

Date: 4TH October 2023

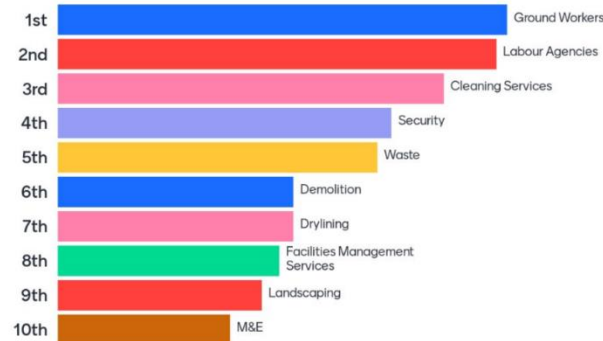
Attendees:

Emma-Jane Allen, Helen Carter, Will Glover (Action Sustainability), Jo Potts (Balfour Beatty), Maria Fernandez Cachafeiro (Multiplex Global), Rebecca Lea (Wilmott Dixon), Dale Turner (SKAUKPLC), Rebecca Winter (Amey), Kerry Albrighton (SISK), Aishling (J Coffey), Lucy Healy (Kier), Manish Tailor (BBVSJV), Ciara Pryce (VGC Group), Katie Metcalf (SSE), Stacey Burton (Tilbury Douglas), Eva Juskova (Laing O'Rourke), Maura Samonen (Skanska), Jordanne Smith (Kier), Paula Malthouse (DEFRA), Amrita Narula (Costain), Pamela Allen (United Utilities), Jimmy Ritson (Carmichael), Chris Winfield (Hercules), Claire Chapman (Costain), Tom Robinson (Achilles), Anthony Hanley (Alcumus), Daphning Pierre (National Grid), Sadia Ahmad (National Highways), Julia Hellyer (Bowmer and Kirkland).

Summary of actions & notes

Notes & Actions 74831816 14:10 return																								
No	Action/Note	Responsible																						
1	<p>Risk Assessment Working Group – Update</p> <p>Group has agreed that guidance will be produced to provide an overview of what risk assessment is, how it works and how it can be applied to different categories as part of a wider due diligence. The aim is to have the guide completed by the end of the financial year in 2024.</p> <p>At the meeting in September, there was a poll ran that found ‘compliance with legislation’ was the main driver behind Modern Slavery Risk.</p> <p>During this session, a Menti poll was run to see what material categories and subcontract/service categories the guide should focus on. Here are the results:</p> <div data-bbox="204 1384 1311 1870"><h3>What material categories should be the focus of this guide?</h3><table border="1"><thead><tr><th>Rank</th><th>Material Category</th></tr></thead><tbody><tr><td>1st</td><td>Steel</td></tr><tr><td>2nd</td><td>PPE</td></tr><tr><td>3rd</td><td>Wind Turbines & Components</td></tr><tr><td>4th</td><td>Conflict Minerals</td></tr><tr><td>5th</td><td>Stone</td></tr><tr><td>6th</td><td>Timber</td></tr><tr><td>7th</td><td>Aluminium</td></tr><tr><td>8th</td><td>Cotton Containing Products</td></tr><tr><td>9th</td><td>CCTV</td></tr><tr><td>10th</td><td>MICA</td></tr></tbody></table></div>	Rank	Material Category	1st	Steel	2nd	PPE	3rd	Wind Turbines & Components	4th	Conflict Minerals	5th	Stone	6th	Timber	7th	Aluminium	8th	Cotton Containing Products	9th	CCTV	10th	MICA	Helen
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What Subcontract/Service categories should be the focus of this guide?



What's next?

- Pull together the risk assessment methodology
- Research category risks
- Draft guide structure
- Bring group back together to discuss – likely to be at the December MS Group meeting

Next Risk Assessment Working Group – 22nd November 2023 (Virtual) 10:00-11:30. Reach out will.glover@actionsustainability.com if you would like to be involved in this group/meeting.

