

Date: 9th July 2024

Attendees:

Emma-Jane Allen, Will Glover, Helen Carter, Anna Cantwell (Action Sustainability), Maria Fernandez Cachafeiro (Multiplex Global), Gordon Miller, Vicky Hvartchilkova (Ride for Freedom), Sasha McGown (Briggs), Sara Robertson (RSK), Kimberley Gibson (Kier), Eliza Chanin (Reconomy), Manish Tailor (BBVSJV), Rachael Burn (Mitie), Lauren Ashwell (Berkeley Group), Kaoru Bradley (Veolia), Nikolaos Sapounas (Octavius), Kerry Albrighton (SISK), Jordanne Smith (Kier), John Bullivant (Travis Perkins), Joanna Buckley (HE Simm), Eva Juskova (Laing O'Rourke), Sally Taylor (DEFRA), Daphning Pierre (National Grid), Luciana Campos (Multiplex Global), Julia Hellyer (B&K), Geeta Lineker (ISG), Carrie Martin (National Highways), Rhys Rawson (SKANSKA), Sabrina Lalmas (Venesky-Brown), Bob Mitchell (Venesky-Brown), Martina Trusgnach (TFL), Rebecca Lea (Willmott Dixon), Jimmy Ritson (Carmichael), Danielle Hayford (HE Simm), Stacey Burton (Tilbury Douglas), Claire Martin (ISG), Alexandra Rees (EQUANS), Julie Swanepoel (Suez), Raman Hir (National Grid), Phillip Greenman (SKANSKA), Catherine Price (MWH Treatment), Emma Thompson (Taziker), Judith Marriott (MJ Evans), Peter Ball (VGC Group), Karen Ratcliffe (Veolia).

Summary of actions & notes

| Notes & Actions | | |
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| No | Action/Note | Responsible |
| 1 | <p>Introductions</p> <p>Welcome to everyone and new partners on the call.</p> <p>Group logos have been added to the MS Group page. If your organisation's logo is not here, please contact will.glover@actionsustainability.com</p> | Partners |
| 2 | <p>Helen's Risk Assessment Methodology Update</p> <p><u>FEEDBACK IS NEEDED!</u></p> <p>First draft has been completed and shared with the group. Please read through and provide any feedback to Helen or Will by Friday 19th July.</p> <p>While reading the document, if you identify any areas that you feel your organisation is doing well/has done well, please send these through to Helen or Will by Friday 19th July.</p> <ul style="list-style-type: none">• helen@actionsustainability.com• will.glover@actionsustainability.com | Partners & Helen |
| 3 | <p>Ride for Freedom Remediation Case Study</p> <p>Angela Hughes from Speedy Services arranged for Founder and CEO and Vicky Hvartchilkova of Ride for Freedom to give a 10-minute presentation on the work they do</p> | Partners |

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| | <p>to support survivors of modern slavery. Several partners on the group already work with Ride for Freedom but they are always looking for support from the Built Environment, especially with their Cycle Revolution fundraising event in October.</p> <p>If you would like to get in touch with Gordon, his email is: Gordon@RideForFreedom.org and their website is available at: https://rideforfreedom.org/.</p> <p>*The slides from their presentation will be sent alongside these meeting minutes and slides.</p> | |
| <p>4</p> | <p>Built Environment Against Slavery Conference – Workshop</p> <p>Face-to-face modern slavery conference is now confirmed. Will be held in Birmingham on <u>16th October 2024 (same venue as previous one)</u>.</p> <p>The agenda will need to take into account the following:</p> <ul style="list-style-type: none"> • 130 people is the max number of attendees • No space for breakout rooms – everything, except for lunch will need to be done in the main room • Very limited budget – need to do what we can within the budget available • Lunch will be served in a public networking space outside the main room • This is about beyond compliance – key aim is to inspire through practical, actionable insights <p>The group was split out into breakout rooms to discuss 3 questions around the conference:</p> <ul style="list-style-type: none"> • Key topics/themes to prioritise • Specific outcomes/results the group wants to get from the conference • What interactive elements would make the conference more engaging <p>There will be a separate session held to further discuss plans for the conference that group members are welcome to join. If you would like to join this session, get in touch with will.glover@actionsustainability.com</p> <p><i>*Those who have volunteered to join this session so far are: Stacey Burton, Rachel Burn, Lauren Ashwell, Eliza Chanin, John Bullivant, Jordanne Smith, Kimberley Gibson and Claire Martin.</i></p> | <p>Partners</p> |
| <p>4.1</p> | <p>Group 1 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • Education of senior leaders • Going beyond compliance • Update on heat mapping, key risks and areas to look out for • Remediation | |

