

**Date:** Wednesday 4th February 2026

**Attendees:** Emma-Jane Allen (SCSS), Maria Fernandez Cachafeiro (Multiplex), Jo Potts (Balfour Beatty), Millie Holder (SCSS), Amanda Parker (Yorkshire Water), Will Glover (Mitie), Emily Davies (Amey), Rebecca Lea (Willmott Dixon), Sara Robertson (RSK), Kimberley Gibson (Kier), John Bullivant (Travis Perkins), Georgia Pilejko (MWH Treatment) Julie Swanepoel (Suez), Julia Hellyer (B&K), Lucy Healy (Balfour Beatty), Niamh Spurle (EQUANS), William Brannan (Achilles), Nikolaos Sapounas (Octavius), James York (Costain), Phillip Greenman (Skanska), Judith Marriott (M J Evans), Rebecca Winter (Amey), Laura Roberts (Wates), Ben Frain (Arcadis)

## Summary of actions & notes

Notes & Actions		
No	Action/Note	Responsible
1.0	<b>Welcome and Introductions</b>	
1.1	<p>The co-chairs welcomed attendees to the first BEAS Group meeting of 2026.</p> <p>Congratulations were noted on the Unseen Business Awards 2025 – Partnership Award win, recognising the strength and impact of collaboration across the group.</p> <p>The purpose of the session was confirmed as:</p> <ul style="list-style-type: none"> <li>• Reviewing progress against the current business plan</li> <li>• Discussing and agreeing priorities for 2026–27</li> <li>• Shaping the format and delivery of the proposed SME regional roadshows</li> </ul>	
2.0	<b>Operational Update</b>	
2.1	<p><b>Progress against the business plan</b></p> <ul style="list-style-type: none"> <li>• The modern slavery <b>Due Diligence Capability Assessment</b> has seen strong uptake: <ul style="list-style-type: none"> <li>○ 340 assessments completed to date (including reassessments)</li> <li>○ 290 completed by SMEs</li> </ul> </li> <li>• Partners are encouraged to: <ul style="list-style-type: none"> <li>○ Complete the assessment internally (if not already done)</li> <li>○ Promote it across their supply chains</li> <li>○ Share feedback to support continuous improvement</li> </ul> </li> </ul>	
2.2	<p><b>Webinars and engagement</b></p> <ul style="list-style-type: none"> <li>• Five webinars were committed to within the business plan:</li> </ul>	

	<ul style="list-style-type: none"> <li>○ Five have now been delivered</li> </ul>	
<p><b>2.3</b></p>	<p><b>Collaboration and intelligence sharing</b></p> <ul style="list-style-type: none"> <li>● Ongoing engagement with external organisations including:             <ul style="list-style-type: none"> <li>○ CCLA Investment, Unseen, Slave-Free Alliance, Cabinet Office, Ethical Trading Initiative and others</li> </ul> </li> <li>● Discussions are underway with Unseen, Neutral and Achilles to explore a joint webinar focused on intelligence sharing and emerging trends</li> </ul>	
<p><b>3.0</b></p>	<p><b>Business plan proposal (Jan 2026 – March 2027)</b></p>	
<p><b>3.1</b></p>	<p><b>Context, Governance and Funding</b></p> <p>It was noted that activity from April 2026 onwards remains subject to formal approval by the Board in March 2026. Whilst the direction of travel has been agreed in principle, delivery will only be confirmed following Board sign-off.</p> <p>The co-chairs outlined how additional budget capacity has been secured through:</p> <ul style="list-style-type: none"> <li>● Strong delivery against the current business plan</li> <li>● Demonstrable uptake and impact of the Due Diligence Capability Assessment (340+ completions)</li> <li>● Successful delivery of all committed webinars</li> <li>● Recognition of the group’s collaboration, including the Unseen Business Awards 2025 Partnership Award win</li> <li>● Clear evidence of sector need and legislative drivers</li> </ul> <p>This strong performance has enabled a proposal for expanded activity in 2026–27, including in-person engagement and regional roadshows.</p>	
<p><b>4.0</b></p>	<p><b>Agreed priorities for 2026–27</b></p>	
<p><b>4.1</b></p>	<p><b>Leadership and Preparedness - Annual Conference</b></p> <p>Agreement in principle to deliver a full-day, in-person conference.</p> <p>A steering group has been established to lead the development of:</p> <ul style="list-style-type: none"> <li>● Conference theme and objectives</li> <li>● Agenda and speakers</li> <li>● Partner involvement</li> <li>● Sponsorship opportunities</li> </ul>	

	<ul style="list-style-type: none"> <li>• Communications and promotion</li> </ul> <p><b>Logistics</b></p> <ul style="list-style-type: none"> <li>• A date has been secured</li> <li>• A venue has been confirmed</li> <li>• CCLA Investment confirmed as a partner</li> <li>• The School positioned as a key enabler for compliance and best practice</li> </ul> <p>Partners are asked to hold the date in their diaries. An official invitation and booking link will follow once Board approval is confirmed.</p>	
<p><b>4.2</b></p>	<p><b>SME regional roadshows</b></p> <ul style="list-style-type: none"> <li>• Agreement to deliver 4–5 regional SME roadshows</li> <li>• Target audience: SME subcontractors and senior managers</li> <li>• Objectives include: <ul style="list-style-type: none"> <li>○ Building awareness of modern slavery risks</li> <li>○ Moving beyond compliance to a proactive, risk-based approach</li> <li>○ Providing practical guidance and real-world examples</li> <li>○ Highlighting the business case for action</li> <li>○ Signposting to School resources</li> </ul> </li> <li>• Strong emphasis on: <ul style="list-style-type: none"> <li>○ Interactive formats</li> <li>○ Lived experience input</li> <li>○ Peer discussion</li> </ul> </li> </ul>	
<p><b>4.3</b></p>	<p><b>Driving uptake of School resources</b></p> <ul style="list-style-type: none"> <li>• Focus on increasing engagement with: <ul style="list-style-type: none"> <li>○ Due diligence assessment</li> <li>○ Operational Toolkit</li> <li>○ Other modern slavery resources</li> </ul> </li> </ul>	
<p><b>4.4</b></p>	<p><b>Remediation</b></p> <ul style="list-style-type: none"> <li>• Agreement to deliver two webinars focused on remediation</li> <li>• Led by specialist anti-slavery organisations</li> <li>• Recognised as a key gap across the construction and built environment sector</li> </ul>	
<p><b>5.0</b></p>	<p><b>SME roadshows – breakout group feedback (Mural)</b></p>	

