

## **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*

23<sup>rd</sup> – 24<sup>th</sup> June 2020

**Sponsored by:**



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[kate.chandler@innovationforum.co.uk](mailto:kate.chandler@innovationforum.co.uk)

# Virtual Platform Information

At Innovation Forum, we understand as well as anyone the value of a physical conference. However, during these difficult times it is clear that physical meetings are simply not possible and will not be for a number of months.

We are of course, aiming to be back with physical meetings after the summer.

Meanwhile it is critical that progress does not grind to a halt. Innovation Forum exists to ask the difficult questions – and to connect you to those with the answers. We will continue to do so in these challenging months ahead.

We need to maintain a candid dialogue around business-critical issues, as well as enabling the networking, partnerships and collaboration that make IF conferences so valuable.

That's why we have made the decision to move to virtual conferences, for now.

We are investing heavily in a new virtual platform, which we are confident can replicate much of the value from our physical conferences, and importantly maintain progress and business momentum.

Please do take a few minutes to look at it. It's a lot better than you might think. Technology has moved on, in a helpful way.

We believe we can offer additional value online. We can - and will - help you get expert advice to solve the problems you face in sustainable business, and find new opportunities.

In our new platform, we've placed a heavy emphasis on delivering great networking for attendees, as well as the same calibre of dynamic, engaging content.

## **Problem solving, networking and useful content: Three things IF virtual events will deliver**

### **Problem solving**

**Get things done:** Our online working groups and small group workshop discussions, carefully facilitated by IF experts, will help drive progress on important practical challenges.

**Online efficiency:** We can efficiently control, curate and actively facilitate. This gives you the time to ask - and get the answers - to the critical questions for your business.

**Answers:** Tell us what you want to know – and we will make sure you get the answers you need. That's a guarantee. We specialise in finding the right people to answer the right questions. So let us help you solve challenges, and find those new opportunities.

### **Networking**

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**Collaboration, collaboration, collaboration:** IF events have always been structured to promote, enable and ensure genuine collaboration. Throughout the two days, collaboration will be front and centre of networking and discussion groups to ensure real connections are made – even in the absence of a physical interaction

**Increased networking time:** Increased networking time beyond the conference dates through dedicated time slots to host meetings and discussion with relevant stakeholders

**Pre-planned 1:1 meetings:** Hosted face to face via video link, our meetings will enable a genuine connection. They will allow attendees to make the most of the 100+ potential connections in the room

**Search and chat:** Easy to find and connect with key stakeholders, panellists or partners on the day through search and chat functions

**Issue specific meeting rooms:** Find and connect with those who share common challenges, opportunities and experiences through dedicated meeting rooms

**Speed networking:** Engage and connect with a host of contacts in double quick time, allowing you to build relationships with a variety of key stakeholders

### **Content**

**Real interaction:** Truly engaging session formats that ensure audience participation. Not simply listening from behind a computer screen, get involved in discussion to have your say.

**Practical guidance:** Highly focused sessions that get to the crux of the issues for business and offer tangible and actionable insights into the right solutions for your business.

**Dynamic moderation:** Strong moderators, happy to ask tough questions and give all panellists an equally tough time. The content and discussion is all designed to be as challenging as the issues themselves.

**Solving the big problems:** Each of the key issues facing business discuss in-depth with our expert speakers and panellists.

**Focused:** Enough time, resources and expertise for the issues that really matter. We don't skate the surface but get to the crux of the issues to provide in-depth, constructive discussion.

**Candid:** Open and honest discussion around the key issues and biggest challenges to business practices.

**Digestible:** Practical content condensed into digestible chunks and then spread across two days in a variety of formats to maintain concentration levels and accessibility

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## 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 International**
- Chris Ettery, director for supply chain sustainability, **Del**
- Richard Kooloos, director group sustainability, **ABN AMRO**
- Clare Flannery, responsible sourcing director, **Ab-InBev**
- Pins Brown, head of ethical and sustainable sourcing, **The Body Shop**
- Benet Northcote, director, corporate responsibility, **John Lewis Partnership**
- Andre Burkett, head of diversification, **Philip Morris International**
- Marie Baumgarts, Head of Sustainability, **SEB**
- 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**
- Rachel Munns responsible sourcing manager, **Tesco**
- 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**
- Claire Clifton, sustainable Sourcing and Ethical Trade Manager, **World Wise foods**
- 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 Novoa, global head of knowledge, dispute resolution, **Freshfields**
- Alison Kirby Harris, senior associate, **Freshfields**
- Michael Quayle, associate, **Freshfields**
- Daniel Vaughan-Whitehead, founder, **Fair Wage Network**

