

# BPOA Conference



## Responsible Recruitment And Corporate Social Responsibility



NFU Conference Centre, Stoneleigh, 31<sup>st</sup> January 2024

# Responsible Recruitment – Challenges

## Seasonal fruit pickers left thousands in debt after being sent home early from UK farms

Nepali workers who quit jobs and borrowed cash to come to UK are out of work just weeks after arriving



Apple picking in Kent, 2020; the number of seasonal worker visas issued by the Home Office has soared. Photograph: Bloomberg/Getty Images

Nepali workers hired to pick fruit on British farms say they have been left thousands of pounds in debt after being sent home only weeks after they arrived.

The fruit pickers were recruited under the government's seasonal worker scheme and say they were offered work for six months. But less than two months after arriving, they were told they were no longer needed and instructed to book flights home.

Workers said they had quit jobs to come to the UK and have been left thousands of pounds in debt after borrowing money to cover their flights and fees to third-party job brokers. They also face steep airline charges to rearrange return journeys.

## Revealed: Indonesian workers on UK farm 'at risk of debt bondage'

As farms look further afield for labour, investigation finds Kent pickers saying they struggle to pay fees charged by unlicensed brokers



A technician operates an agricultural machine in the strawberry sheds at Clock House farm. Photograph: Hollie Adams/Bloomberg/Getty

Indonesian labourers picking berries on a farm that supplies Marks & Spencer, Waitrose, Sainsbury's and Tesco say they have been saddled with debts of up to £5,000 by unlicensed foreign brokers to work in Britain for a single season.

Pickers at the farm in Kent were initially given zero-hours contracts, and at least one was paid less than £300 a week after the cost of using a caravan was deducted, according to payslips and other documents seen as part of a Guardian investigation.

# Responsible Recruitment – Don't get caught out



- Why the increasing challenge?
- The cessation of free movement between the UK and the EU, coupled with the implementation of the UK's points-based immigration system, has developed significant pressure on producers to source labour.
- Over 65,000 UK businesses are able to sponsor overseas workers to work in the UK under the Skilled Worker visa route. Many of them have no experience or expertise in recruiting workers from overseas.

# Key Elements of Responsible Recruitment



**Non-Discrimination:** Ensuring that recruitment processes are free from discrimination based on factors such as gender, age, race, ethnicity, religion, disability, or any other protected characteristic.

**Transparency:** Providing clear and comprehensive information to job applicants about the recruitment process, job requirements, terms and conditions of employment, and any other relevant details.

**Fair Compensation:** Offering fair and competitive compensation packages that adhere to applicable labour laws and regulations, providing equitable wages for the work performed.

**Working Conditions:** Ensuring that the working conditions provided to employees meet or exceed legal standards, and prioritising health and safety in the workplace.

**Informed Consent:** Obtaining informed consent from workers regarding the terms and conditions of their employment, including any contractual obligations and responsibilities.

**Protection of Migrant Workers:** Taking special care to protect the rights and well-being of migrant workers, ensuring they are not subjected to exploitation or abuse during the recruitment process and throughout their employment.

**Child Labour Prevention:** Committing to the prevention of child labour and ensuring that recruitment processes comply with laws and international standards related to the employment of minors.

# Negative feedback

Migrant worker rights non-governmental organisations (NGOs) research report the following:



## Key negative worker experiences during recruitment

- Work is “unfree” - payment for agents’ fees and consequential possibility of debt bondage
- Entering into debt to cover the costs of the visa and transport to the UK
- Lack of understanding of work and living expectations in the UK
- No or poorly translated contracts



## Key negative worker experiences on farm

- Work and life under duress - unreasonable picking targets and work being withdrawn when not met, threats of loss of work and deportation
- Difficulty accessing health needs – prescriptions, doctors and dentists
- Unsafe/dirty accommodation with unlawful accommodation costs and deductions for equipment, clothing and other services
- Being refused transfers
- Supervisors who wielded power without accountability
- No access to legal rights and safeguards

# Key Elements of Responsible Recruitment



Resources to Support:

Webinar 7<sup>th</sup> of February

UK Seasonal Grower kit

Good work app <https://justgood.work/>

CORE Score Checklist supports growers to adopt a consistent approach in recruiting and employing seasonal workers.

