



OUR LAST CHANCE TO *SAVE THE PLANET*
COP 26

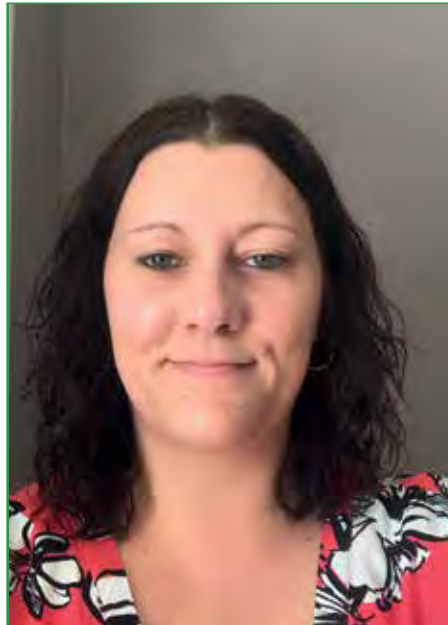


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CONCERNING A GREENER FUTURE

"the current system of low pay, precarious contracts and over a decade of austerity, hits people in our class the hardest."

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THIS NOVEMBER, WORLD LEADERS come together in Glasgow to discuss Climate Change and our future. We know these leaders will have their own ideas on going forward and, if the Tories are anything to go by, they won't consider *our* voices or opinions.

Every year, we hope that COP meetings result in agreements to take *measurable action* on tackling climate change. In reality, many countries (including ours) fall short of the agreements in place. This year, the **Paris Agreement** from 2015 will be reviewed for the first time. One element of this was a promise to try to keep global temperatures to *well below 2°C* (compared to pre-industrial levels) and, ideally, below *1.5°C*. Another had governments promise to make adjustments in various sectors within their own countries to *reduce carbon emissions*. We know now that the national targets set didn't go far enough to reduce greenhouse gas emissions and many countries haven't even reached the targets that were set then.

Many believe this year's COP is the last chance to keep hopes alive of limiting Global warming to 1.5°C. Countries have been asked to bring plans to reach *Net Zero* by the middle of this century, phasing out fossil fuels and switching to *renewable energy*. We need to have our voices in the room because these decisions are made by people who won't feel the impact of the changes and will not take into consideration *all* the issues – not just for the industries that we work in, but for the individuals working in them, from *job security* to *increased costs* and *pressures from employers*.

The trade union movement and climate action groups have to work together to ensure we have a voice that is *heard*. The **COP 26 Coalition group** is a UK-wide network that you can get involved with!

Trade Unions and Climate Groups will look at things slightly differently but are united in the position that our voices need to be heard and that we need not only *environmental justice* but *social justice* too.

We are in one of the richest countries in the world yet people are dying in winter unable to heat their homes or starving without access to decent nutritious food. Some are in a continual cycle of having their homes flooded because the money hasn't been spent on flood defences. More and more are plunged further into poverty because the current system of low pay, precarious contracts and over a decade of austerity, *hits people in our class the hardest*.

That is why we were so pleased that the motion to recognise Green Reps (now **Rule 14.8 D**) was passed this year at Conference. This ensures you have trained representatives at workplace level to negotiate with employers to ensure that any changes made aren't to the detriment of our members while contributing to ideas and initiatives making workplaces and our industry *greener*.

We are relaunching the *Greener Future* newsletter to keep you up-to-date with what is happening around the branches and beyond. We are also going to set up a **Green reps network**, like the *Women, BAME and Branch Secretary Networks* so that those taking on this new role in our fantastic union can support and learn from each other as well as help to develop our union's policies and campaigns going forward.

Sarah

If you would like to be involved in the network, please email:

Green@bfawu.org

and make sure to look at the environmental section of our website for resources.

THE
TRADE UNION
CO-ORDINATING
GROUP

Climate Crisis: workers united for urgent action

In November 2021, the 26th UN Climate Change Conference of the Parties COP26 will be held in Glasgow. These are the most important climate talks since the 2015 Paris agreement, with the prospect of raising national and international ambitions to tackle the climate crisis and agreeing measures to limit the average global temperature increase to 1.5°C above pre-industrial levels.

The climate crisis is not just an environmental problem, it is a problem of justice – social and economic, as well as environmental justice, nationally and internationally. It is about fairness and equity as much as it is about avoidance of damaging climate change. What is needed is radical, urgent,

and far-reaching action to cut dangerous greenhouse gas emissions; but so far emissions have continued to rise whilst measures to tackle the crisis have remained little more than empty rhetoric.

As such the need to campaign for real measures to address climate change is as much an issue for trade unions and workers as it is for environmentalists. We must make sure that measures to tackle climate change are in the interests of workers, not against them; and we must not allow the climate change agenda to be dictated by employers, business, and politicians who want to place responsibility for change on individuals while evading the significant changes

that they can and must make.

Politicians and corporations talk of a 'Just Transition' without addressing the issues of fairness bound-up in addressing the climate crisis. We believe that workers and their representatives need to be at the forefront of tackling the crisis. Promises of a Just Transition will not be delivered unless we demand it, and for a genuinely Just Transition we need wider economic and social transformations that address the inherent inequalities of neo-liberal economic and social systems – inequalities most recently laid bare by the Coronavirus pandemic. Yet, in some sectors, such as public transport, the Government is responding to



Climate Camp



Osama Bhutta

THE BFAWU AT COP 26

World leaders will meet in Glasgow in November at the Global Climate talks, COP26

THE DECISIONS MADE at COP26 will shape how governments respond (or not) to the climate crisis.

They will decide who is to be sacrificed, who will escape and who will make a profit.

