with a company. Can heat mitigation be written into contracts?
- **Use data to support arguments for change** “It's always been hot” – can show with heat mitigation illness can be avoided.

Lunch



Agenda: Integrating climate change and human rights; benefits and challenges

Approx timing	Session
13.00 – 13.15	Introduction to the work and objectives for the session including FNET Theory of Change–Pins Brown, Chair, FNET FNET due diligence guide for climate and human rights – Suzanne Natelson, Bev Hall
13.15 – 13.30	Discussion: What are the benefits and challenges of bringing together environment and human rights – Ed Brent, Sustainability Manager – Carbon, M&S
13.30 – 13.40	Case study: Natura & Co (The Body Shop, Avon, Aesop, Natura) – Pins Brown, Chair, FNET
13.40 – 13.50	Case study: Perspectives from Teniope Adewumi-Gunn, Human Rights Lead, Haleon
13.50 – 14.00	Q&A
14.00 – 14.10	Case study: Sarah Wadelin, Technical Manager, MWW
14.10 – 14.25	ETI: Research on Base Code and Current work – 10-15mins George Williams, Just Transitions Advisor, ETI
14.25 – 14.35	Case study: Willie Wood, Head of Technical, World Wide Fruit (tbc)
14.35 – 14.45	Q&A
14.45 – 15.00	Break
15.00 – 15.25	Small group discussion
15.25 – 15.50	Whole group discussion, next steps and close

Objectives

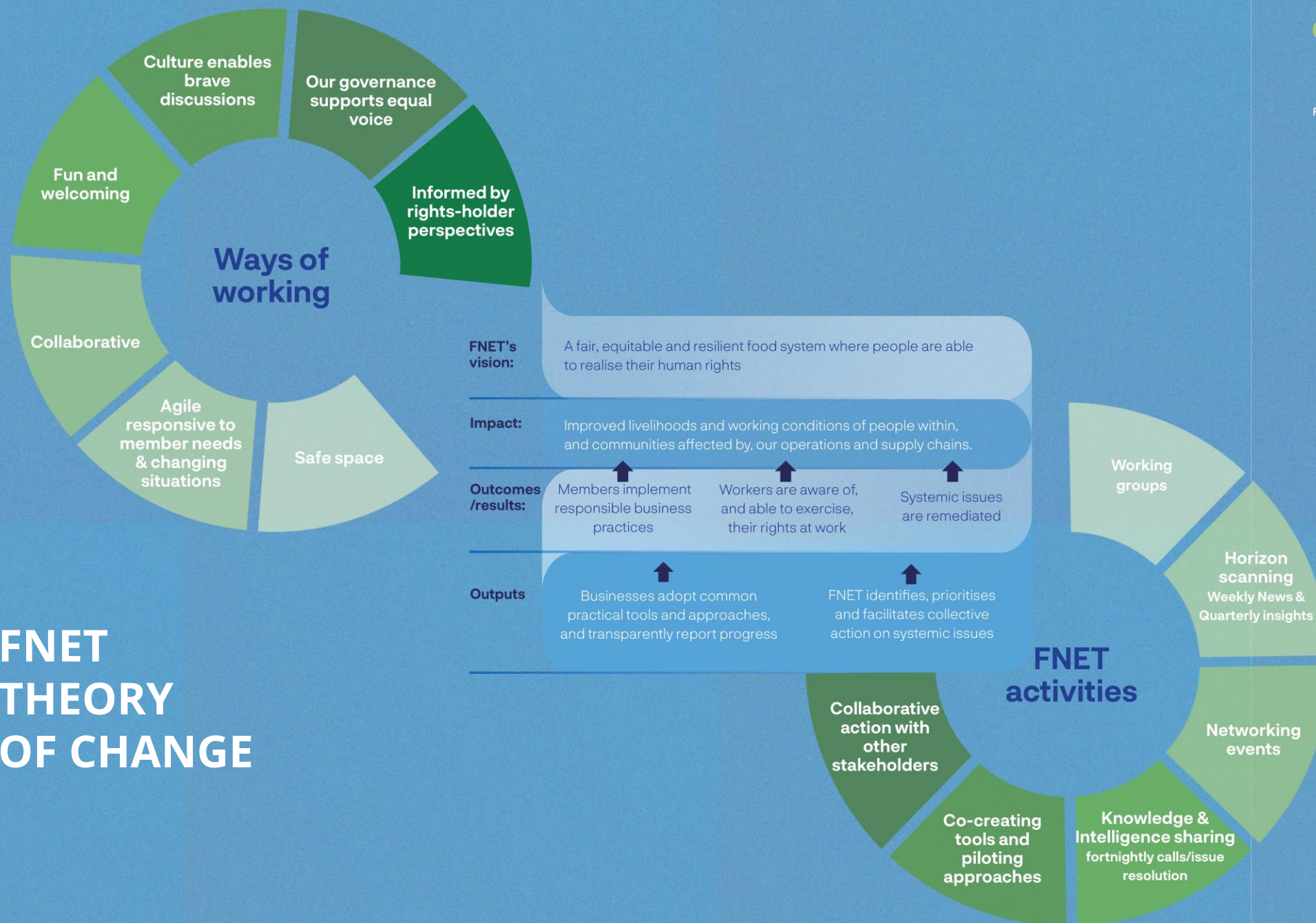
- To share peer learning on integrating climate and human rights to support business activity
- For participants to be better able to understand and articulate the benefits within the business and address the challenges for integrating climate and human rights

Outputs:

- Summary of session on benefits of integrating environment and human rights



FNET THEORY OF CHANGE



Climate Change & Human Rights working group

Working group objectives:

- Increase understanding of climate change related impacts through a human rights lens.
- Increase FNET members ability to map human rights and climate change related risks and create targeted adaptation, mitigation and/or diversification action plans.
- Support cross-departmental collaboration, accelerating progress towards de-risking

Key activities and outputs to date

- Briefing on climate and human rights
- Group analysis of 6 risk assessment tools, and workshops on prioritisation, action and impact measuring with Human Level
- Human Rights and Climate Guide – (See next slide)
- Thematic sessions on water, heat, upcoming is biodiversity loss.
- This session joined by members of Aim Progress and ETI to share learning and approaches

FNET Climate and Human Rights Guide

Practical guide drafted by Human Level, FNET, working group, Bev Hall with sections on:

- ❖ Risk assessments – what type of data to include, how to interpret data and how to overlay environmental and human rights data sets.
- ❖ Prioritisation – practical tips on how to prioritise according to severity and likelihood
- ❖ Action – Examples and suggestions of different actions businesses can take to mitigate, prevent and remedy climatic impacts on people
- ❖ Tracking & Communicating
- ❖ Remedy
- ❖ Integration
- ❖ Case Studies
- ❖ Annex with summaries of the 6 risk assessment tools
- ❖ Can be updated with additional case studies from members as work develops, and feedback is always helpful for developing the guide further.



Discussion

What are some of the benefits and challenges of bringing together environment and human rights your business is experiencing?



Discussion points from integration discussion

Benefits

Joined up conversation means less duplication and shared effort

Less siloed narratives and due diligence

Oncoming legislation will require it

Challenges

Disrupts existing internal processes

Tools and resources are not adapted

Generates masses of data, how to ensure it is accurate and valid?