# Corporate Social Responsibility

Corporate Social Responsibility (CSR) is a concept that refers to a business practice where companies integrate social and environmental concerns into their operations and interactions with various stakeholders to balance their economic goals with a commitment to ethical and sustainable practices that contribute to the overall well-being of society.

Corporate Social Responsibility (CSR) programs are a reflection of the values of business owners and help to support their points of difference in the market.

# The risk landscape

FIGURE C

## Global risks ranked by severity over the short and long term

*"Please estimate the likely impact (severity) of the following risks over a 2-year and 10-year period."*

### Risk categories

- Economic
- Environmental
- Geopolitical
- Societal
- Technological

### 2 years



### 10 years



### Source

World Economic Forum Global Risks  
Perception Survey 2023-2024.



# What do we mean sustainable? Key Sustainability Topics

“Planet”	“People”
Carbon emissions and methodologies in horticulture and Peat use	Workers' rights – ILO conventions and responsible recruitment
Water – Sustainable water use. Water stressed areas and water efficiency	Modern slavery – trafficking, slavery and debt bondage
Plant Protection Products – development of Integrated Pest Management, pesticide reductions and “loss” of active ingredients	Living Wages – ensuring all workers receive a fair wage
Packaging – sustainable materials, regulations and consumer demand.	Gender – empowerment and all forms of discrimination
Waste – measured at every stage from seed to consumer	Child labour – work deprives children of their childhood

# Customer and Stakeholder demands – “Planet”



ENVIRONMENT

## Christmas: Eco-friendly alternative trees

If you've decided to give up on traditional Christmas trees this year but still want something to hang your lights on, give these eco-friendly ideas a try.



## Are pot plants more eco friendly than cut flowers?

The global cut-flower industry is a behemoth to be reckoned with - but it's not straightforward with pot plants either

## Are your houseplants environmentally friendly?

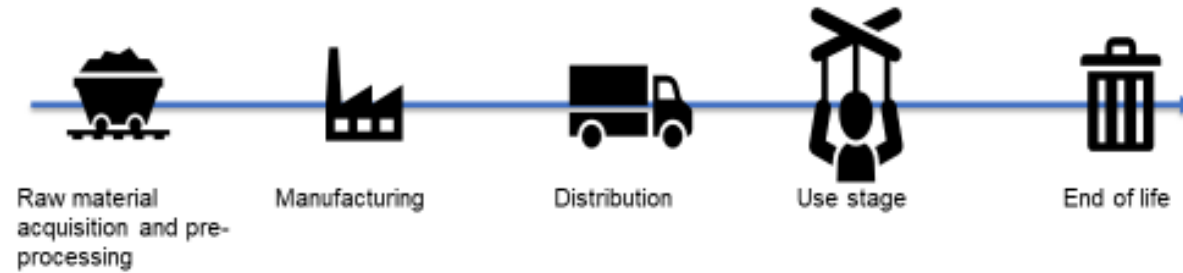
Keep your 'plant miles' down by following these tips on importing, greenhouse use and propagating



# Do you know your Carbon footprint?

Always cradle-to-grave, except for intermediate products (eg. feed).

