

**Date:** 15<sup>th</sup> May 2024

**Attendees:**

Emma-Jane Allen, Will Glover, Helen Carter (Action Sustainability), Maria Fernandez Cachafeiro (Multiplex Global), Dale Turner (SKAUKPLC), Sasha McGown (Briggs), Angela Hughes (Speedy Services), Julia Anukam (Vistry Group), Sara Robertson (RSK), Kimberley Gibson (Kier), Simon Stone (Galliford Try), Laura Roberts (Wates), Manish Tailor (BBVSJV), Rachael Burn (Mitie), Ciara Pryce (VGC Group), Lucy Healy (Balfour Beatty), Amy Rose (Laing O'Rourke), Lauren Ashwell (Berkeley Group), Mischa Macaskill (Bright Future), Kaoru Bradley (Veolia), Nikolaos Sapounas (Octavius), Wendy Storey (Suez), Lewis Chenery (EQUANS UK), Kerry Albrighton (SISK), Jordanne Smith (Kier), Rebecca Winter (Amey), John Bullivant (Travis Perkins), Joanna Buckley (HE Simm), Eva Juskova (Laing O'Rourke), Sally Taylor (DEFRA), Daphning Pierre (National Grid), Christopher Wellgreen (J Coffey), Hannah Simpson (Venesky Brown), Luciana Campos (Multiplex Global), Julia Hellyer (B&K).







**Summary of actions & notes**

Notes & Actions		
No	Action/Note	Responsible
1	<p><b>Introductions</b></p> <p>Welcome to everyone and new partners on the call.</p> <p>Group logos have been added to the <a href="#">MS Group page</a>. If your organisation's logo is not here, please contact <a href="mailto:will.glover@actionsustainability.com">will.glover@actionsustainability.com</a></p>	Partners
2	<p><b>Insights from a recent Gangmaster &amp; Labour Abuse Authority (GLAA) presentation on modern slavery in the construction sector</b></p> <ul style="list-style-type: none"><li>• Construction industry is the 2<sup>nd</sup> most reported industry for cases of labour exploitation</li><li>• 141 cases reported to GLAA in 2022 (a 35% increase from 2021) and 543 potential victims identified</li><li>• Since April 2022, number of construction referrals recorded by GLAA has averaged 6 per month</li><li>• Has been a massive increase in the number of Construction 'Shortage Occupation Visas' granted in recent months. 1,200 in Q4 of 2023 compared to 300 in the previous quarter. This represents a heightened risk of slavery as migrant workers are vulnerable as they are tied to their employer under this system and unable to leave if they are being exploited. In addition they have often accrued significant debts through paying extortionate fees to their recruiters for visas, travel, accommodation, resulting in them being held in debt bondage to one employer or recruiter.</li></ul>	