But so far, governments have done *too little too late*.

FROM CLIMATE TO COVID to racism – to solve the multiple crises we face, we have to solve them *all together*. Climate justice recognises that all our struggles lead back to the same unjust system. We need climate action that works for **all of us**, not just the people with the most money in their pocket.

But justice won't be handed to us by world leaders or delivered by corporations. Only *we* can imagine and build the future that works for all of us. COP26 is happening at a crucial moment in history – we can either intensify the crisis to the point of no return... or lay the foundations for *a just world where everyone's needs are met*.

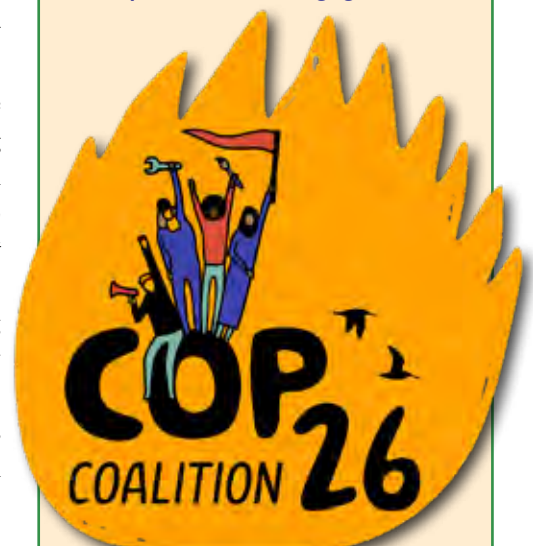
On the 6th of November, we're joining the COP26 Coalition for the Global Day of Action for Climate Justice.

We are bringing together movements to build power for system change – from indigenous movements, to trade unions, from racial justice groups to youth strikers.

Wherever you are in the world, *NOW* is the time to join the fight for climate justice. We need all hands-on deck.

Find or organise your local action at :

www.cop26coalition.org/gda/



WHY IS CLIMATE CHANGE A TRADE UNION ISSUE?

THE BFAWU HAS KNOWN for a long time that climate change is a trade union issue and that workers need to be at the forefront of solutions required to transition to a fully de-carbonised economy, not left behind. This is because no matter the work you do, we know especially in the food industry, workplaces are a major contributor to Greenhouse gas emissions (GHG) and therefore are *accelerating* climate change.

Our union has a proud history of campaigning on environmental and climate issues in wider society such as being anti- fracking and we are incredibly proud that at Annual Conference this year a motion was passed to ensure that Environmental Reps are recognised in our rule book, which will enable us to continue to build on our environmental work.

In 2019 at Annual Conference, our union declared a climate motion after conference received an emergency motion on the subject. This was not a symbolic gesture but a means to put practical demands to the employers we work with, to address sustainability issues and look inwardly at ourselves as a trade union to ensure we are practising what we are preaching to others.

But we have to be clear, addressing climate change means addressing the inherent inequality and imbalance of power in the economic and political system. Therefore, climate change is also an issue of economic and social justice.

Along with the wider trade union movement, the BFAWU calls for **a Just Transition** – a term developed by unions to ensure workers and communities are *protected* through the processes of change as we address the climate crisis – and do not suffer as we saw during the years of *de-industrialisation*.

This means social protections for incomes and pensions, investment in retraining and skills, and engagement with workers representatives.



WHAT IS A CARBON FOOTPRINT?

A **CARBON FOOTPRINT** is defined as *the total amount of greenhouse gases produced to directly and indirectly support human activities, usually expressed in equivalent tons of carbon dioxide (CO₂).*

In other words:

- When you drive a car, the engine burns fuel which creates a certain amount of CO₂, depending on its fuel consumption and the driving distance.
- When you heat your house with oil, gas or coal, then you also generate CO₂. Even if you heat your house with electricity, the generation of the electrical power may also have emitted a certain amount of CO₂.
- When you buy food and goods, the production of the food and goods also emits some quantities of CO₂.

Your carbon footprint is **the sum of all emissions of CO₂** induced by your activities in a **given time frame**, usually a year.

The best way is to calculate the carbon dioxide emissions based on the fuel consumption. In the next step you can add the CO₂ emission to your carbon footprint.

By way of an example:

- For each UK gallon of *petrol fuel* consumed, **10.4 kg** CO₂ is emitted.
- For each US gallon of *gasoline fuel* consumed, **8.7 kg** CO₂ is emitted.

Examples for carbon footprint contributions

fuel type	unit	CO ₂ emitted per unit
Petrol	1 UK gallon	10.4 kg
Petrol	1 UK litre	2.3 kg
Gasoline	1 USA gallon	8.7 kg
Gasoline	1 USA liter	2.3 kg
Diesel	1 UK gallon	12.2 kg
Diesel	1 USA gallon	9.95 kg
Diesel	1 litre	2.7 kg
Oil (heating)	1 UK gallon	13.6 kg
Oil (heating)	1 USA gallon	11.26 kg
Oil (heating)	1 litre	3 kg

Say your car consumes 7.5 litres of diesel per 100 km, so a drive of 300 km consumes $3 \times 7.5 = 22.5$ litres of diesel which (from the table) adds $22.5 \times 2.7 \text{ kg} = 60.75 \text{ kg}$ CO₂ to your personal carbon footprint.