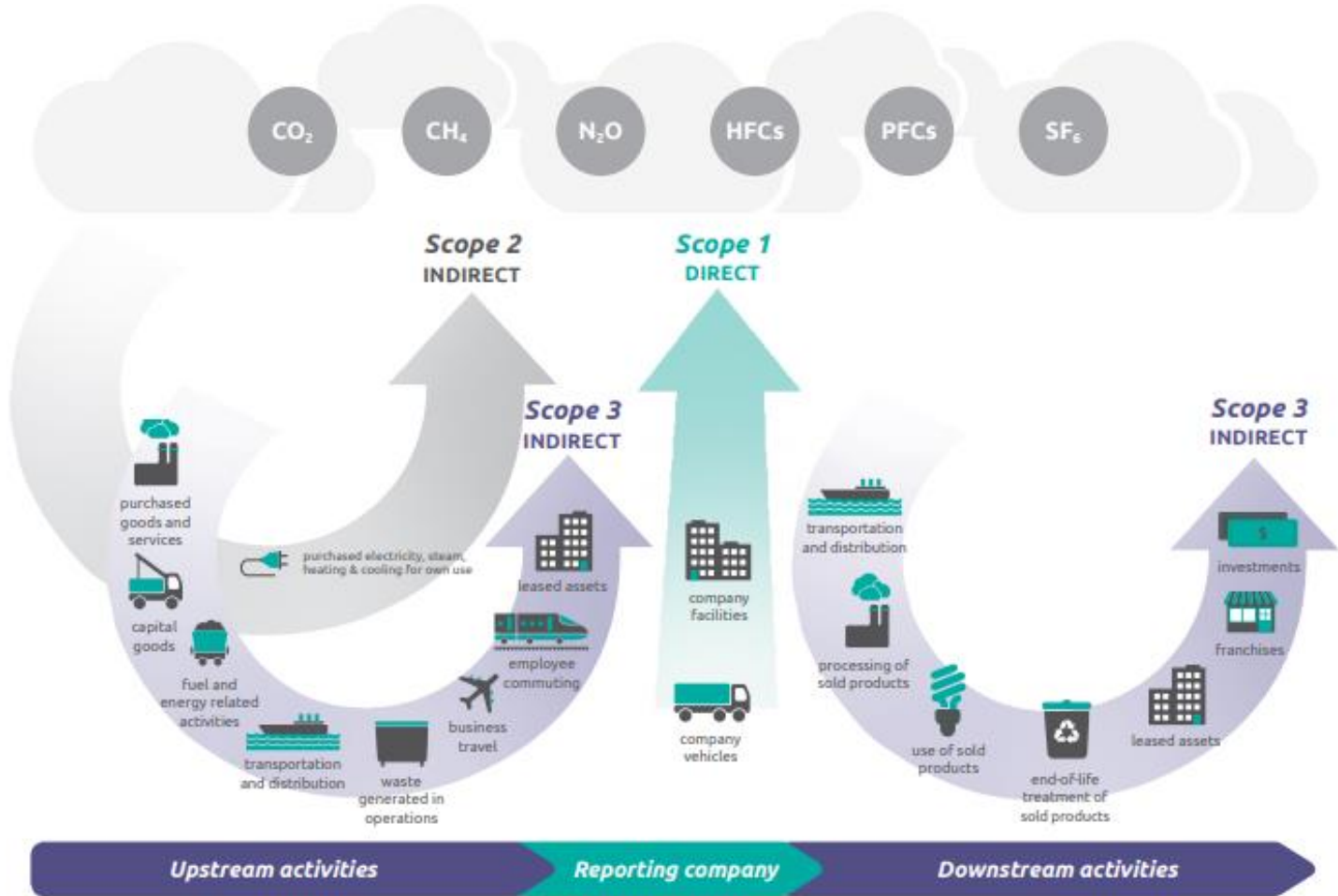
Default life cycle stages:



Example of life cycle stages defined in FloriPEFCR (cut flowers & potted plants)



# Carbon Landscape



Overview of GHG Protocol scopes and emissions across the value chain. Source GHG Protocol

# The EU FloriPEF Foot Printing Methodology

## PEFCR – Product Environmental Footprint Category Rules

PEFCR tries to solve problem of the proliferation of environmental footprint methods for environmental claims/labels/initiatives.

PEFCR is reproduceable, comparable, verifiable:

- ✓ Avoid market confusion
- ✓ Avoid mistrust on markets
- ✓ Allow comparison between products in the same product category more easily
- ✓ Increase transparency both in supply chain & to consumers on product sustainability

PEFCR projects developed formally with European Commission.

- PEFCR projects: pasta, wine, olive oil, meat, dairy, coffee, beer, marine fish, cat/dog food & more non-food.

EC Guidance Rules developed for each PEFCR.

- Data provision by European Commission.



# The EU FloriPEF Foot Printing Methodology EU Approval

Dear invitee,

Earlier you received a save the date for the festive presentation on Valentine's Day Wednesday 14 February 2024 of the approved FloriPEFCR the European standard to calculate environmental impact of floriculture products. We hereby send you the programme and venue details We cordially invite you to join us in this celebration.

