

Responsible Sourcing and Ethical Trade Forum

Time to challenge the status quo: How to turn legislative pressure and renewed drivers into lasting change for ethical, responsible and transparent supply chains

20th-21st March, 2024 | LONDON

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For more information or to get involved, please get in touch with Natasha Bodnar at natasha.bodnar@innovationforum.co.uk

Confirmed speakers:

- Céline Gilart, director, social impact and sustainability, **Twinnings**
- Neill Wilkins, head of migrant workers programme, **Institute for Human Rights and Business**
- Julia Thimm, head of human rights, **Tchibo**
- Liza Georgie, director, supply chain integrity assurance, technology for fundamental rights, **Microsoft**
- Tom Smith, director, global government affairs and business diplomacy, **Walmart**
- Helen Kuyper, director, **WE Program**
- Monique Gerson, global human rights senior manager, **Samsung Electronics**
- Sam Ludlow Taylor, partner and senior manager, human rights, **John Lewis Partnership**
- Alinde Melin, director of corporate responsibility and human rights, **Volvo Group**
- Jo Potts, sustainability director, responsible sourcing and social impact, **Balfour Beatty**
- Peter McAllister, executive director, **ETI**
- Rachel Cowburn-Walden, global human rights director, **Unilever**
- Alex Sykes, global sustainable sourcing specialist, **Diageo**
- Bora Yucel, global lead, sustainable sourcing risk and due diligence, **Danone**
- Virginie Mahin, global head of social sustainability and stakeholder engagement, **Mondelēz International**
- Joost Vreeswijk, partner, EY sustainability, global leader, tax, law and supply chain, **EY**
- Samah Abbasi, director of human rights, **IHG**
- Aisha Aswani, senior human rights and ethical trade manager, **Co-op**
- Joana Barata Correia, responsible sourcing development manager, **IKEA**
- Kathrin Raabe, senior manager corporate responsibility, **ALDI SOUTH**
- Emer Fardy, head of sustainability and human rights, **Hilton Food Group**
- Andrea Saldarriaga, director, sustainability and ESG, **Barclays**
- Riona Bonnet, responsible sourcing director, **P&G**
- Nicola Somenzi, head of responsible sourcing, **Ferrero**
- J Paing Htoo, survivor leader, **Local Survivor Network, Myanmar**
- Anna Kletsidou, head of social impact, **Philip Morris International**
- Peter Nestor, global head of human rights, **Novartis**
- Louise Herring, executive director, **AIM Progress**
- Henry Ernst, technical director, **Peterson Projects and Solutions UK**
- Áine Clarke, senior researcher, KnowtheChain, **Business & Human Rights Resource Centre**
- Kate Robinson, director, **The Outcome Gap**
- Wayne Jordash, managing partner, **Business and Human Rights Compliance**
- Jason Glaser, CEO, **La Isla Network**
- Joke Aerts, inspire to actress (open chain lead), **Tony's Chocolonely**
- Andrey Sawchenko, regional vice-president forced labour programmes, Asia Pacific, **International Justice Mission**
- Lina Hilwani, sustainable supply chain director and UK human rights lead, **KPMG UK**
- Heather Ducharme, head of sustainable procurement, **Avon**
- Nicoletta Heilsberger, head, sustainability due diligence, **Siemens**
- Caroline Eriksen, head of the Social team, **Norges Bank Investment Management**
- Maria Isabel Cubides, senior manager, social sustainability, human rights coalition, **The Consumer Goods Forum**
- Matthew Waller, associate director, **Ergon Associates**

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Day 1: Wednesday, 20th March

9.00-9.05 Welcoming remarks from conference co-chair: Toby Webb, founder, **Innovation Forum**

9.05-9.25 **Opening Q&A: Insights and perspective from a survivor of modern slavery**

In our opening Q&A, we'll hear directly from a survivor of modern slavery. Their lived experiences will help ground discussion over the two days in the real-world implications and human stories behind our endeavours. We'll also learn about the gaps in research, law enforcement, policy, and company approaches.

