

Date: 25 September 2024

Attendees:

Emma-Jane Allen, Will Glover (Action Sustainability), Jo Potts (Balfour Beatty), Dale Turner (SKANSKA), Christopher Goodall (Sunbelt Rentals), Vinny Walker (BDL), Sasha McGown (Briggs), Kimberley Gibson (Kier), Eliza Chanin (Reconomy), Rachael Burn (Mitie), Lauren Ashwell (Berkeley Group), Jordanne Smith (Kier), John Bullivant (Travis Perkins), Eva Juskova (Laing O'Rourke), Sally Taylor (DEFRA), Daphning Pierre (National Grid), Martina Trusgnach (TFL), Rebecca Lea (Willmott Dixon), Danielle Hayford (HE Simm), Julie Swanepoel (Suez), Veleta Smith-Carter (Fortel), Julia Anukam (Vistry), Rebecca Winter (Amey), Marina Rey Nakic (Sunbelt Rentals), Laura Roberts (Wates), Amy Rose (Laing O'Rourke), Angela Hughes (Speedy Services), Emily Betsy (McGinley), James Vosper (Wilmott Dixon), Mona Baig (B&K)

Summary of actions & notes

| Notes & Actions | | |
|-----------------|---|-------------|
| 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 |
| 1.1 | <p>Action Log Reminder</p> <p>A reminder to check the action log (attached in email with these notes) as it ensures everyone's contributions are taken into account and you get the most out of the group.</p> <p>There are some tasks that require action ASAP and some ongoing ones that it is good to be aware of.</p> <p>If you have any questions or queries on the action log, reach out to Will or EJ.</p> | Partners |
| 2 | <p>Case Study: Infiltration and prevention – lessons learned from Operation Cardinas</p> <p>Vinny Walker, Construction Director, BDL Dry Lining gave some useful insights from the work done at BDL after they were notified by the police of potential cases of modern slavery on their sites.</p> <p><u>Summary</u> BDL was alerted by the police about potential modern slavery involving a supplier, from which they had 16 workers across 14 sites. After being alerted BDL took action by consolidating all 16 workers to one site for closer monitoring, introducing free meals for</p> | |

workers, and eventually changing the payment system to ensure individuals were paid directly.

The investigation revealed that a criminal gang had infiltrated a CITB training centre, forging CSCS cards to provide workers with false credentials. Eventually, the police arrested three gang members, who were sentenced to 10 years in prison each, with one receiving 8 years. The gang operated across various sectors, including catering and hotels, and due to their connections such as the local mayor in the victims' home town in Romania, enabled them to have more control over the victims.

Key Lessons:

- There were few visible signs of exploitation, as victims integrated well on sites and appeared to be hard workers. Even after police involvement, identifying the victims remained challenging.
- Key issue was that victims were unaware of their worth and proper wages. BDL has since made wage transparency a priority across all sites to prevent future exploitation through posters on site.

3 Operational Update – Group Business Plan

MODERN SLAVERY GROUP BUSINESS PLAN

(1ST APRIL 24 – 31 MARCH 25)

- **Develop new due diligence resources to support the built environment and update existing resources**
 - Update [School Procurement Guidance](#) on combatting modern slavery and labour exploitation *workshop took place on 23 May*
 - Update [Supply Chain Mapping Protocol](#) workshop scheduled for *workshop scheduled for 9 October*
 - 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 – *postponed to next financial year*
- **Make existing modern slavery resources more accessible**
 - Create interactive tool to search for resources under the key headings of BS 25700 e.g. leadership and commitment, training and awareness, recruitment - *is now live*
 - Develop and communicate new modern slavery learning pathways (collaborate with procurement group for procurement / supply chain) link in the new / updated resources above - *Jan – March 2024*
- **Showcase best practice and strategic approaches to combatting slavery**
 - 1 conference & 6 webinars - *3/6 webinars have now taken place. Final 3 have all had dates confirmed and are being added to the website as speakers confirm*
- **Collaborate to drive impact**
 - Partners working with Stop the Traffik and CCLA to explore the idea of creating a modern slavery intelligence network for built environment - *1st meeting was held 20th August, next scheduled for 21st October*
 - Work with [Design for Freedom](#) – opportunities to feed into the development of their [Design for Freedom Toolkit 2.0](#) - *ongoing*
 - Representation on [YORhub](#) Modern Slavery group and Unseen Construction Hub - *ongoing*
 - Partners to collaborate on a 'Stand up to Modern Slavery / Labour Exploitation Day' – *To Potts to lead on this*
 - Partners to secure speaker slots at other School category groups e.g. waste and resource efficiency, climate and carbon, FIR, social value

