

Date: 2nd November 2021

Attendees: Helen Carter (Action Sustainability); Nathalie Ritchie (National Grid); Gareth Morris (Morson International); James Bruce (HE Simm); Janet Hector (McGinley's); Andreas Gottfried (Hercules); Lucy Churcher (Siemens); Paul Skitt (Flannery Plant Hire); Katie Metcalf (SSE)

Summary of actions & notes

| Notes & Actions | | |
|-----------------|--|-----------------|
| No | Action/Note | Responsible |
| 1 | We have started to receive the case studies from the signatories which will be housed here - People Matter Charter Supply Chain Sustainability School (supplychainschool.co.uk) <i>Can all signatories in the labour group who committed between January 2020 and March 2020 send case studies to Helen Carter/EJ Allen asap</i> | All signatories |
| 2 | The automated process is now up and running and we have 98 signatories to the charter. There are 15 new signatories via the system. <i>Can all the signatories of the charter please renew their signatory status via the new automated system</i> | All signatories |
| 3 | Group discussed what was used from the school when addressing right to work and employment standards. Output from the Jamboard included with the notes | For Information |
| 4 | Discussion focused on right to work checks (the use of P Pack), GDPR and the checks necessary how they work, Brexit and new employment rules, IR35 (lessons learned) the business case for fair pay and improvement in employment standards | Manish Taylor |
| 5 | The group has requested case studies to be developed that focus on: <ul style="list-style-type: none"> ✓ IR35 (Lessons learned) ✓ GDPR and checking personal information ✓ Plant Hire Workers (Paul Skitt) | Helen Carter/EJ |
| 6 | It was agreed to host the next meeting face to face to discuss the business plan for the group and what is required in 2022/23 | All |
| 7 | Next meeting – 29 th November 2021 – 10:30 – 13:30 – Angel Offices – 1 st Floor | Note |

Activity 1



In your groups please complete the jam board activity

- 1) What are the main issues relating to employment standards and right to work checks?
- 2) Who are your internal stakeholders in addressing these issues?
- 3) Who are your external stakeholders you engage with?
- 4) What information does the supply chain need to know?
- 5) What resources, events or opportunities for collaboration do you see this group focusing on?

3. GDPR and RTW clarity required

1.Lack of knowledge on documentation requirements and cascading that to site level

1.Unable to meet the people in person

3. External stakeholders, HRMC (VAT) payroll auditors, clients, Boarder Agency, Agencies (recruitment, temps)

1. Education following Brexit.

1. White collar - happy to remotely communicate and comfortable with online applications. Blue collar are not so comfortable and some not tech savvy

4. Supply chain requirements: where are the risks, impact on demand, influence on resource planning, what standards are expected, potential breaches, changes in legislation

4. EU law requirements

1. Brexit - changes ... confusion between GDPR and RTW

5. How to attract women at a site level? How to manage ex offenders into business? Collaboration EDI and Skills Groups

2. Stakeholders: Compliance, payroll, resourcing, security team, assurance office, audit team, HR, sometimes lack of clarity on who is accountable in the organisation.

5. Increase training so we can tackle the skills shortage

5. Understanding of schemes, sponsorships, levy and their impact.

1. Modern Slavery implications, checking addresses, bank details

1. HR & Payroll infrastructure to cope with future employment standards data

5. Overlap with social value, apprenticeships and local employment

**PPAC versus
Online
Database tool**

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1) conflict between immigration enforcement (right to work check) and victim support and investigations in the area of exploitation.

PAYE being mandated in some cases

1) Cascading good standards along the supply chain tiers

Infrastructure sector is more progressive than Building sector in terms of raising awareness around people matter charter. Possibly because large scale projects have opportunity to make impact.

HR Department linked in with Operations.