

Date: 25th April 2023

Attendees:

Sam Walker (Action Sustainability)
Emma-Jane Allen (Action Sustainability)
Helen Carter (Action Sustainability)
Jo Potts (Kier)
Aaron Reid (Morgan Sindall)
Amish Chauhan (Kier)
Caroline Laight (Hercules)
Chris Winfield (Hercules)
Ciara Pryce (VGC Group)
Claire Chapman (Costain)
Dale Turner (Skanska)
Hannah Simpson (Venesky-brown)
Jack Kalewski (Tilbury Douglas)
Jimmy Ritson (Carmichael UK)
John Bullivant (Travis Perkins)

Juskova, Eva (Laing O Rourke)
Katie Metcalf (SSE)
Kerry Albrighton (Sisk)
Lisa Beck (J McCann)
Lisa Sanders (Kier)
Lucy Healy (Kier)
Magdalena Czerwinska (Reliable Contractors)
Manish Tailor (BBVSJV)
Nikolaos Sapounas (Octavius Infrastructure)
Pamela Allen (Uuplc)
Sally Taylor (Environment Agency)
Siddiqui Muhammad Saquib (Laing O Rourke)
Stephen Mbuthia (Balfour Beatty)

Summary of actions & notes

Notes & Actions 74831816 14:10 return		
No	Action/Note	Responsible
1	<p>Workshop – Common Heatmapping Approach</p> <p>The group was divided into smaller groups to discuss what each organisation is currently doing to identify where the risk of Modern Slavery and Forced Labour may occur in their supply chain. The questions asked included:</p> <p>What is your current approach and who is involved? What resources do you currently use? What do you see as being the essential features of this, and who is it for?</p> <p>A Jamboard was used to capture the results. These can be seen in the attached PDF.</p> <p>The results from this will be used to feed in to a heatmapping template which will be created and to identify how support can be provided to aid heatmapping. Helen to progress this and share feedback with the group before the next meeting</p>	Helen Carter
2	<p>MS Group: Update on Priorities</p> <p>A quick update on the priorities of the Modern Slavery group for 2023-2024 as provided – these were the priorities identified by the group in the last two meetings</p>	

Modern Slavery group – driving impact 2023-24

✓ **Update / refresh / review existing School resources**

Update e-learning modules

Refresh learning pathways / develop new learning pathway?

Map all School modern slavery resources against the headings in BS 25700 organisational response to modern slavery and identify gaps

✓ **Develop common heatmap approach for exploitation risks in the built environment**

✓ **Showcase best practice (1 x virtual business bytes, 4 x lunch n learns, case studies, marketing campaigns)**

✓ **New resources on operational support for identifying and responding to modern slavery**

✓ **To be the UK's leading collaboration to combat modern slavery in the built environment**

Annual budget - £33,000

Other priorities were discussed, but due to budget constraints, only the above priorities can be addressed in this current financial year.

An interest in developing an assessment against BS 25700 was recognised but this has been planned for next year.

People Matter Charter

A brief summarisation of progress with the PMC was provided, together with the engagement strategy

✓ **Drive impact / grow the number of PMC signatories**

- 96 Signatories
- 100% commitment via the online People Matter Charter commitment pathways
- 1 x virtual business byte to showcase the Charter
- Resources updated and refreshed
- Comms / marketing to raise the profile – case studies, social media, email campaigns
- 1 x lunch learn case studies focusing in on specific commitments in the PMC and how signatories are embedding the PMC within their organisations/ supply chain
- Develop and promote page to showcase case studies

✓ **Embed PMC into the wider School**

- Align with other School groups / topics / assessments – wellbeing, FIR,

Concerns were raised about the ease of securing the PMC badge and the lack of verification required to secure the badge. Key points discussed:

- PMC was not set up to be an accreditation / certification / assurance, but to be a way to demonstrate commitment to improve.
- The thinking was that procurers could embed the PMC into their own procurement processes, but they would need to verify / monitor what organisations are doing in

the 8 areas covered in the PMC through usual performance and contract management.

- The PMC guidance provides the kinds of evidence that procurers may want to ask of their supply chain to demonstrate their commitment. It also provides a maturity model.
- A move from it being a commitment, to being a form of accreditation would require significant increase in budget / resource.
- The Plant Charter does require verification, but as the signatories are limited to plant hire and equipment companies, the numbers of signatories are never going to be very high and the verification is done manually. This approach is not scalable for the PMC, unless significant budget and resource is dedicated to this.
- Is the badge needed if this isn't a certification? Differing opinions on this
- Could there be a possibility to map the PMC up against any accreditation that currently exists? A small discussion was had on this. This is a possibility – however there is not one organisation that could be used to accredit all 8 areas of the PMC. It would require different expertise from different organisations.
- The headings of the PMC do come up in Procurement so it is relevant and a useful guiding framework.

