

**Date:** 16<sup>th</sup> February 2023

**Attendees:**

Sam Walker	Kerry Albrighton	Maria Fernandez Cachafeiro
Emma-Jane Allen	Magdalena Czerwinska	Emma Brown
Turner, Dale (SKAUKPLC)	Hannah Smiley	Manish Tailor
Christina Donaghey	Kaoru Bradley (Guest)	Nikolaos Sapounas
Angela Hughes	Chauhan, Amish	Caroline Laight
Nirvana Murray	Potts, Jo	Mbuthia, Stephen
William Brannan	Healy, Lucy	O'Sullivan, Michael
ROCKETT, Colin (RKBR)	Sarah Chatfield	Taylor, Sally
Laura Perry	Darler, Lucy	Luciana Campos
Siddiqui, Muhammad Saquib	Helen Carter	Metcalf, Katie
Anthony Hanley	Jack Kalewski	

**Summary of actions & notes**

Notes & Actions		
No	Action/Note	Responsible
1	<p><b>People Matter Charter</b> – The session began with a review of the People Matter Charter which introduced the Charter to those new to the group. For more information on the charter please see <a href="#">here</a>.</p> <p>Since the last Labour Group session there have been 19 new signatories with 349 now currently enrolled on to the pathway.</p> <p>A number of signatories have re-committed to the Charter following an email campaign (thank you to those who re-committed) There are still a number of signatories who need to re-commit (please see the list below and link to instructions on how to do this).</p> <p><b>IF YOU OR AN ORGANISATION FROM YOUR SUPPLY CHAIN IS IN THE TABLE BELOW PLEASE RE-COMMIT TO THE PEOPLE MATTER CHARTER OR YOU WILL LOSE YOUR CHARTER BADGE</b></p> <p>Sam will begin chasing Case Studies which all organisations are required to provide to retain their PMC badge so <b>please consider which of the commitments your case study will focus, and contact Sam if you have any queries about this.</b></p>	All

**Signatories at risk of losing their PMC Charter Badge**

Aggregate Industries	Lee Brothers
Avondale Construction	M B Roche Civil Engineering
Bauer Technologies	M&J Evans
Blueprint Recruitment	McLaughlin & Harvey Construction
Boards Cottingham	<del>Menfor</del>
CCS Scaffolding	Morgan Sindall
Chasetown Civil Engineering Ltd	Morson International
Danny Sullivan	MPB Structures
DDC Construction	Munnelly Support Services
Door Kit Solutions	NBC Group
Dragados	O'Neil & Brennan
Dynamic Group	R&W Ltd
<del>Emplink</del>	Resourcing Solutions
Eurovia (Vinci)	Safeway Infrastructure Support Ltd
Flannery Plant	Scape Group
Force One	Sir Robert McAlpine
Friel Construction Ltd	Soil Engineering
Ground Control Systems	Stephenson Group
Hatton Traffic Management	Van Elle
Hinds Business Services	Vinci Construction
J Coffey Group	Wills Brothers
Keystone Group	Wilmott Dixon
Kilnbridge	Zone Construction
L Lynch Plant Hire	

**15 re-commitments over the last month!**

**2 Just Good Work App**

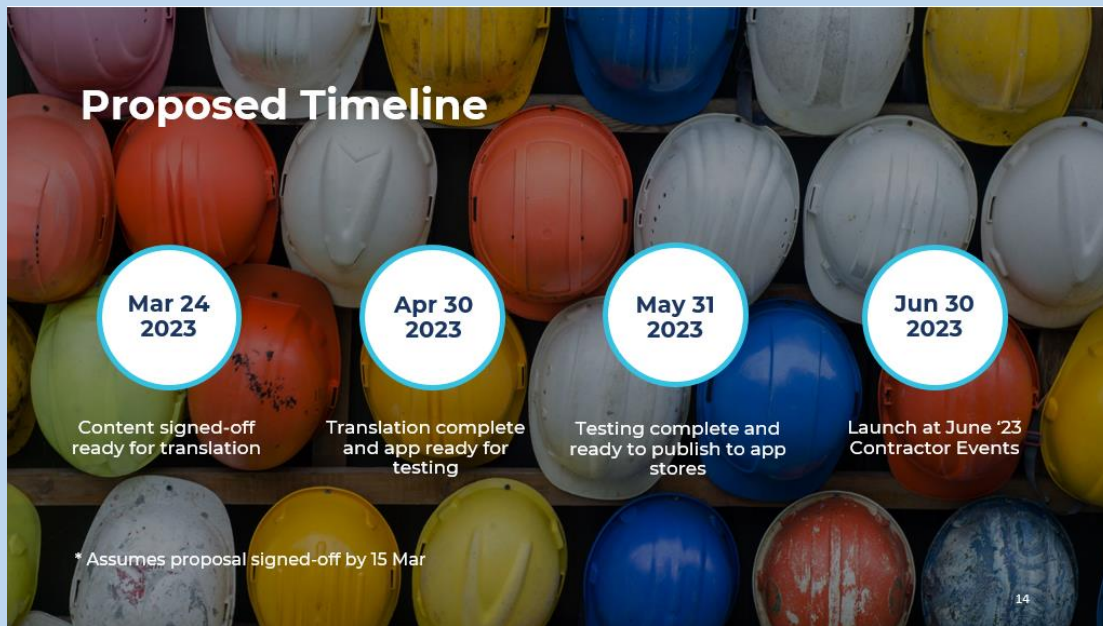
The app “Just Good Work” was discussed. Currently the app is used within the retail industry to communicate information directly to the migrant workforce on what good practice within the industry looks like. Through the delivery of this information, it is hoped that vulnerable people will avoid being placed into modern slavery and other poor working conditions.

