

17<sup>th</sup> January 2020

The Food Network for Ethical Trade (FNET)

# FNET Impact Review

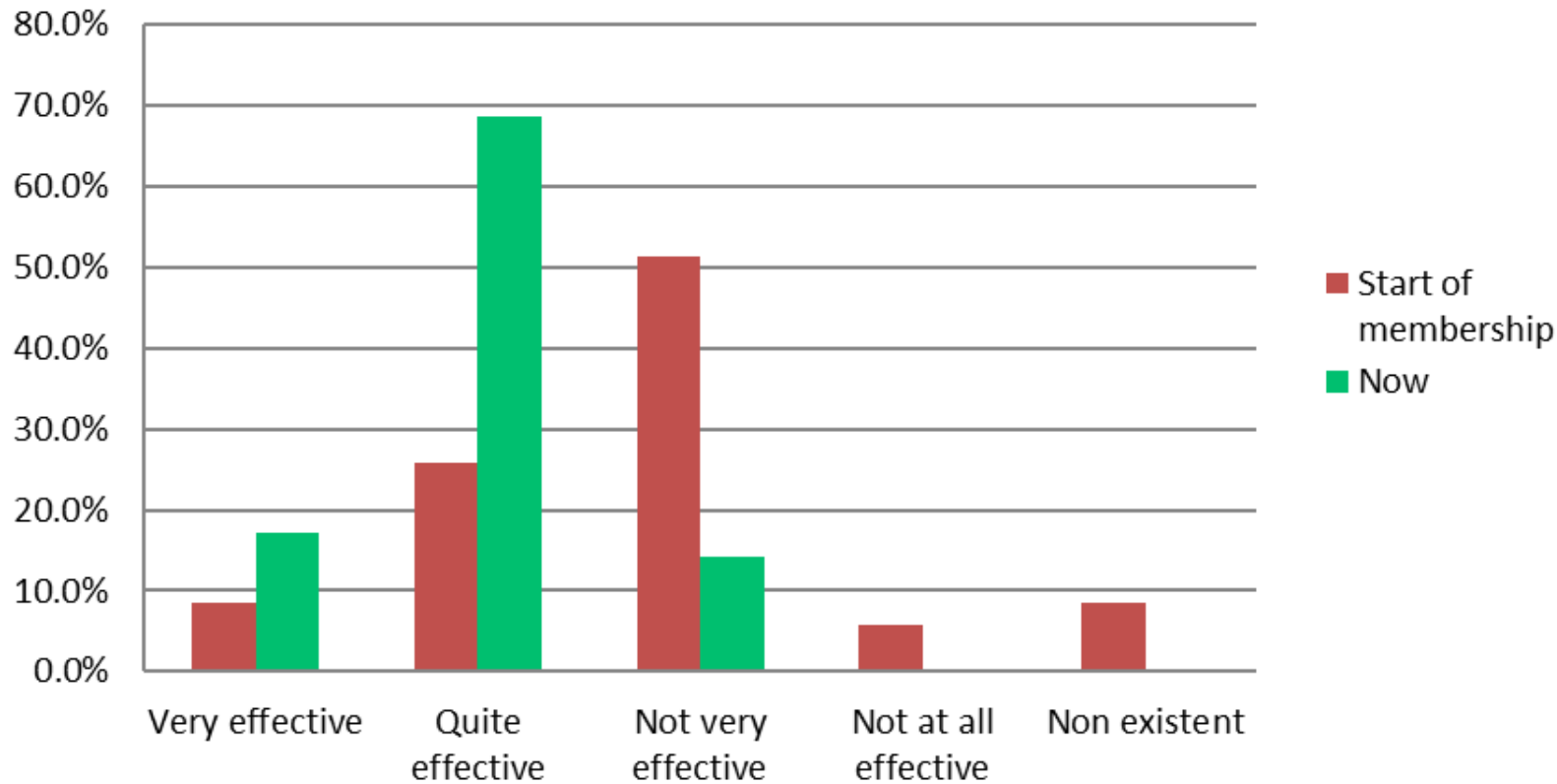
# FNET Summary - 2019

In the last year, FNET has grown from 42 to 52 members and have seen considerable progress against our four strategic objectives in that time:

- 1. Create a safe, non-competitive, space for collaboration on ethical trade issues** – in 2019, we held two all member meetings and 17 working group meetings discussing issues ranging from ethical trade risks in China and Latin America to recruitment fee remediation in Thailand to developing positive workplace cultures and values
- 2. Build member capability and capacity to manage and resolve ethical trade issues in our supply chains** – in 2019, FNET has provided members with 168 hours of one to one ethical trade support, working with members on their ethical trade strategies, drawing up monitoring and evaluation plans and delivering training for over 65 Directors, buyers, growers and technical staff
- 3. Provide credible, timely and relevant insights and horizon scanning on ethical trade issues that impact our supply chains** – in 2019, FNET members worked together to deliver an online version of the Network's updated human rights risk assessment tool. Members received 10 newsletters updating them on FNET activities, human rights news, legislation, publications and training and development opportunities
- 4. Work with and influence other ethical trade initiatives and stakeholders to avoid duplication and increase leverage** – in 2019, FNET members received presentations and updates from external speakers including the Ethical Trading Initiative, the Responsible Recruitment Toolkit, Andy Hall (recruitment fees campaigner and expert), Mars, Stronger Together, Carnstone and the University of Nottingham Human Rights Lab. The Network provided input into updated external Eliminating Recruitment Fees guidance and the De Montford University Modern Slavery Toolkit and has spoken at the Spanish Ethical Trade Forum and at the UK's first Responsible Recruitment forum. We are extremely excited to be organising the inaugural Labour Exploitation Awareness event for the Warehousing and Logistics sector jointly with Stronger Together and the Indirects Human Rights Forum in February 2020.

# Members' ethical trade strategies

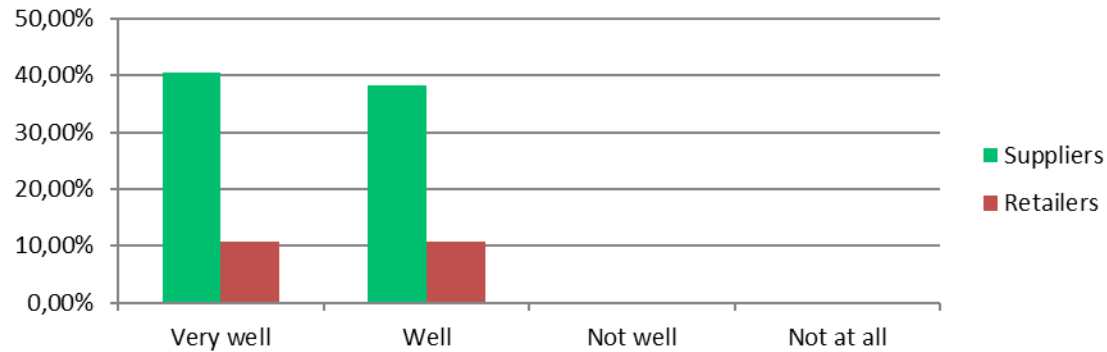
How would you rate your ethical trade/ human rights strategy at start of membership and now?



