

**Date:** Wednesday 6th May 2026

**Attendees:** Emma-Jane Allen (SCSS), Maria Fernandez Cachafeiro (Multiplex), Jo Potts (Balfour Beatty), Isabel Townend (SCSS), Phillip Clayton (Align), Amanda Parker (Yorkshire Water), Angela Hughes (Speedy Hire), Ben Cross (Galliford Try), Beth Ramsden (RSK), Ciara Pryce (VGC Group), Dominique Cooper-Richards (National Gas), Donna Lawson (Babcock International), Eliza Chanin (Reconomy), Erin Bowman (Reconomy), Ben Frain (Arcadis), Georgia Pilejko (MWH Treatment), Kimberley Gibson (Kier), Lucy Healy (Balfour Beatty), James York (Costain), John Bullivant (Travis Perkins), Julia Hellyer (Bowmer + Kirkland), Lynne Wakefield (Hercules PLC), Nikolaos Sapounas (Octavius), Rebecca Lea (Willmot Dixon), Rebecca Winter (Amey), Sara Robertson (RSK), Sarah Saunders (Briggs & Forrester), Jordanne Smith (Kier), Julie Swanepoel (Suez), Toni Birch (Briggs & Forrester), Vanessa Dominguez-Perez (Concrete Repairs Ltd.), Natalie Wilkinson (NG Bailey), Will Glover (Mitie)

### 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 the financial year (Q1).</p> <p>They welcomed Isabel Townend (Izzy) as the new BEAS Group support and welcomed Galliford Try as a new partner organisation, represented by Ben Cross.</p> <p>The purpose of the session was confirmed as:</p> <ul style="list-style-type: none"> <li>• A reminder of the free survivor-led workshops available through the School and how these can strengthen due diligence</li> <li>• Reviewing progress against the current business plan</li> <li>• A call to action around SME Roadshows</li> </ul>	
2.0	<p><b>Best practice due diligence in action: Engaging lived experience</b></p> <p>An introduction and reminder of our free survivor-led workshops, designed to help organisations strengthen due diligence, response plans, and decision-making in line with TISC Home Office guidance and the UN Guiding Principles.</p>	
2.1	<p><b>Phillip Clayton, Align Ltd</b></p> <p>It was noted that both TISC guidance and the CCLA Modern Slavery Benchmark emphasise the importance of engaging with lived experience to help shape effective approaches to preventing, identifying and remediating modern slavery risks.</p>	

A Lived Experience webinar or workshop, delivered by Align Ltd, is available free of charge through organisations' School partner allowance. Partners were reminded to contact their School Account Manager to arrange delivery.

Session format

- Typical duration: ~2.5–3 hours
- This is now only available virtually

Session content includes:

- Interactive survivor interview
- Mechanisms of exploitation
- Strategic frameworks and best practice

Key benefits highlighted:

- Deepened human understanding of modern slavery risks
- Enhanced stakeholder engagement
- Actionable strategic insight to inform policy and practice

**Case studies: Yorkshire Water (Amanda Palmer) & Octavius (Nikolaos Sapounas)**

Yorkshire Water and Octavius shared reflections on their experience of participating in survivor-led sessions.

Both highlighted that the sessions were well-structured and clearly guided, relevant to attendees' roles, supportive of open discussion

Benefits identified included:

- Ability to target specific roles (e.g. Project Managers, Procurement, H&S, Commercial, Legal, Senior Leadership)
- Engaging colleagues in a new and impactful way
- Bringing modern slavery risks to life and making them more personal
- Supporting learning, training and internal knowledge development
- Strengthening Modern Slavery Statements and wider due diligence activity

Both organisations acknowledged the challenge of securing attendance, particularly from the right internal audiences. It was noted that stronger internal promotion is required and that webinars may support improved attendance levels.

Following their session, Yorkshire Water identified several priority areas for further development, including:

	<ul style="list-style-type: none"> <li>• Project Manager site audits</li> <li>• Mental Health First Aider training</li> <li>• Knowledge and information sharing</li> <li>• Role-specific training</li> </ul> <p>Yorkshire Water plans to hold a further survivor-led session with targeted attendance from Senior Leadership.</p>	
<p><b>3.0</b></p>	<p><b>Business Plan refreshers and operations</b></p> <p>A reminder was provided that the current BEAS Business Plan was developed and agreed by the Group between November and March last year. Members were reminded that delivery of the plan relies on active engagement from BEAS partners, each of whom has a role in driving impact and achieving the agreed objectives and KPIs.</p>	
<p><b>3.1</b></p>	<p><b>Recap of Priorities</b></p> <ol style="list-style-type: none"> <li>1. Accelerate leadership commitment to urgent modern slavery action</li> <li>2. Equip SMEs to identify, prevent, and report labour exploitation risks</li> <li>3. Drive uptake and impact of due diligence assessment &amp; existing School resources</li> <li>4. Raise awareness of effective remediation</li> </ol> <p><b>Progress against KPIs – Q1</b></p> <ul style="list-style-type: none"> <li>• Want to get 100 attendees at f2f conference next week, currently on 168 registrations (~84 attendees)</li> <li>• 4 regional SME engagement events, targetted 50 attendees at each, but this is proving difficult. Currently have 63 regsitrations (~32) - more on the call to action on this to follow.</li> </ul> <p><b>Upcoming public webinars:</b> <a href="#">Introduction to MS</a> ( 26/05)   <a href="#">Using Data to Tackle Labour Exploitation</a> (30/06)   Survivor-centred Response Strategies with Unseen (TBC.)</p> <p><b>Modern Slavery Due Diligence Assessments</b></p> <p>A recap was provided of the Modern Slavery Due Diligence Capability Assessment, launched October 2025.</p> <ul style="list-style-type: none"> <li>• Comprises 16 questions covering key aspects of modern slavery due diligence</li> <li>• Confidential and free to complete</li> <li>• Produces a maturity score benchmarked against the sector and a tailored action plan outlining practical next steps</li> </ul>	

	<p>Progress to date:</p> <ul style="list-style-type: none"> <li>• The assessment has consistently received more monthly completions than any other School assessment</li> <li>• 572 assessments completed to date (including reassessments)</li> <li>• 490 completions by SMEs</li> <li>• Analysis of results shows that most businesses score around Level 3.</li> <li>• At a sector level, this indicates lower levels of maturity in the following areas: <ul style="list-style-type: none"> <li>○ Remediation</li> <li>○ Performance measurement and evaluation</li> <li>○ Plan &amp; Source</li> <li>○ Training and support</li> </ul> </li> <li>• Uptake has largely been organic, though some partners have informally promoted it to their supply chains</li> </ul> <p>Partners were encouraged to:</p> <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> <p>Partners to contact Isabel if need communications and graphics support around this.</p> <p>It was noted that while reassessment timelines depend on business context, there is a clear opportunity to encourage reassessment to support use of the tool as a long-term continuous improvement mechanism.</p>	
<p><b>4.0</b></p>	<p><b>Modern Slavery in the Built Environment: Keeping Pace, Taking Action – In-person Conference</b></p> <p>Details of the upcoming BEAS in-person conference were shared with the Group.</p> <ul style="list-style-type: none"> <li>• Date: Wednesday, 13 May 2026</li> <li>• Time: 9:30–16:00</li> <li>• Format: Full-day, face-to-face event</li> <li>• Delivered in partnership with CCLA Investment Management</li> <li>• Co-chaired by EJ Allen and Jo Potts</li> <li>• Registration page: <a href="#">[LINK]</a></li> </ul>	
<p><b>4.1</b></p>	<p>The conference will focus on horizon scanning: preparing for new laws, growing risks and evolving expectations. It is aimed at medium to large businesses, specifically senior professionals across procurement, commercial, sustainability, supply chain, risk, ESG, legal, HR, compliance and assurance.</p> <p>Headline speakers include:</p> <ul style="list-style-type: none"> <li>• Amal Lal – Survivor leader and child and human rights lawyer and activist</li> </ul>	

	<ul style="list-style-type: none"> <li>• Dr Laura Murphy – Fellow, Harvard Carr-Ryan Center for Human Rights (global expert on Uyghur forced labour)</li> <li>• Leo Lou – Policy Associate, Accountability Counsel (grievance mechanisms in international supply chains, with a mining sector case study)</li> <li>• Lucy Shearer – Head of Ethical Supply Chains, Great British Energy</li> <li>• Dr Jo Meehan – Director, Centre for Sustainable Business, University of Liverpool Management School</li> <li>• Emily Pica – Of Counsel, Omnia Strategy (Omnia is central to proposals to strengthen UK modern slavery legislation)</li> </ul> <p>BEAS partners – Kier (Kimberley Gibson), Balfour Beatty (Lucy Healy) and Multiplex (Maria Fernandez Cachafeiro) - will also be sharing case studies and participating in panel discussions.</p> <p>EJ called on BEAS partners who will be attending the conference to facilitate table discussion in one of the post-lunch sessions.</p>	
<p><b>5.0</b></p>	<p><b>SME Roadshow: What’s coming up, why it matters, and how you can help us get on track</b></p>	
<p><b>5.1</b></p>	<p><b>Objective and proposed outcomes</b></p> <p>A reminder was provided of the <b>agreed objectives and outcomes</b> set out in the BEAS Business Plan in relation to the SME Roadshow programme.</p> <p>The Group committed to delivering five SME Roadshow events between May 2026 and March 2027. Due to the postponement of the first planned event, owing to low registration numbers, this has now been revised to four events.</p> <p>Delivery of events remains dependent on partner support, including:</p> <ul style="list-style-type: none"> <li>• Provision of venues and catering at no cost</li> <li>• Proactive promotion to partner supply chains</li> </ul> <p>To recap, the intended audience is high-risk SME including low-skilled and low-paid subcontractors, and organisations with a high reliance on temporary or migrant labour. Partners are best placed to identify and target appropriate SME within their own supply chains</p> <p><b>Promotion Challenges</b></p> <p>Promotion has been challenging so far. We established that future events require longer lead-in times and a more structured marketing approach is needed,</p>	