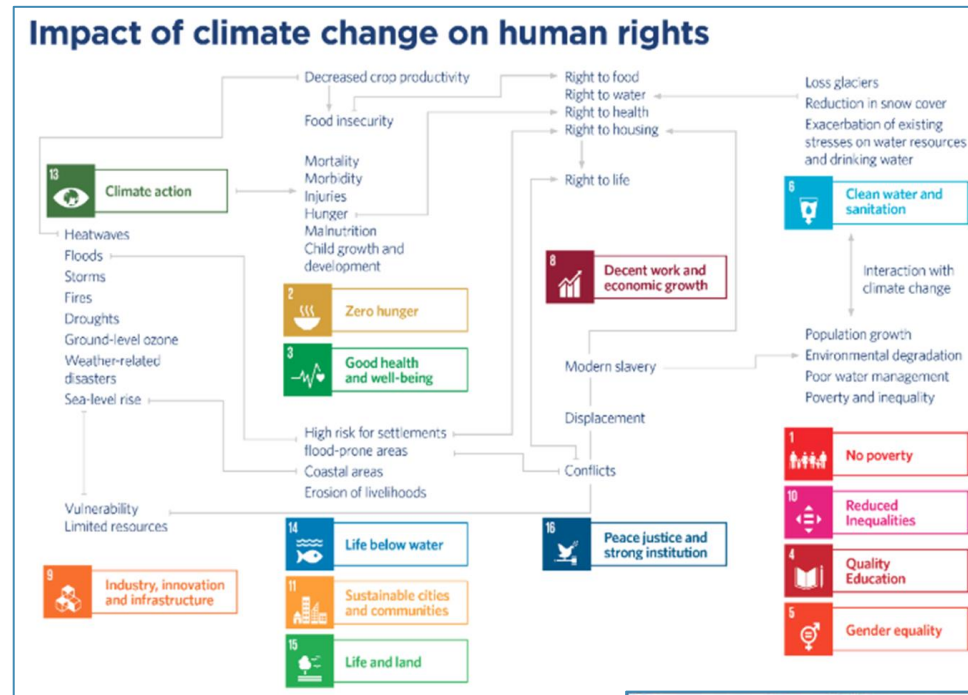
Need to ensure product sourcing detail and relevance for the business

Different spatial boundaries for data collection
e.g. site/region/national

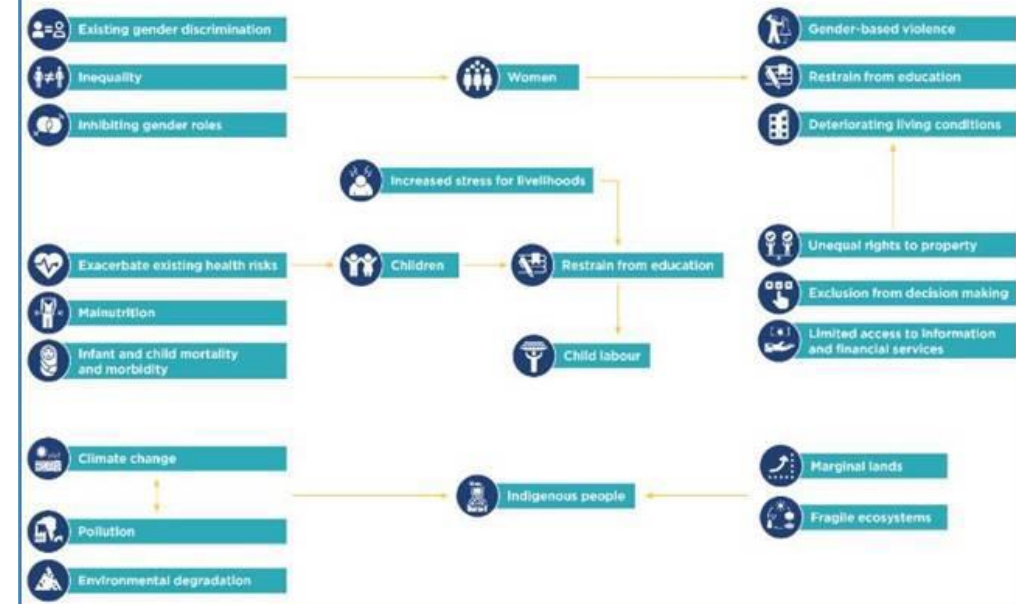
Case study: Natura & Co

Benefits and challenges as experienced at Natura & Co

- Explaining the overall issues: moral and business
- Making the Human Rights and Environment Connections Clear
- Making the moral case
- Showing how people and planet are being affected – ‘Most Affected People and Areas’ (MAPA)
- Then business case
- Then how to address holistically and by business-critical issue



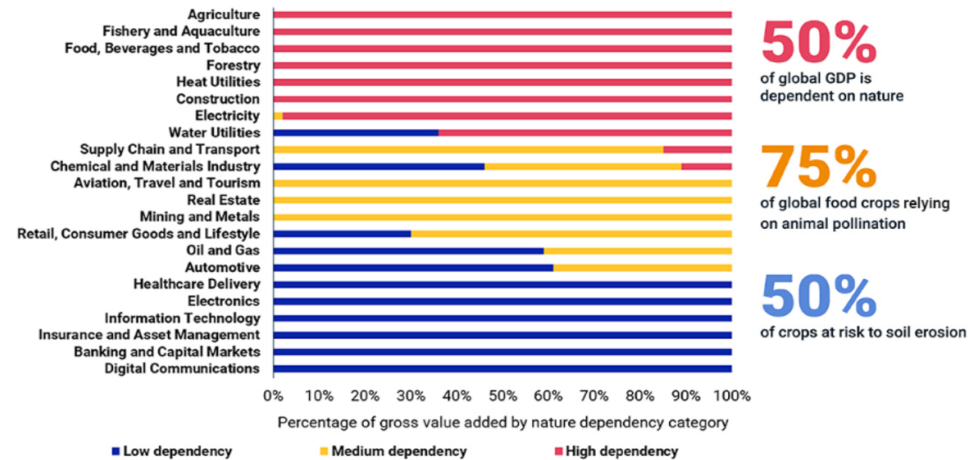
Segments of the population mostly affected



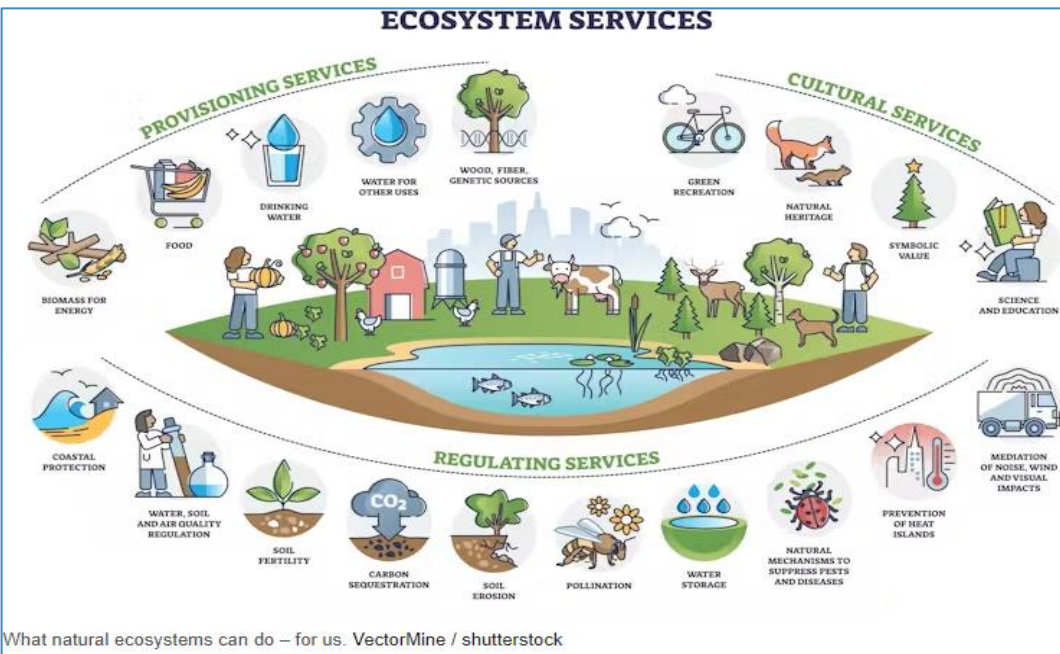
Case study: Natura & Co

- What's the business issue?
- ... showing how industries are being affected
- Giving security of supply examples + reliance on nature
- Examples show integrated social/env picture
- Risks
- Agriculture – palm, soy, cotton, mica, paper, ethanol from sugar – threatened by changing weather patterns, pests, pollination, water scarcity, resultant labour migration
- Transport disruption and costs; labour issues; issues to forecasting and supply chain; availability; movement and cost of goods; brand and reputation
- Relates to supply chain, operations, legal & compliance, sales and marketing
- Business continuity
- Fines for non-compliance
- Costs of disruption + customer impact

Dependencies of industries on natural capital



Sources: MSCI ESG Research, World Economic Forum and PwC. 2020. "Nature Risk Rising: Why the Crisis Engulfing Nature Matters for Business and the Economy," Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). 2020. "The Global Assessment Report on Biodiversity and Ecosystem Services."