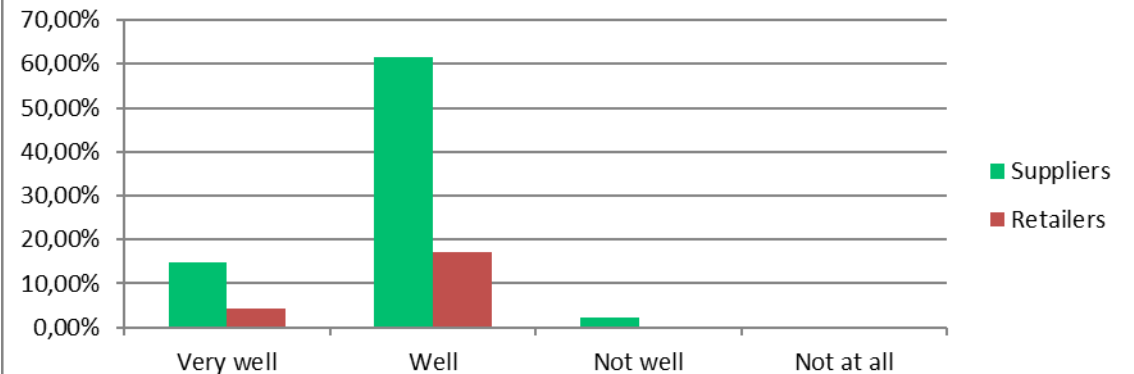
- 100% of members told us in 2019 that their ethical trade strategies had progressed since joining the Network
- 93% of members stated that the Network had met its strategic objectives either “very well” or “well” in the last 12 months.

# FNET's impact

In the last year, has FNET helped you to have open, constructive, non-competitive discussions about ethical trade and share challenges and issues with other FNET members?

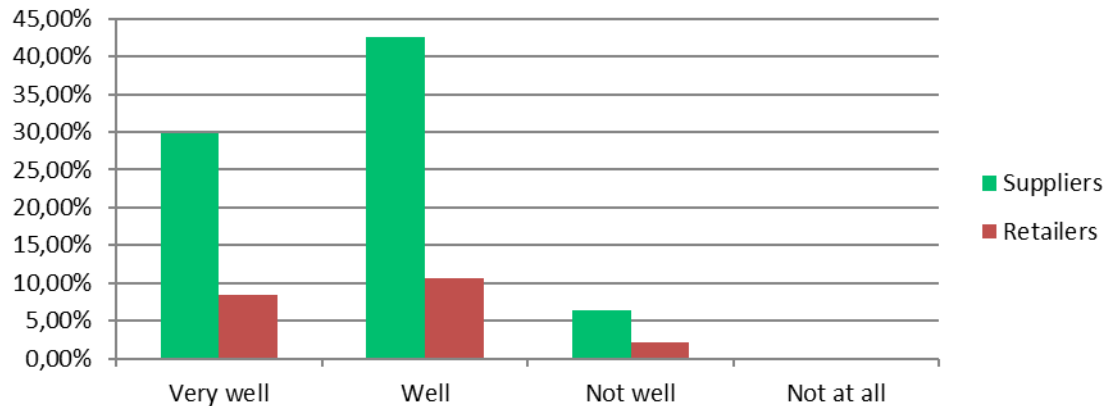


In the last year, has FNET helped you to develop the capability and capacity to manage ethical trade issues in your supply chains?