<p><b>3</b></p>	<p><b>Priorities and Next Steps</b></p> <p><u>Risk Assessment Methodology</u></p> <ul style="list-style-type: none"> <li>• ¾ of the way drafted, nearly ready to share.</li> <li>• Currently at 6 pages and aim is to keep it under 7/8 pages.</li> <li>• No date for publishing yet.</li> <li>• Guidance to be launched at <a href="#">‘How to evaluate modern slavery risk in your supply chain’</a> webinar.</li> </ul> <p>Operational Toolkit</p> <ul style="list-style-type: none"> <li>• Word version nearly finished</li> <li>• Will outline some key risks for businesses and provide potential actions that could be taken to address them.</li> <li>• What makes this unique is that it will signpost to external templates, toolkits, posters, checklists e.g. GLAA posters, Stronger Together videos, Unseen insights etc.</li> </ul> <p><i>If you would like to review the toolkit and provide feedback and/or recommendations, please reach out to EJ or Will.</i></p>	<p>Helen</p> <p>EJ</p> <p>Partners</p>
<p><b>4</b></p>	<p><b>Modern Slavery Group Business Plan</b></p> <div data-bbox="223 1041 1268 1646" style="border: 1px solid black; padding: 10px;"> <p style="text-align: center;"><b>MODERN SLAVERY GROUP BUSINESS PLAN</b> (1<sup>ST</sup> APRIL 24 – 31 MARCH 25)</p> <ul style="list-style-type: none"> <li>• <b>Develop new due diligence resources to support the built environment and update existing resources</b> <ul style="list-style-type: none"> <li>• Update <a href="#">School Procurement Guidance</a> on combatting modern slavery and labour exploitation <i>workshop scheduled for 23 May</i></li> <li>• Update <a href="#">Supply Chain Mapping Protocol</a> workshop scheduled for <i>workshop scheduled for 19 June</i></li> <li>• Develop due diligence maturity guidance (aligned with BS25700 and the ISO currently under development) - to use the existing functionality in the School e.g. like the procurement or sustainability assessment <i>waiting for approval to use existing functionality</i></li> </ul> </li> <li>• <b>Make existing modern slavery resources more accessible</b> <ul style="list-style-type: none"> <li>• Create interactive tool to search for resources under the key headings of BS 25700 e.g. leadership and commitment, training and awareness, recruitment - <i>due to go live in May</i></li> <li>• Develop and communicate new modern slavery learning pathways (collaborate with procurement group for procurement / supply chain) link in to the new / updated resources above</li> </ul> </li> <li>• <b>Showcase best practice and strategic approaches to combatting slavery</b> <ul style="list-style-type: none"> <li>• 1 face to face conference &amp; 6 webinars - <i>Dates all agreed and are being added to the website as speakers confirm</i></li> </ul> </li> <li>• <b>Collaborate to drive impact</b> <ul style="list-style-type: none"> <li>• School to support CCLA's Investor roundtable for the construction sector on April 18<sup>th</sup> - <i>next steps to be discussed in 'SHARE' agenda item</i></li> <li>• Work with <a href="#">Design for Freedom</a> – opportunities to feed into the development of their <a href="#">Design for Freedom Toolkit 2.0</a> - <i>ongoing</i></li> <li>• Representation on <a href="#">YORhub</a> Modern Slavery group and Unseen Construction Hub - <i>ongoing</i></li> <li>• Partners to collaborate on a 'Stand up to Labour Exploitation Day' - <i>Jo Potts to lead on this</i></li> <li>• Partners to secure speaker slots at other School category groups e.g. waste and resource efficiency, climate and carbon, FIR, social value</li> </ul> </li> </ul> </div>	
<p><b>4.1</b></p>	<p><b>New Due Diligence Resources and Updating Existing Resources</b></p> <p>2 resources planned to be updated:</p> <ul style="list-style-type: none"> <li>• Procurement Guidance</li> <li>• Supply Chain Mapping Protocol</li> </ul>	<p>Partners</p>

	<p><i>There is a workshop for each resource being run for each resource. Procurement Guidance is on 23<sup>rd</sup> May and Supply Chain Mapping Protocol is on 19<sup>th</sup> June. Reach out to Will if you would like to join either session.</i></p>	
<p><b>4.2</b></p>	<p><b>Making resources more accessible:</b></p> <p>Resource widget now live. Allows you to filter modern slavery resources by different headings taken from BS 25700 standard. Will provide a much easier way of accessing all of the School’s modern slavery resources!</p> <p>Available on <a href="#">Modern Slavery Group page</a> and will also be available on the modern slavery topic page soon. <b>Check it out!</b></p> <p>The page also has a video and description explaining the group’s priorities for the year and all meeting notes are uploaded at the bottom.</p>	<p>Partners</p>
<p><b>4.3</b></p>	<p><b>Showcase best practice and strategic approaches to combatting slavery</b></p> <p><b>Face-to-face Modern Slavery Conference</b></p> <p>Face-to-face modern slavery conference is now confirmed. Will be held in Birmingham on 16<sup>th</sup> October 2024 (same venue as previous one). More details to follow closer to the time but add to diaries! There will only be 130 spaces available.</p> <p>Confirmed speakers:</p> <ul style="list-style-type: none"> <li>• CCLA Investment – Martin Buttle and Dame Sara Thornton (UK’s first anti-slavery commissioner)</li> <li>• Tilbury Douglas – contractor perspective – case study on their approach</li> <li>• Carmichael – labour agency perspective</li> <li>• CEO of GLAA</li> <li>• Survivor Perspective from Align Ltd.</li> </ul> <p><b>WE WOULD LOVE MORE SPEAKERS!</b></p> <p><i>If you or someone you know/recommend would like to speak at the conference, get in touch with EJ or Will. Ideally they will talk about one specific aspect of due diligence, focusing in on challenges, lessons learned, practical tips. We would like a speaker to focus in on Just Transition. No happy sheets / sales pitches!</i></p>	<p>Partners</p>
<p><b>4.3.1</b></p>	<p><b>Showcase best practice and strategic approaches to combatting slavery</b></p> <p><b>Modern Slavery Webinars</b></p> <p>Six Modern Slavery Webinars have been planned for the financial year. When announced, please share and promote the webinars internally and externally.</p>	<p>Partners</p>

