

The Food Network for Ethical Trade (FNET)

WEBINAR: GENDER AND INCLUSION THURSDAY 21ST JULY 2022



Agenda

Approximate timing	Item
11 – 11.05	Introductions & competition law statement - Louise Nicholls
11.05 – 11.15	Why Gender? Why Women - Caroline Downey, Consultant & Executive Director of Women Working Worldwide
11.15 – 11.25	The importance of gender disaggregated data – Halima Ahmed, Gender Adviser, ETI
11.25 – 11.45	Panel Q&A
11.45 – 11.55	Natalie McWilliam, Group Head of Responsible Sourcing, DPS
11.55 – 12.05	Stephan Morris, Group Technical Manager, Blue Skies
12.05 – 12.15	Emma Henry, Senior Responsible Sourcing Manager & Harriet Cole Responsible Sourcing Manager, Berryworld
12.15 – 12.25	Break out discussions
12-25 – 12.30	Next steps for FNET & Close

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"





FNET Gender Webinar 21 July 2022

Caroline Downey

Executive Director

Women Working Worldwide Consultant

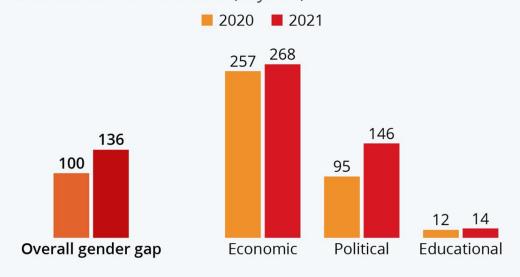


Why gender, why women?

- 43% of all workers in global supply chains are women (190m) - low pay/undervalued/GBV
- WEF estimates it will take 136 years to close overall gender gap - we are going backwards!
- Intersectional lens impact of race, age, class, LGBTQ+, beyond symptoms addressing root causes of vulnerability and inequality.
- Tick box everyone is doing gender.
- **Pressure** Brands, retailers, customers demanding evidence of 'gender work'
- Change transformation of policies and practices and tackling the social norms, attitudes and behaviours that sustain discrimination.

Moving Backwards on the **Long Road to Gender Equality**

Time needed to close the following global gender gaps based on current trends (in years)*



^{*} Calculated using figures for the 107 countries covered by the source report since its inception. Source: World Economic Forum









Why gender data

What gets measured gets managed

Lack of gender data

- Internationally only 21% of data for 54 gender indicators in 17 SDGs
- In 2018 only **17**% of companies on Sedex collected gender data new gender focus
- In 2021 only 7% of worksites separate grievance by gender*

Gender disaggregated data

- Better understanding of issues that disproportionately affect women
- Measure and evaluate potential negative impacts
- Identified and evidenced makes the invisible visible
- Evidence shapes the actions you need to take



Data confusion and fear

- Many brands/suppliers
 - Don't know what data to collect
 - How to analyse/interpret
 - Don't understand the benefits to the business – cost and retention
 - Don't have the systems/resources.
 - Overwhelmed by the amount of tools and tool kits or by their complexity!
 - It is complex but break it down



4 Step process*

- Assess and analyse
- Identify actions
- Implement actions
- Review, communicate, improve
- 4 page guide available

Stage 4: Review and improve

- Regularly review changes
- Review decision making, responsibility and accountability systems
- Review information sources and systems
- Communicate on human rights due dilligence
- · Report publicly on steps taken
- Build partnerships and collaborative action
- Feed data and learning back into Stage 1

Stage 1: Assess risks

- Review country risks
- · Map supply chain
- Engage supplier companies and buying companies
- Identify risks to workers
- Review HR systems, contracting and recruitment
- Assess access to freedom of assocation and collective bargaining
- Analyse the data with women participants

Stage 3: Implement actions

- Mitigate human rights abuses and provide remediation
- Adapt and update practices
- Establish/adapt grievance and remediation systems
- Enable workers to access freedom of association and collective bargaining
- · Engage/ collaborate with others

Stage 2: Identify actions

- · Assess corporate responsibility
- Assess leverage
- Assess potential for collaborative action
- Review sourcing strategies and purchasing practices
- Review supplier capacity
- Establish benchmarks and a workplan with suppliers
- Review policies and procedures relating to collective bargaining
- Build internal processes

* BSR, Sedex, ETI, Amfori, Project management plan do act check...