3.1 Operational Update – Training/Event Schedule

TRAINING / EVENT SCHEDULE 2024-2025

| Deliverables Target | Type | Apr-Jun | July-Sept | Oct-Dec | Jan-Mar | Bookings |
|--|--------------|---|-----------|---------------|---------|----------|
| Modern Slavery due diligence with Willmott Dixon and Aden Contracting - Case study | 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 | ✓ | | 69 Attendees | | |
| 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 | ✓ | | 78 Attendees | | |
| 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 | | | 27 Nov | | 44 |
| Built Environment Against Slavery conference - see earlier slide for details | Face to face | | | 16 Oct | | 112 |
| Empowering Change: Effective Site Management Against Slavery and Labour Exploitation - Webinar launch of operational toolkit. Providing insights into setting up and managing your sites to effectively combat slavery. | Webinar | | | 3 Dec | | 0 |
| 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 |  | | | 4 Feb | |

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

3.2 Operational Update – process

An operational update is typically sent to the group prior to a meeting. No issues were raised with the current process of sending this out for group to read prior to meetings.

It was requested that a short overview be provided during the sessions as an update.

If you would prefer to receive the operational update as part of the meeting, please share your feedback with Will or EJ.

4 Key Achievements July – September

- Stop the Traffik met with the School and Jo Potts to explore the development of a built environment modern slavery intelligence network. Follow-up meeting date for Stop the Traffik to demo their platform to interested Partners is confirmed.
- Final draft of the operational toolkit received excellent feedback from key stakeholders – will be live on School site in November
- More collaboration – continued engagement with Business Services Council Modern Slavery Group for Infrastructure and Services. EJ presented our group's modern slavery program and priorities at their September meeting.
- EJ presented to Construction Leadership Council (CLC) on evolving challenges and risks of labour exploitation and how our group is addressing this.

5 New Resources

A Practical Guide to Understanding Modern Slavery Risk in Supply Chain - Helen's risk assessment guidance resource is now LIVE on the School. See the link here:

<https://learn.supplychainschool.co.uk/local/resource/lib/catalogitem.php?id=8717>

Make sure to use the guidance and share around internally and across supply chain!

| | | |
|----------|---|-----------------|
| | <p>Operational Toolkit – EJ’s Operational toolkit will be launching during anti-slavery week (14-20 October)</p> | |
| <p>6</p> | <p>Key Actions for Partners September – October</p> <ul style="list-style-type: none"> • Promote the webinars on 27 November and 3rd December (colleagues, peer networks and supply chain) • Continue to promote the 16 Oct conference to ensure your target supply chain are invited • Continue to promote the risk guidance methodology and the operational toolkit post launch • Contact Will to get involved in the supply chain mapping protocol resource update workshop in October (if it’s not already in your diary) • Contact Will to join a demo of the Stop the Traffik modern slavery intelligence network platform for agriculture. <p>For full list of actions, see action log attached in same email as meeting notes.</p> | <p>Partners</p> |
| <p>7</p> | <p>Conference - Built Environment Against Slavery: Insights, Actions and Collaboration</p> <p>Conference is to be held on 16th October, face-to-face in Birmingham from 09:30am-15:45pm. Places are running out so please register ASAP if you have not already and share with supply chain.</p> <p>Within the agenda, there will be 3 sets of table discussions, with each table having a different topic for discussion. It will be up to the attendee to decide which table is of most interest to them and each person will get the opportunity to sit at 3 tables on the day.</p> <p>The agreed topics are:</p> <ul style="list-style-type: none"> • Leadership / governance • Identifying & assessing risk (sub-contract / labour) • Identifying & assessment risk (international materials supply chains) • Recruitment & employment • Training / competencies • Procurement & supply chain management • Supply chain mapping • Grievance mechanisms and reporting concerns • Recording / reporting • Remediation • Site set up / site management <p>For each table, there will be a designated lead who will stay at that table all day, encourage the discussions, capture the feedback and be responsible for sharing the feedback from each discussion electronically after the conference.</p> | <p>Partners</p> |

| | | |
|-------------------|--|--|
| | <p>The Unseen video being developed by Laing O’Rourke, Skanska and other partners will also be shared at the start of the conference.</p> | |
| <p>8</p> | <p>Learning Pathways Workshop</p> <p>The group was broken off into different groups to discuss target audience and outcomes for the development of new learning pathways that they would like.</p> <p>The next steps for the learning pathways will be for EJ and Will to go away and come up with a few suggestions of potential learning pathways. Then these will be proposed to the group to vote on their top 2 and the outcome of that vote will determine the 2 pathways that get created.</p> <p>It will be up to partners to steer and guide Will and EJ to choose the resources that would suit the pathways that are chosen.</p> <p>If you would like to add any more feedback around learning pathways and what you would ideally want from them, feel free to reach out to will.glover@actionsustainability.com.</p> | |
| <p>8.1</p> | <p>Group 1 Feedback</p> <p>Target audience</p> <ul style="list-style-type: none"> • Site/Project managers • Health & Safety Advisors • HR <p>Outcomes:</p> <ul style="list-style-type: none"> • Real examples/case studies • Understanding of remediation • Understanding how to handle potential concerns post site set-up <p>How to use pathways:</p> <ul style="list-style-type: none"> • A follow on from the intro to modern slavery and site set-up training | |
| <p>8.2</p> | <p>Group 2 Feedback</p> <p>Target audience</p> <ul style="list-style-type: none"> • Commercial teams • Project managers/directors • Account directors <p>Outcomes:</p> <ul style="list-style-type: none"> • Develop understanding of contractual clauses • Include survivor stories | |

