

The Ethical Trade and Human Rights Forum

How business can transform practices to drive ethical, responsible and transparent supply chains, and create a positive impact

March 18-19th 2020, London

Hosted by:



Freshfields Bruckhaus Deringer

Some confirmed speakers include:

- Phil Bloomer, Executive Director, **Business and Human Rights Recourse Centre**
- Fiona Reynolds, CEO, **The Principles for Responsible Investment**
- Julie Vallat, VP Human Rights, **L'Oréal**
- John Morrison, Chief Executive, **Institute for Human Rights and Business**
- Nathalie Komatitsch, Head of Human Rights, **Total**
- Nina Norjama, Director, Social Responsibility, **UPM**
- Clare Flannery, Responsible Sourcing Director, **Ab-Inbev**
- Mauro Gonzalez, Director of Sustainable Agriculture, **Philip Morris International**
- Andrew Wallis, CEO, **Unseen**
- Maria Anne van Dijk, Global Head of Environmental, Social & Ethical Risk & Policy, **ABN AMRO**
- Louisa Cox, Director of Impact, **Fairtrade**
- Pins Brown, Head of Ethical Trade and Sustainable Sourcing, **The Body Shop**
- Elaine McKay, Director: Social Programs, Corporate Affairs & Communications, **JTI**
- Virginie Mahin, Global Social Sustainability & Human Rights Lead, **Mondelēz Europe**
- Laura Okkonen, Senior Manager, Human Rights, **Vodafone**
- Andreas Graf, Human Rights Manager, **FIFA**
- Greg Priest, Head of Social Impact and Human Rights, **Ikea**
- Shayne Tyler, Group Compliance Director, **Fresca Group**
- Ed Gillespie, Head of New Partnerships (Private Sector), **Oxfam**
- Filippo Bettini, Chief Sustainability and Risk Governance Officer, **Pirelli**
- Laura Simmonds, Head of Responsible Procurement, **InterContinental Hotels Group**
- Camille Le Pors, Programme Manager, **Corporate Human Rights Benchmark**
- Peter Nestor, Human Rights Manager, **Novartis AG**
- Demi Smoloktjou, Senior Manager, Responsible Procurement, **ASOS**
- Paul Bowden, Partner, **Freshfields**
- Alison Kirby Harris, Senior Associate, **Freshfields**
- Michael Quayle, Associate, **Freshfields**
- Daniel Vaughan-Whitehead, Founder, **Fairwage Network**
- David Croft, Global Director Sustainability, Environment & Human Rights, **RB**

For more information on speaking, sponsoring or attending, please contact Kate Chandler:

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DAY ONE March 18th 2020

9.00 – 9.10 **Opening remarks**, Paul Bowden, Partner, **Freshfields**

9.10 – 9.30 **Tackle the cause, not the symptom: How to get beyond standalone initiatives to deliver ethical transformation at scale (Q&A)**

According to a recent report issued by ETI many CSR tactics have failed to address the root causes of human rights violations in supply chains. The report explains that: “Tackling root causes requires interventions in the business model as well as the associated sourcing model and purchasing practices”.

In this opening session we'll ask our keynote speaker to address:

- What business model changes are required to drive better performance on human rights and ethical trade?
- How companies should be incentivised to move beyond compliance
- Where has business succeeded in delivering a greater impact?

9.30 – 10.15 **Evolving legislation and worldwide compliance: How to keep ahead of regulatory curve**

With continually evolving regulatory growth, international compliance has become all the more complicated. Business must be aware of how current - and emerging - global regulation impacts on their supply chains and operations across jurisdictions.

For instance, whilst many agree that the UK Modern Slavery Act failed to deliver the transformational change that had been hoped for, there is now significant pressure and mounting momentum to amend this. The US government has also recently moved towards mandatory due diligence and even blocked the import of goods from 5 nations due to suspicions of forced labour, including the import of rubber gloves from WRP in Malaysia. This influx of new, amended or evolving legislation can have a transformative impact on how companies operate. In this session we will assess the likely impacts and discuss:

- Will there be amendments made to UK Modern Slavery Act? If so, what legal changes are expected to be made to ensure comprehensive business action?
- Across the globe, what other emerging legislation will impact on multinational companies? How can business keep ahead of the regulatory curve?
- When and how will the EU finally act to protect human rights and tackle modern slavery?

John Morrison, Chief Executive, **Institute for Human Rights and Business**

Virginie Mahin, Global Social Sustainability & Human Rights Lead, **Mondelēz Europe**

Maria Pia Biancheti, Senior Policy and Advocacy Adviser (Private Sector), **Unicef UK**

10.15 – 10.45 *Break*

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10.45 – 11.30 What's stopping boardrooms from driving up standards in the supply chain? Is there enough of a business case beyond basic compliance?