Step 1a

Assess

- Know your company/supply chain country, sector, site, (start small)
- Understand the risks human rights & environmental (mHREDD & UK)
- Trade Journals, <u>Human Rights Watch</u>, Our World in Data.
- Use specific gender info- <u>UNDP</u> gender in equality index, <u>World</u> <u>Economic Forum Gender Gap Index</u>, <u>OECDs Gender Index</u>.
- Use FNET, BSR ETI, Sedex guide

INDUSTRY RISK MAP 2020 - FLOWERS, FOLIAGE & FILLERS **IRELAND NETHERLANDS** Seasonal migrant labour at risk of modern slavery & Opposition parties face targeted attacks and silencin forced labour Poor standards of accommodation Migrant Labour Risk of modern slavery Anti-immigrant/rhetoric Brexit impact on labour resource Risk to right of privacy Brext implications 5.000+ migrants and asylum-seekers arrived In 2020 58,409 people were on trial and 132,954 still illegally by boat in the first 9 months of the year under criminal investigation in relation to the coup ar Kurdish resistance Restrictive government approach to homosexuality SPAIN Illegal West Bank settlements COSTARICA Denial of asylum claims of approx. 32,000 Entrean and Femicide and domestic abuse remain significant Rising allegations of cruel, inhuman or degrading udanese nationals Migrant agricultural workers North/sub-Saharan Africa, o **GUATEMALA** discrimination Infrangements on rights of indigenous population unsuitable living conditions Freedom of speech concer Accusations of withholding information about **AUSTRALIA** Political tensions and growing unrest with ongoing Pandemic. ruling to imprison rapper for abuses by govt forces, attacks on civilians by and groups, ethnic violence and political crisis Anti-Immigration stance Government refusal to accept asylum seekers an TANZANIA Poor protection of the rights of asylum seekers, human rights defenders, females, people with disabilities, and lesbian, gay, bisexual, and transgender (LGBT) people SRI LANKA Attacks against many of the groups listed above together with social leaders. Increased in early 2020 in Feorusin 2020, withdrew its commitments to truth seeking, accountability, and reconciliation made at the U. N. Human Rights Council in 2015. Poor reproductive rights for women A guide to risk assessment in **ECUADOR** Human rights getenders, lawyers, and soumalists, face Human rights demolects, lawyers, and purmatests, side instruidation and survivinance from government security spries. Mulernis and Tamis faced discrimination and fines Platt of China's "Belt and Road" institutive and concerns over the control of the control Poor judicial independence, excessive use of force by State security bodies Inadequate protection for right to privacy, rights of indigenous people; women and children; LGBT groups mounting dept. -ZIMBABWE Poor conditions for prisoners Domestic violence impacting 65% of women. High SOUTH A levels of sexual violence against school age girls. Large numbers of Venezuelan refugees in Equation guernias, FARC displants, and paramilitary successor groups 8.5 million people displaced since 1985 8.5 minon people displaced since road importly for past abuses, parmers to land restfution for displaced people, limits on reproductive rights, extreme powerly, and aboution of indigenous communities Druginegal economics activities common Human Right detenders often murdened Gender based violence common with limited access to eproductive rights for women

Step 1b

Analyse

- Type of supplier size, length of relationship, volumes
- Map own company internal business practices – late payments, low prices, changes to orders, etc.
- Sedex <u>Radar</u> and <u>Gender Data Report</u>, <u>BSR</u> <u>gender</u>.
- Look beyond T1 T2 crucial to capture women's voices – different cultural contexts, identify challenges and solutions, Malawi, Maidstone, Morocco.
- HRIA -GBV, sexual harassment, pay gaps, discrimination etc. -.Partners - NGOs, Unions



Step 1 of 4 Step process – just start

Assess and analyse

- Identify actions
- Implement actions
- Review, communicate, improve

Contact:

caroline@women-ww.org

Handy 4 stage, 4 page, gender guide.