- Andrey Sawchenko, regional vice-president, forced labour programmes, Asia Pacific, **International Justice Mission**
- J Paing, survivor leader, **Global Survivor Network, Ahnar Get Lan Pyat Kyae (Future Star), Myanmar**

Moderated by: Ian Welsh, publishing director, **Innovation Forum**

9.25-10.05 **Time to challenge the status quo: What's working, what's not and what's next for business and human rights?**

Business transformation. Systemic change. We've seen this film before. This is the 10th anniversary of this conference, and each and every year we've talked about "transformation". So, what's new? Well, primarily legislation.

A tidal wave of national and international legislation has put human rights firmly on the agenda for business. This legislation alone isn't going to create the step change required. But it does create a potential springboard for action.

So, in this opening session, we're going to have a very real conversation about a challenge to the status quo. We'll have a frank discussion about what's working and what isn't, as our speakers assess how business can utilise incoming legislation and renewed drivers to deliver real and lasting change.

- Rachel Cowburn-Walden, global human rights director, **Unilever**
- Virginie Mahin, global head of social sustainability and stakeholder engagement, **Mondelēz International**

Moderated by: Ian Welsh, publishing director, **Innovation Forum**

10.05-11.00 **How business can navigate the evolving global legislative landscape**

In every corner of the globe, legislation is incoming and has the potential to disrupt business as usual. It is no longer voluntary. Being reactive is no longer enough. The onus is now on business to tackle risk proactively within their supply chains and operations. To remain compliant, global businesses must now navigate a global web of legislation. But they must also ensure that they maintain a robust and up to date human rights policy that they implement throughout the business.

This session will dive into the progressing global terrain, spotlighting imminent legislation, such as the EU's draft Corporate Sustainability Due Diligence Directive, Germany's Supply Chain Due Diligence Act, and France's established Duty of Vigilance. We will explore these emerging laws, latest policy changes, enforcement mechanisms, and insights for businesses to remain at the ahead of the legislative curve.

- Kathrin Raabe, senior manager, corporate responsibility, **ALDI SOUTH**
- Wayne Jordash, managing partner, **Business and Human Rights Compliance**
- Tom Smith, director, global government affairs and business diplomacy, **Walmart**
- Alenka Turnsek, partner, EMEA sustainability tax services leader, **EY**

Moderated by: Ian Welsh, publishing director, **Innovation Forum**

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11.00-11.40 Coffee break and speed networking (Speed networking in Smile 2)

11.40-12.20 **Due diligence: How to proactively identify, prevent and mitigate supply chain risk**

Due diligence is no longer optional. Businesses must have the right processes in place to proactively manage potential, and actual, adverse human rights impacts, and safeguard supply chains.

In this session, we'll highlight leading businesses and the practices they have in place. We'll assess how to ensure due diligence is seen as strategy, and not just operations. And we'll ask how to ensure that HRDD delivers for workers across the supply chain.

- Joana Barata Correia, responsible sourcing development manager, **IKEA**
- Lina Hilwani, sustainable supply chain director and UK human rights lead, **KPMG UK**

Moderated by: Wayne Jordash, managing partner, **Business and Human Rights Compliance**

12.20-12.40 **Case study: How Volvo integrates due diligence into business strategy**

Beyond risk mitigation there are a host of positive impacts that can result from integrating effective due diligence into business strategy. For instance, it can drive greater transparency, increase productivity, transform supplier performance, and enhance company credibility. In this case study session, we will look at:

- How to move beyond a tick box exercise to integrate mandatory due diligence into strategy.
 - How companies can ensure their practices drive business value and lead to better outcomes for workers.
 - What can business do to avoid unintended consequences, and how can they help suppliers adapt?
- Alinde Melin, director of corporate responsibility and human rights, **Volvo Group**

Moderated by: Louise Herring, executive director, **AIM Progress**

12.40-13.40 Lunch

13.40-15.10 Breakout sessions (45 min each round)