Each of the following activities add 1 kg of CO₂ to your personal carbon footprint:

- Travel by public transport (train or bus) a distance of 10 to 12 km (6.5 to 7 miles)
- Drive with your car a distance of 6 km or 3.75 miles (assuming 7.3 litres petrol per 100 km or 39 mpg)
- Fly with a plane a distance of 2.2 km or 1.375 miles.
- Operate your computer for 32 hours (60 Watt consumption assumed)
- Production of 5 plastic bags
- Production of 2 plastic bottles
- Production of 1/3 of an American cheeseburger (yes, the production of each cheeseburger emits 3.1 kg of CO₂! – it has a very large carbon footprint)

Carbon dioxide is a so-called **greenhouse gas** contributing to global warming. Other examples of greenhouse gases which might be emitted as a result of your activities are **Methane** (CH₄) and **Nitrous Oxide** [N₂O]. These greenhouse gases should also be taken into account for the carbon footprint. To do this, they are converted into the amount of CO₂ that would cause the same effects on global warming within a certain time frame, usually 100 years (this is called the *equivalent CO₂ amount*).

Why you should calculate your carbon footprint

The carbon footprint is a very powerful tool to understand the impact of personal behaviour on global warming. Most people are shocked when they see the amount of CO₂ their activities create! If you personally want to contribute to stop global warming, the calculation and constant monitoring of your personal carbon footprint is **essential**.

In the web, you can find many carbon footprint calculators, which allow you to store individual activities like *travelling by car, train, bus or air plane, fuel consumptions, electricity bills* and so on. You can then see the amount of CO₂ created for each individual activity.

You can do this either *in advance* and use it as a help for choices/decisions or *afterwards* to continuously sum up your carbon dioxide emissions. Or you can estimate your carbon footprint of all your activities (see for example the *carbon footprint calculator* of the WWF in the UK – www.footprint.wwf.org.uk/#/).

The Time for change website

Much of this article is taken from the *Time for change* website (www.timeforchange.org). As well as explanation and advice, there are many resources to help you gauge and control your carbon footprint.

- An easy to use *off-line carbon footprint and primary energy consumption calculator* (Excel sheet) is available for free in the download section.
- There are graphs available for the CO₂ emissions per capita by country (average carbon footprint by country).

In the medium- and long term, the carbon footprint must be reduced to less than 600 kg CO₂ per year and per person.

This is the maximum allowance for sustainable living.



CLIMATE CHANGE AND SUSTAINABILITY

The climate is changing due to man-made emissions of greenhouse gasses.

ALTHOUGH NOW ACKNOWLEDGED by most governments, action has been very slow. The urgency has recently been highlighted by the publication of the **6th IPCC Report** and emphasised by an increased frequency of **extreme climate events**. The impacts of climate change are felt disproportionately by the poor and those in *low to middle income countries* (LMICs) where the production of commodities consumed in the developed world often takes place under exploitative conditions in LMICs. To achieve a sustainable future, we must address not only the environmental problems but also the social and economic inequality that underpins many of the climate issues.

Agriculture and food are responsible for 26% of all global greenhouse gas emissions. Of this, 31% is due to *livestock and fisheries*, 27% to *crop production*, 24% to *conversion of forest into grazing and cropland*, and 18% is due to *the supply chain*.



Amazon deforestation has been driven by agriculture (principally *beef production*). This is responsible for more than 80% of the Amazon deforestation (about 14% of the world's total annual deforestation) and has been associated with violent suppression of the indigenous forest people.

The priority is to resist the development of any imports of Brazilian **beef** from the Amazon Basin and to support measures to persuade the Brazilian government to *cease empowering deforestation in the Amazon*, to consider *alternative development strategies* and the *rewilding of some deforested areas*.



Brazil is the world's largest producer of **soybeans**. The majority comes from the Cerrado, a savannah forest area to the south and east of the Amazon. The Cerrado is already 44% deforested because of agricultural clearances and **the remaining forest needs protection**.

There *are* sustainability certification schemes but they're ineffective and circumvented by producers. **The priority is to ensure that all soybeans and soybean meal used in feed for pigs and chicken is from a certified zero-deforestation source and that the certification is doubly assured as accurate.**

Palm oil is a versatile and cost-effective vegetable oil used in **50% of all the products in UK supermarkets** where it is found in *baked goods, soap and personal care products*.

The acreage planted to oil palm has accounted for **39% of the deforestation** in Indonesia and Malaysia from 2000 to 2018.

At present, an area the size of New Zealand is planted to oil palm and the burning of the forest to enable its plantation accounts for 0.8% of all greenhouse gas emissions.

Palm oil production has a long history of exploitative labour practices as well as environmental destruction. The priority is to ensure that only certified palm oil is used, and that certification is itself assured as being environmentally and socially sound. The search for a more sustainable alternative should be supported.



Cocoa is a labour-intensive crop that is mostly produced by 5–6 million smallholders, principally in West Africa.

The supply chain for developed country producers retains 94% of the value, with little trickling down to the producers. Though there are numerous certification schemes, child labour and illegal deforestation are widespread, and certification is often ineffective.

The imperative is to establish the policy that only sustainable cocoa is used and that the sustainability accreditation system is double checked to assure zero-deforestation, no unfair labour practices and equitable payment of the small-holder producers.



The UK imports 60% of its **Pork**, mostly from Denmark. Pork production is only responsible for 18% of the greenhouse gas emissions deriving from beef production,

Climate Change and Sustainability continued

However, the manure management process is locally responsible for extensive nitrate and phosphate pollution of surface and ground waters and the emission of ammonium and sulphur dioxide causes local air pollution and acidification problems.

The intensive production of pigs leads to poor animal welfare practices, especially outside Europe, and an environment prone to the development of severe infectious diseases, such as African Swine Fever (ASF), that caused the death of 50% of the Chinese pig herd in 2018.

Policy priorities are for the assurance of environmental and animal welfare standards in the pork that is used, and a commitment to use zero-deforestation feedstuffs.