The importance of genderdisaggregated data

Halima Ahmed – Gender Advisor ETI



Why gender-disaggregated data?

- Lack of gender-disaggregated data makes women's issues invisible
- Difficult to identify gendered risks in the supply chain
- Leads to gender-blind policies, strategies and programmes
- Poor outcomes for women (and ultimately all workers)



The business case...

- To align with international frameworks and regulations
- To meet stakeholder expectations
- To identify and tackle challenges that impact operational performance and business costs
- To develop **gender equal** supply chains and work environments (which is good for business!)
- To build impactful, evidence-based programs that make the business case for action on women's empowerment

ETI Gender Data Indicators Guidance



Level 2

Deep dive into specific gendered risks

Level 3

Understand a wide range of potential gendered risks



Assess workforce composition and key business risks



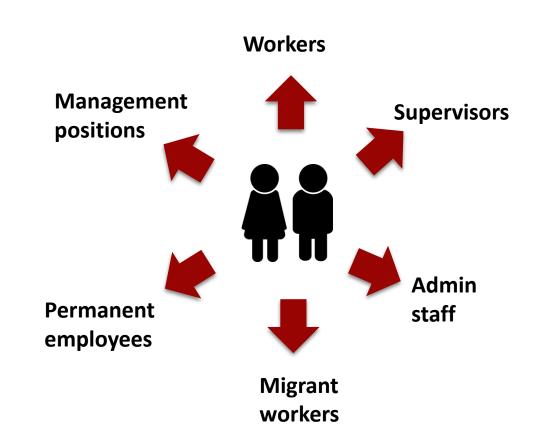






Level One: workforce profile

- Critical for a basic understanding of where women workers are in the supply chain
- Data is mostly available through supplier document/systems review or selfdeclaration by the supplier
- Starting point for further investigation





Level One: business performance

Indicators that assess whether gender could be a defining factor in workforce dynamics, and **impact business performance**

- Turnover rate
- Absenteeism rate

Workplace outcome indicators

- Worker representation
- Overtime hours

Level 2: analysing specific gendered risks











Recruitment, training and leadership



Sexual and reproductive healthcare and unpaid care



Remediation



Level 3: wider range of risks

- Collecting data for all indicators to gain in-depth knowledge on specific gender-related issues
- Usually in collaboration with others including local NGOs/partners, research experts, other brands/suppliers
- Emphasis on wider social norms and how they influence workplace behaviour and dynamics



Challenges (buyers perspective)

- Over-reliance on audit data which is not always genderdisaggregated
- Data inconsistencies and inaccuracies
- Supplier engagement don't want to overburden them!
- Understanding what the data means beyond the numbers and translating that into actionable steps



Challenges (suppliers perspective)

- Data is collected in different ways by different suppliers!
- What is the data used for? Why should I be collecting this?
- Lack of time and resources to gather the data

Gender disaggregated data supplier survey



How do I get started?

- Two-way communication between buyers and suppliers on WHY and HOW to collect the data.
- Set up systems to collect gender-disaggregated data:
 - Establish what is currently collected and what is not;
 - Define additional indicators to be collected;
 - Set up the relevant systems and processes;
 - Train staff to analyse data to inform decisionmaking.
- Develop a longer-term plan to investigate genderbased risks

Agenda

Approximate timing	Item
11 – 11.05	Introductions - Louise Nicholls
11.05 – 11.15	Why Gender? Why Women - Caroline Downey, Consultant & Executive Director of Women Working Worldwide
11.15 – 11.25	The importance of gender disaggregated data – Halima Ahmed, Gender Adviser, ETI
11.25 – 11.45	Panel Q&A
11.45 – 11.55	Natalie McWilliam, Group Head of Responsible Sourcing, DPS
11.55 – 12.05	Stephan Morris, Group Technical Manager, Blue Skies
12.05 – 12.15	Emma Henry, Senior Responsible Sourcing Manager & Harriet Cole Responsible Sourcing Manager, Berryworld
12.15 – 12.25	Break out discussions
12-25 – 12.30	Next steps for FNET & Close