	<p>Links to webinars available to register for:</p> <ul style="list-style-type: none"> <li>• <a href="#">How to evaluate modern slavery risk in your supply chain</a></li> <li>• <a href="#">Unlocking the business case: Tackling modern slavery and labour exploitation</a></li> </ul>	
<p>4.4</p>	<p><b>Collaborate to Drive Impact</b></p> <p><b>Opportunities for collaboration:</b></p> <ul style="list-style-type: none"> <li>• Partners to share updates with what the Built Environment Against Slavery group is doing – help to ensure mutual signposting and avoiding duplication with other collaborative modern slavery groups</li> <li>• Work with <a href="#">Design for Freedom</a> and feed into development of their <a href="#">Design for Freedom Toolkit 2.0</a>.</li> <li>• Representation on Yorkshire and Humber Construction Framework (YORhub) and Unseen Construction Hub</li> <li>• Stand up to Labour Exploitation Day (see section 4.4.1)</li> <li>• Partners to speak at other School category groups. Climate Action Group would be keen to have modern slavery topics brought to meetings, as well as Procurement and resource efficiency.</li> </ul> <p><i>If interested in any of these collaborations, reach out to Will or EJ.</i></p>	<p>Partners</p>
<p>4.4.1</p>	<p><b>Stand up to labour exploitation – partner collaboration</b></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 and labour exploitation.</p> <p>Jo Potts will be leading on this and looking to arrange separate meetings in the future.</p> <p><i>If you would like to be part of this further collaboration reach out to <a href="mailto:jo.potts@balfourbeatty.com">jo.potts@balfourbeatty.com</a></i></p>	<p>Jo Potts</p>