<p><b>5.1</b></p>	<p><b>Objectives and outcomes</b></p> <p>There was strong alignment across breakout groups that the proposed objectives and outcomes were appropriate and well-framed.</p>	
<p><b>5.2</b></p>	<p><b>Event format and timing</b></p> <ul style="list-style-type: none"> <li>• Strong consensus that: <ul style="list-style-type: none"> <li>○ 2 hours is optimal</li> <li>○ Longer sessions risk disengagement</li> </ul> </li> <li>• Morning sessions preferred (e.g. 9:00 - 11:00 or 10:00 – 12:00)</li> <li>• Breakfast-style formats viewed positively</li> <li>• Regional flexibility needed depending on travel and accessibility</li> <li>• Support for online follow-up content for those unable to attend</li> </ul>	
<p><b>5.3</b></p>	<p><b>Content and delivery</b></p> <ul style="list-style-type: none"> <li>• SMEs value: <ul style="list-style-type: none"> <li>○ Real-life, sector-specific examples</li> <li>○ Peer learning</li> <li>○ Lived experience content (in person or via video)</li> </ul> </li> <li>• Suggestions included: <ul style="list-style-type: none"> <li>○ Interactive walkthrough of the due diligence assessment</li> <li>○ Making School resources tangible and practical</li> <li>○ Clear messaging on who should attend and why</li> </ul> </li> </ul>	
<p><b>5.4</b></p>	<p><b>Partner involvement</b></p> <ul style="list-style-type: none"> <li>• Strong agreement that partners must: <ul style="list-style-type: none"> <li>○ Actively invite their supply chains</li> <li>○ Be visible and involved at each event</li> <li>○ Provide contributions where possible</li> </ul> </li> <li>• In-kind support highlighted: <ul style="list-style-type: none"> <li>○ Venues</li> <li>○ Catering</li> <li>○ Local promotion and comms</li> </ul> </li> </ul>	
<p><b>5.5</b></p>	<p><b>Mural link - <a href="#">USE BEAS Group Meeting - Feb 2026 • AS MAIN</a></b></p>	
<p><b>6.0</b></p>	<p><b>Regions, venues and initial commitments</b></p>	
<p><b>6.1</b></p>	<ul style="list-style-type: none"> <li>• <b>North West (Manchester):</b> <ul style="list-style-type: none"> <li>○ <b>Venue confirmed: Suez Renew Hub, Trafford Park</b></li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>• Other regions discussed:</li> <li>• Midlands</li> <li>• London</li> <li>• North East</li> <li>• South West</li> <li>• Scotland</li> <li>• Northern Ireland</li> <li>• Further work required to confirm venues, partners, and SME targeting by region</li> </ul>	
<b>7.0</b>	<b>Actions</b>	
<b>7.1</b>	Confirm venues and dates for SME roadshows	Millie Holder
<b>7.2</b>	Follow up with partners on regional support and SME invitations	Millie Holder
<b>7.3</b>	Develop standard SME roadshow agenda and format	Emma-Jane Allen
<b>7.4</b>	Incorporate interactive elements and lived experience content	Emma-Jane Allen
<b>7.5</b>	Share draft marketing / invitation copy with partners	Millie Holder
<b>7.6</b>	Capture feedback from the first SME roadshow to refine future events	Millie Holder
<b>7.7</b>	<p>Partners to confirm interest in one or both of the following SME roadshow opportunities:</p> <ol style="list-style-type: none"> <li><b>1. Inviting your supply chain</b> <ol style="list-style-type: none"> <li>a. Proactively invite relevant SME subcontractors and suppliers</li> <li>b. Support regional promotion and attendance</li> </ol> </li> <li><b>2. Joining a Partner Panel (limited to 5 partners per region)</b> <ol style="list-style-type: none"> <li>a. Participate in a short panel discussion sharing practical experience</li> <li>b. Provide real-world examples of managing modern slavery risk</li> <li>c. Support peer learning for SMEs</li> </ol> </li> </ol> <p>Please confirm interest to Millie Holder (<a href="mailto:millie.holder@actionsustainability.com">millie.holder@actionsustainability.com</a>).</p>	<b>All Partners</b>
<b>7.8</b>	<b>Partners</b> to complete the Due Diligence Capability Assessment (If not completed it already)	<b>All Partners</b>
<b>7.9</b>	<b>Partners</b> to place the conference date in diaries – 13 <sup>th</sup> May	<b>All Partners</b>
<b>8.0</b>	<b>Next steps</b>	
<b>8.1</b>	<b>Next BEAS Group Meeting: Wednesday 6<sup>th</sup> May 2026</b>	