Operating Responsibly



People: Gender Equality sits within our Inclusion & Development plan

TARGETS

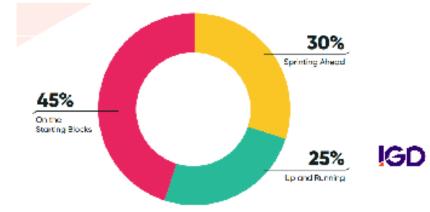
Inclusion & Development
Nuture talent at all levels to develop the best
people. Advocate for Women in leadership
30% by 2025

Gender Equality reporting IGD Diversity & Inclusion Benchmarking Dec'21

On the Starting Blocks - Year 1

2022 - 2023 Priorities

• Jan to July – Understanding our Gender Data



Source includes and alterate Benchmarking Survey 2020, ISO

Gender Equality Project



Project Overview

- We use a 'Target, Measure, Act' framework in our approach to responsible sourcing
- · Group Company data
- UK primary site and global primary site data
- Analyse gender data and start to identify hot-spots to prioritise action plans and examples of best practice within the supply chain

Project Outcomes

Primary Sites Data

- Understand Women in Leadership metrics across the supply chain using 2021-2022 data from 13 UK and 73 global Primary sites
- Create a database & dashboard to benchmark sites, countries and categories and key trends across the supply chain overtime

Global Tier 2 Supplier Case Studies

Demonstrate best practice examples of women in leadership within our global supply chain

Target & Milestone Review

Review targets and create a clear roadmap to close gaps as we increase our understanding of the insights

Gender Equality Project



Project Overview

- We use a 'Target, Measure, Act' framework in our approach to responsible sourcing
- Group Company data
- UK primary site and global primary site data
- Analyse gender data and start to identify hot-spots to prioritise action plans and examples of best practice within the supply chain

Project Outcomes

Primary Sites Data

- Understand Women in Leadership metrics across the supply chain using 2021-2022 data from 13 UK and 73 global Primary sites
- Create a database & dashboard to benchmark sites, countries and categories and key trends across the supply chain overtime

Global Tier 2 Supplier Case Studies

Demonstrate best practice examples of women in leadership within our global supply chain

Target & Milestone Review

Review targets and create a clear roadmap to close gaps as we increase our understanding of the insights

GENDER AT BLUE SKIES

About Blue Skies

- Founded in 1997 by Anthony Pile
- Award winning producers of fresh-cut fruit, freshly squeezed juice and non-dairy ice cream
- Employ over 4,000 people in factories in Ghana, Benin, Egypt, South Africa, Brazil and UK
- Supply major European retailers
- Process pineapple, mango, pomegranate, melon, passion fruit, coconut, apple, orange, grapefruit and more...
- Winner of Queens Award for Enterprise: Sustainable Development in 2008, 2011, 2015 and 2020









JOINT EFFORT ENTERPRISE



Our mission is to build together a profitable enterprise where people respect each other, care for the environment and inspire a legacy for the future.

FAMILY

CULTURE

PROFIT

We draw strength from the diversity of the people in our community We respect each other, the environment and communities within which we operate

We make quality products profitably to enable the preservation of our family and culture

SEAMLESS SOCIETY





- 1. Business structures and hierarchies create divisions in the workplace
- 4. Managers do not have offices, parking spaces, canteens, benefit packages

- Businesses then grapple with resultant issues such as "worker voice" discrimination and female empowerment
- 5. Employees receive salaries, access to computers, paid absences, opportunities

- 3. Blue Skies works to diminish differences between people at work as much as possible
- 6. Status is not reinforced, barriers to communication do not arise, people are empowered

Extract from UoN impact study

There is a consensus view amongst Blue Skies employees who participated in the qualitative data collection exercise that they are being treated well regardless of gender and religion. This view is supported by similar findings in the quantitative data. Respondents in an allfemale focus group claimed that they are satisfied and treated same as their male colleagues. They also claimed that there is equal pay, and they receive the same salaries as their male colleagues — a key feature in the research team's assessment of Blue Skies' performance on human rights in Section 1.5. of this report. Similarly, respondents in focus group of male employees also expressed satisfaction with Blue Skies' practices on equal and fair treatment. The men in this focus group also acknowledged and observed that their female colleagues receive the same remuneration as they do, confirming; "yes, our women are paid the same ...".