IDENTIFY (Smile 4)	PREVENT (Main Room)	MITIGATE (Smile 1)	*THE 4TH ROOM (Smile 2)
<p>Supply chain risk mapping: The leading tools and practices to identify, assess and monitor human rights risk</p> <p>Jo Potts, sustainability director, responsible sourcing and social impact, Balfour Beatty</p> <p>Abigail Balicao responsible sourcing manager EMEA, Kingfisher</p> <p>Moderator: Tristan Edmondson, network representative, UK and Ireland, Amfori</p>	<p>Responsible recruitment of migrant workers: Bridging the gap between policy and action</p> <p>Monique Gerson, global human rights senior manager, Samsung Electronics</p> <p>Samah Abbasi, director of human rights, IHG</p> <p>Moderated by: Neill Wilkins, head of migrant workers programme, IHRB</p>	<p>Worker voice solutions: Beyond pilots, how can we develop approaches that are effective, standardised and can scale?</p> <p>Peter Nestor, global head of human rights, Novartis</p> <p>Victoria Folbigg, co-chair Sustainable Procurement Pledge, ex CPO, Zuellig Pharma</p> <p>Moderated by: Kate Robinson, director, The Outcome Gap</p>	<p>The 4th room: How to talk to procurement</p> <p>How to bridge the language and culture gap between procurement and sustainability?</p> <p>Moderated by: Toby Webb, founder, Innovation Forum</p>

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<p>Protecting people in a changing climate: How brands, suppliers and NGOs are partnering to drive positive social impact</p> <p>Alex Sykes, global sustainable sourcing specialist, Diageo</p> <p>Jason Glaser, CEO, La Isla Network</p> <p>Moderated by: Ian Welsh, publishing director, Innovation Forum</p>	<p>Strategic supplier engagement: How to develop the right partnerships to propel and deliver successful programmes</p> <p>Aisha Aswani, senior human rights and ethical trade manager, Co-op</p> <p>Maria Isabel Cubides, senior manager, social sustainability, human rights coalition, The Consumer Goods Forum</p> <p>Mel Miles, Head of CSR, Westfalia Fruit UK</p> <p>Moderated by: Lina Hilwani, sustainable supply chain director and UK human rights lead, KPMG UK</p>	<p>Grievance mechanisms: How to overcome the barriers to effective access to remedy</p> <p>Matthew Waller, associate director, Ergon Associates</p> <p>Marta Piazza, human rights programme manager, FIFA</p> <p>Moderated by: Louise Nicholls, lead, Food Network for Ethical Trade</p>	<p>The 4th room: What's wrong with due diligence?</p> <p>Recent investigations, including the revelations from the Outlaw Ocean concerning forced labour in China's seafood sector, challenge the perceived efficacy of due diligence practices. Even suppliers with previously "clean" audits are being implicated. So, what's falling through the cracks? In this session, we'll deep dive into the implications and unintended consequences of a due diligence approach for business on human rights.</p> <p>Moderated by: Toby Webb, founder, Innovation Forum</p>
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**The 4th room sessions are a chance to get things off your chest and really challenge the status quo. Numbers will be limited and everyone is expected to take part in the discussion. Sign up and come ready to share how you are tackling the big tricky problems.*

15.10-15.40 Break

15.40-16.05 Yes, there is an S in ESG: How do investors consider human rights risk in decision making?

With the heightened legal risk surrounding business and human rights, investors seem to have become aware of the S in ESG. The introduction of instruments such as the EU's Sustainable Finance Disclosures Regulation, along with enhanced data and benchmarks, has also increased interest.

As the investor lens sharpens, this session will ask investors what information they are seeking from businesses, the metrics that matter most to them, and the future trajectory of human rights considerations in investment decision-making.

