

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

23rd – 24th June 2020

Sponsored by:



Confirmed speakers include:

- Julie Vallat, vice president of human rights, **L'Oréal**
- Linda Kromjong, global labour and human rights director, **Samsung**
- Virginie Mahin, global social sustainability & human rights lead, **Mondelēz Europe**
- Chris Ettery, director for supply chain sustainability, **Dell**
- Clare Flannery, responsible sourcing director, **Ab-InBev**
- Benet Northcote, director, corporate responsibility, **John Lewis Partnership**
- Andre Burkett, head of diversification, **Philip Morris International**
- Antonio Capillo, head of monitoring evaluation and learning, **Fairtrade**
- Elaine McKay, international affairs director, **JTI**
- Laura Okkonen, senior manager, human rights, **Vodafone**
- Sarah Carpenter, manager of business and human rights, **Assent Compliance**
- Andreas Graf, human rights manager, **FIFA**
- Stephen Smith, executive director (SHEQ), **Multiplex**
- Laura Simmonds, head of responsible procurement, **InterContinental Hotels Group**
- Nina Norjama, director, social responsibility, **UPM**
- John Morrison, chief executive, **Institute for Human Rights and Business**
- Mark Blick, head of government solutions, **Diginex**
- Shayne Tyler, group compliance director, **Fresca Group**
- Phil Bloomer, executive director, **Business and Human Rights Recourse Centre**
- Peter McAllister, executive director, **Ethical Trading Initiative**
- Kate Cooper, gender and private sector advisor, **Oxfam**
- Filippo Bettini, chief sustainability and risk governance officer, **Pirelli**
- Camille Le Pors, lead Corporate Human Rights Benchmark, **World Benchmarking Alliance**
- Peter Nestor, human rights manager, **Novartis AG**
- Katie Shaw, chief operating officer, **Open Apparel Registry**
- Maria Pia Biancheti, senior policy and advocacy adviser (private sector), **UNICEF UK**
- Celia Ouellette, chief executive, **Responsible Business Initiative for Justice**
- James Whitehead, director, **Forest Peoples Programme**
- Annelies van den Berg, senior policy officer sustainable production and trade, **Dutch Government - Ministry of Foreign Affairs**
- Caroline Doherty de Nova, global head of knowledge, dispute resolution, **Freshfields**
- Alison Kirby Harris, senior associate, **Freshfields**
- Michael Quayle, associate, **Freshfields**
- Daniel Vaughan-Whitehead, founder, **Fair Wage Network**

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

kate.chandler@innovationforum.co.uk

DAY ONE – 23rd June 2020

9.00 – 9.30 **Opening remarks**

9.30 – 10.30 **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?

Virginie Mahin, global social sustainability & human rights lead, **Mondelēz Europe**

Maria Pia Biancheti, senior policy and advocacy adviser (private sector), **Unicef UK**

Caroline Doherty de Nova, global head of knowledge, dispute resolution, **Freshfields**

10.30 – 11.00 *Break*

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11.00 – 12.00 **Breakout sessions** – 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.

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

When it comes to ensuring a fair wage for workers in the supply chain, it is clear that one size does not fit all. 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 in establishing living wage and living income, such as wage calculations, political and economic developments in sourcing countries, as well as local regulatory changes such as restrictions on trade unions and civil society.

In this session, we will untangle the confusion to look at how business can overcome these challenges and discuss:

- Lessons learned from brands, government and NGOs in working together collaboratively
- 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, vice president of human rights, **L'Oréal**
Daniel Vaughan-Whitehead, founder, **Fairwage Network**
Andre Burkett, head of diversification, **Philip Morris International**

How technology is transforming audits and overcoming the usual pitfalls

We all know that auditing alone is not the answer to identifying or solving human rights issues in supply chains. But it is an important part of the toolbox. Technology is always front and center when it comes to dealing with complex issues – but can it be the solution for something as difficult as identifying human rights abuses in supply chains?