- Internal Audit: Orange Rating for Human Rights + Env Management
- CEO expresses concern at lack of workstream progress
- Audit observations:
 - Lack of a process for effective HRE risk assessment
 - Lack of management oversight for HRE Issues and Violations
 - Lack of cross functional collaboration and horizontal integration of HRE
 - Lack of remediation of harm and crisis management protocols in HR
 - Lack of awareness of HREDD processes
 - Integrity helplines are not fully aligned for HREDD and remediation of harms requirements

Case study: Natura & Co

- Benefits:

- Builds strategic, holistic picture relating to a range of business functions -> understanding = preparation and management (eg decarbonisation costs; preparedness for forthcoming legislation eg cocoa in EUDR)

- Better risk management integrated into Enterprise Risk Management systems + internal audit

- Better supplier relationship management – understanding their reality on intersection of climate and people

- Improved governance and accountability

- Meet employee and stakeholder expectations

- Keep in line with best practice

Challenges:

- Building understanding

- Keeping focus on the future vs present

- Supplier understanding

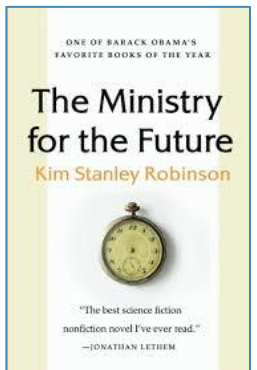
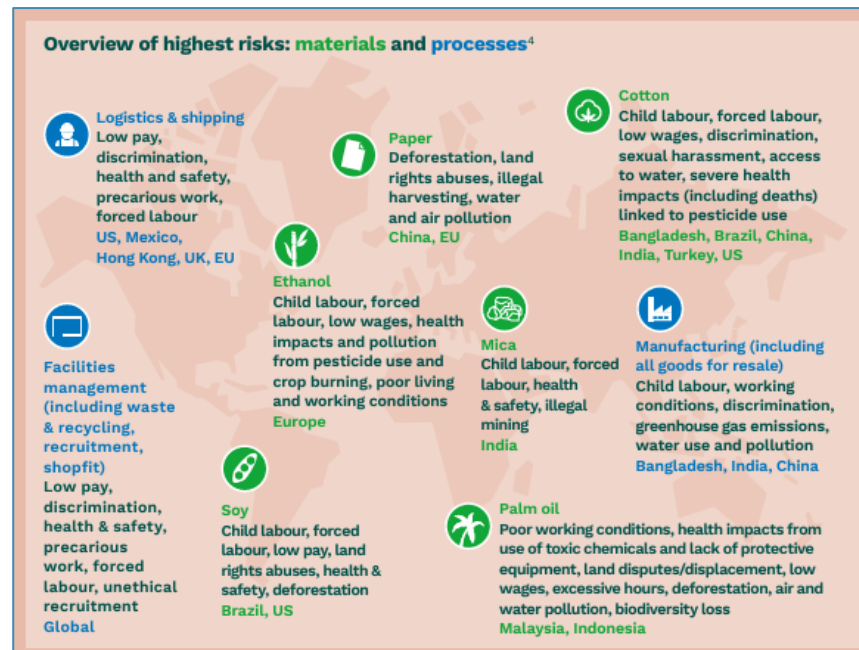
- Poor overview of forthcoming regulation [likely changing by now]

- Resources

- Overwhelm ... Answer = priorities by spend, volume, value, critical material or function



Risk Assessment Topic	Known Knowns	Known Unknowns	Unknown Unknowns
Salient Risk Identification			
Geographic Risks			
High Risk Materials			
Ethics and Compliance Risks			
Risks to Consultants, Representatives, Franchisees			
CHRB, WEPS, SDG			
Data Privacy Risks	Being implemented now.		
Environmental Risks		Included in some assessments, not yet comprehensive.	
Tier 1 Risks			
Lower Tier Risks			
Gender Lens			
Stakeholder Engagement			
Remediation Process			
Remediation Tracking			
Grievance Mechanisms			



- https://2023ar.naturaeco.report/documents/90/2023_Natura_Co_SustainabilityCompendium_Final.pdf
- https://thebodyshop.a.bigcontent.io/v1/static/The_Body_Shop_Modern_Slavery_Statement_2023_FINAL_v2

Healthy Mint Supply Chain

FNET (Jul24)



HALEON

Haleon exists to deliver better everyday health with **humanity.**



Oral health

As one of the world's largest providers of oral health products, our science-based products are designed to fight against everyday oral health problems.



Vitamins, Minerals and Supplements (VMS)

Our extensive range of vitamins, minerals and supplements is designed to improve people's everyday health and wellness.



Pain relief

We have a portfolio of leading brands to relieve pain and reduce inflammation, helping people manage their everyday pain relief.



Respiratory health

Our respiratory health brands offer product solutions for a broad range of respiratory issues, including cold and flu, nasal congestion, coughs and allergies.



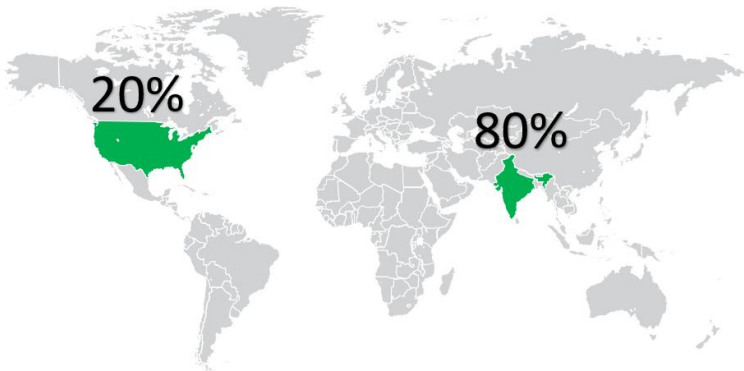
Digestive health and other

Our digestive health brands have a strong heritage in treating heartburn and gastric discomfort.