Presenting a business case for human rights should be unnecessary. But it isn't. In order to ensure adequate budgets and resources, boards need to buy in. And as long as regulatory enforcement remains weak, it appears basic compliance isn't enough to inspire appropriate business action.

In this session, we'll take a pragmatic look at:

- What inspires genuine board buy in and leadership on human rights?
- How companies can best use the SDGs, existing laws, and public pressure concerns, to drive real change.
- The resource question: How do you get action on a limited budget, and use success to extend that spend over time?

Pins Brown, Head of Ethical Trade and Sustainable Sourcing, **The Body Shop**

Filippo Bettini, Chief Sustainability and Risk Governance Officer, **Pirelli**

David Croft, Global Director Sustainability, Environment & Human Rights, **RB**

11.30 – 12.15 Effective due diligence: How to ensure practices are comprehensive, cost effective and drive better outcomes for workers

Effective due diligence is in every company's best interest. It provides greater transparency of supply chains, increases productivity, enables systems for improved supplier performance and enhances company reputation and credibility. It is a proactive approach to tackling and managing risk. What's more it is becoming a legal requirement and is something companies are expected to get right.

This session will assess current practices and company approaches to due diligence. We will ask our panel to provide clear examples of companies implementing effective due diligence programs and driving better outcomes for workers. We will also ask how due diligence approaches must change in line with emerging legislation and company requirements.

Nathalie Komatitsch, Head of Human Rights, **Total**

Nina Norjama, Director, Social Responsibility, **UPM**

Michael Quayle, Associate, **Freshfields**

12.15 – 13.15 *Lunch*

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13.15 – 15.15 Breakouts – This series of breakout sessions will discuss and debate specific issues to determine tangible outputs and key takeaways for business. These sessions will be a mixture of engaging case study and interactive sessions with an emphasis on the practicalities and realities of supply chain engagements.

Human Rights	Transparency & Traceability	Tech / Innovation
<p>How business can drive gender empowerment throughout their supply chain</p> <p>Ed Gillespie, Head of New Partnerships (Private Sector Partnerships), Oxfam</p>	<p>Is full traceability realistic? How can companies work with suppliers to get beyond tier 1</p>	<p>How AI and technology are transforming audits and overcoming the usual pitfalls</p> <p>Laura Okkonen, Senior Manager, Human Rights, Vodafone</p>
<p>Case study: Child labour monitoring and remediation - How are company approaches evolving</p> <p>Elaine McKay, Director: Social Programs, Corporate Affairs & Communications, JTI</p>	<p>What level of disclosure is expected of companies now, and how is this likely to evolve?</p> <p>Camille Le Pors, Programme Manager, Corporate Human Rights Benchmark</p>	<p>Factory engagement and training: How to scale programs across supply chains to drive greater understanding and impact</p> <p>Shayne Tyler, Group Compliance Director, Fresca Group</p>

15.15 – 15.45 *Break*

15.45 – 16.30 Navigating the Living Income minefield. How can business use what's out there, whilst avoiding negative unintended consequences?

While a number of companies have made living wage commitments for workers and living income commitments for smallholder farmers, there is still a long way to go until we see real results in this space. There are many challenges around working towards living wage and living income including wage calculations, the political and economic developments in sourcing countries as well as local regulatory changes such as restrictions on trade unions and civil society. So what is the best strategy?

In this session we will look at how business can overcome these challenges and discuss:

- How do you calculate a living wage? Is it possible, and even desirable in some places?
- Lessons learned in collaboration from brands, government and NGOs in working together
- Practical examples of success where positive change has been realised
- Are there unintended consequences of a living wage? Could implementation lead to social unrest?

Julie Vallat, VP Human Rights, **L'Oréal**
Daniel Vaughan-Whitehead, Founder, **Fairwage Network**

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16.30 – 17.30 **What actually matters to investors beyond basic legal compliance?**

In April this year, investors representing \$1.3 trillion called on governments to make human rights due diligence mandatory throughout investment lifecycles. Investors are increasingly taking ESG considerations into investment decisions. A significant part of this is to understand a company's human rights performance and how far they are mitigating risk.

With increasing pressure and expectations from investors, it is important for business to understand what investors want. In this session we will ask our investor panel what kind of changes they want to see and discuss:

- What are the type of commitments from boards that investors expect and want to see over next few years?
- Beyond modern slavery statements and annual reports, what do investors want to see communicated on human rights?
- Lessons which can be learned from the investor community on due diligence
- What are the rewards beyond compliance? Are they worth the investment?