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| | <ul style="list-style-type: none"> • Baseline due diligence standards – what do we audit against <p>Outcomes:</p> <ul style="list-style-type: none"> • More collaborations, being open and transparent with each other • Definition of what success look like – how to achieve continuous improvement <p>Interactive elements:</p> <ul style="list-style-type: none"> • Live case studies • Giving voice to suppliers – invite them | |
| <p>4.2</p> | <p>Group 2 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • How can businesses support their SMEs/supply chains <p>Outcomes:</p> <ul style="list-style-type: none"> • Actions to take away • Understanding others audit programmes <p>Interactive elements:</p> <ul style="list-style-type: none"> • Networking opportunities – knowledge sharing • “Speed dating” – moving around tables to discuss topics • Mentimeter • Slido | |
| <p>4.3</p> | <p>Group 3 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • Key risks in sectors not often mentioned e.g. vehicles, plant, renewables. • Audit insights • Interconnectivity with other sustainability topics • What does good practice look like <p>Outcomes:</p> <ul style="list-style-type: none"> • Clear commitments/actions to take • Learning from others • Evidence from audits that can help prove case for action in your business <p>Interactive elements:</p> <ul style="list-style-type: none"> • Putting yourself in the position of someone who is exploited exercise – from DEFRA • Spin the wheel with key topics, facts or questions for panel to address • Red/yellow cards for the tables • Different key facts on each table | |

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| <p>4.4</p> | <p>Group 4 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • Safe space to share – Chatham house rules. • Sharing of slides after the session • How far down the supply chain should we go? • How to reach internal stakeholders who do not see prevalence of slavery <p>Outcomes:</p> <ul style="list-style-type: none"> • Stop the ‘tick-box’ nature of things and bring it to life • Positive networking and intelligence sharing • Sharing of information and knowledge across supply chains <p>Interactive elements:</p> <ul style="list-style-type: none"> • Breakout sessions • What can we achieve? Commitment board/wall • Anonymous Q/A | |
| <p>4.5</p> | <p>Group 5 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • Glossary of terms • Future directives – what will changes such as new government mean for future? • What does good level of remediation look like? What do suppliers expect from larger organisations. <p>Outcomes:</p> <ul style="list-style-type: none"> • More collaborations, being open and transparent with each other • Definition of what success look like – how to achieve continuous improvement <p>Interactive elements:</p> <ul style="list-style-type: none"> • Live case studies • Giving voice to suppliers – invite them | |
| <p>4.6</p> | <p>Group 6 Feedback</p> <p>Key topics:</p> <ul style="list-style-type: none"> • How to educate senior leadership to go beyond compliance • Survivor aspects • Identifying red flags of slavery and forced labour <p>Outcomes:</p> <ul style="list-style-type: none"> • Corrective Action Plans • Remediation action plans • What happens after you call the helpline? | |

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| | <p>Interactive elements:</p> <ul style="list-style-type: none"> • Question platform such as Slido • Invite labour agencies | |
| <p>5</p> | <p>Built Environment Against Slavery Group Business Plan</p> <p>The group were reminded that the group’s budget for 2024/25 is just 35k to deliver all of the below, which includes EJ’s and Will’s time in leading and supporting the group.</p> <div style="border: 1px solid #ccc; padding: 10px; margin: 10px 0;"> <p style="text-align: center;">MODERN SLAVERY GROUP BUSINESS PLAN <small>(1ST APRIL 24 – 31 MARCH 25)</small></p> <ul style="list-style-type: none"> • Develop new due diligence resources to support the built environment and update existing resources <ul style="list-style-type: none"> • Update School Procurement Guidance on combatting modern slavery and labour exploitation <i>workshop took place on 23 May</i> • Update Supply Chain Mapping Protocol workshop scheduled for <i>workshop scheduled for 9 October</i> • 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> • Make existing modern slavery resources more accessible <ul style="list-style-type: none"> • Create interactive tool to search for resources under the key headings of BS 25700 e.g. leadership and commitment, training and awareness, recruitment - <i>is now live</i> • Develop and communicate new modern slavery learning pathways (collaborate with procurement group for procurement / supply chain) link in to the new / updated resources above – <i>Q4</i> • Showcase best practice and strategic approaches to combatting slavery <ul style="list-style-type: none"> • 1 conference & 6 webinars - <i>Dates all agreed and are being added to the website as speakers confirm</i> • Collaborate to drive impact <ul style="list-style-type: none"> • School to support CCLA’s investor roundtable for the construction sector on April 18th – <i>next steps to be discussed in 'SHARE' agenda item</i> • Work with Design for Freedom – opportunities to feed into the development of their Design for Freedom Toolkit 2.0 - <i>ongoing</i> • Representation on YORhub Modern Slavery group and Unseen Construction Hub - <i>ongoing</i> • Partners to collaborate on a 'Stand up to Modern Slavery / Labour Exploitation Day' – <i>Jo Potts to lead on this</i> • Partners to secure speaker slots at other School category groups e.g. waste and resource efficiency, climate and carbon, FIR, social value </div> | |
| <p>6</p> | <p>Training and Event Schedule</p> <p>It was agreed during the session that group members would share links to upcoming webinars on modern slavery topics internally and across suppliers. Will has provided some copy via email to the group that can be used to send across to suppliers/internally.</p> <p><u>Please let Will know when you have sent this copy across.</u></p> <p>Links to upcoming webinars:</p> <ul style="list-style-type: none"> • How to evaluate modern slavery risk in your supply chain • Unlocking the business case: Tackling modern slavery and labour exploitation | <p>Partners</p> |

