

Date: 19th February 2024

Attendees:

Emma-Jane Allen, Will Glover (Action Sustainability), Jo Potts (Balfour Beatty), Maria Fernandez Cachafeiro (Multiplex Global), Magdalena Czerwinska (Reliable Contractors), Jimmy Ritson (Carmichael), Eliza Chanin (Reconomy), Sara Robertson (RSK), Rebecca Lea (Wilmott Dixon), Julia Anukam (Vistry Group), Lauren Ashwell (Berkeley Group), Jon Street (Reliable Contractors), Andrew Spencer (Galliford Try), Amish Chauhan (Kier), Anna Slatcher (Barratt), Rebecca Winter (Amey), Laura Roberts (Wates), Amelle Mestari (Bouygues), Anna Smith (ASDA), Kaoru Bradley (Veolia), Manish Tailor (BBVSVJ), Joanna Buckley (HE Simm), Kerry Albrighton (SISK), Alexandra White (L-Lynch), Sally Taylor (DEFRA), Daphning Pierre (National Grid), Angela Hughes (Speedy Services), Jordanne Smith (Kier), Ciara Pryce (VGC Group), Luciana Campos (Multiplex Global), Wendy Storey (Suez), Lucy Healy (Balfour Beatty), Dale Turner (SKAUKPLC), Eva Juskova (Laing O'Rourke), Mona Baig (Bowmer and Kirkland).

Summary of actions & notes

Notes & Actions		
No	Action/Note	Responsible
1	Introductions	
	Welcome to everyone and new partners on the call. Including Vistry Group, Reconomy and Wates . Logos will be added to the photo on the MS Group page . If your organisation's logo is not here, please contact will.glover@actionsustainability.com	Partners
	EJ will also be posting on LinkedIn a screenshot of the call to raise the profile of the group. <i>Please share and repost this if you get a chance!</i>	Partners
2	Current/Ongoing projects update	
	<u><i>Risk Assessment Methodology</i></u> . Helen is currently developing a guidance document to provide a consistent approach to risk assessment, with examples of how it could be applied to the following key categories of spend: Material Categories (steel, PPE, wind turbines, batteries, stone) and Subcontract/Service (ground workers, labour agencies, cleaning services, security, waste). The guidance will cover different approaches for SME's, 'New Beginners' and Mature organisations. This has been developed with steer from a working group of partners. Guidance is due to be launched at a webinar in May / June – date TBC.	Helen and EJ
	<u><i>Launch of operational toolkit</i></u> . There is currently an existing operational toolkit on the School called ' how to set up your site to combat modern slavery '. EJ is developing an updated version of this that will be launched between April-June 2024. This will include links to survivor videos, lessons learned real cases, signposting to practical tools, grievance and remediation, case studies and update to the appendices.	Partners

	<p>Please feel free to share any case studies that might be relevant to this operational toolkit to emma-jane@actionsustainability.com or will.glover@actionsustainability.com.</p> <p>EJ to share a draft of the toolkit (before design / formatting) with all partners so they can request feedback from their operational teams.</p> <p><i>Those who demonstrated interest in this during the call were: Luciana Campos, David Warren, Jordanne Smith, Lucy Healy, Kaoru Bradley, Anna Slatcher, Eliza Chanin, Ciara Pryce, Manish Tailor, Lauren Ashwell, Jo Potts, Rachael Burn, Sally Taylor and Anna Smith.</i></p>	<p>EJ & Partners</p>
<p>3</p>	<p>Common Assessment Standard Feedback</p> <p>A while ago, the group sent some updated and refreshed questions to the Common Assessment Standard (CAS) through Build UK to include from a modern slavery perspective.</p> <p><i>Will or EJ will share this feedback with the group.</i></p>	<p>Will/EJ/Jo Potts</p>
<p>4</p>	<p>Looking Ahead: Business plan - Priorities (1st April 2024 to 31st March 2025)</p> <p>The 5 priorities voted for by the group after the December planning session were:</p> <ul style="list-style-type: none"> • Development of due diligence maturity guidance • Development of a standard approach to supply chain mapping • Make existing resources more accessible - learning pathways and new search function • Showcase strategic approaches to modern slavery. • Collaborate to drive impact 	
<p>4.1</p>	<p>Development of due diligence maturity guidance (aligned with BS25700)</p> <p>Next steps for this were discussed with the group via the workshop. See section 8 for more info on what was discussed and agreed next steps.</p>	
<p>4.2</p>	<p>Standard approach to supply chain mapping</p> <p>This was discussed prior to the meeting with partners who voted for this response and 2 key points were highlighted from these discussions:</p> <ul style="list-style-type: none"> • Partners wanted resources on how to develop a consistent approach to identify modern slavery risk in the supply chain. This work is already underway (as part of this current year’s budget) - Helen’s ‘Risk Assessment Methodology’ (see section 1 for detail on this) • Partners wanted guidance on how to embed these findings into the procurement process and how to go about supply chain mapping. There are currently 2 existing School resources covering these topics: supply chain mapping protocol and However, these need to be updated as they were created in 2017. <p><i>It was agreed these two resources will be reviewed and updated during 24-25. Helen’s ‘Risk Assessment Methodology’ will then address the first bullet point.</i></p>	<p>Helen</p> <p>EJ</p>