This session will explore how technology can be adopted within and alongside existing auditing techniques, to improve current practices.

Laura Okkonen, senior manager, human rights, **Vodafone**
Katie Shaw, chief operating officer, **Open Apparel Registry**
Mark Blick, head of government solutions, **Diginex**

12.00 – 13.15 *Lunch and networking*

During speed networking sessions, attendees will be matched with others for quick fire 1:1 virtual meetings. Over the course of the session, you will have the opportunity to meet a range of attendees and then follow up where appropriate with more detailed conversations via the meeting scheduler.

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13.15 – 14.15 – Working groups

Within this session, attendees will join live through their microphones and webcams. Questions will be posed in-person to promote a two-way dialogue and enable a truly interactive discussion.

How business can drive gender empowerment throughout their supply chain Kate Cooper, gender and private sector advisor, Oxfam	Engaging and incentivising procurement: What works, what doesn't and how to really get buyers on board Chris Ettery, director for supply chain sustainability, Dell Laura Simmonds, head of responsible procurement, InterContinental Hotels Group	Companies as Human Rights defenders - the future of ethical trade? Andreas Graf, human rights manager, FIFA Celia Ouellette, chief executive, Responsible Business Initiative for Justice
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14.15 – 14.30 Break

14.30 – 15.15 **Supplier engagement and training: How to scale programs across supply chains to drive greater understanding and impact**

Shayne Tyler, group compliance director, **Fresca Group**

Sarah Carpenter, manager of business and human rights, **Assent Compliance**

15.15 – 15.30 Break

15.30 – 16.15 **What actually matters to investors beyond basic legal compliance?**

In April last 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?

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DAY 2 – 24th June 2020

9.00 – 9.45 **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.

Nina Norjama, director, social responsibility, **UPM**

Michael Quayle, associate, **Freshfields**

Phil Bloomer, executive director, **BHRRC**

9.45 – 10.00 *Break*

10.00-10.45 – **Breakout sessions**

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.

Supply chain risk mapping: Advances in tech to map and monitor supply chain risks Chris Ettery, director for supply chain sustainability, Dell Mark Blick, head of government solutions, Diginex	What's stopping boardrooms from driving up standards in the supply chain? Is there enough of a business case beyond basic compliance? Filippo Bettini, chief sustainability and risk governance officer, Pirelli David Croft, global director sustainability, environment & human rights, RB
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10.45 – 11.00 *Break*

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11.00 – 12.00 – Working groups

Within this session, attendees will join live through their microphones and webcams. Questions will be posed in-person to promote a two-way dialogue and enable a truly interactive discussion.

Child labour monitoring and remediation - How are company approaches evolving Elaine McKay, director, social programs, corporate affairs & communications, JTI	What level of disclosure is expected of companies now, and how is this likely to evolve? Camille Le Pors, lead Corporate Human Rights Benchmark, World Benchmarking Alliance Linda Kromjong, global labour and human rights director, Samsung	Effective remediation: How can business create an effective grievance mechanism that workers can trust, and NGOs can respect? Peter Nestor, human rights manager, Novartis AG
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12.00 – 13.30 *Lunch and networking*

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13.30 – 14.15 **Responsible recruitment: How to mitigate the risk of modern slavery reaching your supply chain**

This session will focus on workers, their vulnerabilities and the opportunities for business to prevent exploitation in the recruitment process.

- How are businesses implementing the employer pays principle?
- The challenges and solutions to enforcing the principle further down the supply chain
- Collaboration between businesses to build capacity and influence practices

Jessica Verdon, social sustainability manager, **Multiplex**

14.15 – 14.30 *Break*

14.30 – 15.30 **COVID-19 and ethical trade: responding collectively to a common human rights emergency**

In this closing session, we will reflect on how COVID-19 is affecting the way business ensures their supply chains remain responsible and ethical. Our panel of experts will discuss how they are working together to address this critical human rights issue which is affecting companies globally.

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