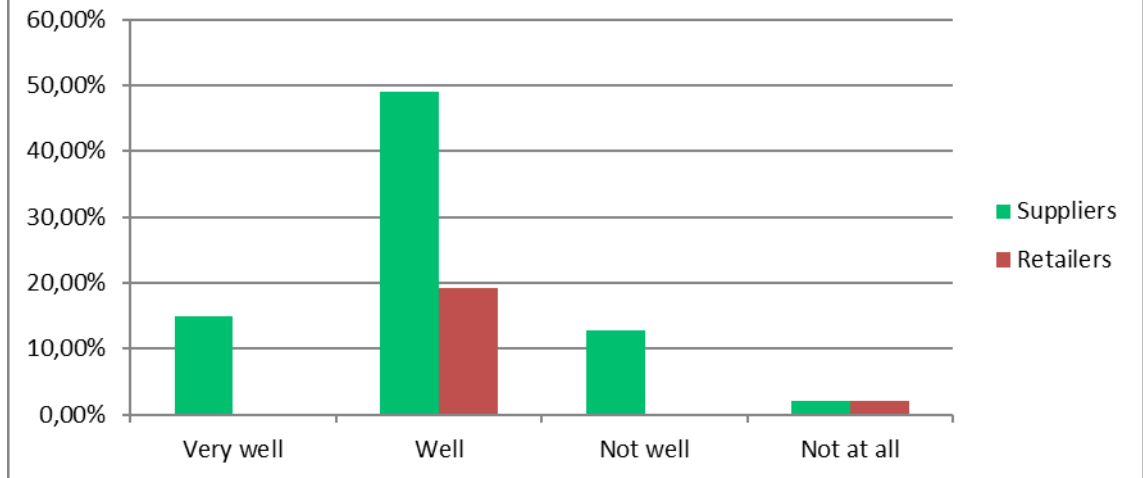


# FNET's impact continued

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

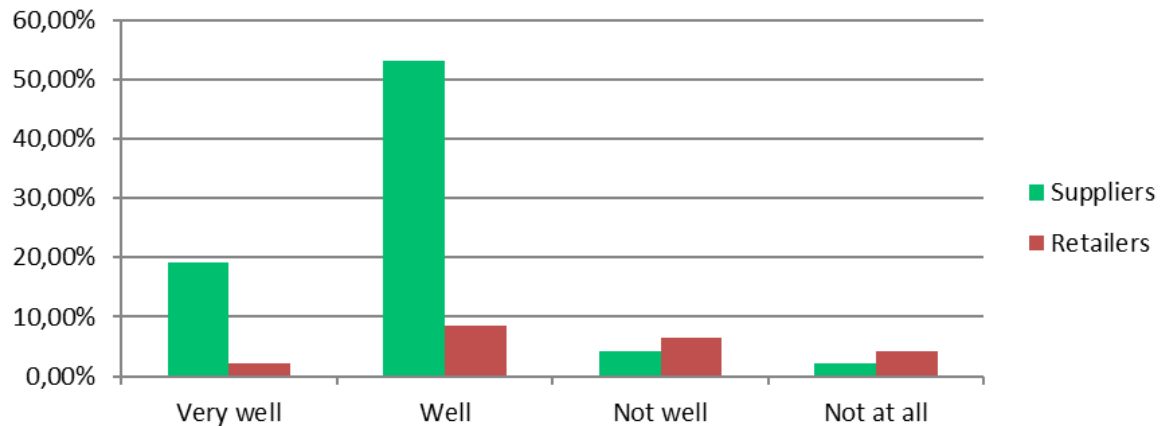


In the last year, has FNET helped you to work with and/ or influence other ethical trade initiatives and stakeholders?

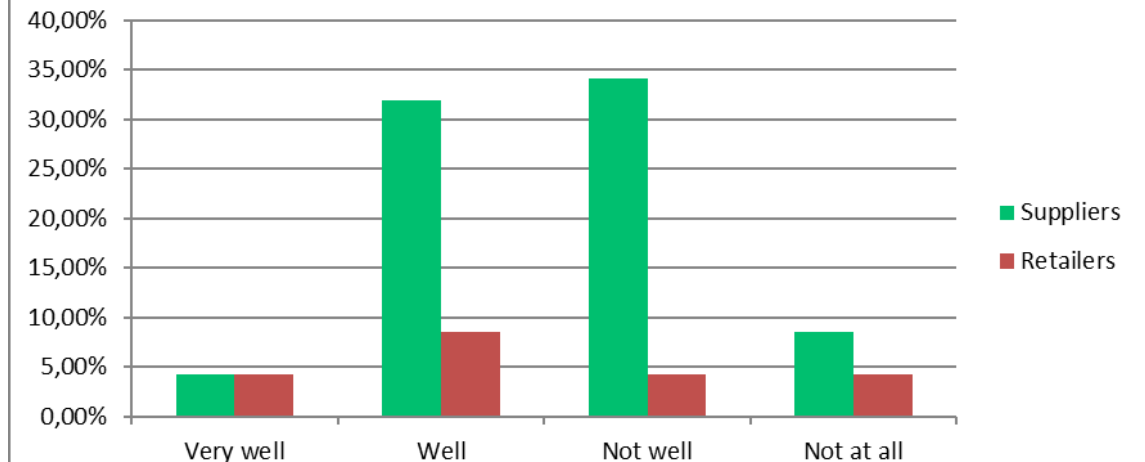


# FNET's impact continued

In the last year, has FNET increased your confidence in being able to articulate your ethical trade/ human rights strategy to your customers?