<p>4.3</p>	<p>Making existing resources more accessible</p> <p>There are hundreds of resources available in the School on modern slavery, but it can be hard to find the resources you need. Making this process easier and more efficient is key.</p> <p>Agreed actions:</p> <ul style="list-style-type: none"> • <i>Develop and communicate new modern slavery learning pathways (collaborate with procurement group for procurement / supply chain) – linking these to the 2 resources in section 4.2.</i> • <i>Create interactive tool to search for resources under the key headings of BS 25700 e.g. leadership and commitment, training and awareness, recruitment.</i> <p><i>EJ and Will to share a proposed timeline / project plan for this with the group, outlining what’s required from partners</i></p>	<p>EJ & Will</p> <p>EJ & Will</p>
<p>4.4</p>	<p>Showcase strategic approaches to modern slavery</p> <p>This is about showcasing more mature approaches to combatting modern slavery e.g. those who are embedding it into the wider procurement process and considering it alongside topics such as carbon and circular economy. In other words, organisations with a comprehensive sustainable procurement strategy, which considers modern slavery alongside other sustainability considerations.</p> <p><i>It was agreed we will run 1 conference (ideally face to face) in October 2024 and 6 online webinars. EJ is waiting for the School team to confirm if budget will be available for a face to face event and on potential costs in order to inform potential sponsorship opportunities.</i></p> <p><u>Will to send a placeholder in your diaries for 8th October for potential face to face conference.</u></p>	<p>Partners to share speaker suggestions.</p> <p>EJ</p> <p>Will</p>
<p>4.5</p>	<p>Collaborate to drive impact</p> <p>Working with other organisations, groups, relevant people etc. to expand the impact of the group.</p> <p>The below was agreed:</p> <ul style="list-style-type: none"> • <i>School to support CCLA’s Investor roundtable for the construction sector on April 18th</i> • <i>Work with Design for Freedom – opportunities to feed into the development of their Design for Freedom Toolkit 2.0 and run joint webinars</i> • <i>Representation on YORhub Modern Slavery group and Unseen Construction Hub</i> • <i>Partners to collaborate on a ‘Stand up to Modern Slavery Day’</i> • <i>Partners to secure speaker slots at other School category groups e.g. waste and resource efficiency, climate and carbon, FIR, social value</i> 	