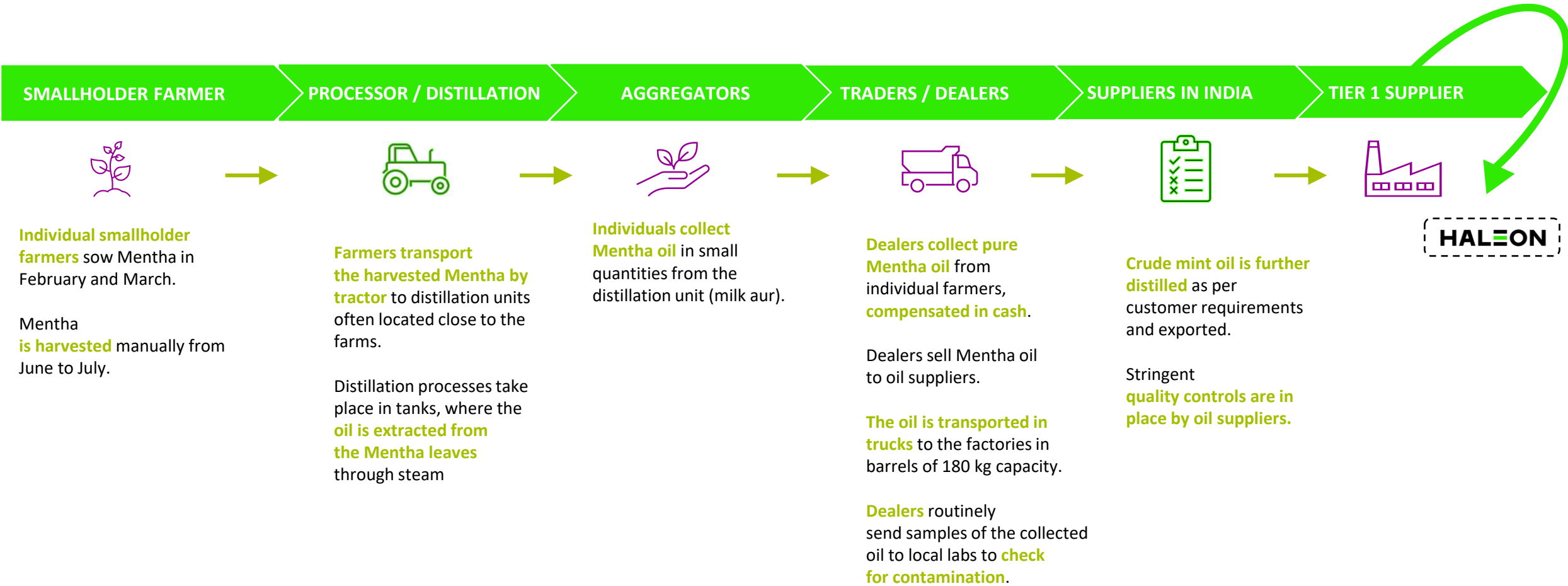
The importance of mint to Haleon



Grown in key Haleon markets!



India Mint Supply Chain



Human Rights Impact Assessment



FOCUS GROUPS / 1:1 INTERVIEWS



HEALTH AND HYGIENE SURVEYS



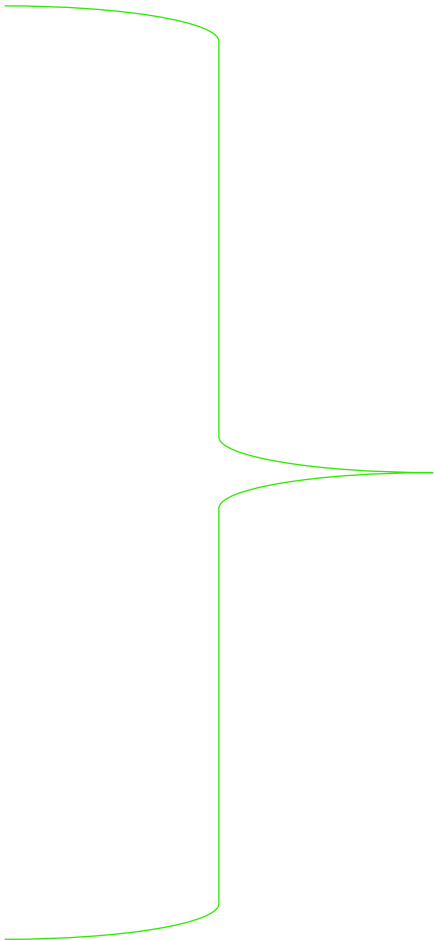
PHOTOGRAPHY & VIDEOS



COMMUNITY WALK-THROUGHS



SEASONAL CALENDARS & COMMUNITY MAPS

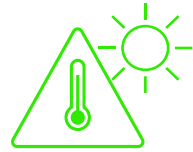


Thematic Impact Areas
<u>Child rights</u>
<u>Livelihoods & living income</u>
<u>Farm health and safety</u>
Working hours
<u>Environment & climate</u>
<u>WASH & Access to Healthcare</u>
Personal security
<u>Gender & Discrimination</u>
Grievance mechanisms

Human Rights Impact Assessment

ENVIRONMENT AND CLIMATE

Extreme heat and lack of rainfall have greatly affected the soil, growth and yield of the Mentha crop. The surrounding environment; air, land and water is also affected by pollution caused by waste. There is no waste collection/garbage disposal system established in the villages and garbage dumps are situated near water sources risking polluting waterways. Impacts below were either reported by rightsholders or observed by researchers.



Crop yield declining due to extreme heat and lack of rainfall



Farmers report poor soil quality is impacting crop quality



There is no waste collection/garbage disposal system established



Garbage dumps situated near water sources and risk polluting waterways




















Air pollution caused by burning plastic and fumes from distillation unit



"If you don't spray the crop for one day, it will definitely die the next day"
- Farmer

India Programmes

4 Supplier + 1 NGO programme addressing core thematic areas

Impact Area	Farm health & safety	Distillation health & safety	Income and livelihoods	Water, Sanitation and Hygiene (WASH) – health
UN SDG Supported	    	 	       	 
KEY ISSUES (From HRIA)	<ul style="list-style-type: none"> Working in extreme heat Long hours / no rest Exposure to chemicals Farming related ailments/injuries Poor storage and disposal of chemicals 	<ul style="list-style-type: none"> Heat exposure at the furnace Fumes exposure at the unit Long working hours at the unit Danger from tank pressure 	<ul style="list-style-type: none"> Rising cost of labour and materials Poor soil quality Debt cycle (high interest borrowing) Not achieving living wage 	<ul style="list-style-type: none"> Poor levels of health Heat induced ailments Drinking untreated water Poor access to healthcare Poor drainage and sanitation systems

Q&A



Environment & Human rights



Climate Change – how are human rights affected?

Our HRDD approach started with our existing and embedded Ethical Risk Assessment. categorising farm and packhouse risks based on:

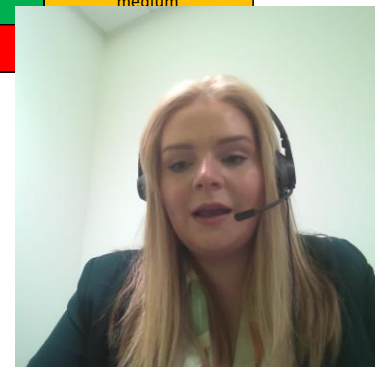
- Past 3rd party audits and their outcomes
- The SEDEX RADAR risk of the site
- Workforce Due diligence – Agency/seasonal staff, if the agency is audited & outcomes of the audits
- The FNET country risk for the site

Adding Climate focused risk pillars started with identifying which risk pillars we would use.

Our participation in the FNET Climate group allowed us a clear understanding of the tools on offer. We chose our pillars to be:

- Water Risk – using the WWF Water risk Management tool to risk asses each site against its water basin risk.
- Environmental Performance – using the [Yale University Environmental Performance Index](#). The data behind the report is detailed, collated from 3rd party reports & studies and covers 180 countries. We use the rank of each country to score Environmental Performance. Every country features on the ranking from 1 to 180; those countries scoring in the top 50 are lower risk with the last 50 being the highest risk.
- Environmental Potential – also using the Yale EPI. Employing the '10-year change' score. If a country has improved their Environmental Potential they have a positive 10-year change score. Countries with negative scores are doing the least or have caused negative Environmental Impact and are therefore a higher risk.
- Sustainability Audit Status – capturing and augmenting site and supplier audits to mitigate risk.