- Nicoletta Heilsberger, head, sustainability due diligence, **Siemens**
- Caroline Eriksen, head of the Social team, active ownership, **Norges Bank Investment Management**

Moderated by: Louise Nicholls, lead, **Food Network for Ethical Trade**

16.05-16.55 **Corporate climate action and human rights: What do we really mean by a “just transition”?**

With the acceleration of climate change comes profound implications for human rights. The World Bank forecasts that by 2050, a staggering 216 million people will be displaced due to climate factors, escalating their vulnerability to human trafficking and modern slavery. In this session we look to:

- Define a “just transition” and decode its significance in the climate-human rights nexus
 - Look at best practices for embedding human rights within climate strategy
 - Discuss how to engage all stakeholders to ensure meaningful representation in mitigation and adaptation strategies
 - Give real-world examples of businesses championing a balanced approach to climate action and human rights
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- Sam Ludlow Taylor, partner and senior manager, human rights, **John Lewis Partnership**
 - Peter McAllister, executive director, **ETI**
 - Andrea Saldarriaga, director, sustainability and ESG, **Barclays**
 - Charlotte Brierley, human rights lead, **Sky**

Moderated by: Ruth Thomas, director, equity action, **WBCSD**

16.55-17.15 **What did we miss?**

Throughout the conference, we'll be gathering questions on the conference app from the audience that build on what we have discussed throughout the day. It's an opportunity to make sure your questions get answered and to discuss topics that we may not have touched on in the agenda. The panel will be reviewing what this all means in practice and how business can play a positive role in driving the human rights agenda forward.

- Peter McAllister, executive director, **ETI**
- Sam Ludlow Taylor, partner and senior manager, human rights, **John Lewis Partnership**

Moderated by: Ian Welsh, publishing director, **Innovation Forum**

17.15-18.15 Drinks reception

Day 2: Thursday, 21st March

9.10-9.15 Opening remarks: Ian Welsh, publishing director and conference co-chair, **Innovation Forum**

9.15-9.45 **Two questions: Are business/union relations improving? And, how do we make that happen?**

During this session we'll explore the development and sustainability of effective, enduring partnerships between companies and unions by highlighting their mutually beneficial outcomes.

Working together can be difficult and complex and usually requires compromise, so how is this done? What are some examples? Also, what are some of the barriers, and how have we seen them overcome in the best cases?

- Daantje Bras, partnership coordinator, **CNV International**
- Stephen Russell, senior international officer, **TUC**

Moderated by: Kate Robinson, director, **The Outcome Gap**

9.45-10.45 **Responsible procurement:** Beyond compliance, how can procurement leaders play their part?

Procurement has a critical role to play in addressing supply chain risk. And incoming legislation may represent a springboard for action, as human rights compliance is embedded within procurement teams. But there's also a risk that legislation presents just that: a compliance exercise. Rather than inspiring a race to the top, there is a danger that procurement falls into the 'box ticking' trap. Instead of inspiring innovation, we could end up falling back on flawed tools such as the trusty social audit.

There is a real opportunity to move to the next phase of responsible procurement. But only if compliance is seen as the minimum, rather than the objective.

In this session, we will spotlight some procurement leaders and ask them to examine their roles in reshaping the narrative. We will explore the challenges, incentives, and practices that must be redefined, and ask how best to move the needle beyond just a risk assessment approach to human rights?

- Bora Yucel, global lead, sustainable sourcing risk and due diligence, **Danone**
- Riona Bonnet, responsible sourcing director, **P&G**
- Nicola Somenzi, head of responsible sourcing, **Ferrero**
- Henry Ernst, technical director, **Peterson Projects and Solutions UK**