<p>4.5.1</p>	<p>Stand up to modern slavery – partner collaboration</p> <p>At the group’s October meeting, an idea of further group collaboration was put forward. The idea is the replicate similar movements such as ‘stand down for health and safety’ but focusing on modern slavery. A chance to make modern slavery more accessible to those people on the ground at sites.</p> <p>Jo Potts will be leading on this and looking to arrange separate meetings in the future.</p> <p>If you would like to be part of this further collaboration reach out to will.glover@actionsustainability.com</p>	<p>Jo Potts</p>																																								
<p>4.5.2</p>	<p>Collaboration with Unseen for modern slavery video clip (ideally two- 3 mins long)</p> <p>Looking for contributors to fund the development of a modern slavery video clip (a victim perspective) in partnership with Unseen. Skanska and some other organisations already involved, looking for more to reach the required budget.</p> <p>Will has attached the PDF document to supporting email that explains this in more detail. If interested reach out to will.glover@actionsustainability.com</p>	<p>Dale Turner</p>																																								
<p>5</p>	<p>CCLA Investor Event</p> <p>A 2-hour investor roundtable event on 18th April 2024 that is focusing on the larger UK construction companies, particularly CEOs. Event is being led by Dame Sara Thornton (the UK’s first anti-slavery commissioner), the Cabinet Office, and Martin Buttle at CCLA Investment Management (who lead the Find it Fix it Prevent it campaign).</p> <p>If you are a UK construction company and have not received an invite to this event, reach out to will.glover@actionsustainability.com.</p>																																									
<p>6</p>	<p>Proposed Budget and Resources: 2024-2025</p> <table border="1"> <thead> <tr> <th>Action</th> <th>Resource</th> <th>Cost per item</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Meetings – 5 in a year – prep, delivery, follow up</td> <td>Senior consultant (7.5 days) Consultant researcher (5 days)</td> <td>As per budget</td> <td>£7,350</td> </tr> <tr> <td>Webinars x 6</td> <td colspan="3">Delivered under wider School budget</td> </tr> <tr> <td>1 conference 8 Oct (week before modern slavery week)</td> <td colspan="2">Delivered under wider School budget. Cost for 1 x lived experience consultants and Align</td> <td>£1,000</td> </tr> <tr> <td>Develop due diligence guidance</td> <td>Senior consultant (15 days) & consultant researcher (3 days)</td> <td>As per budget</td> <td>£11,025</td> </tr> <tr> <td>Design of due diligence guidance</td> <td></td> <td></td> <td>£2,000</td> </tr> <tr> <td>Update School procurement guidance & supply chain mapping protocol</td> <td>Senior consultant (11 days) Consultant (2 days)</td> <td></td> <td>£6,930 £1,050</td> </tr> <tr> <td>Develop and communicate new modern slavery learning pathways x 4</td> <td>Senior consultant (4 days) Consultant (4 days)</td> <td>As per budget</td> <td>£4,620</td> </tr> <tr> <td>Create search function to find modern slavery resources aligned to key headings of BS 25700</td> <td>Consultant (1 day)</td> <td>£525</td> <td>£525</td> </tr> <tr> <td>Current School budget</td> <td></td> <td></td> <td>£34,500</td> </tr> </tbody> </table>	Action	Resource	Cost per item	Total	Meetings – 5 in a year – prep, delivery, follow up	Senior consultant (7.5 days) Consultant researcher (5 days)	As per budget	£7,350	Webinars x 6	Delivered under wider School budget			1 conference 8 Oct (week before modern slavery week)	Delivered under wider School budget. Cost for 1 x lived experience consultants and Align		£1,000	Develop due diligence guidance	Senior consultant (15 days) & consultant researcher (3 days)	As per budget	£11,025	Design of due diligence guidance			£2,000	Update School procurement guidance & supply chain mapping protocol	Senior consultant (11 days) Consultant (2 days)		£6,930 £1,050	Develop and communicate new modern slavery learning pathways x 4	Senior consultant (4 days) Consultant (4 days)	As per budget	£4,620	Create search function to find modern slavery resources aligned to key headings of BS 25700	Consultant (1 day)	£525	£525	Current School budget			£34,500	
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7	Proposed Training/Event Schedule: 2024-2025					
	Deliverables Target	Type	Apr-Jun	July-Sept	Oct- Dec	Jan -Mar
	Best practice in combatting slavery and labour exploitation – insights from across the value chain (both operational and supply chain) , along with lessons learned, challenges, Practical insights. Spears from client, contractor, FM provider, sub contractor and supplier. Include perspective on remediation and lived experience consultant	Ideally face to face			8 October	
	Common approach to assessing risk – launch of new School risk assessment methodology and Partners to share their approach. Design for Freedom to talk about their new toolkit 2.0	Webinar	1 (June)			
	Case study - Insights from Willmott Dixon and one of their clients and suppliers to share what steps they've taken, lessons learned, practical tips	Webinar	1 (April)			
	Case study – strategic approach to tackling slavery, alongside other sustainability topics. Collaboration with partners and procurement group – need partners to volunteer to speak or suggest other speakers.	Webinar		1 (July)		
	Business drivers and legislative landscape – what new legislation is coming and implications for business, trends on business drivers	Webinar		1 (Sept)		
	Best practice in remediation – Just Good Work app and Align project on worker voice / audits and lived experience consultants, and insight from Lendlease on best practice guidance on 'Remediating Modern Slavery in Property and Construction'	Webinar			1	
What's new in the School? How to navigate the modern slavery resources in the School – launch of new learning pathways, new categorisation pages aligned with BS 25700 themes, other new resources launching this year	Webinar				1	
8	Workshop: Due Diligence Maturity Guidance					
<p>Feedback, Group 1:</p> <ul style="list-style-type: none"> • Outcomes: measure where we are, use the guidance to improve, measure where suppliers can improve. • Current resources used: annual maturity assessment of modern slavery, internal due diligence guidance documents but not MS specific, Independent Anti-Slavery Commissioners framework, SCSS resources. • Ideal format: questionnaire and guidance document <p>Feedback Group 2:</p> <ul style="list-style-type: none"> • Outcomes: quick and easy to use e.g. a checklist, simple language. • Current resources used: training videos, learning pathways, internal workshops aligned to SCSS objectives • Ideal format: consider different learnings/engagement styles, posters around the site, more interactive. <p>Feedback Group 3:</p> <ul style="list-style-type: none"> • Outcomes: breakdown of roles and responsibilities and how they can offer support, what does good look like, guidance on what we do with result of due diligence. • Current resources used: risk matrix from heat mapping, common assessment standard, supply chain audit, site audit guidance. • Ideal format: combine with other sustainability topics. Collaborate with the procurement group? <p>Feedback Group 4:</p> <ul style="list-style-type: none"> • Outcomes: structured under functions and roles/responsibilities, eligible for different suppliers and organisations, helping users understand how they can effect change in their own organisation and others. Capture the built environment as a whole, not just construction. 						