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## DAY ONE – 23<sup>rd</sup> June 2020

### 9.00 – 9.20 Opening remarks and Q&A

John Morrison, chief executive, **Institute for Human Rights and Business**

Moderator: Tobias Webb, founder, Innovation Forum

### 9.20 – 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?

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

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

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

Moderator: John Morrison, chief executive, **Institute for Human Rights and Business**

### 10.15 – 10.45 *Break*

10.45 – 11.30 **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, **Fair Wage Network**  
Andre Burkett, head of diversification, **Philip Morris International**

Moderator: Tobias Webb, founder, **Innovation Forum**

### **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**

Moderator: Ian Welsh, publishing director, **Innovation Forum**

### **11.30 – 12.45 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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## 12.45 – 13.45 – 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.

<b>How business can drive gender empowerment throughout their supply chain</b>  Kate Cooper, gender and private sector advisor, <b>Oxfam</b>  Pins Brown, head of ethical and sustainable sourcing, <b>The Body Shop</b>  Moderator: Tobias Webb, founder, <b>Innovation Forum</b>	<b>Engaging and incentivising procurement: What works, what doesn't and how to really get buyers on board</b>  Chris Ettery, director for supply chain sustainability, <b>Dell</b>  Laura Simmonds, head of responsible procurement, <b>InterContinental Hotels Group</b>  Moderator: Louise Nicholls, managing director, <b>Suseco</b>	<b>Companies as Human Rights defenders - the future of ethical trade?</b>  Andreas Graf, human rights manager, <b>FIFA</b>  Moderator: Celia Ouellette, chief executive, <b>Responsible Business Initiative for Justice</b>
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13.45 – 14.15 *Break*

## 14.15 – 15.00 **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**

Clare Flannery, responsible sourcing director, **Ab-InBev**

Moderator: Ian Welsh, publishing director, **Innovation Forum**

15.00 – 15.15 *Break*

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### 15.15 – 16.00 **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?

Richard Kooloos, director group sustainability, **ABN AMRO**

Marie Baumgarts, head of sustainability, **SEB**

Moderator: Ian Welsh, publishing director, **Innovation Forum**

## **DAY 2 – 24<sup>th</sup> 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**

Linda Kromjong, global labour and human rights director, **Samsung**

Phil Bloomer, executive director, **BHRRC**

Moderator: Ian Welsh, publishing director, **Innovation Forum**

9.45 – 10.00 *Break*

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## 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.

<p><b>Supply chain risk mapping: Advances in tech to map and monitor supply chain risks</b></p> <p>Chris Ettery, director for supply chain sustainability, <b>Dell</b></p> <p>Mark Blick, head of government solutions, <b>Diginex</b></p> <p>Moderator: Ian Welsh, publishing director, <b>Innovation Forum</b></p>	<p><b>What's stopping boardrooms from driving up standards in the supply chain? Is there enough of a business case beyond basic compliance?</b></p> <p>Filippo Bettini, chief sustainability and risk governance officer, <b>Pirelli</b></p> <p>David Croft, global director sustainability, environment &amp; human rights, <b>RB</b></p> <p>Pins Brown, head of ethical and sustainable sourcing, <b>The Body Shop</b></p> <p>Moderator: Tobias Webb, founder, <b>Innovation Forum</b></p>
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10.45 – 11.00 *Break*

## 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.

<p><b>Child labour monitoring and remediation - How are company approaches evolving</b></p> <p>Elaine McKay, international affairs director, <b>JTI</b></p> <p>Moderator: Tobias Webb, founder, <b>Innovation Forum</b></p>	<p><b>What level of disclosure is expected of companies now, and how is this likely to evolve?</b></p> <p>Camille Le Pors, lead Corporate Human Rights Benchmark, <b>World Benchmarking Alliance</b></p> <p>Linda Kromjong, global labour and human rights director, <b>Samsung</b></p> <p>Moderator: Ian Welsh, publishing director, <b>Innovation Forum</b></p>	<p><b>Effective remediation: How can business create an effective grievance mechanism that workers can trust, and NGOs can respect?</b></p> <p>Peter Nestor, human rights manager, <b>Novartis AG</b></p> <p>Moderator: Dr Peter Stanbury, Principal, <b>The Frontier Practice</b></p>
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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**

Rachel Munns, responsible sourcing manager, **Tesco**

Claire Clifton, sustainable Sourcing and Ethical Trade Manager **World Wise foods**

Moderator: Neil Wilkins, Head of Migrant Workers Programme, **IHRB**

### 14.15 – 14.30 *Break*

### 14.30 – 15.15 **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.

Moderator: Ian Welsh, publishing director, **Innovation Forum**