Impact on women





- 80% female employees
- 70% of women managers
- £12m to the community 75% to women
- Gender pay gap is 50% (HMG methodology)
- Financial independence from men
- Security
- Maternity policy
- Creche
- Health care
- Read more here: https://www.blueskies.com/newsletter/InternationalWomensDa ySpotlight.pdf



EGYPT



Different society

Different expectations by women and of women in a rural society

Restricted working hours

Short employment duration therefore limited opportunity

Marriage precludes employment

Should we try to impose our values on this society? We totally reject their values. Who is right?

What is next?



What can be done by businesses to avoid disempowerment of women?

How can equality in the business place be promoted?

Women are a resource that is under-utilised in some businesses

What are the KPIs?

How does culture change? Is the best way forward that promoted by Sedex and NGOs to have a policy and a manager responsible for the various SDGs? Is it not everyone's responsibility?

Can FNET develop best practice guidance for working cross-culturally on gender?

Should FNET challenge Sedex on the requirement for different cultures to comply with western values?



Inclusion and diversity

July 2022



Our Approach and Strategic Pillars

Our Approach

At BerryWorld, inclusion means that everyone Is welcome. Everyone is treated fairly and with respect; by valuing each other we create a sense of belonging.

Lead and role model inclusion

Embed inclusion in everything we do

Listen, learn, act



Lead and Role Model Inclusion

1. Lead & Role Model Inclusion

At BerryWorld we are building an inclusive workplace with a sense of belonging, led by inclusive leaders who value diverse talent in their teams.

All leaders at BerryWorld have completed <u>un-conscious bias training</u>, helping them to more deeply understand what it takes to recruit and develop successful, diverse & inclusive teams.

New HR platform - HiBob

We are looking at our <u>management training</u> for 2022 and this will have a refreshed view on equality, diversity & inclusion. All future managers at BerryWorld are bought into the future of Inclusion and Diversity at BerryWorld.

Commitment to improving gender pay balance.

We've gathered data on all our <u>Tier 1 supply chain</u> to understand the gender splits within each business.



Training for leaders

mentorin g

Data

Manager Training Gender pay gap

₫Õþ



Embed Inclusion in Everything we do

2. Embed Inclusion In Everything We Do

Consciously enhancing an inclusive workplace throughout a colleague's time at BerryWorld, supported by fully inclusive people policies.

Throughout our <u>recruitment process</u> we focus on encouraging diversity, working with our recruitment agencies to demand a balanced proportion of diversity in recruitment shortlists & challenge limiting factors to get a balanced pool of candidates into our process.

All new starters induction process includes gaining an understand of inclusion at BerryWorld through a firm understanding of our Values & Behaviours.

Our family policies being maternity, paternity and adoption now have a minimum standard.

Policy review

We have an open and hands on approach to workplace adjustments.

We proudly have a number of Mental Health First Aiders across our business to offer support to those who would like it.

Recruitm ent onboardi ng policies policies Workplac e adjustme nt First Aid



Listen, Learn, Act

3. Listen, Learn, Act

Listening and taking action to ensure every voice is heard. Providing education for our colleagues and recognise, celebrate and value our differences.

With our yearly **Employee Engagement Survey** we create opportunity to hear our colleagues views on diversity & inclusion in our survey with leadership teams taking action.

We celebrate with our **People Calendar** our differences and educate on inclusion and diversity topics throughout the year.

We support our relationship with Work Fit helping people from all social and economic diverse backgrounds to get into work and gain valuable work experience

<u>Supply Chain projects</u> – we're running various gender specific projects throughout our supply chain.