Environmental performance risk	Environmental potential risk	Water Risk Rating	Sustainability audit status	MWW Sustainability Risk Rating
101	-0.40	4	None	High
87	-0.50	3	None	medium
65	6.80	4	None	high
101	-0.40	4	Rainforest	medium
65	6.80	4	Rainforest	medium
65	6.80	4	None	high
138	-8.20	3	None	medium
101	-0.40	4	None	high
65	6.80	4	None	high
101	-0.40	4	None	high
101	-0.40	4	None	High
65	6.80	4	Rainforest	medium
65	6.80	4	Rainforest	medium
65	6.80	4	None	high
65	6.80	4	None	high
65	6.80	4	Rainforest	medium
65	6.80	4	Rainforest	medium
65	6.80	4	None	

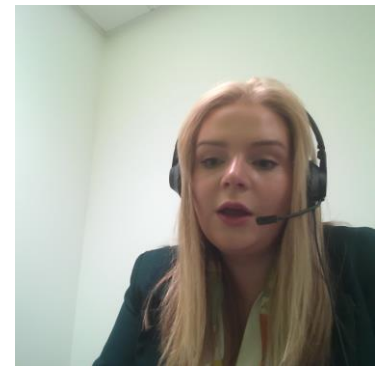


Considerations

- Responsibilities
 - Farm, Packhouse, Supplier & Importer responsibilities
 - Community
 - Realities on the ground
 - Meeting legal demands vs audit expectations
 - Tackling legal issues
- Audit demand – Ethical & Sustainability
 - Cost
 - Repetition
 - Data driven
 - Expectations
- Demands of supply chain
 - Real knowledge is on the ground
 - How can we help?



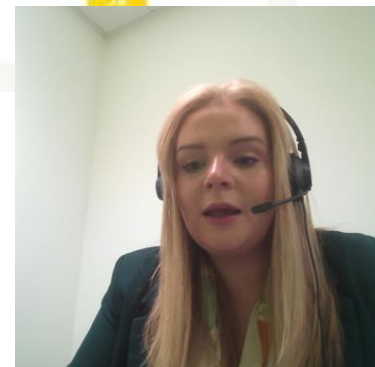
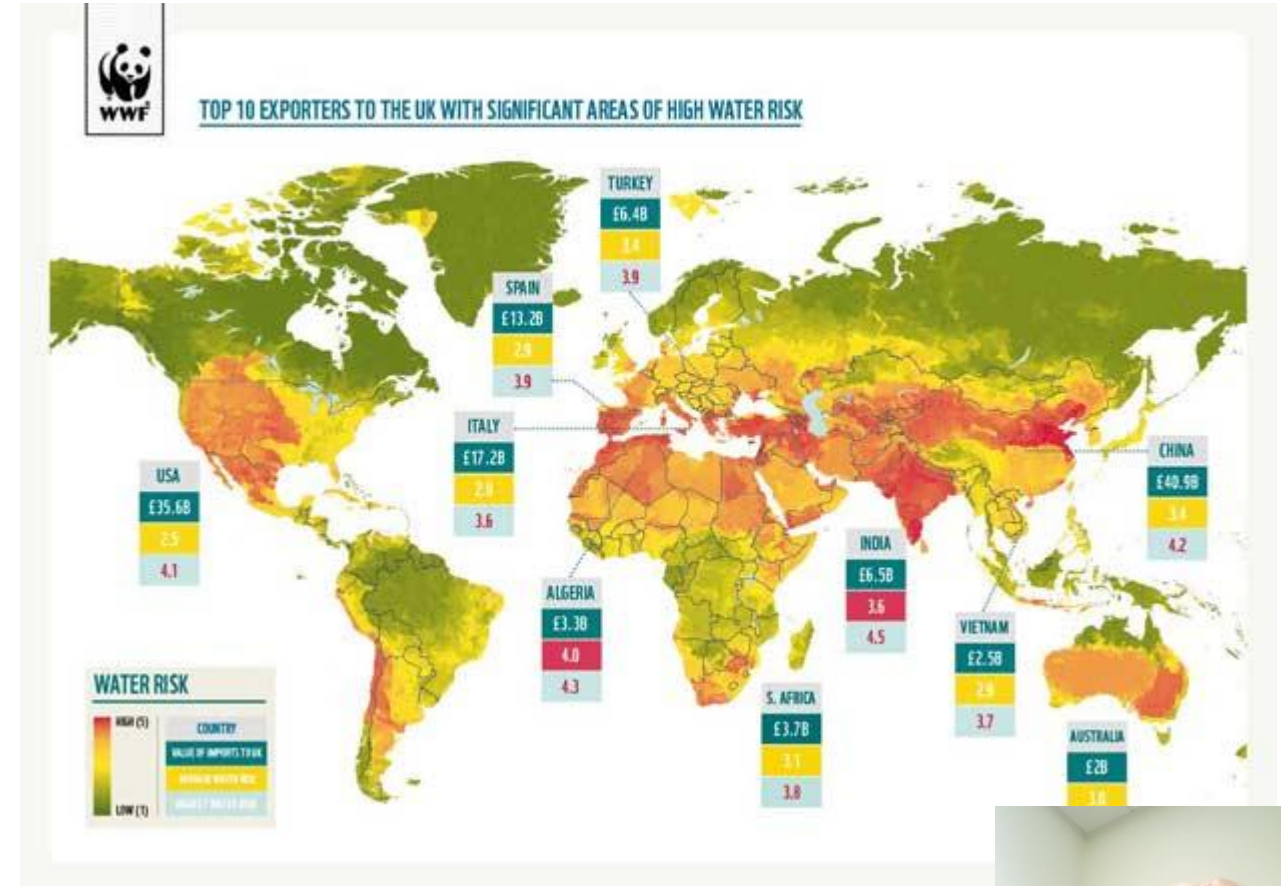
- Supply chain resilience
 - Increased demand
 - Season failures
 - Demand/Farmers/ Community
- Technology – feasibility?
- Ethical view & action plan
 - Can you walk away?



Investigating water

- **Water**

- WASH
- Water availability for workers & communities
- Movement of crops
- Seasonal changes
- Irrigation & water usage
- Water recycling. Risk vs Reward
- Weather/ Flooding – protection
- Protection of farms & businesses
- Long term outcomes – do we know the risk?
- Problem cycling
- Crop labelling – Avocado & Ethical/ Water Witness





Just transitions at ETI
FNET Climate & Human Rights WG
July 2024

Just Transitions

What?

As per the ILO



Just Transition

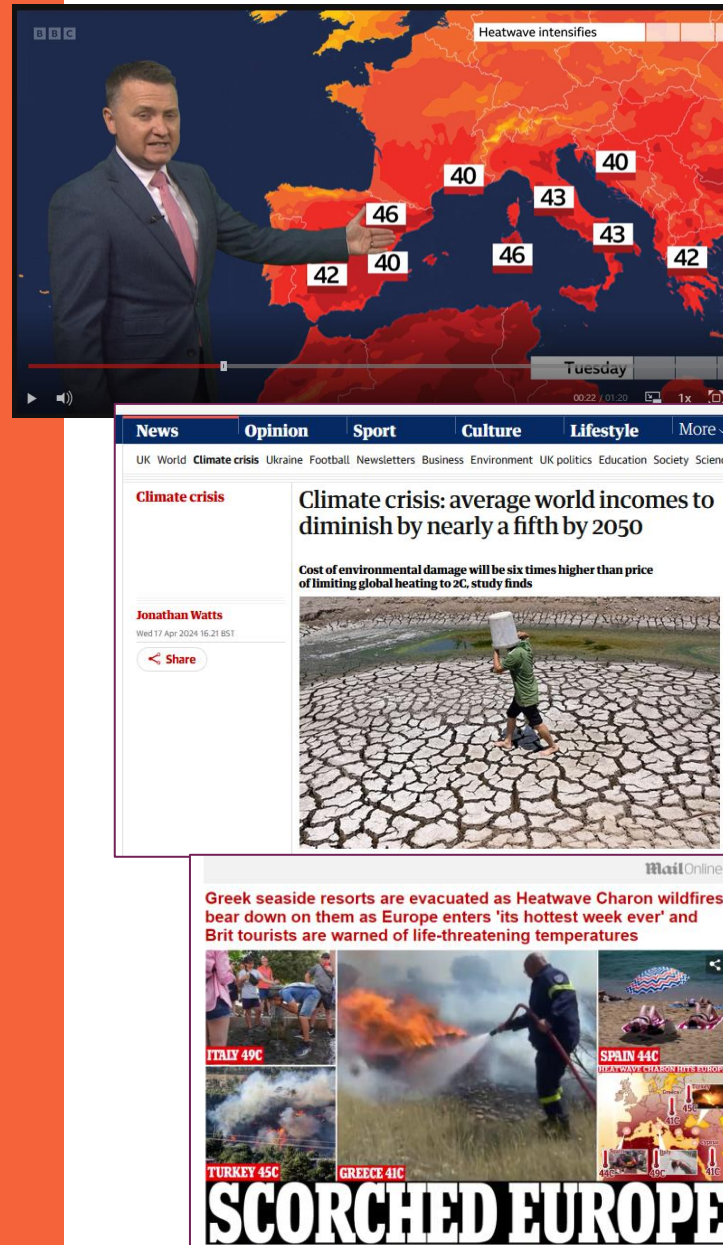
Greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.