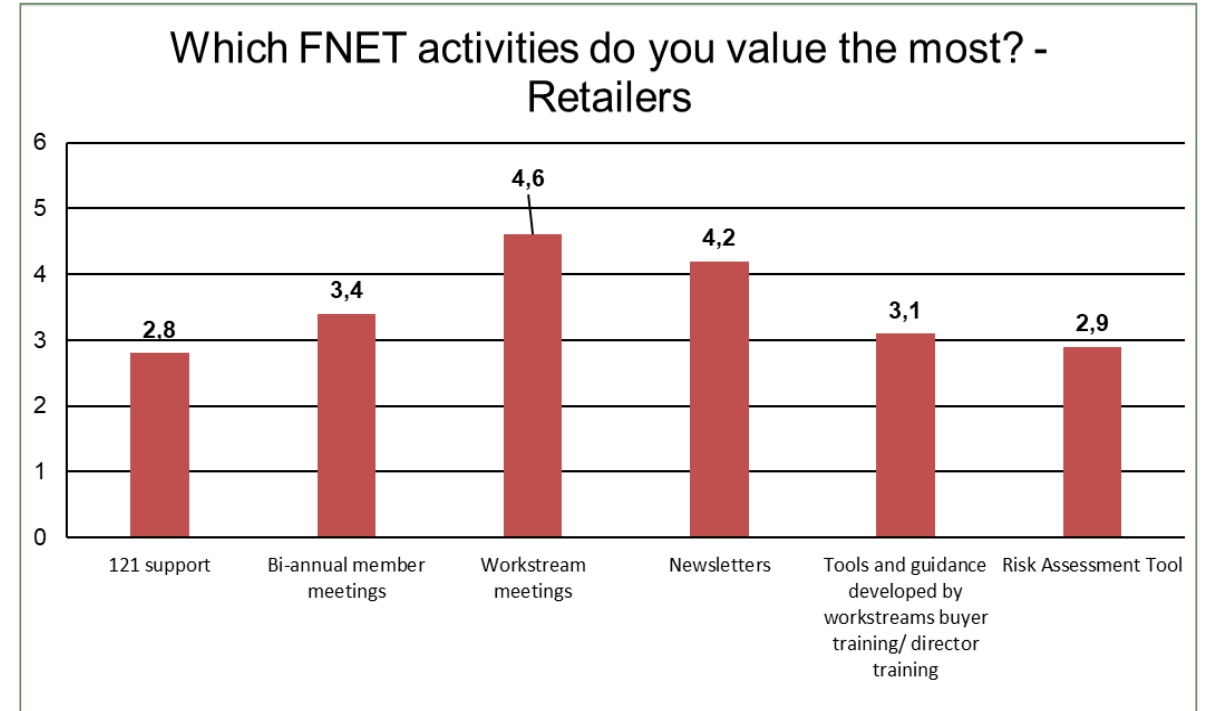
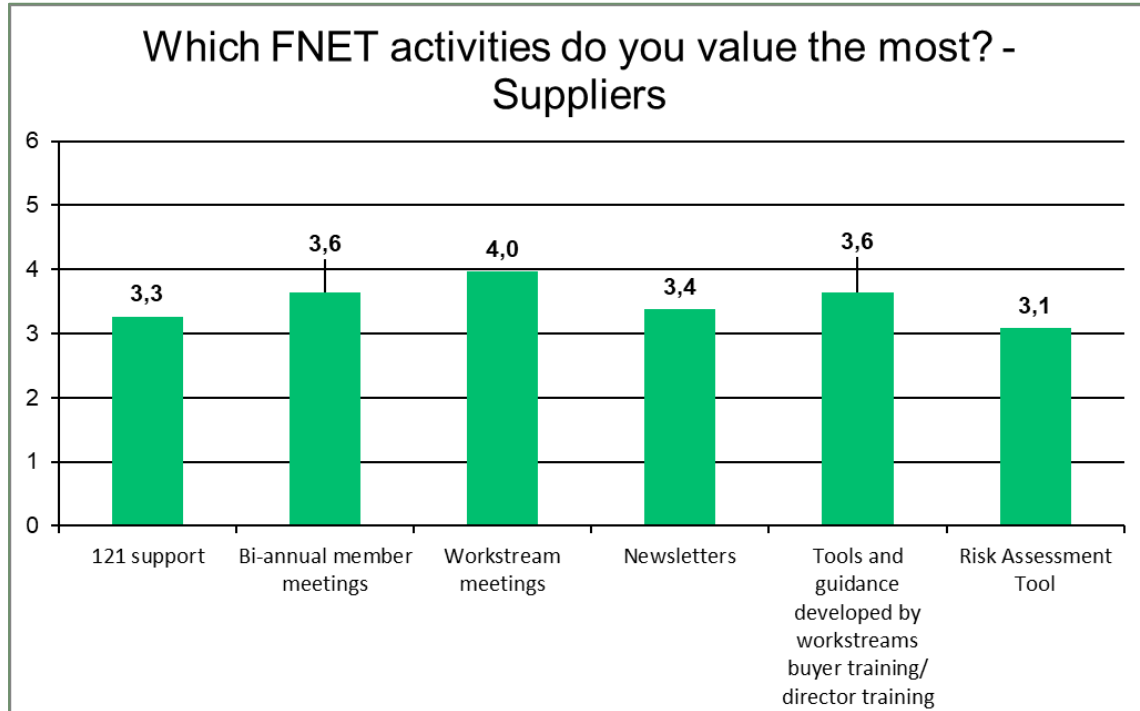
In the last year, has FNET led to a more consistent approach from your retail customers who are members of FNET?