PRIDE MONTH 2021

As he is international Prode month, and as part of our Recode Calendar artistics, we would like to take a moment to recognise this important celebration. So what's happened this menth Way's gained to be sharing internation about the relating of minds. Prode as a Protest and finally and the first include a thirty gail want to learn and finally mone goo cale. Well be violating the month with a shape for gail of grid involved in the work we do towards inclusion and making feet right of a skip pace for all of grid involved in the work we do towards inclusion and making feet right of a skip pace for all of grid involved in the work we do towards inclusion and making feet right of a skip pace for all of grid involved in the work we do towards inclusion and making feet right.

At Berry World we include everyone: regardless of another pow, where they consider from its what they look like.

At the grid world we include everyone: regardless of another pow, where they consider from its what they look like.

At the grid world we include everyone: regardless of another pow, where they consider from its what they look like.

At the grid world we include everyone: regardless of another pow, where they consider from its what they look like.

At the grid world we include everyone: regardless of another pow, where they consider you are all the province of the power of the grid world and the province of the power of the grid world and the power of the grid world and they are the power of the power of the grid world and the province of the power of the grid world and the grid world and the power of the grid world and the power of the grid world and the grid world and the grid world and the grid world and the power of the grid world and the grid world and the grid world and the grid world and t

Engagem ent survey

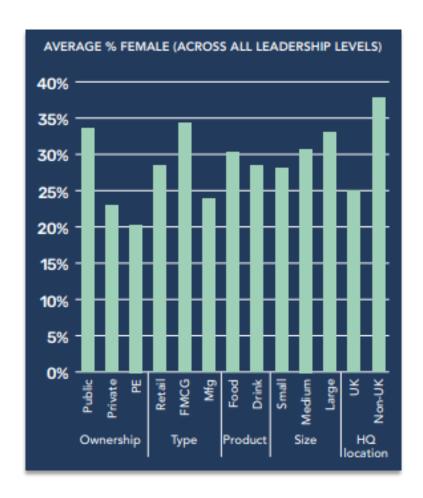
People calendar

Work fit placeme nts





Benchmarking



Diversity & Inclusion Strategy

In 2019 the IGD conducted an industry wide survey within Food & Grocery, they worked alongside PwC and MBS and interviewed over 200 companies. Firstly, they found that **55%** of businesses do not have a D&I strategy within the sector, however 100% had it on their agenda as a discussion..

Gender Diversity

Within the **private sector 23%** of companies have female members in their leadership teams. In **FMCG 34%** of companies have female members in their leadership teams. In **medium sized companies 31%** of companies have female members in their leadership teams.



What's next?

Next Steps		
1. Supply chain	Incorporate our wider supply chain into our D&I / Gender strategy	
2. FNET	Collaborate, share and learn ideas to incorporate and develop our existing strategy	
3. HR	Inclusive employers	
4. Policy review	Review existing and new policies	



Agenda

Approximate timing	Item
11 – 11.05	Introductions - Louise Nicholls
11.05 – 11.15	Why Gender? Why Women - Caroline Downey, Consultant & Executive Director of Women Working Worldwide
11.15 – 11.25	The importance of gender disaggregated data – Halima Ahmed, Gender Adviser, ETI
11.25 – 11.45	Panel Q&A
11.45 – 11.55	Natalie McWilliam, Group Head of Responsible Sourcing, DPS
11.55 – 12.05	Stephan Morris, Group Technical Manager, Blue Skies
12.05 – 12.15	Emma Henry, Senior Responsible Sourcing Manager & Harriet Cole Responsible Sourcing Manager, Berryworld
12.15 – 12.25	Break out discussions
12-25 – 12.30	Next steps for FNET & Close

Breakout discussion question

What are some of your challenges and solutions for working on gender and inclusion in your company?

Discuss as a group and share your 2 top challenges & 2 top solutions in the chat when you return.



Next steps for FNET

Newsletter on gender – request for useful resources to include

How can FNET support members in their work on gender, diversity & inclusion?

Please give your feedback on this webinar and share your thoughts with Suzanne@foodnetworkforethicaltrade.com