Only those organisations who have completed the PMC pathway in the last 12 months are officially committed to the PMC – only these organisations will have access to their badge on their SCSS dashboard.

Signatories of the Charter are required to submit one case study per year to demonstrate progress in at least 2 of the 8 topics covered under the PMC. Partners need to send these through to Sam@actionsustainability.com

Just Good Work App

Updates were provided on the progress of the Just Good Work app.

Just Good Work is a free interactive mobile app, giving job-seekers and workers critical information and advice for everything needed on the journey to work, from recruitment, to employment and life in a new destination, to moving on or returning home.

HS2 Old Oak Common and SCS were originally due to fund a pilot to tailor the app to the construction sector and roll out the pilot in 2023. However, funding has not yet been secured, so the group were invited to get involved with the project and consider funding.

Several partners were interested to find out more – a meeting will be set up with JGW team and interested parties to discuss this in more detail.

Further details on the app are included in this email

Workshop 2: Operational Response

A second workshop was done asking about the operational support that would be needed for responding to Modern Slavery, with several questions asked on:

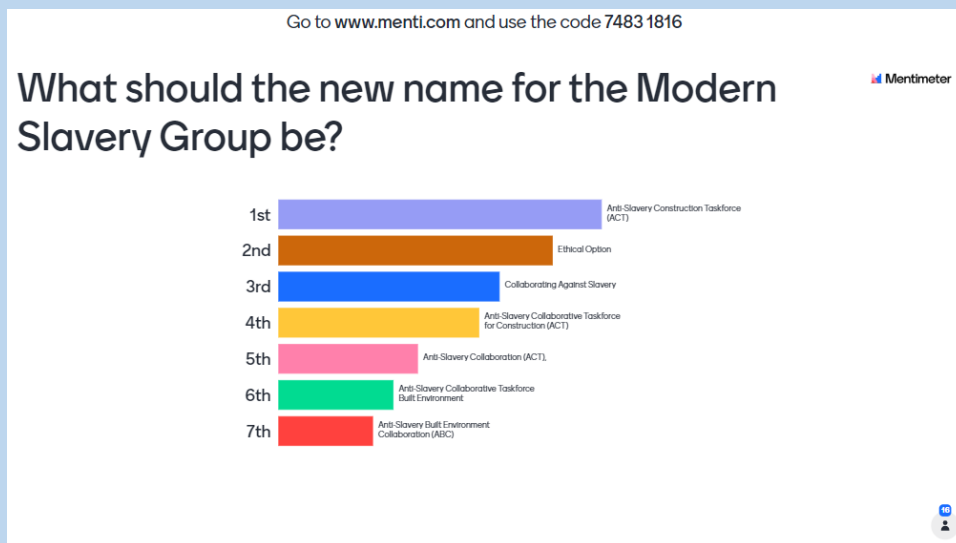
- What challenges are you facing at an operational level?
- Which organisations / schemes should we be signposting to?
- What tools are you currently using?
- What resources do you currently use?
- Where are the gaps?

A Jamboard was used to capture the results. These can be seen in the attached PDF.

Modern Slavery Working Group: New Name

At the last meeting, Partners were keen to change the name of the group. Partners were invited to submit proposed names for the group. These were then voted on during the meeting.

Anti-Slavery Construction Taskforce (ACT) was the name that secured the most votes. The School will share this with the board for their feedback.



If you did not vote and would still like to, please contact sam.walker@actionsustainability.com

Shared Links

On Corporate Sustainability and integrating human rights into companies governance:
<https://www.europarl.europa.eu/news/en/press-room/20230424IPR82008/corporate-sustainability-firms-to-tackle-impact-on-human-rights-and-environment>

On Forced Labour in China:

<https://www.shu.ac.uk/helena-kennedy-centre-international-justice/research-and-projects/all-projects/evidence-briefs#:~:text=Forced%20Labour%20in%20the%20Uyghur%20Region%3A%20Why%20is%20this%20Happening>

On Tackling Labour Exploitation and Modern Slavery:

<https://www.hull.ac.uk/research/institutes/wilberforce/wilberforce-business-academy>

Next session

Wednesday 12th July 13:30 – 16:00