| | | |
|-------------------|---|--|
| | <ul style="list-style-type: none"> • Link back to people/victims – make it personal <p>How to use pathways:</p> <ul style="list-style-type: none"> • Upskill internal employees and supply chain | |
| <p>8.3</p> | <p>Group 3 Feedback</p> <p>Target audience</p> <ul style="list-style-type: none"> • Supply chain; procurement, contract management • HR; recruitment and compliance <p>Outcomes:</p> <ul style="list-style-type: none"> • Procurement – overview of modern slavery, understanding of highest risk in sector, methodology of approach checklist, influence points • HR – overview of modern slavery, checklist of tasks to undertake, best practice approaches, lived experience, due diligence, grievances. <p>How to use pathways:</p> <ul style="list-style-type: none"> • N/A | |
| <p>8.4</p> | <p>Group 4 Feedback</p> <p>Target audience</p> <ul style="list-style-type: none"> • HR • Supply chain; category managers, bidding teams • Commercial; those in high risk roles e.g. legal <p>Outcomes:</p> <ul style="list-style-type: none"> • HR – specific risks/issues e.g. shared addresses, bank accounts, remediation • Case studies, survivor stories, actual examples • Contractual terms • Toolkits on flags and due diligence • What to do if you find it <p>How to use pathways:</p> <ul style="list-style-type: none"> • Upskill internal employees and supply chain • Mitigate risk • Ability to import into own learning platforms • Report stats on who has completed the pathways | |
| <p>8.5</p> | <p>Group 5 Feedback</p> <p>Target audience</p> <ul style="list-style-type: none"> • Supply chain • Everyone | |

| | | |
|-----------|--|-----------------|
| | <p>Outcomes:</p> <ul style="list-style-type: none"> • Spot the signs, supply chain mapping • How to get help/what to do if a concern is raised • Links to other resources • Poster materials • Case studies and good practice • Remediation <p>How to use pathways:</p> <ul style="list-style-type: none"> • Track supply chain training for modern slavery statement training stats • Upskill internal employees and supply chain | |
| <p>9</p> | <p>Proposals for new workstreams</p> <p>Every year, the School has what is called a ‘contingency budget’ which means there is some left over funding for extra activities for groups to apply to receive funding for. There has been two related to modern slavery proposed:</p> <p><u>Wilmott Dixon, right to work resources proposal:</u></p> <ul style="list-style-type: none"> • 2 interactive video resources to be uploaded to the School • 1st video – a 2-3 minute video for employees around awareness of right to work, including the risks and signs associated with modern slavery. This would be multilingual and include a checklist of what they should be taking to site to check on right to work issues. • 2nd video – a 5-10 minute video which is employer focused and around what checks should be carried, what does a robust process look like and what are the consequences of not carrying out right to work checks. • These would be neutral videos and not branded which could be used by contractors and subcontractors. <p><u>Balfour Beatty, Responsible sourcing guidance for lithium batteries proposal:</u></p> <ul style="list-style-type: none"> • Last year, a number of organisations (including some School partners) sponsored Action Sustainability to create the Guidance: Addressing modern slavery in solar PV supply chains, setting out practical steps that procurement teams can take to mitigate the risk of modern slavery around solar panels. • A lot of the information in the report could be translated to other products around low carbon technology and renewables. • Proposal would be to produce a 2-pager update to the solar PV report setting out some specifics around other products such as lithium batteries. <p><u>Both proposals have been attached to the email with these notes</u></p> | <p>Partners</p> |
| <p>10</p> | <p>November Business Planning Meeting</p> | <p>Partners</p> |

| | | |
|--|---|----------|
| | <p>Our next meeting will be in November and will be the business planning session for financial year 25/26. It is vital you come to this meeting with some thoughts on what you would like to see the group do for the next financial year.</p> <p>Jo Potts and Rebecca Lea have both shared proposal for use of the contingency budget this year but there is a chance we won't be able to use that budget for this year but that means we will have 2 potential opportunities already planned.</p> <p><u>Please read the full proposals from Jo and Rebecca ahead of the meeting AND share any feedback you have from their proposals.</u></p> <p><u>Please also discuss with colleagues proposed priorities for this group next year ASAP and share any ideas or suggestions with group prior to meeting.</u></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>2024 list of goods produced by child labour or forced labour (ILAB)</p> <p>News Articles:</p> <ul style="list-style-type: none"> • Super Retail uncovers child labour in supply chain • McDonald's and supermarkets failed to spot slavery | Partners |
| | <p>Next session</p> <p>12th November 2024 (9:30am-12:30pm) – Virtual on Teams</p> | |