	<ul style="list-style-type: none"> Resources used: strong together resources around onsite toolkits and purchasing practices, European rental association resources. Ideal format: spider diagram showing visually how you are performing. Excel filters responses and variables such as type of organisation etc. <p>For full information see Jamboard link: https://jamboard.google.com/d/1noaJBhOITLf9f7A6vLCVwRn2OiFV9UULQYy090ffK10/viewer?pli=1&f=7</p> <p>Key points agreed in the follow up discussion:</p> <ul style="list-style-type: none"> This needs to cover both an organisation’s approach and the procurement / supply chain aspect Maturity guidance / assessment needs to be simple to use, enable people to understand what good looks like, and signpost to resources that can help them progress Key headings in BS 25700 could be a useful starting point Use the School’s existing assessment functionality (like the people / sustainability / FIR maturity assessments) as the key tool – this will minimise development costs as the functionality already exists, and will enable the development of actions plans, linking to resources based on maturity. 	
<p>9</p>	<p>Useful Resources</p> <p>Modern Slavery Group page - https://www.supplychainschool.co.uk/partners/leadership-groups/modern-slavery-group/</p> <p>Case study hosted by Stronger Together - https://www.stronger2gether.org/product/construction-and-property-programme-collaborative-project/</p> <p>Modern Slavery: Beyond Compensation conference - https://learn.supplychainschool.co.uk/local/tlactionplans/resource_intro.php?id=11480&modtype=page</p> <p>Link to Ride to Freedom - https://rideforfreedom.org.uk/</p> <p>Article on First Solar and due diligence - https://www.business-humanrights.org/en/latest-news/malaysia-first-solar-takes-steps-to-remediate-abuse-as-audit-reveals-conditions-of-forced-labour-for-subcontracted-migrant-workers-incl-co-comments/#:~:text=What%20First%20Solar%20has%20done,labor%20in%20their%20supply%20chains.</p> <p>BrightFuture. https://www.co-operative.coop/ethics/bright-future</p>	
<p>10</p>	<p>Next session</p> <p>15th May 2024 (9:30am-12:30pm) – Virtual on Teams</p> <p>Agenda items will include:</p>	

- Update on workstreams for 24-25 – progress to date and the role of partners in driving this forward
- Breakout group workshops on development of learning pathways – who for / outcomes?
- Bright Future to share the work they do on remediation. A survivor with lived experience will also be joining in with the discussions.