TRAINING / EVENT SCHEDULE 2024-2025

| Deliverables Target | Type | Apr-Jun | July-Sept | Oct-Dec | Jan-Mar | Bookings |
|--|--------------|---|---------------|---------|---------|----------|
| Case study - Willmott Dixon and Aden Contracting (groundworker) on their efforts to address modern slavery and labour exploitation | Webinar | ✓ | 107 Attendees | | | |
| How to Evaluate Modern Slavery Risk in Your Supply Chain - Webinar launch of new risk assessment methodology. <i>Delivered by Helen Carter, Lead Consultant, Action Sustainability</i> | Webinar | | 18 July | | | 74 |
| Case Study: Contracting for Human Rights - Webinar Embedding modern slavery and labour exploitation through procurement - link to toolkit . <i>Delivered by the Responsible Contracting Project</i> | Webinar | | 24 July | | | 23 |
| Unlocking the business case: Tackling modern slavery and labour exploitation - to include new and upcoming legislation and other business drivers / emerging trends. <i>Delivered by EJ</i> | Webinar | | 17 Sept | | | 11 |
| Built Environment Against Slavery conference – see earlier slide for details | Face to face |  | | 16 Oct | | |
| Best practice in remediation – Just Good Work app and Align project on worker voice / audits and lived experience consultants, and insight from another – maybe Lendlease on best practice guidance on 'Remediating Modern Slavery in Property and Construction | Webinar |  | | 3 Dec | | |
| What's new in the School? 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 | |

Red = Partner support required asap to increase bookings **Yellow** = Partner support required to increase bookings

7 Making resources more accessible:

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 the School's modern slavery resources!

Available on [Modern Slavery Topic page](#) and will also be available on the modern slavery topic page soon. **Check it out!**

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.

8 Operational Toolkit – update

Format of toolkit – scene setting -> current landscape of built environment -> why we need to take action -> insights from Operation Cardinas -> key parts of toolkit.

Focuses on 6 key risks. It states the risks and then the high-level actions you need to take and then links to resources that will help.

Purpose of the toolkit:

- Support anyone involved in setting up or operating a site to address modern slavery and labour exploitation
- Brings together site specific, actionable insights and recommendations from various reports across the built environment sector into one place.
- Directs you to wealth of free resources in different formats such as posters, toolbox talks and videos.

The toolkit will NOT provide a competency framework or job roles as there is a limited budget towards producing it and these fall outside of this remit.

EJ

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| | <p>If you would like to discuss his further with EJ and Dame Sarah Thornton, please contact EJ or Will.</p> | |
| <p>9</p> | <p>Modern Slavery Intelligence Network for Built Environment</p> <p>Partners had suggested that built environment sector could benefit from a platform to enable anonymous reporting of findings/insights similar to the MSIN set up in the agriculture and food industry.</p> <p>The niche of an MSIN is about sharing intelligence, networks and data. It is not about upskilling people.</p> <p>Overview of current MSIN in agriculture and food industry:</p> <ul style="list-style-type: none"> • 12 founding members, now 20 are paying membership (up to 3k for membership fees). Plan is to move up to 35 members by end of 2024. • Smaller businesses pay less, minimum is £250. • It took 18 months to get the founding partners aligned and develop robust processes which allowed them to convert data into a database that everyone could be confident was secure. • The owner of the MSIN uploads the insights to the platform and, at first, only the owner and ‘Stop the Traffik’ (STT) can see it. • Once the insight/submission has been checked and confirmed as robust/accurate then it is shared with other members and anonymised. • External organisations such as Met police are invited to join quarterly meetings and present case studies/findings to the MSIN. • Idea will be to build on the existing platform and not to recreate a new one. Ideal would be to have a multi-sector approach to sharing intelligence and data. | <p>Partners & EJ</p> |
| | <p>Useful Resources</p> <p>Built Environment Against Slavery Group page - https://www.supplychainschool.co.uk/partners/leadership-groups/built-environment-against-slavery-group/</p> <p>Link to Ride to Freedom - https://rideforfreedom.org.uk/</p> <p>News Articles:</p> <ul style="list-style-type: none"> • Court of Appeal win shows that companies risk prosecution if they continue to profit from forced labour goods • UK’s first careers website for modern slavery survivors launches! • Human rights group urges UK financial regulator to block Shein’s LSE flotation • Boohoo investors seek £100m in damages after minimum wage row | <p>Partners</p> |
| | <p>Next session</p> <p>25th September 2024 (9:30am-12:30pm) – Virtual on Teams</p> | |