# Benefits in last year from FNET participation

- Risk assessment tool
- Tools and templates – being able to contribute to and benefit from documents created
- Open dialogue, shared experiences, knowledge and information exchange
- Collaboration
- Learning about challenges in similar supply chains
- **Recruitment fees** – grappling/ active discussion
- **Greater understanding** of other people’s challenges and confidence that own challenges are not unique
- Engagement with retailers to understand their position/ direction of travel
- Bringing in external knowledge via speakers
- Resource library
- A safe place to acquire ethical information and advice.
- Increased engagement and awareness of issues and possible solutions
- Great engagement pieces to work on with suppliers
- Information to feed into future developments
- Excellent signposting to key areas and publications.
- Opportunities to work through detail and practicality
- Opportunity to get feedback on works in progress, not just showcase works completed.
- Broadening narrow perspectives of those on ground and encouraging practical thinking for those at strategy level
- Being able to present an issue internally as important because FNET is involved and highlights good work
- Greater insights and access to other company members
- Challenging the “status quo”
- Greater engagement and capability from suppliers
- Access to knowledge within our supply chain beyond our customers/clients

# Which FNET activities do you value the most?



\*Participants had to rank all 6 activities from 1 to 6. The overall average score is shown here with 6 having the most value and 1 the least.



# Conclusions – Impact to Date

In the last twelve months:

- FNET members **ethical trade strategies** have become **more effective** during **their membership**
- FNET has achieved two of its strategic goals to enable **open**, constructive, non-competitive discussions and **collaboration and** help to **develop the capacities** to manage ethical trade issues
- FNET has been **less successful** in providing members with relevant insights and horizon scanning and linking members into other ethical trade initiatives
- FNET has helped the majority of members to **increase their confidence** in articulating ethical trade strategies to customers
- Progress on retailer alignment has been more limited
- Members emphasise the opportunities FNET offers them to **network** and **increase awareness and engagement internally**
- The majority of members view their as being good communication from the Board, SAG, technical and admin support to FNET members