2 Solar Panel Guidance Report

Sheffield Hallam Report brought about awareness to the issue of forced labour in the solar PV supply chain, particularly in the Uyghur region in West China. Since then awareness and concern for the issue has grown massively.

With the support of funding partners, the guidance was published on 14th September 2023. It provides best practice procurement and supply chain advice as well as practical guidance to help tackle the responsible sourcing of solar panels.

See the shared links box in these notes for a link to the guide and the virtual conference recording.

3 MS Group: Update on progress against Key Deliverables

A quick update on the progress against key deliverables to be met between 1st April 2023-31st March 2024. See the below screenshot the deliverables:

Deliverables	Apr - Jun	July - Sept	Oct - Dec	Jan - March
Develop & publish common heatmap approach for modern slavery and labour exploitation risks				Publish
Update / refresh / review existing resources				
Map resources against BS 25700 headings				
Develop and launch updated operational toolkit				Launch on 27 Feb
PMC marketing /comms campaign				
Publish page to showcase PMC case studies		Complete		
PMC webinar x 1, PMC virtual conference x 1		Webinar – Assess & benchmark your commitment to People (70 attendees)	** 8 Nov – virtual conference 'Achieving Social Value through People'	
Modern Slavery virtual conference x 1				Remediation – 23 Jan
Modern Slavery webinars x 4			Setting up your organisation to address risks – 3 Oct BSA modern slavery toolkit for FM and Infra – 23 Nov	Best practice in remediation – 16 Jan Launch of operational toolkit – 27 Feb
Partners share case studies	2	2	2	2

1. An update on the heatmap approach was provided by Helen at this meeting.
2. All resources in the School have been updated and refreshed in the last year. Will continue to be updated if any changes are needed.
3. PMC marketing/comms campaign is being updated in the background. Will to share with the group when completed.
4. Webinars coming up: BSA Infra and Services Modern Slavery toolkit (23rd November), Best Practice in Remediation (16th February), Launch of Operational Toolkit (27th February)
5. Virtual Conferences coming up: PMC (8th November)*, Remediation (23rd January)
6. Partners continue sharing case studies with each other and with the School – members are always asking for more case studies

*Key Points regarding webinars/virtual conferences:

8th November Virtual Conference on PMC: Speakers have been confirmed, please share link to the conference internally and with supply chain. Will to send out draft email text so this can be copied and sent to supply chains.

23rd January Virtual Conference on Remediation: Looking for suggestions for speakers/organisations to talk on what good remediation looks like. Business in the Community and Sedexo were suggested as a potential options. If anyone has links to those 'leading' organisations on remediation such as M&S please send details across to will.glover@actionsustainability.com

3 Overview of 'Operational support for responding to modern slavery and exploitation'

EJ provided an overview of why this was a focus. In April 2023, the group discussed the key challenges at an operational/site level, to name a few mentioned; a lack of awareness on what modern slavery is and in house expertise/resources to train people and unsuitable grievance

mechanisms in place. There was also discussion around the biggest gaps in resources provided from operational perspective.


The group was then signposted to the existing school resource – ‘How to set up your site to combat modern slavery’. This provides an introduction to the topic and why its important and provides the AIR model with recommended activities and resources to help. Felt there is improvement to be made on the resources available for this topic.

The proposed next steps, which were agreed with the group:

- Update current AIR model with latest resources (but change the name as AIR is used for H&S usually) and updated guidance on existing sections
- Add in new sections on; business case – why it matters, case studies (such as Sky and ISG) and Grievance and remediation.

