# Annual Leadership Forum for Responsible Recruitment

**Monday 19th June 2017, InterContinental Hotel, Berlin**

## Agenda

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<th>Time</th>
<th>Session</th>
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<tr>
<td>08.30 – 09.00</td>
<td><strong>Coffee &amp; Registration</strong></td>
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<tr>
<td>09.00 – 09.15</td>
<td><strong>Welcome</strong></td>
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<tr>
<td></td>
<td>• John Morrison (Chief Executive, Institute for Human Rights and Business)</td>
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<td>• Ed Marcum (Managing Director, Humanity United)</td>
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<td>09.15 – 10.00</td>
<td><strong>Tackling Forced Labour in Supply Chains</strong></td>
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<td>Why is safe and ethical recruitment key to preventing exploitation?</td>
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<td>• Why do flawed recruitment practices lead to modern slavery?</td>
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<td>• The importance of due diligence and transparency on the supply of labour</td>
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<td>• How can legislation boost ethical recruitment?</td>
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<td><strong>Speakers</strong></td>
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<td></td>
<td>• Kevin Hyland (UK Independent Anti-Slavery Commissioner)</td>
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<td>• Louise Nicholls (Head of Human Rights, Marks &amp; Spencer)</td>
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<td>10.00– 11.15</td>
<td><strong>Implementing the Employer Pays Principle</strong></td>
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<td>Profiling the work of the Leadership Group for Responsible Recruitment</td>
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<td>• Why is responsible recruitment so significant for Leadership Group companies?</td>
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<td>• What do these companies seek achieve through collaboration and where are the key challenges?</td>
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<td>• How have they have begun to implement responsible recruitment in their supply chains?</td>
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<td><strong>Speakers</strong></td>
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<td>• Brent Wilton (Director, Global Workplace Rights, The Coca-Cola Company)</td>
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<td>• Jan Saumweber (Senior Vice President, Responsible Sourcing, Walmart)</td>
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<td>• Greg Priest (Head of Sustainability Policy, Inter IKEA Group)</td>
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<td>• Marcela Manubens (Vice President Social Impact, Unilever)</td>
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<td>11.15 - 11.45</td>
<td><strong>Break</strong></td>
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*The first panel will be live streamed on Twitter @IHRB http://www.twitter.com/ihrb. Subsequent sessions will observe the Chatham House Rule.*
The Costs of Ethical Recruitment

11.45 – 13.00

How to share the burden of paying true recruitment costs

- What is the scope of ‘recruitment fees’?
- How does the genuine cost compare to the fees commonly paid by migrant workers?
- How should companies, suppliers and recruitment agencies engage to include these costs in pricing and contracts?
- How can companies tackle the challenge of reimbursement of worker fees?

Speakers

- Ray Jureidini (Professor, Migration Ethics and Human Rights, Hamad Bin Khalifa University, Qatar)
- William Gois (Regional Coordinator, Migrant Forum Asia)
- Sarah Tesei (Director of Social Innovation and Human Rights, Vinci)
- Eric-Paul Schat (Senior Director Sustainability, Environment, Health & Safety, NXP Semiconductors)

Chair

- Shawn MacDonald (Chief Executive, Verité)

Lunch

13.00 - 14.00

ILO video: Making Fair Recruitment A Reality

14.00 - 14.15

Drivers for Responsible Recruitment

14.15 - 15.30

Including recruitment as a fundamental part of strategies to address forced labour and trafficking

- How are transparency reporting requirements driving new behaviour?
- Is access to public contracts being used as a lever to raise standards?
- What pressure can investors exert?
- Is media and customer scrutiny increasing?

Speakers

- Elana Tyrangiel (Director and Associate General Counsel, Hewlett Packard Enterprise)
- David Schilling (Senior Program Director, Interfaith Center on Corporate Responsibility)
- Lara White (Senior Labour Migration Specialist, International Organization for Migration)
- Enes Ün (Director-EMEA, Social and Environmental Affairs, adidas)

Chair

- Rachel Rigby (Office of Child Labor, Forced Labor, and Human Trafficking, US Department of Labor)
Driving the Supply of Ethically Recruited Labour  15.30 - 16.45

How to meet increasing demand for an ethical supply of labour

• Building the capacity of existing and new entrants to the recruitment industry to deliver workers on an ‘Employer Pays’ business model?
• What does effective due diligence on recruiters look like?
• What is the role for certification schemes and new technology?

Speakers

• Bob Mitchell (Vice-President, Social & Environmental Sustainability, Electronic Industry Citizenship Coalition)
• Suchita Dutta (Executive Director, Indian Staffing Federation)
• Menno Bart (Public Affairs Specialist, Adecco Group)
• Marie Apostol (Founder and President/Chief Executive Officer, Fair Hiring Inc)

Chair

• Dan Viederman (Managing Director, Humanity United)

Concluding Call to Action  16.45 - 17.00

• Dan Viederman (Managing Director, Humanity United)
• John Morrison (Chief Executive, IHRB)

Forum Feature
Capturing the daily lives of migrant workers

Throughout the Forum, organisers will be featuring the images of three photo journalists working to capture and raise awareness of the daily lives of migrant workers on their recruitment journeys around the world. The photographers’ work has been curated by and featured on the @EverydayMigration project on Instagram.
Following the Forum, Humanity United invite all attendees to an evening reception, canapés and a screening of the important new film The Workers Cup. This documentary goes inside the labour camps of Qatar where African and Asian migrant workers building the facilities of the 2022 FIFA World Cup compete in a football tournament of their own: The Workers Cup.

**Reception and canapés**  
17.30 - 19.00

**Film Screening: The Workers Cup**  
19.00 - 20.30

**Panel Discussion**  
20.30 - 21.30

**Speakers**
- Ramzy Haddad (Producer, The Workers Cup)
- Theresa Loar (Consultant, formerly Senior Vice President Global Corporate Affairs, CH2M)
- Rola Abimourched (Investments Manager, Humanity United)
- Musa Okwonga (Poet, author and broadcaster)

**Chair**
- John Morrison (Chief Executive Officer, IHRB)
Business Breakfast with Recruitment Companies and Agencies
Tuesday 20th June 2017, InterContinental Hotel, Berlin

Agenda

Implementing The Employer Pays Principle*  8.00 - 10.00

Facilitated roundtable discussions focussed on barriers, challenges and opportunities around ensuring responsible recruitment

• Addressing internal and external mapping of recruitment practices
• Securing the necessary buy-in – who’s involved?
• Understanding capacity-building requirements for suppliers and recruitment agencies
• The challenges and costs of reimbursement of fees

Welcome
• Frances House (Deputy Chief Executive Officer, IHRB)
• Didier Bergeret (Director, Social Sustainability and Global Supply Chain Policy, Consumer Goods Forum)

Panel
• Jay Celorie (Human Rights Office Lead, Sustainability, HP Inc.)
• Tristan Forster (Chief Executive Officer, FSI Worldwide)
• Michael Murphy (Chief Executive Officer, Daruna)

Roundtable facilitators
• Marie Apostol (Founder and President/Chief Executive Officer, Fair Hiring Inc.)
• Catherine Chen (Director of Investments, Humanity United)
• William Gois (Regional Coordinator, Migrant Forum Asia)
• Dionne Harrison (Director, Impactt)
• Marina Manke (Head of Labour Mobility and Human Development Division, International Organization for Migration)
• Kilian Moote (Project Director, KnowTheChain, Humanity United)
• Mustafa Qadri (Director, Equidem Research)
• David Segall (Policy Associate, NYU Stern, Center for Business and Human Rights)

* The roundtable will observe the Chatham House Rule.