Fiona Reynolds, Managing Director, **The Principles for Responsible Investment**

Maria Anne van Dijk, Global Head of Environmental, Social & Ethical Risk & Policy, **ABN AMRO**

17.30 – 18.00 **Supply chain and ethical consumerism, is this the moment of change?**

With ethical consumption on the rise it begs the question – what do today's consumers expect from business on supply chain ethics?

In this session we will look at some of the latest research around consumers and whether they are in fact as engaged in this space as it seems. If so, what does this mean for pushing the human rights agenda? Will increased awareness and consumer engagement be the final catalyst to move the needle on human rights?

- How are expectations evolving from Millennials to Gen X and Y?
- What does it look like, when consumer desire, drives a real market shift?
- How technology is driving this, and the implications by 2025
- When your brand is in the spotlight, what are the smart steps to take with consumers?

Networking Drinks

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DAY 2 March 19th 2020

9.00 – 10.00 Are brand own-label schemes undermining consumer certification labels? How will this area evolve?

There has been some movement by big companies to move away from long established yet little understood consumer certification with differing degrees of success, often leading to unforeseen implications.

With this continually evolving playing field, questions arise from all sides (3rd party certification schemes, producers, brands and consumers) on what is the best way forward?

In this session we will look at:

- How brands are positioning themselves around consumer labelling and certification
- Motivations for companies switching to own-label schemes
- The impact this has on producers – human rights vs. economic opportunity
- Consumer engagement and understanding

Greg Priest, Head of Social Impact and Human Rights, **Ikea**

10.00 – 10.30 *Break*

10.30 – 12.00 **Breakouts** - This series of breakout sessions will discuss and debate specific issues to determine tangible outputs and key takeaways for business. These sessions will be a mixture of engaging case study and interactive sessions with an emphasis on the practicalities and realities of supply chain engagements (45 mins each)

What can your business do to prepare for future changes to modern slavery reporting requirements?	Remediation: How to deal with both suppliers and survivors when violations are discovered Andrew Wallis, CEO, Unseen	Have governments been hypocrites with their own procurement policies? Who are the leaders and laggards, and how is public procurement set to change?
How business can measure the impact of human rights programs, and better communicate the results Peter Nestor, Human Rights Manager, Novartis AG Louisa Cox, Director of Impact, Fairtrade	Supply chain risk mapping: Advances in tech to map and monitor supply chain risks	Responsible recruitment: How to mitigate the risk of modern slavery reaching your supply chain Stephen Smith, Executive Director (SHEQ), Multiplex Demi Smoloktjou, Senior Manager, Responsible Procurement, ASOS

12.00 – 13.00 *Lunch*

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13.00 – 13.30 Social vs. Green: How do we keep Human Rights up on the consumer interest agenda?

Environmental NGO's have stolen the limelight in the CSR space with the consumer focus generally being pulled away from human rights towards climate and plastics pollution. In this session, we'll discuss how NGOs and companies can again move human rights up the consumer interest agenda. We'll also look at the lessons that can be learned from environmental campaigners on effective methods of traction.

James Whitehead, Director, **Forest Peoples Programme**

13.30 – 14.30 Engaging and incentivising procurement: What works, what doesn't and how to really get buyers on board

Often a barrier to embedding human rights policy has been the disconnect between commitments and the systems, KPIs and incentives of procurement departments. However, getting buyers bought in is essential to be able to effectively engage suppliers and improve practices throughout the supply chain.

In this session we will discuss:

- How companies can further align interests to ensure everyone is working towards same goals
- How to ensure all procurement executives are incentivised on the human rights performance of their suppliers
- Beyond financial incentives, what really works in engaging procurement teams

Clare Flannery, Responsible Sourcing Director, **Ab-Inbev**

Laura Simmonds, Head of Responsible Procurement, **InterContinental Hotels Group**

14.30 – 15.00 Companies as Human Rights defenders - the future of ethical trade?

According to Front Line Defenders, 321 human rights defenders in 27 countries were killed for their work in 2018. This is the highest number on record. Many of these attacks are against campaigners who are defending the land, environmental or peoples' rights in the face of corporate activity.

With an increasing number of activist campaigners being killed or arrested, what role should companies play in their protection?

In this session, we will discuss the future relationship between companies and human rights defenders. We'll assess when and how companies should take action, and how this space will evolve.

Andreas Graf, Human Rights Manager, **FIFA**