Fundamental principles
and rights at work
Based on effective
social dialogue

Just Transitions

Why?

The world we
now live in...



Antonio Guterres

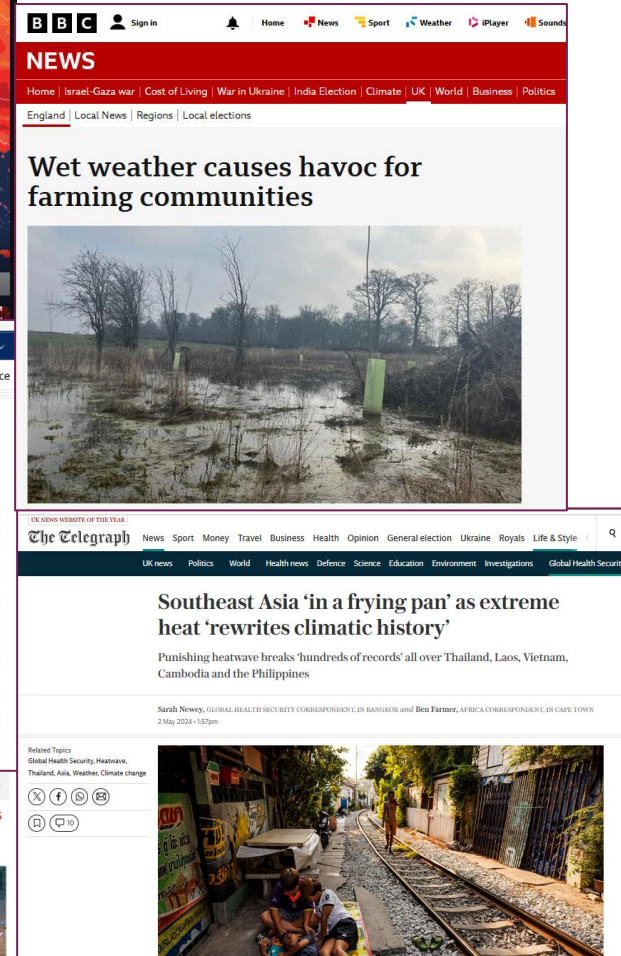
“Greenhouse gas emissions keep growing. Global temperatures keep rising.

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

7th 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.

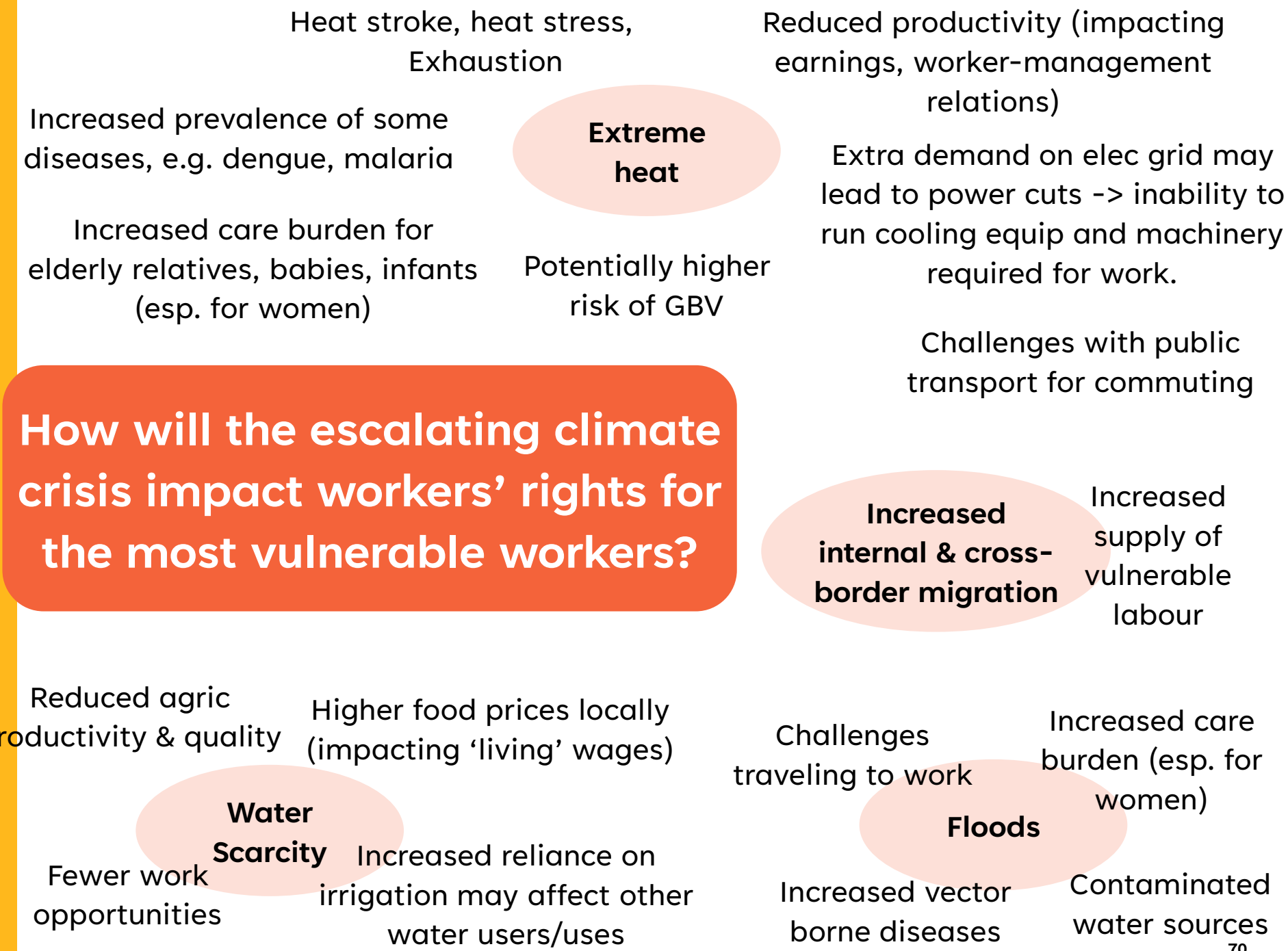
- Our **mission** is to advocate for the **most vulnerable workers**, by harnessing the power of a diverse and growing membership.
- Through collaboration and innovation, we work to drive engagement, challenge barriers to change and **ensure respect for human rights at work**.

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

Just Transitions

How?