BFAWU can highlight issues of environmental sustainability in the commodities used in food manufacture and for solidarity with exploited workers and child labourers, used even in assured sustainable commodities that can go into baked goods and luxury foodstuffs.

The BFAWU requested these briefs on global sustainability issues involving food and agriculture commodities of concern that their members may need to deal with on a regular basis.

Keep an eye out for the full report which will be circulated shortly.

BFAWU ENVIRONMENTAL REPS TRAINING VIA STOCKPORT COLLEGE

Rule 14.8 L Passed at Conference 2021

Environmental representatives shall be elected from the Members of the Branches. The duty of Environmental Stewards is to implement changes on sites, inspect sites and report opportunities for environmental savings to the branch committee and employees. They shall forward best practice to the EC for discussion.

Environmental stewards to stand for re-election after 2 years' service, and credentials to be progressed through the Regional Council.

TO ENCOURAGE MEMBERS to get involved, we are looking to pilot an **Environmental Representatives course** early in 2022 with Stockport College, the course will be based on the Welsh TUC's course that they have been running for a while.

Places will be limited on the initial trial; the course will be held online so that we can open it up to the wider membership.

If you are interested, please contact

Green@bfawu.org

with your name and branch.

Course Programme

Day 1

Activity 1	Introductions
Activity 2	Key Environmental Definitions
Activity 3	Identifying environmental changes affecting the workplace
Activity 4	Roles & Responsibilities of the UGR
Activity 5	Trade Union Approach
Workplace Activity:	Environmental Information

Day 2

Activity 6	Environmental Management Systems
Activity 7	Workplace Processes
Activity 8	Workplace Audits
Activity 9	Sustainable Development Training

Day 3

Activity 10	Case Studies
Activity 11	Systematic Problem Solving (PIP)
Activity 12	Setting Priorities
Activity 13	Action Planning
Activity 14	Course Evaluation



CLIMATE ACTION IN LEEDS

A BIG BOOST for community-led action as Leeds launches climate project with packed week of events

An ambitious five-year community project, **Climate Action Leeds**, launched on Monday, 11 October with a week of events to help empower ordinary people to tackle the climate emergency. The project, which was awarded funding from the National Lottery, is bringing together communities and organisations in a city-wide effort to transform Leeds to be **zero carbon, nature friendly** and **socially just** by the 2030s.

Climate Action Leeds is working to support community groups across the city to take community-led climate action. Part of the project will see a city plan developed to enable all Leeds residents to live well *and* within Leeds' environmental limits whilst meeting our wellbeing needs. Key industry sectors are also being engaged to work alongside communities to inspire changes in the crucial areas highlighted by the **Leeds Climate Change Citizens' Jury** such as *energy, housing, food and education*.

The packed launch week of events (from 11–16 October) included focused workshops on topics such as transport, nature, work and economy, as well as open-to-all networking and celebration events, plus a support session to help new and existing community groups. Events are happening in person and online so everyone can get involved, learn and be inspired.

Leeds has a thriving and rapidly growing climate conscious community who want to see the big changes that will get Leeds to zero carbon

Alex Sobel, MP for Leeds North West, is speaking at the official online launch event which starts at 6pm on Monday 11 October.

He said, *"I'm proud that Leeds has such an inspiring and forward-thinking project like **Climate Action Leeds** to help us face the enormous challenge that is the climate crisis.*

*It is so important that projects like this one seek to empower citizens to take action, as we need action both globally **and** locally – we have to work **together** to create the future we want to see.*

*This is an exciting time for Leeds, it's our chance to be part of something bigger, and to cement our reputation as a forward-thinking, innovative and vibrant city with **unrivalled community spirit.**"*

Clarrie Ramsden is part of the community hub Climate Action Seacroft, which has been supported by Climate Action Leeds. Clarrie said, *"This is a huge opportunity for Leeds that we should seize with both hands. For me this is about putting some power back into the hands of Leeds residents to be able to do something about the climate emergency we are facing and to say this is what our community wants to see and this is how we can make it happen."*

Professor Paul Chatterton, from the University of Leeds, has been involved since the inception of Climate Action Leeds. He said, *"This is going to be huge. Climate Action Leeds has been over a year in the making, and now it feels like everyone's efforts and the energy and support from countless people in Leeds is starting to really make a difference.*

*"Getting to zero carbon is no small feat but it is definitely doable – we just need the people of Leeds, the council, and our major institutions to work together, to get on board with this and make it happen. Big changes are needed, but they're changes that will benefit us **all** massively."*



Image courtesy Climate Action Leeds



Continued

This project is also centred around *climate justice*. Working towards climate justice means creating change that's *socially sustainable* as well as *environmentally sustainable*.

Centuries of unfair societal structures created by colonialism and capitalism mean that the devastating impacts of climate change are being felt *most* by those who are *least responsible* for it – **and that's not fair**. By enabling and encouraging industry sectors to support community-led action, Climate Action Leeds hopes to *promote the redistribution of power, democratise decision-making and support self-determination and accountability*.

Climate Action Leeds is led by six partner organisations: *Voluntary Action Leeds, Our Future Leeds, Leeds Love It Share It, Together For Peace, Leeds Tidal and CAG Consultants*, and is supported by over 40 groups in Leeds, many of which contributed to its planning.

In 2020 it was announced that the project had been successful in its bid to *The National Lottery Climate Fund*, securing £2.5 million for the city, creating jobs, and over £400,000 in grants to support an informed and joined-up community response to the climate emergency.

Over five years, Climate Action Leeds hopes to help build a movement in Leeds which will have an enduring legacy that lives on far beyond itself, with many more partners involved and more sustainable funding streams. To support this the project is focusing activity across three areas to create meaningful and lasting change: *local community hubs, transformation of industry sectors and city-wide, citizen-led action*.

