



## 2025 Conference Programme

Join us for a free, interactive virtual conference designed exclusively for small and medium-sized businesses looking to strengthen their bids, better meet client expectations, and stand out to major contractors through inclusive and responsible business practices.

Time	Session	
9.50	Arrivals – 10 mins beforehand	
10.00	Welcome and Overview of the Day	<b>Dana James-Edwards</b> (Head of FIR, Action Sustainability & Supply Chain School)
10.10	<p><b>Case Study:</b> Building Inclusive Workplaces: Solutions for Small Businesses</p> <p><i>DDC (Define, Dedicate, Cultivate) is a woman-owned and women-led small business that has made great strides in creating a culture of inclusion for all their team and subcontractors. Hear their Fairness, Inclusion &amp; Respect journey and understand how they leveraged it to become a part of National Highways Supply Chain.</i></p> <p><b>Q&amp;A session (15 mins)</b></p>	<p><b>Speaker:</b></p> <p><b>Carol Lewis-Han</b>, Managing Director at DDC (Define, Dedicate, Cultivate) <b>National Highway Supplier</b></p> <p><b>Q&amp;A Moderator:</b></p> <p><b>Saira Khan</b> (Fairness, Inclusion &amp; Respect Officer, Supply Chain School)</p>
10.55	Break	
11.05	<p><b>Workshop:</b> How SMEs Can Meet FIR &amp; Procurement Requirements</p> <p><i>Join this session led by Sarina Mitchell to gain a clearer understanding of what fairness, inclusion, and respect (FIR) expectations mean for your business. Designed specifically for SMEs, this session will help you navigate evolving procurement requirements and equip you with the knowledge to respond confidently and effectively. Learn:</i></p> <ul style="list-style-type: none"> <li>• The impact of new government PPNs and client requirements, and why they matter for SMEs.</li> <li>• Common challenges Tier 1s face when embedding FIR in their supply chains and what this means for SMEs.</li> <li>• How SMEs can effectively respond to procurement questions.</li> </ul> <p><b>Q&amp;A session (10 mins)</b></p>	<p><b>Led by:</b></p> <p><b>Sarina Mitchell</b>, Commercial &amp; Procurement Strategy Manager, Network Rail</p> <p><b>Q&amp;A Moderator:</b></p> <p><b>Saira Khan</b> (Fairness, Inclusion &amp; Respect Officer, Supply Chain School)</p>

<b>11.40</b>	<p>Next Steps &amp; SME Support: How to Continue Your FIR Journey</p> <p><i>Overview of key FIR resources and key takeaways.</i></p>	<b>Dana James-Edwards</b> (Head of FIR, Action Sustainability & Supply Chain School)
<b>11:55</b>	<p>SME Feedback: What Do You Need Next?</p> <ul style="list-style-type: none"> <li>• Feedback Session</li> </ul>	<b>Dana James-Edwards</b> (Head of FIR, Action Sustainability & Supply Chain School)
<b>15.30</b>	Close	

For more information, visit our website [HERE](#)