<p><b>5</b></p>	<p><b>Training and Event Schedule</b></p> <table border="1"> <thead> <tr> <th>Deliverables Target</th> <th>Type</th> <th>Apr-Jun</th> <th>July-Sept</th> <th>Oct-Dec</th> <th>Jan-Mar</th> </tr> </thead> <tbody> <tr> <td><b>Best practice in combatting slavery and labour exploitation – insights from across the value chain (both operational and supply chain), investors, GLAA, Lived Experience Consultant</b> – Confirmed speakers: CCLA Investment, Tilbury Douglas (contractor perspective), Carmichael (Labour agency) Dame Sara Thornton, CEO of GLAA, Phill at Align with a survivor</td> <td>Face to face </td> <td></td> <td></td> <td>16 Oct – in B'ham</td> <td></td> </tr> <tr> <td><b>Common approach to assessing risk in the built environment</b> – launch of new risk assessment methodology. <i>Delivered by Helen Carter, Lead Consultant, Action Sustainability</i></td> <td>Webinar</td> <td>18 July</td> <td></td> <td></td> <td></td> </tr> <tr> <td><b>Case study</b> - Willmott Dixon and Aden Contracting (groundworker) on their efforts to address modern slavery and labour exploitation</td> <td>Webinar</td> <td>23 May</td> <td></td> <td></td> <td></td> </tr> <tr> <td><b>Responsible Contracting: a toolkit for due-diligence aligned contracting</b> - Embedding modern slavery and labour exploitation through procurement - <a href="#">link to toolkit</a>. <i>Delivered by the Responsible Contracting Project</i></td> <td>Webinar</td> <td></td> <td>24 July</td> <td></td> <td></td> </tr> <tr> <td><b>Getting to grips with the business case for combatting modern slavery (built environment)</b> – to include new and upcoming legislation and other business drivers / emerging trends . <i>Delivered by Helen Carter.</i></td> <td>Webinar</td> <td></td> <td>17 Sept</td> <td></td> <td></td> </tr> <tr> <td><b>Best practice in remediation</b> – Just Good Work app and Align project on worker voice / audits and lived experience consultants, and insight from another – maybe Lendlease on <a href="#">best practice guidance on 'Remediating Modern Slavery in Property and Construction</a></td> <td>Webinar</td> <td></td> <td></td> <td>3 Dec</td> <td></td> </tr> <tr> <td><b>What's new in the School?</b> How to navigate the resources in the School – launch of update procurement guidance and supply chain mapping protocol, new learning pathways, new categorisation pages aligned with BS 25700 themes. <i>Delivered by EJ</i></td> <td>Webinar</td> <td></td> <td></td> <td></td> <td>4 Feb</td> </tr> </tbody> </table>	Deliverables Target	Type	Apr-Jun	July-Sept	Oct-Dec	Jan-Mar	<b>Best practice in combatting slavery and labour exploitation – insights from across the value chain (both operational and supply chain), investors, GLAA, Lived Experience Consultant</b> – Confirmed speakers: CCLA Investment, Tilbury Douglas (contractor perspective), Carmichael (Labour agency) Dame Sara Thornton, CEO of GLAA, Phill at Align with a survivor	Face to face 			16 Oct – in B'ham		<b>Common approach to assessing risk in the built environment</b> – launch of new risk assessment methodology. <i>Delivered by Helen Carter, Lead Consultant, Action Sustainability</i>	Webinar	18 July				<b>Case study</b> - Willmott Dixon and Aden Contracting (groundworker) on their efforts to address modern slavery and labour exploitation	Webinar	23 May				<b>Responsible Contracting: a toolkit for due-diligence aligned contracting</b> - Embedding modern slavery and labour exploitation through procurement - <a href="#">link to toolkit</a> . <i>Delivered by the Responsible Contracting Project</i>	Webinar		24 July			<b>Getting to grips with the business case for combatting modern slavery (built environment)</b> – to include new and upcoming legislation and other business drivers / emerging trends . <i>Delivered by Helen Carter.</i>	Webinar		17 Sept			<b>Best practice in remediation</b> – Just Good Work app and Align project on worker voice / audits and lived experience consultants, and insight from another – maybe Lendlease on <a href="#">best practice guidance on 'Remediating Modern Slavery in Property and Construction</a>	Webinar			3 Dec		<b>What's new in the School?</b> How to navigate the resources in the School – launch of update procurement guidance and supply chain mapping protocol, new learning pathways, new categorisation pages aligned with BS 25700 themes. <i>Delivered by EJ</i>	Webinar				4 Feb	
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<p><b>6</b></p>	<p><b>Bright Future – supporting survivors of slavery into safe and stable employment</b></p> <p>Mischa Macaskill, Bright Future Manager gave an overview of the work they do and how YOU can partner with them to support of slavery back into employment. They help to give survivors rebuild their confidence and get jobs with their partner companies such as Currys and Balfour Beatty.</p> <p>If you would like to get in contact with Mischa, her email is: <a href="mailto:mischa.macaskill@wearecauseway.org.uk">mischa.macaskill@wearecauseway.org.uk</a></p>	<p>Partners</p>																																																
<p><b>7</b></p>	<p><b>Breakout Groups – Sharing Insights</b></p> <p>The group was split out into breakout rooms to discuss insights into the modern slavery landscape at the moment, discussing thing such as emerging risks, case studies, evolving business drivers and more.</p> <p>To view the Jamboard with the group’s notes on there click here: <a href="https://jamboard.google.com/d/1A0J_hy_Cxf_pM3kNreY18M1kTi8Na1p4O9ZOPCacDSY/viewer?f=0">https://jamboard.google.com/d/1A0J_hy_Cxf_pM3kNreY18M1kTi8Na1p4O9ZOPCacDSY/viewer?f=0</a></p> <p>The summaries of each group’s discussion are in the following sections.</p>																																																	
<p><b>7.1</b></p>	<p><b>Group 1</b></p> <ul style="list-style-type: none"> <li>• IEMA have recently set up a ‘social steering group’ – opportunities for link up between groups.</li> </ul>																																																	