This is only the beginning, but what a beginning! The launch week is shaping up to be one not to be missed!



Find out more about **Climate Action Leeds** and how the launch week went on their website:

www.climateactionleeds.org.uk

JOHN GOES BACK TO SCHOOL

...to save the planet



BFAWU LEARNING PROJECT Worker, **John Fox** retired recently, though you wouldn't know it. As well as volunteering to run a union-supported learning centre and helping organise the **Wigan Diggers Festival** John is a BFAWU representative with the **Manchester Environmental Education Network (MEEN)**.

When the government cut the *Union Learning Fund* the Learning Services Team were made redundant, and John thought he would retire from working and spend time with his grandchildren, but it didn't work out that way.

John said; *"Through my work I had made a special relationship with Sunshine House in Wigan where I helped the community with educational needs. This just continued after I had finished work and I helped train staff in health, food and fire safety along with numerous more courses."*

He has continued to run the Computer Club at Sunshine House and recently ran food safety courses as they were opening food pantries for their communities.

The BFAWU Executive Committee nominated John to sit on the board of Trustees at MEEN, working closely with other board members and Network Co-ordinator, **Raichael Lock**, to support projects they run in schools across Manchester.

MEEN was set up in 1994 and provides a range of training sessions and networking activities, as well as supporting projects and conferences, that promote sustainability and environmental awareness in schools and amongst education providers.

John feels that it is important for trade unions to support organisations, like MEEN, that educate as unions on their own can't reach everyone and don't have all the resources to do so.

He explains, *"Trade unions can offer a workplace perspective that can feed into the education resources that MEEN provide. For example the BFAWU can talk about some of the initiatives happening within the food industry such as the ISO14001 training that has happened at Premier foods, the training that has happened with the national SHE reps within Greggs, the fact that Aunt Bessie's has a wind turbine or Warburtons investing in renewable energy."*

Some of these things can be found on the internet but not all of them."

Over recent years the BFAWU has been increasingly proactive supporting environmental awareness, both in workplaces and the wider community.

John explains, *"We know that our members work in an industry that is responsible for a significant amount of emissions that contribute to the climate crisis we are facing, it is important that as an organisation we are educating our members on climate change and empower them to challenge practices in their workplaces that are harmful to the environment."*

We also need to make sure our reps are sat at the table when changes are discussed and decided upon to achieve net zero targets etc, so that it isn't our members, the workforce that bear the brunt of the changes with reduced terms and conditions or smaller, or non-existent, pay rises."

With this all in mind the union is exploring ways to offer members training around Climate Change.

John said: *"We are working with the GFTU to pull together Green Reps training in the future. In the meantime we are intending to run a pilot course via the TUC with Stockport College in the new year. This will be online and based on training being run by Wales TUC."*

Anyone interested in becoming a BFAWU Green Representative or looking for more information can email:

Green@bfawu.org

or go to the unions website:

www.bfawu.org/health-safety-and-environment/environment/

WHAT CAN I DO TO MAKE A DIFFERENCE?

CLIMATE CHANGE CAN be overwhelming, it can be difficult to see how as an individual making different choices and small changes will make the difference that is needed to reverse the impact.

But if everyone collectively does something, that small difference soon mounts up.

Every year humankind dumps over 2 billion tons of waste. This either goes into landfill, is incinerated, or goes into oceans – doing untold damage to the environment, wildlife and to our own bodies.

That is why it is important, to eat what is in season and source it *locally*, make sure you aren't wasting food or other resources, remember the **5Rs** and look at what is going on in your workplace too.

Food waste

UK households waste 6.5 million tonnes of food every year, 4.5 million of which is edible. We're not talking eggshells or chicken bones... We mean the last few bites from your plate that you couldn't quite manage, or your bread crusts, or potato peelings – all stuff which could have been transformed into something delicious.

Those 4.5 million tonnes are enough to fill 38 million wheelie bins, or 90 Royal Albert Halls.

The average family of four can save just over £60 per month by reducing their food waste. Whether you're doing the food shop or ordering a meal at a restaurant, every decision is an opportunity to save food from the bin. If you don't want a side salad, ask for your meal without it. If you won't make good use of the extra portion, don't be tempted by it. And if you can't finish your main, ask for a doggy bag!

Be more energy conscious all round

- Run your dishwasher or washing machine only when they are full
- Unplug electronics when they are not in use so they don't drain power, or use an electric multipoint power strip, which you can turn off at night
- Put on an extra jumper before turning up the heating
- Turn your thermostat as low as you are comfortable with in the winter

Paper Principles

- The average UK family throws six trees of paper into their household bin a year, which makes mindful paper use a key area to reduce your waste.
- If you have a home printer, on print if absolutely necessary and fit as much content into as few pages as possible, pick sustainable paper made from 100% recycled materials
- Make digital notes and to do lists on your phone rather than on bits of paper
- Switch to paperless bills and receipts, this will save paper and keep your documents secure
- Say no to junk mail, cancel unneeded subscriptions and stopping unsolicited junk mail can cut up to 20% of the paper waste you indirectly create
- Reuse paper!

The 5 Rs



Refuse

Say no to plastic-wrapped fresh produce and learn to turn down freebies. Refuse to buy cheap, unsustainable products that cost more in the long run



Reduce

Do you really need another pair of jeans, a lipstick or that bottled drink? Free yourself from the trap of buying stuff to boost your mood



Reuse

Rather than throwing an item away, find a way to reuse, repair or upcycle it. This goes for everything from jars to clothes and furniture



Recycle

Recycle absolutely every scrap of packaging you can, when it comes to clothes, furniture or other items of value, donate them to charity



Rot

Compost all food scraps – they won't break down in landfill for decades because of the lack of light and oxygen

What's in season when...