including consistent draft copy and supporting graphics. This revised approach has been applied to the upcoming May event.

Additional actions underway to strengthen promotion include:

- Jo Potts engaging Constructionline to explore targeted mail-outs.
- Increased use of the Supply Chain School SME database.
- Positioning events as a “meet the buyer” opportunity, framed around the message: “We, your clients, want you to attend.”

#### **SME Roadshow – Progress Update**

1. **POSTPONED:** Wed 24 March – postponed due to low registration numbers.
2. **CONFIRMED:** Wed 27 May – Renew Hub, Manchester
  - a. Venue provided by Suez
  - b. Catering provided by Costain
  - c. Thanks were extended to Suez and Costain, and the following partners for promoting the event: Galliford Try, Kier, RSK, Reconomy, MWH Treatment, Balfour Beatty
  - d. A further call for promotion support was made, with the following partners agreeing to assist: Briggs and Forrester, Travis Perkins, Octavius, and VGC Group agreed to support.
3. **IN PROGRESS:** July/Aug - Midlands/East Anglia
  - a. Galliford Try pencilled in to support venue provision
  - b. Region confirmed as high priority due to active supply chain engagement, including major projects led by Kier, Galliford Try and VGC Group
  - c. Catering support still required
4. **IN PROGRESS:** September/October - Glasgow
  - a. Multiplex pencilled in to support venue provision
  - b. Region confirmed as high priority, with active projects involving Kier, Galliford Try and VGC Group
  - c. Opportunity to engage the Scotland Leadership Group and Scotland Against Modern Slavery
  - d. Catering support still required
5. **IN PROGRESS:** January/February - Location TBC.
  - a. Supported by the Department for Education (DfE), who have contacted framework suppliers (CF2025) to support the programme
  - b. Some organisations present may have already been approached, providing an opportunity to align activity and communications

6.1

**Balfour Beatty (Lucy Healy) - BSA Group**

- The Business Services Association (BSA) is a cross-sector group of approximately 25 strategic suppliers to UK Government.
- Balfour Beatty is one of the members.
- The group gathers consensus positions and feedback from members to inform policy development, best practice and government engagement.
- Current priorities are still under development; early discussion suggests a move away from large standalone deliverables and towards more strategic and impactful activity.
- Areas of interest include:
  - Creating space for peer networking
  - Joint review of modern slavery statements
  - Exploring safe and appropriate ways to engage survivors in the workplace
- An upcoming workshop is planned with Eleanor Lyons, Independent Anti-Slavery Commissioner.

**Yorkshire Water (Amanda Palmer) - Utilities Against Slavery**

- Yorkshire water is a member of the Utilities Against Slavery group
- During **Anti-Slavery Week (12–18 October 2026)**, Utilities Against Slavery will deliver a **joint webinar with Slave-Free Alliance**.
- The session will focus on **high-risk areas within the utilities sector**, including construction, temporary labour, subcontracting, electrical, garments, and remediation.
- A request was made for BEAS partners to **support promotion** of the webinar closer to the time.

**Unseen’s 2025 Annual Assessment – Isabel Townend**

Update on [Unseen Lived Experience Research Project](#):

- A collaboration between University of Bristol researchers, survivor consultants and industry partners (including NatWest, Lloyds Banking Group and Unilever)
- Key output: a lived-experience-informed toolkit
- A public webinar, in partnership with Unseen, is in development to explore practical engagement with lived experience (date TBC, expected around September)

**Poverty and technology leading to record levels of slavery in UK - BBC News**

[\[LINK\]](#)

- A recent BBC article reported warnings from the Independent Anti-Slavery Commissioner that modern slavery in the UK has reached record levels.
- Three primary drivers were highlighted:
  - Rising cost of living
  - Increased personal debt
  - Growth of insecure work
- Wider global factors such as conflict and displacement were also identified as increasing vulnerability to exploitation.
- The role of technology and artificial intelligence was highlighted, with digital platforms enabling traffickers to recruit, groom and control victims at scale.