	<ul style="list-style-type: none"> <li>• Sally Taylor working on an updated modern slavery risk tool for government departments based around the procurement policy note. Looking to ensure requirements on modern slavery from government is in the relevant high risk areas.</li> <li>• EU Directive Law – Skanska has a number of global groups looking at this</li> <li>• Stronger Toolkit – new toolkit released and is available on School website</li> <li>• How do we know what are the most common languages used on site etc.? – any resources for this?</li> <li>•</li> </ul>	
<p>7.2</p>	<p><b>Group 2</b></p> <ul style="list-style-type: none"> <li>• Increasing demand for modern slavery declaration in bid process.</li> <li>• Client and tendering questions, evidence monitoring and management increasing – questions are becoming much more extensive and more evidence being requested.</li> <li>• Defining and owning modern slavery in the business – who is responsible for it? HR? ESG?</li> <li>• Defining and owning modern slavery in the business – should modern slavery sit on its own or be part of overarching human rights and people?</li> </ul>	
<p>7.3</p>	<p><b>Group 3</b></p> <ul style="list-style-type: none"> <li>• Increased pressure and interest from investors and other stakeholders to see what companies are doing on modern slavery</li> <li>• Increased awareness – Speedy seeing examples of people proactively approaching the team to raise concerns.</li> <li>• Unseen video being developed in collaboration with group members – 2-3 minute video looking at the subtle signs of modern slavery such as paying for recruitment, right to work checks. Video hopefully ready for August-September 2024.</li> </ul>	
<p>7.4</p>	<p><b>Group 4</b></p> <ul style="list-style-type: none"> <li>• CCLA did a benchmarking exercise in 2023 scoring companies on modern slavery. Opportunity then arose to have a roundtable event with different construction companies.</li> <li>• CCLA event – lots of tier 1 contractors in the room, 8 CEOs, GLAA, Unseen, Bright Future, Cabinet office. Event ended with a vote for what to do next/prioritise.</li> <li>• 1<sup>st</sup> priority – establish a modern slavery intelligence network similar to the one in agriculture.</li> <li>• 2<sup>nd</sup> priority – work with Bright Future and other survivors.</li> <li>• Key moments: one CEO said they didn’t realise their company had a problem until now and they are taking action on this. Another person shared they have recently found a victim.</li> <li>• Senior buy-in is crucial!</li> </ul>	

	<ul style="list-style-type: none"> <li>• Investment driver is increasing – more questions and demands being made around human rights in general</li> <li>• COPAD (Corporate Organisations and Public Authorities Duty) Bill is a proposed legislation in the UK that aims to introduce mandatory human rights and environmental due diligence for companies and public authorities.</li> </ul>	
<p>7.5</p>	<p><b>Group 5</b></p> <ul style="list-style-type: none"> <li>• Client Requirements increasing – starting to be asked more questions on modern slavery and wider sustainability issues. At Travis Perkins they had one customer asked how far down they could deep dive into their supply chain.</li> <li>• Increasing number of checks on audit – e.g. FSC audit 3 years ago was a very basic level of checks but have started introducing some checks on forced labour and labour exploitation.</li> <li>• People feel more confident challenging behaviours – more aware of modern slavery and issues around it</li> <li>• CCLA event – driving more engagement from top management, e.g. CFO from main contractor who attended has now joined their internal modern slavery working group.</li> <li>• German supply chain due diligence legislation proving to be a good driver for supplier engagement</li> </ul>	
<p>8</p>	<p><b>Useful Resources</b></p> <p>Modern Slavery Group page - <a href="https://www.supplychainschool.co.uk/partners/leadership-groups/modern-slavery-group/">https://www.supplychainschool.co.uk/partners/leadership-groups/modern-slavery-group/</a></p> <p>Link to Ride to Freedom - <a href="https://rideforfreedom.org.uk/">https://rideforfreedom.org.uk/</a></p> <p><a href="https://www.constructionenquirer.com/2024/05/15/skills-shortage-puts-big-infrastructure-projects-at-risk/">https://www.constructionenquirer.com/2024/05/15/skills-shortage-puts-big-infrastructure-projects-at-risk/</a> - news story provided by Manish Tailor</p> <p>BrightFuture. <a href="https://www.co-operative.coop/ethics/bright-future">https://www.co-operative.coop/ethics/bright-future</a></p> <p>Design for Freedom - <a href="https://www.designforfreedom.org/">https://www.designforfreedom.org/</a></p>	
<p>9</p>	<p><b>Next session</b></p> <p>9<sup>th</sup> July 2024 (9:30am-12:30pm) – Virtual on Teams</p>	