Spring

Meat

Beef Steaks
Chicken
Sausages
Spring Lamb - Grills

Vegetables

Asparagus
Carrots
Cauliflowers
Celeriac
Cucumbers
Curly Kale
Purple Sprouting Broccoli
Savoy Cabbage
Sorrel
Spinach
Spring Greens
Spring Onion
Watercress



Fruit

Gooseberries
Rhubarb

Fish

Crab
Haddock
John Dory
Lobster
Mackerel
Monkfish
Prawns
Sea Bass
Sea Salmon
Trout
Turbot



Summer

Meat

Beef Steaks
Burgers
Chicken – Kebabs & Grills
Ham
Lamb – Grills
Pork Pies
Pork Spare Ribs
Saltmarsh Lamb
Sausages
Venison



Vegetables

Beetroot
Broad Beans
Carrots
Cauliflowers
Courgettes
Cucumber
Fennel
Fresh Peas
Garlic
Green Beans
Lettuce & Salad Leaves
New potatoes
Radishes
Runner Beans
Sage
Salad Onions
Squash
Tomatoes
Watercress

Fruit

Blueberries
Currants – black, white and red
Elderflower berries
Greengages
Loganberries
Plums
Raspberries
Strawberries
Tayberries

Fish

Crab
Pilchards
Wild Salmon

Autumn

Meat

Chicken
Grouse
Ham
Heather-fed Lamb
Pies
Pork
Roasts
Sausages
Venison

Vegetables

Field Mushrooms
Lettuce
Marrow
Potatoes
Pumpkin
Rocket
Squashes
Sweetcorn
Watercress



Fruit

Apples
Blackberries
Damsons
Elderberries
Pears
Plums
Sloes



Fish

Brill
Dabs
Dover Sole
Flounders
Oysters
Skate

Winter

Meat

Casseroles
Chicken
Gammon
Goose
Partridge
Pheasant
Pies
Roasts
Sausages
Turkey
Venison
Wild Duck



Vegetables

Bay Leaves
Brussels Sprouts
Cabbage
Carrots
Cauliflower
Celeriac
Curly Kale
Fennel
Leeks
Parsnips
Potatoes
Red Cabbage
Swede
Turnips

Fruit

Apples
Pears
Quince



Fish

Grey Mullet
Mussels
Scallops

For more guidance on what is in season and good to eat, why not look on the website:

www.eattheseasons.co.uk

WHAT'S HAPPENING IN OUR WORKPLACES?

WE KNOW THERE is a lot of great stuff going on already where you work and here are a few examples from some of the national companies websites.

Let us know by emailing Green@bfawu.org if you have any more examples of initiatives in your workplace as we know there must be many more!



Warburton's

Zero to landfill

Warburton's proudly say on their website that they have avoided sending any Warburton's food product to landfill since 2015. Any surplus products they have are redistributed to charities or made into animal feed.

Generating energy

Warburton's continue to invest in renewable energy through solar and wind power, in addition to Combined Heat and Power (CHP) technology which has enabled them to reduce bakeries electricity emissions by 56.2% according to their website.

Alternative fuels/Electric vehicles

Warburton's have started to change their trunking fleet over to bio-CNG (compressed natural gas) which is a clean sustainable alternative to diesel. On the website it says their intention is to move the entire trunking fleet to bio-CNG over the next five years to achieve an 85% reduction in their CO2 emissions. They have also begun the journey to a zero emission fleet – the first stop being 40+ electric vehicles on the road by 2027 and are already working towards this by rolling out their first 16 tonne 100% electric truck.

Recycle

The majority of their bread bags are recyclable and are clearly labelled to help encourage people to take their bread bags to plastic bag collection points which are available at most major retailers' stores.



Finsbury Foods

On Finsbury's website they say they remain committed to minimising their impact on the environment at a local, national and global level by managing operations in a sustainable way. They have continued to evolve their approach to environmental management by developing systems in line with ISO14001 and audit their bakeries to this standard, making further improvements across them all.



Hovis

All bread bags are recyclable

Hovis research found that a third (31%) of people continue to find recycling difficult as they are unsure of what they can recycle – all Hovis bread bags are recyclable and have communication on the bags to inform customers how to recycle them.

Electrifying News

Hovis, have introduced two zero-emission electric vehicles to deliver their loaves, reducing both exhaust and noise pollution in built-up areas.

The vehicles have the ability to travel up to sixty miles on a single trip (that's *London to Brighton!*) to reduce their carbon footprint and support their wider strategy to evolve into a sustainable business.

Premier Foods



Packaging

The plan is to achieve:

- 100% of our plastic packaging to be recyclable, reusable or compostable by 2025.
- Increase the use of recycled plastic content and help create a market-pull for recycled polymers.
- Clearly and transparently label our products, in compliance with **OPRL** (On Pack Recycling Labelling) guidelines.

Energy efficiency and CO2 emissions

Premier seek to reduce their environmental footprint throughout their operations, and this year have further reduced their energy consumption across their sites by **18.8%** of product. All of their manufacturing sites are accredited to **ISO 14001 Environmental Management Systems**, except Knighton Foods which is working towards the accreditation for next year. They have continued to reduce CO₂ emissions, which this year decreased by a further **5.8%**. This equates to a collective **42.7% reduction** against their baseline figure.

Most of their sites are powered by green energy and have purchased **Renewable Energy Guarantees of Origin (REGO)** certificates to provide them with the certainty of the origin of the electricity supply reaching their sites. This means that their CO₂ emissions have in effect decreased by **61.5%** against their 2008 baseline!