Designing the app to fit the construction industry is underway as part of a pilot being funded by SCS and HS2 Old Oak Common. This could provide advice on passports, visas, hidden fees, medicals, living conditions, workers rights directly to those interested in entering the built environment sector. . It would be available to construction workers already in the UK to ensure they are not exploited but also those that are looking to migrate to the UK for work.

As was highlighted the app would help organisations manage compliance with their workforce and to make sure the relevant checks and balances have been done.

The app is looking to be released in June with a timeline of this seen below.

All



### Business Plan

The Business Plan for the Supply Chain Sustainability Group and more specifically the Modern Slavery Working Group were discussed with the key actions taken from the last session prioritised to determine where resources should be invested first, through the use of MENTI. The slides for this has been provided below.

The seven key actions and how they were prioritised can be seen in the attached Menti results. Overall, the creation of a standardised risk heat map which can be taken and added to was agreed to be the best place to start as this could influence a lot of the other pieces of work that were listed in the MS Working Group.

### Events

#### Other comments made that were made included:

- A session focussed on the role of designers.
- How to audit supply chain tiers
- Most common risks of labour/umbrella agencies
- Reporting incidences and what happens after incidents are reported
- Influence points to address MS within commercial activity across the commercial life-cycle.
- Due Diligence training
- Change management/ influencing so when we come to trying to make changes in the business, add things to t&cs it's better received
- Could we have introductory lunch and learns from certain modern slavery charities for anyone who is new?

	<p><b>Stakeholder Organisations</b></p> <p><b>Other comments made that were made included:</b></p> <ul style="list-style-type: none"> <li>- Co-op have a good project to support survivors</li> <li>- The UN are good speakers, especially on child labour.</li> <li>- John Lewis have talked about Kozy beds and their issues there previously.</li> <li>- NHS have done a lot addressing rubber gloves issues</li> <li>- G4S will be good for international, just not quite yet as ongoing</li> <li>- Scape</li> <li>- World benchmarking alliance</li> <li>- ICE doing anything in this space?</li> <li>- Perhaps someone like TP about how they manage the risk in their complex, international supply chain?</li> </ul> <p><b>Collaboration</b> - The MS Working Group is open to collaborating with other organisations but a terms of reference for collaboration should be considered. What would outcomes be from this collaboration? How do forums fit into this? What do we want events to look like next year? Do we want these to be face-to-face or in-person?</p> <p><b>Speakers</b> – The idea of having a speaker working within the MS space, speaking at every session was discussed with Louise Nicholls suggested.</p> <p><b>Remediation</b> – It was discussed how the remediation piece was missing from conversations and the work planned. Therefore, it was encouraged that everyone consider what this would look like? What would you expect from your supply chain? Can we parcel up remediation, worker voice, support for victims?</p>	<p>All to consider</p> <p>All to consider</p>
	<p><b>Co-Chairs Announced</b></p> <p>Following two weeks of voting the new co-chairs of the Modern Slavery Working Group were announced as:</p> <ul style="list-style-type: none"> <li>- Maria Cachafeiro from Multiplex</li> <li>- Jo Potts from Kier</li> </ul>	
	<p><b>9<sup>th</sup> March Modern Slavery in person Event</b> – which will discuss and raise awareness on the BS 25700 Standard. Modern Slavery survivors with lived experience will be attending and being interviewed by Causeway. <b>Contact Sam for further details.</b> There will be speakers from Balfour Beatty, Causeway, GLAA, VGC, Scape and a panel of survivors. Please share with colleagues / supply chain</p> <p><a href="https://learn.supplychainschool.co.uk/local/tlactionplans/resource_intro.php?id=9498&amp;modtype=tlevent">https://learn.supplychainschool.co.uk/local/tlactionplans/resource_intro.php?id=9498&amp;modtype=tlevent</a></p>	<p>All</p>
	<p><b>Shared Links</b></p> <p><a href="https://www.antislaverycommissioner.co.uk/media/1428/iasc-operation-fort-review-june-2020-iasc-maturity-framework.pdf">https://www.antislaverycommissioner.co.uk/media/1428/iasc-operation-fort-review-june-2020-iasc-maturity-framework.pdf</a></p>	<p>All</p>

	<p><a href="https://www.iso20400.org/">https://www.iso20400.org/</a></p> <p><a href="https://modern-slavery-statement-registry.service.gov.uk/search">https://modern-slavery-statement-registry.service.gov.uk/search</a></p> <p><a href="https://www.gov.uk/government/publications/ppn-0223-tackling-modern-slavery-in-government-supply-chains/ppn-0223-tackling-modern-slavery-in-government-supply-chains-guidance-html">https://www.gov.uk/government/publications/ppn-0223-tackling-modern-slavery-in-government-supply-chains/ppn-0223-tackling-modern-slavery-in-government-supply-chains-guidance-html</a></p>	
	<p><b>Share Space</b> – will be integrated into the Working Group meetings where resources and stories can be shared. All to reflect and then contribute if desired.</p> <p>The setting up of a chat to allow people to communicate before and after sessions was also discussed.</p>	<p>All</p> <p>Helen, Ej, Sam</p>
	<p><b>Next session April 25<sup>th</sup></b></p>	