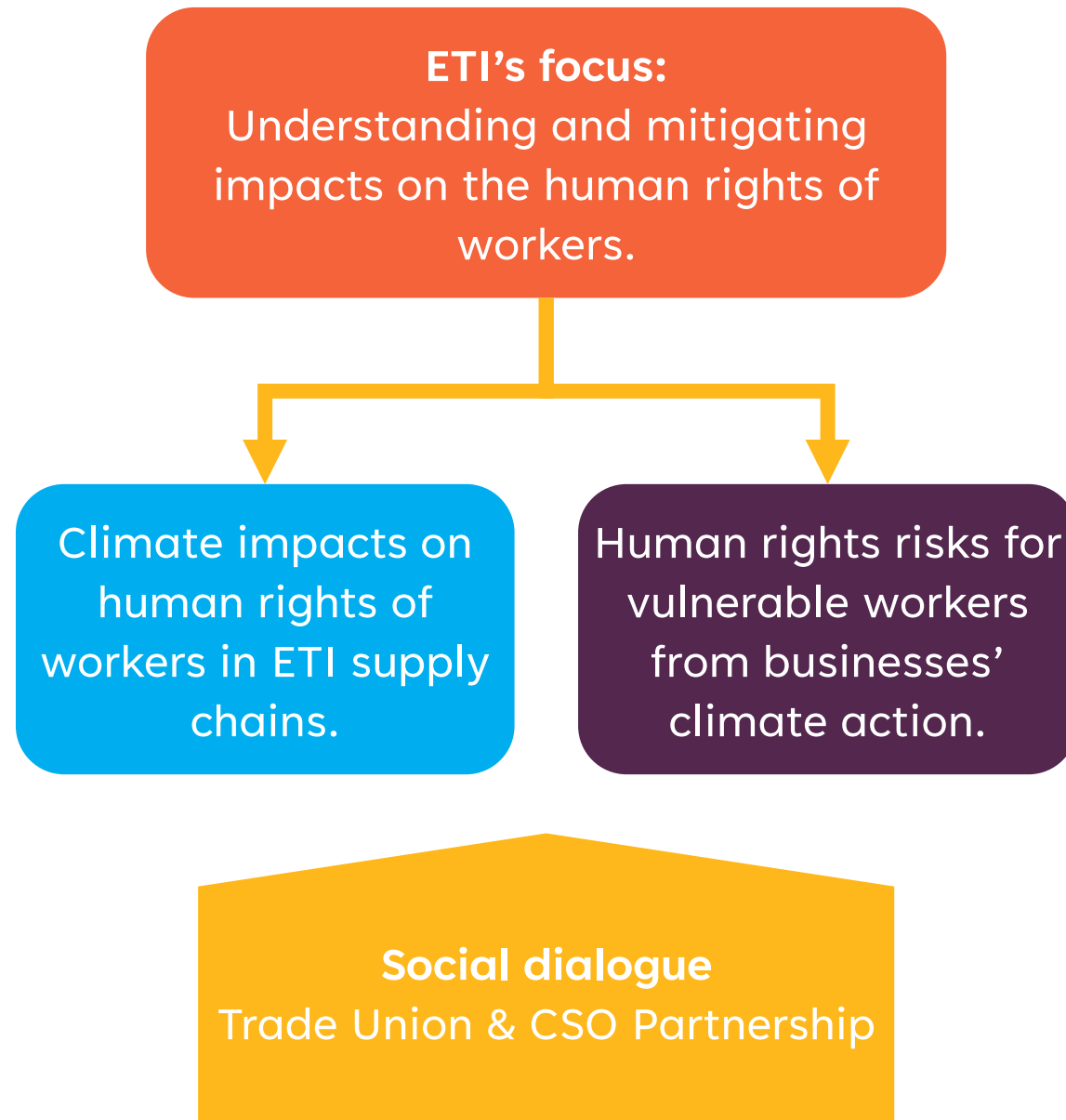
Links between climate crisis and human rights of workers



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

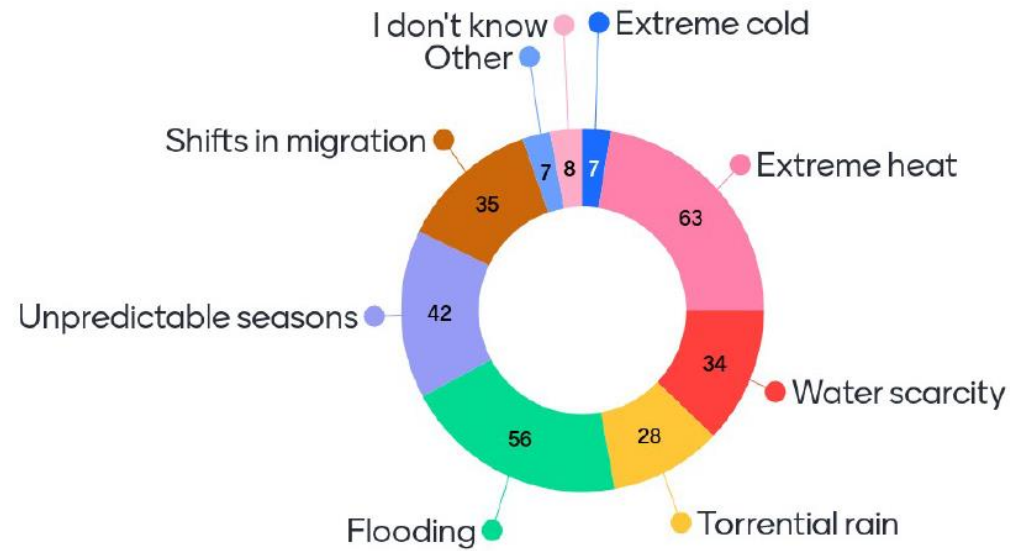


9. No harsh or inhumane
treatment is allowed

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*



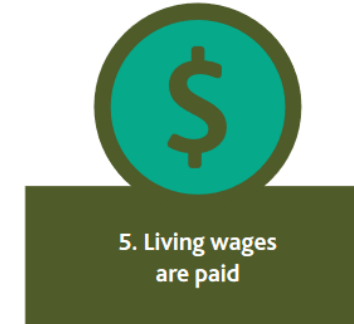
- High risk of heat exhaustion, heat stroke.
- Higher risk for workers with underlying health conditions, elderly workers, pregnant workers.



- 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.