## Programme

- Retrospect by Technical Secretariat chairman Albert Haasnoot (Royal FloraHolland) and project leader Roline Broekema (WEcR)
- Presentation of FloriPEFCR by Roline Broekema to executive officer Jeroen Oudheusden Floriculture Sustainability Initiative (FSI)
- Drinks



# Sector FLORIFE

## 16 Impact categories defined for Horticulture

EF impact category	Impact category indicator	Unit	Characterisation model	
1	Climate change	Radiative forcing as Global Warming Potential (GWP100)	kg CO <sub>2</sub> eq	Baseline model of 100 years of the IPCC (based on IPCC 2013)
2	Ozone depletion	Ozone Depletion Potential (ODP)	kg CFC-11 eq	Steady-state ODPs as in (WMO 2014 + integrations)
3	Human toxicity, cancer	Comparative Toxic Unit for humans (CTU <sub>h</sub> )	CTU <sub>h</sub>	USEtox model 2.1 (Fankte et al., 2017)
4	Human toxicity, non-cancer	Comparative Toxic Unit for humans (CTU <sub>h</sub> )	CTU <sub>h</sub>	USEtox model 2.1 (Fankte et al., 2017)
5	Particulate matter	Impact on human health	disease incidence	PM method recommended by UNEP (UNEP 2016)
6	Ionising radiation, human health	Human exposure efficiency relative to U <sup>235</sup>	kBq U <sup>235</sup> eq	Human health effect model as developed by Dreicer et al. 1995 (Frischknecht et al., 2000)
7	Photochemical Ozone formation, human health	Tropospheric zone concentration increase	kg NMVOC eq	LOTOS-EUROS model (Van Zelm et al., 2008) as implemented in ReCiPe 2008
8	Acidification	Accumulated Exceedance (AE)	mol H <sup>+</sup> eq	Accumulated Exceedance (Seppälä et al. 2006, Posch et al., 2008)
9	Eutrophication, terrestrial	Accumulated Exceedance (AE)	mol N eq	Accumulated Exceedance (Seppälä et al. 2006, Posch et al., 2008)
10	Eutrophication, freshwater	Fraction of nutrients reaching freshwater end compartment (P)	kg P eq	EUTREND model (Struijs et al., 2009) as implemented in ReCiPe
11	Eutrophication, marine	Fraction of nutrients reaching marine end compartment (N)	kg N eq	EUTREND model (Struijs et al., 2009) as implemented in ReCiPe
12	Ecotoxicity, freshwater	Comparative Toxic Unit for ecosystems (CTU <sub>e</sub> )	CTU <sub>e</sub>	USEtox model 2.1 (Fankte et al., 2017)
13	Land use	<ul style="list-style-type: none"> <li>- Soil quality index</li> <li>- Biotic production</li> <li>- Erosion resistance</li> <li>- Mechanical filtration</li> <li>- Groundwater replenishment</li> </ul>	<ul style="list-style-type: none"> <li>- Dimensionless (pt)</li> <li>- kg biotic production</li> <li>- kg soil</li> <li>- m<sup>3</sup> water</li> <li>- m<sup>3</sup> groundwater</li> </ul>	Soil quality index based on LANCA (Beck et al. 2010 and Bos et al. 2016)
14	Water use	User deprivation potential (deprivation-Weighted water consumption)	m <sup>3</sup> world eq	Available Water REMaining (AWARE) as recommended by UNEP, 2016
15	Resource use, minerals and metals	Abiotic resource depletion (ADP ultimate reserves)	kg Sb eq	CML 2002 (Guinée et al., 2002) and van Oers et al. 2002.
16	Resource use, fossils	Abiotic resource depletion - fossil fuels (ADP-fossil)	MJ	CML 2002 (Guinée et al., 2002) and van Oers et al. 2002

# Addressing Carbon data at a “Product” level, the future

MISSION



## Monitor, improve and declare product environmental performance on a single, interconnected platform.

- Accelerate NetZero transition
- Reduce business risk
- Compete and win in the NetZero economy

### Target Market





End



Martin de la Harpe

Martin has 25 years' experience in developing standards in horticultural supply chains after completing a MSc in Plant Biotechnology at Wye College and a post graduate diploma in Plant and Soil Analysis at Wageningen Agricultural University. Initially, working in tea and coffee in Malawi and Kenya, and then from 1997 has been working in floriculture supply chain in technical and ethical standards and human rights due diligence. Martin's most recent role was Head of Sustainability for Flamingo Horticulture. Contact: [martin@delaharpe.co](mailto:martin@delaharpe.co)

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Seasonal Worker Scheme Taskforce : [https://us02web.zoom.us/webinar/register/WN\\_OnZvDinUQEeNeVIGmX88Sw#/registration](https://us02web.zoom.us/webinar/register/WN_OnZvDinUQEeNeVIGmX88Sw#/registration)