Moderated by: Tanya Richard, COO, **Innovation Forum**

10.45-11.15 Coffee break

11.15-12.45 **Company programmes and case studies**

Smile 1	Main Room	Smile 4	Smile 2
<p>Living income: What's still standing in the way of brands implementing living wage initiatives, at scale?</p> <p>Joke Aerts, inspire to actress (open chain lead), Tony's Chocolonely</p> <p>Moderated by: Tanya Richard, COO, Innovation Forum</p>	<p>Tackling the root cause: Leading practices to boost gender empowerment and drive sustainable rural development</p> <p>Céline Gilart, director, social impact and sustainability, Twinings</p> <p>Sophia Warner, CEO, Pebbles Project South Africa</p> <p>Moderated by: Louise Herring, executive director, AIM Progress</p>	<p>Human rights impact assessments: What robust tools can be implemented to navigate complexities and mitigate impacts in challenging sourcing areas?</p> <p>Mariana Abreu, head of human rights, Anthesis</p> <p>Moderated by: Ian Welsh, publishing director, Innovation Forum</p>	<p>The 4th Room: High risk sourcing regions: What is the correct response for brands?</p> <p>How can brands engage with supplies in high-risk sourcing regions? Whether it's Xinjiang, China, Myanmar, or other regions under scrutiny, how should business approach supplier engagement, ensuring ethical integrity without compromising business objectives?</p> <p>Moderated by: Steve Gibbons, director, Ergon Associates</p>
<p>Beyond traditional due diligence tools: Uncovering alternatives that deliver and work in practice.</p> <p>Julia Thimm, head of human rights, Tchibo</p> <p>Helen Kuyper, director, WE Program</p> <p>Moderated by: Tristan Edmondson, network representative UK and Ireland, Amfori</p>	<p>Child labour: How to establish the right partnerships on the ground to tackle child labour risk</p> <p>Anna Kletsidou, head of social impact, Philip Morris International</p> <p>Pauline Tiffen, senior consultant, Verite</p> <p>Moderated by: Emily Heslop, project director, Innovation Forum</p>	<p>A workshop approach to human rights remediation</p> <p>Heather Ducharme, head of sustainable procurement, Avon</p> <p>Moderated by: Louise Nicholls, lead, Food Network for Ethical Trade</p>	<p>The 4th room: What to do with your difficult suppliers</p> <p>Every business has difficult suppliers. If you think you don't, you're either kidding yourself or you haven't looked hard enough. But how you work with these suppliers can represent a huge opportunity to drive progress. Behind closed doors, we'll share experiences, mistakes and lessons learned when engaging, and potentially disengaging, with tricky supply chain partners.</p> <p>Moderated by: Ian Welsh, publishing director, Innovation Forum</p>

12.45-13.45 Lunch

13.45-14.05 **Has greenhushing affected corporate procurement transparency?**

Many companies have become concerned about environmental marketing and disclosure – some have stopped talking about achievements. But has this trend been reflected in human rights due diligence and other social disclosures?

In this session we'll discuss: a) if this is happening, b) the ramifications and c) the value of disclosure beyond compliance, when it is done well.

- Rosie Monaghan, senior researcher, KnowtheChain, **Business & Human Rights Resource Centre**
- Nina Shariati, former transparency lead, H&M Group, founder of **Circular Transparency**

Moderated by: Tanya Richard, COO, **Innovation Forum**

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14.05-14.50 **Human rights reporting:** Can business and investors align on a standardised approach to disclosure?

With the impending Corporate Sustainability Due Diligence Directive and other due diligence requirements on the horizon, the importance of robust reporting practices cannot be overstated. And as companies gear up to meet these new legislative demands, the scrutiny on their reporting is growing.

In this session, we will look at how businesses are documenting their human rights journey. We will ask our panel:

- How can companies optimize the communication of their progress in human rights reporting?
- What specific information are investors seeking from businesses regarding policies, processes, and measurable impact in the context of human rights?
- How can businesses seamlessly integrate their human rights performance into broader company reporting to ensure it is strategically embedded throughout the organization, starting from the top?

- Emer Fardy, head of sustainability and human rights, **Hilton Food Group**
- Liza Georgie, director, supply chain integrity assurance, technology for fundamental rights, **Microsoft**
- Camila Manfredini de Abreu, senior associate, human rights, **Anthesis**

Moderated by: Ruth Thomas, director, equity action, **WBCSD**

14.50-15.15 **So, is this a turning point for business and human rights?**

As we wrap up the conference, we'll pause for reflection. Are we at a pivotal moment in the interplay of business and human rights? We will take a step back and review what progress has been made, what is still to do and, ultimately, what is needed to challenge that status quo and ensure this is a turning point for business and human rights.

- Virginie Mahin, global head of social sustainability and stakeholder engagement, **Mondelēz International**
- Rachel Cowburn-Walden, global human rights director, **Unilever**

Moderated by: Ian Welsh, publishing director, **Innovation Forum**

15.15 End of conference

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