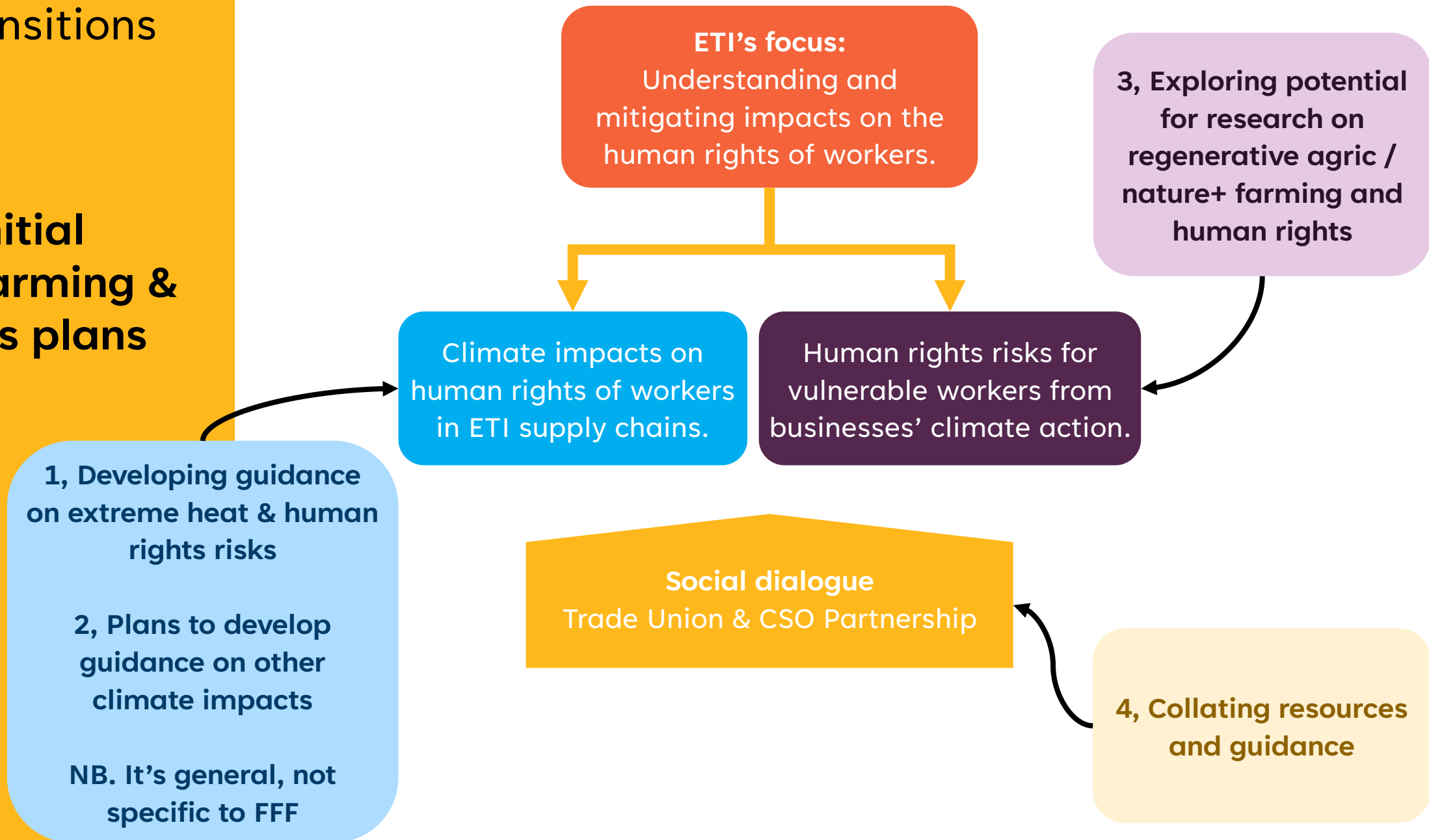
- Will increased health risks for some workers (elderly, underlying health conditions, pregnancy) increase the risk of discrimination towards these groups?



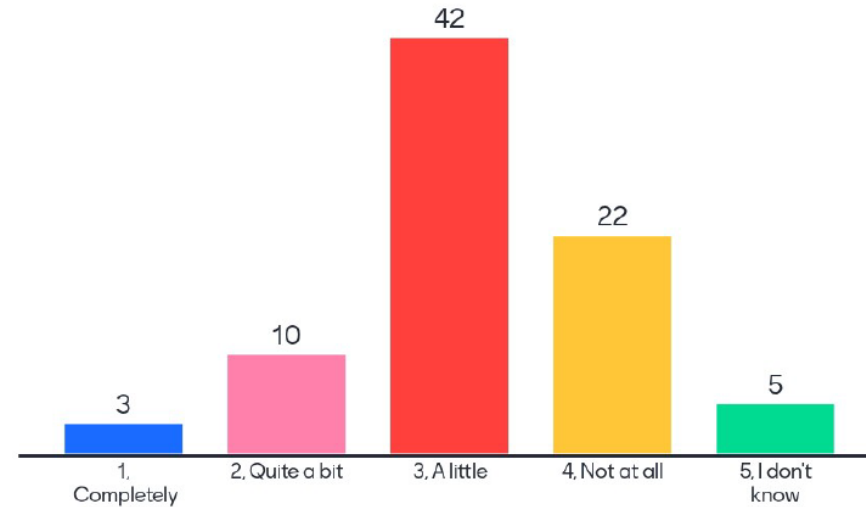
- Will school closures increase the likelihood of children accompanying their parents to work, and helping them?

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:

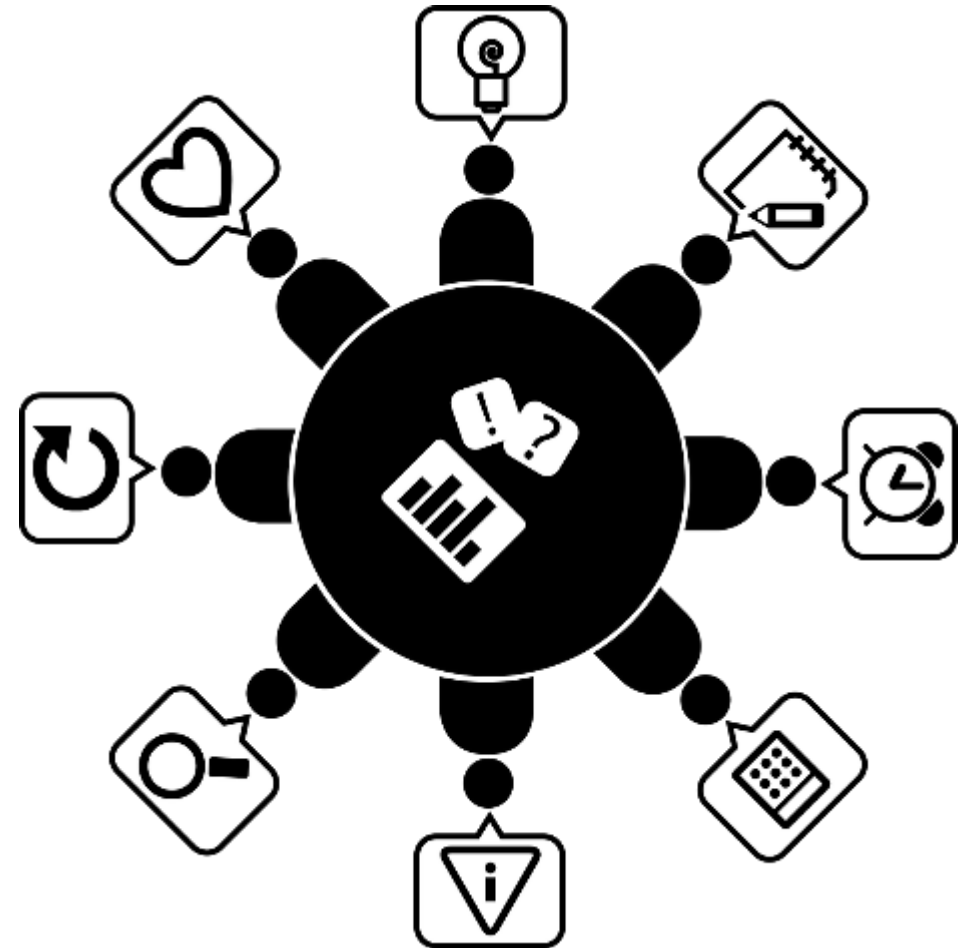
George.Williams@eti.org.uk

Q&A



Small group discussion

- ❖ What have you learnt from the case studies that can be applicable to your business?
- ❖ What needs to be further addressed and can FNET/other networks help?
- ❖ If you were planning a 3-step action in your business over the coming year, what would be those actions, and is there anything that would be helpful for implementation?



Discussion & action points

Essential to work with commercial teams and responsible sourcing and purchasing practices.

It's all about being brave and communicating the story - i.e. to a 10 year old. Often people will not necessarily know or understand the issues so education is vital.

Build support internally in lots of teams e.g. finance, legal (legal will be very interested in compliance and upcoming legislation).

Importance of sharing relevance for company i.e. crop failure on high-risk/value source or product. What can the company do in the present and in the future?

Senior staff are paid to think strategically so will want to look at business scenarios from 5+ years and future-proof/grow.

Would be helpful to have communications/sales-pitch training on climate/human rights - FNET to follow-up

Summary: Next Steps

Month	Action	Working group input
July	Launch of FNET climate & human rights guide	Distribute within the business and supply chain where relevant.
September?	Briefings/summaries on water, heat stress and integrating climate rights	Comment on draft
October	Working group meeting on biodiversity loss (online) Planning for 2025 Confirm next 2 WG meetings for 2024	Input into agenda development.



Thank you

www.foodnetworkforethicaltrade.com