Water stress and biodiversity

Having exceeded the 25% industry-wide water reduction target in 2020, we continue to work towards further reductions across our operations and have now achieved an impressive **59%** reduction compared to our 2007 baseline.



Allied Bakeries

Sustainability in Action

Allied have said on their website that they have a strong programme of initiatives – and that they share progress and best practice with their stakeholders inside and outside the business.

They have a cross-functional environmental steering group, with Board sponsorship, which sets the environmental strategy and direction for the business. This is communicated via their *environmental policy* and underpinned by their environmental management system, which is based on the requirements of the **International Environmental Management System Standard, ISO14001**.

Industry Firsts

In June 2009, *Kingsmill* became the first – and, so far the *only* – bread brand to be allowed to carry the Carbon Trust's **Carbon Reduction Label** on their packaging. They completed a two-year carbon footprint reassessment in 2011 and have been *recertified* enabling Allied Bakeries to continue carrying the Carbon Trust's Carbon Reduction Label.

Another industry first is the introduction of bread bags made from 100% recycled virgin waste on *Little Big Loaf*. *Little Big Loaf* is the only loaf with full-size slices, just fewer of them, thus reducing waste in households that eat less bread.

Environmental Commitment

Allied support the *Love Food, Hate Waste* campaign and are signed up to the **Courtauld 2 Commitment** which is a voluntary responsibility deal that aims to improve resource efficiency and the overall environmental impact of the retail grocery sector by reducing packaging, food waste in the supply chain and consumer food waste.

On the Road

Since November 2008, Allied have measured, managed and reduced the product carbon footprint of the three biggest-selling varieties of Kingsmill bread. Having measured the greenhouse gases emitted throughout the supply chain – from growing wheat, through baking bread, delivery to the retailer and use in the consumer's home – they are working to continually reduce emissions. They are doing this by implementing carbon reduction actions such as replacing chillers with units that have minimal refrigerant losses, and fleet vehicles with those fitted with Euro V **Environmentally Enhanced Vehicle (EEV)** technology diesel engines.

They have invested in 'teardrop' trucks that reduce carbon and other engine exhaust emission levels through their streamlined body shape, which gives optimum aerodynamic efficiency. They have also introduced initiatives to influence driver behaviour, such as automatic engine cut-off when idling.

Greggs

Greggs have said on their website that they know the climate emergency requires radical and urgent action. Alongside the work they are doing with ourselves developing the Health and Safety rep's role into a **Safety, Health and Environmental** reps role, their Board set up a **Net Zero Taskforce** made up of key people from across our business who, together, are helping them formulate their plan to challenge the climate impact of every area of their operations and drive action to reduce it.

In their own words, in order to show how serious they are they have a bold ambition to be a **Net Zero Greggs by 2040** – ten years ahead of the current UK Government plan and have created *The Greggs Pledge*, which can be found on their website.

Building the Eco Shops of the future

Greggs have created a template for a shop that incorporates sustainable thinking from the design stage. The template considers how they build their shops, and what they are made out of, as well as the technology and fittings that are installed and run inside them. It even considers how they decommission the shop and recycle components from it. This shop of the future template is helping Greggs to push the boundaries of what is possible. They call it their **Eco Shop** design. By 2025, they want at least a quarter of their stores to feature elements from the Eco Shop design.

Commitment to plastic reduction

In 2019, Greggs cut 350 tonnes of single-use plastics from their operations and, by 2025, they want to eliminate all unnecessary single use plastic from their shops and manufacturing sites. For instance, instead of using clear plastic 'lifting sheets' to put a food product into a bag without touching it, they now have reusable tongs. They have also substituted plastic items with more sustainable materials, such as swapping plastic bags for paper bags, plastic cutlery for sustainable wooden cutlery and plastic packaging for cardboard packaging. They have even changed their gift cards from plastic to a paper-based alternative.

Saving energy and water, and reducing waste

A number of the regional bakeries have photovoltaic panels on their roofs, which in 2019 generated 762,963 kWh of electricity. Greggs install energy-efficient LED bulbs in all new and refitted shops and their new self-service drinks fridges have doors to stop the cool air being lost. They have continued to invest in driver efficiency training for their delivery fleet and this, along with their telematics system which monitors driving performance, continues to improve fuel efficiencies. All Greggs manufacturing site waste is diverted from landfill and according to their website they strive to redistribute as much unsold food as they can from their shops through their **Food Donation Programme**. Every year they hold an *Environment Week* to engage all team members in the importance of saving energy and water, and reducing waste.



CHECKLISTS FOR NEW ENVIRONMENTAL REPS

Find out whether the union was consulted on the environment policy. Then, check the **Review Date** and identify areas where it could be improved *using the checklist below*.

In general

Does it:

- State *how* as well as *what* should be done?
- Reference responsibilities within the management structure including board member responsibilities.
- Contain targets that conform to SMART principles (*specific, measurable, achievable, relevant, and time-bound*)?
- Have a review date?
- Reference **a trade union role** and recognition of environment reps?
- Cross reference more specific environmental policies?
- Be *accessible* and *communicated*?
- Reference *ethical* and corporate social responsibility principles?
- Include training and information for staff?
- Have a sign-off and dated by the most senior individual in the organisation?
- Identify the roles and structures of committees?

Monitoring the policies

- Is the institution signed up to an *environmental management system (EMS)*? If so, obtain copies of relevant performance reports.
- Are you consulted during the audit process?

Inspections

- Find out if there is an established inspection system within the organisation and obtain copies of relevant documents.
- Draw up a checklist based on the subjects and areas you intend to cover.
- Carry out an inspection starting with one of your priority issues.