**USTR Initiates 60 Section 301 Investigations Relating to Failures to Take Action on Forced Labor – United States Trade Representative [\[LINK\]](#)**

- In mid-March, the US Government launched Section 301 investigations into 60 global economies, including the UK.
- The investigations assess whether failures to ban or enforce restrictions on imports made with forced labour unfairly burden US commerce.
- Potential outcomes may include tariffs and/or import restrictions
- This signals a broader shift: Modern slavery controls are increasingly becoming a trade and market-access issue, not solely an ESG or compliance concern
- Members were encouraged to consider whether this issue has been discussed internally and to share insights where relevant.

**Viral “Labubu” Toys Linked to Uyghur Forced Labour – China Labour Watch [\[LINK\]](#)**

- China Labour Watch published findings implicating Pop Mart, the manufacturer of “Labubu” collectible toys, in serious labour violations.
- Allegations include:
  - Forced signing of blank contracts
  - Severe labour rights abuses
- The findings were reported by Sourcing Journal.
- Following publication, Pop Mart’s share price reportedly fell by over 20%, highlighting the commercial and reputational impact of forced labour exposure.
- Members were encouraged to monitor similar developments and their implications for investor confidence.

**WageIndicator.org [\[LINK\]](#)**

	<ul style="list-style-type: none"> <li>WageIndicator.org was highlighted as a free global resource providing information on: living and minimum wages, jobs and salaries, labour laws, collective agreements.</li> <li>The platform aims to improve labour market transparency.</li> <li>From a BEAS perspective, it was noted as a useful tool to support: Risk assessments, due diligence, and understanding “what good looks like” in international supply chains</li> </ul>	
<b>7.0</b>	<p><b>Upcoming Event: Using Data to Tackle Labour Exploitation</b></p> <ul style="list-style-type: none"> <li>Date: Tuesday, 30 June 2026</li> <li>Time: 11:00 AM - 12:15 PM</li> <li>Registration page: <a href="#">[LINK]</a></li> </ul> <p>An upcoming webinar delivered in partnership with Unseen, Achilles and Nutral will explore how data can be used to identify and respond to labour exploitation risks in the UK.</p> <p>The session will draw on helpline data, worker wellbeing visits, site surveys and payslip reviews, providing insights that organisations can use to support internal decision-making and build the business case for action. It is the first first time these organisations have collaborated in a single webinar to share and triangulate insights across these data sources.</p> <p>Speakers:</p> <ul style="list-style-type: none"> <li>Justine Carter, Deputy CEO – Unseen</li> <li>Adam Whitfield, Head of Compliance &amp; ESG – Achilles</li> <li>Alex Gosney, CEO – Nutral</li> </ul> <p>The webinar will take place in June, and members were encouraged to attend and promote internally.</p>	
<b>8.0</b>	<p><b>New Supply Chain Sustainability School app</b></p> <p>Members were advised that the Supply Chain School has launched a new app, with plans to embed modern slavery and sustainability short learning content, including guidance on identifying and reporting concerns. The Group was invited to support future trials and provide feedback as content is rolled out.</p>	
<b>9.0</b>	<b>Actions</b>	
<b>9.1</b>	Confirm venues and dates for SME roadshows	Isabel Townend
<b>9.2</b>	Confirm catering for SME roadshows	
<b>9.3</b>	Follow up with partners on regional support and SME invitations	Isabel Townend
<b>9.4</b>	Share SME roadshow draft marketing / invitation copy with partners	Isabel Townend
<b>9.5</b>	Capture feedback from the first SME roadshow to refine future events	Isabel Townend

9.6	Revise marketing approach to SME roadshows (organise focus group with involved partners for the next event)	Isabel Townend
10.0	<p>Partners to confirm interest in one or both of the following SME roadshow opportunities:</p> <ol style="list-style-type: none"> <li>1. <b>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>2. <b>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 Isabel Townend (<a href="mailto:isabel.townend@actionsustainability.co.uk">isabel.townend@actionsustainability.co.uk</a>).</p>	All Partners
10.1	<b>Partners</b> to contact their School Account Manager to book a free lived experience webinar or workshop (delivered by align) reminded to contact their School Account Manager to arrange delivery.	All Partners
10.2	<b>Partners</b> to complete the Due Diligence Capability Assessment (If not completed it already)	All Partners
10.3	<b>Partners</b> to promote the Due Diligence Capability Assessment across their supply chains. If you require need communications and graphics support around this please contact Isabel Townend ( <a href="mailto:isabel.townend@actionsustainability.co.uk">isabel.townend@actionsustainability.co.uk</a> )	
10.4	<b>Partners</b> to reigster to the upcoming webinar – <a href="#">Using Data to Tackle Labour Exploitation</a>   Tue 30 June, 11:00 AM – 12:15 PM	All Partners
11.0	<b>Next steps</b>	
11.1	<b>Next BEAS Group Meeting: Tuesday 8<sup>th</sup> September 2026</b>	