Workshop - Operational support for responding to modern slavery and exploitation

The group was split into 4 separate breakout rooms to discuss:

		<p>Operational toolkit</p>		<p>Group 1</p>
<p>Feedback on proposed next steps – Do you agree? Have we missed anything?</p>	<p>Key tools / resources to include (not already mentioned)</p>	<p>Case study suggestions for combatting modern slavery on site</p>	<p>Suggestions for other areas to include in the toolkit?</p>	

Key points from feedback:

- E-learning is not the most effective way to see change at operational level
- Providing easy to follow, clear resources is key
- ‘Little and often’ approach
- Sharing case studies – not ‘look how good we are’ but ‘how to’ case studies. Case studies to be key points / images rather than paragraphs

See link to Jamboard for the full feedback from each group – https://jamboard.google.com/d/1_12OoqpUhlRe2vzYiMX-N3SnXsd-OoLoAxHfNxxhrXc/viewer?f=0

Key next steps:

EJ to review feedback and draft proposed overview of content to share with the group prior to the next leadership group meeting – this will highlight which ideas will be able to be incorporated into the update and those which will need to be considered for inclusion in next year’s business plan

Business Planning and Impact Survey

We are starting the business planning process for the Supply Chain Sustainability School’s 2024/25 financial year. This year, the first stage of business planning will be completed through the annual Impact Survey. Responses from this survey will be fed back via the School Groups and will inform the business plan for next year.

It is crucial you complete the survey to ensure that your voice is heard, including how much of a priority modern slavery is to you and your business - this is your opportunity to influence the future direction of the School, and to ensure the priorities are in line with your organisation. The deadline is 15 October.

[HAVE YOUR SAY HERE](#)

Anti-slavery Group Promotion Post

It was suggested that for Anti-slavery day on **18th October**, group members would collectively post a template social media post displaying what the Modern Slavery Group is and the aims for the group. EJ will develop a template/narrative for this and each organisation is then free to tweak this to suit their organisation.

Along with the post will be the photo of the MS Group organisations found on MS Group School page (<https://www.supplychainschool.co.uk/partners/leadership-groups/modern-slavery-group/>)

Remember to check the bottom of this page for your organisation’s logo!

Modern Slavery Group: Stand Down Day Idea

The idea of further group collaborating was put forward, with the suggestion of a ‘stand down day’ between member organisations. This would be a fantastic opportunity for the group to further demonstrate the collaboration within the industry and from the MS group. A smaller group of members has agreed to engage in some separate conversations on this and drive this idea forward.

If you would like to be a part of this smaller group, please reach out to will.glover@actionsustainability.com

Just Good Work App

Updates were provided on the progress of the proposal and workstream to tailor the Just Good Work app for the construction sector. A follow-up meeting was held with some partners and the JGW app team in September. If you are keen to be involved in the pilot, contact Quentin Lake (quentinlake@fiftyeight.io) by 12th October.

Shared Links

Sheffield Hallam Reports - <https://www.shu.ac.uk/helena-kennedy-centre-international-justice/research-and-projects/all-projects/evidence-briefs>

Procurement Guidance – addressing modern slavery and labour exploitation in solar PV supply chains – https://landing.actionsustainability.com/solar-panel-guidance/solar-panel.html?utm_source=press_release&utm_medium=PR&utm_campaign=solar_panel_2023

Solar Panel Virtual Conference Recording - https://www.youtube.com/watch?v=toEiZrJwo_I

Modern Slavery Group School page - <https://www.supplychainschool.co.uk/partners/leadership-groups/modern-slavery-group/>

M&S Human Rights and Due Diligence Guidance - https://corporate.marksandspencer.com/sites/marksandspencer/files/marks-spencer/human-rights-and-our-supply/human-rights-due-diligence-and-remedy-guidance-1-new_0.pdf

Operation Cardinas Report - https://www.antislaverycommissioner.co.uk/media/1802/iasc-construction-report_april-2022.pdf

Partner Pack - <https://www.supplychainschool.co.uk/partners/partner-pack/>. Provides the latest news on what is happening with partners such as case studies. Password to access: SCSS_Partner

Next session

4th October 2023 (10:00-12:30)