Adaptation and risk assessments

- Find out if your institution has carried out a climate change risk assessment. This may be general or specific to types of extreme weather events.
- Liaise with the union safety rep to review existing policy and whether there are suitable and sufficient adaptation measures in place.

Air Quality

- Contact your employer to find out if any air quality measurements have been carried out.
- Liaise with the safety rep to discuss a joint approach if you think staff and students are at risk.

Biodiversity

- Find out if your institution has carried out *biodiversity foot printing*.
- Get a discussion going with colleagues on the type of things that could enhance the biodiversity of the workplace.

Construction and refurbishment

- Have buildings on your sites received a **BREEAM** assessment?
- Are there any new build or major refurbishment projects scheduled?

Energy management

- Inspect the **Display Energy Certificate (DEC)** for each building. This will give you an idea of the performance standard rated from **A** (*very efficient*) – **G** (*least efficient*).
- Check whether your institution is registered with the *Carbon Reduction Commitment (CRC) Energy Efficiency Scheme*.

Finance and investment

- Does the organisation have a publicly available *ethical investment policy* that includes environmental and social dimensions (eg just transition)?
- Is the policy reported on annually?
- Are there opportunities for staff and other stakeholders to engage?

Food policy

- Does your institution have a publicly available sustainable food policy which sets timebound targets for improvements?
- Check the **People & Planet Green League** for ideas on improvements like local sourcing of food: www.peopleandplanet.org/greenleague/methodology/sustainable-food.

Procurement and supply chain

- Check whether you have a sustainable and ethical procurement policy or any reference in your strategic policy document.

Transport

- Find out what is being done to promote green transport.
- Does your employer have a Green Travel Plan that was agreed with the trade unions?
- Are any of the travel policy measures in this section being implemented?
- Are these measures fair and transparent?

Resource efficiency/waste management

- Find out who has responsibility for resource efficiency/waste management.
- Has it been quantified? Use the indicators in this section.
- What is the cost of waste disposal for your institution?
- Is there a target for waste reduction?

Water

- Find out the annual water usage and how it is metered.
- Contact management to find out how many of the reduction measures in this section are in place.

WHY MUST WORKERS AND TRADE UNIONS BE VISIBLE?

WHILE THE VAST MAJORITY of the people who take action for climate justice are ordinary working people supported by the majority of society, it's not always obvious. This November we will shout loud and clear that the working majority demands climate justice. On every action, this means:

- Bring trade union flags and banners!
- Wear work uniforms where possible!
- Bring home-painted T-shirts, placards and banners letting the world know your job (eg *Cleaners for Climate Justice*, *Nurses for Climate Justice*...)

Why should workers participate?

'Workers Can't Wait: Rewire The System'

We are living through a period of multiple breaking points – from climate to covid and inequality to racism. We know that these crises not only overlap, but share the same cause.

While no one can escape the impacts of these crises, those who have done least to cause them suffer the most. Across the world, working people (especially the lowest income and communities of colour) are too often those bearing the brunt of the climate crisis – from coastal villages in Norfolk whose sea-defences are eroding faster than ever, to people living by the Niger Delta rivers blackened by oil spillage.

The crisis will not be solved if those most affected are not central to the solutions and decision-making. The impacts of the climate crisis vary across areas and communities. This means the best solutions for each area must be shaped by those who are experiencing the impacts. In many cases, indigenous and frontline communities have known the solutions for centuries.

...And, after all, we should all be able to participate in decisions that affect us.

System Change Not Climate Change

The way business is organised today is at the heart of our problems. Profit driven employers are cutting costs by lowering workers pay and conditions supported by government through draconian anti-worker

legislation, reducing environmental and safety protections, and raising prices for essential items like food and utilities. Our privatised infrastructure and public services – from flood defences to railways and healthcare to education – are creaking from underinvestment and failing in the face of severe weather events and climate impacts.

These economic choices mean that working people the world over are increasingly vulnerable to the environmental, economic and public health crises that are intensifying as a result of the climate crisis. And meanwhile, the carbon emissions that cause climate change – far from being your fault – are the result of this same overall economic system that is still hooked on burning fossil fuels to make profits.

So long as the production and distribution of goods and services is primarily directed by private companies in competitive markets, rather than democratic planning, ***profit will be put before people and the planet.***

Justice won't be handed to us by world leaders or delivered by corporations. Only we can imagine and build the future that works for all of us.

Climate, jobs and justice

Like the climate crisis, our economic and political system is human-made. This also means it can be remade. We need system change that comes from the ground up and we need to change the way we work and the kind of work that we do.

Whether we are fighting for better pay at work, for clean water, or against police violence or the opening of a new mine. For control over our bodies or to stop the destruction of forests we live in. We need climate action that works for all of us, not just the people with the most money in their pocket. To solve these problems, we have to solve them all together.

Climate justice recognises that all of our struggles lead back to the same unjust system.

Just Transition Now: Good jobs and a liveable future

We need a ***Worker-led, Just Transition*** – rewiring our system in a way that addresses injustices, poverty and inequalities. This means shifting away from the fossil fuel industry and investing in renewable energy to create decent unionised green jobs and services.

Millions of new green jobs and apprenticeships can be created in obvious areas like public transport, retrofitting housing and planting trees, simultaneously addressing the post-Covid rise in unemployment.

Rewiring the system must centre and value care work that is currently done predominantly by unpaid or underpaid women, migrants and people of colour – from health care to housework. To enable a more resilient society that is better able to adapt to the climate crisis means a massive public investment in low-carbon, socially essential work such as health and social care, education, welfare, food supply and our emergency services.

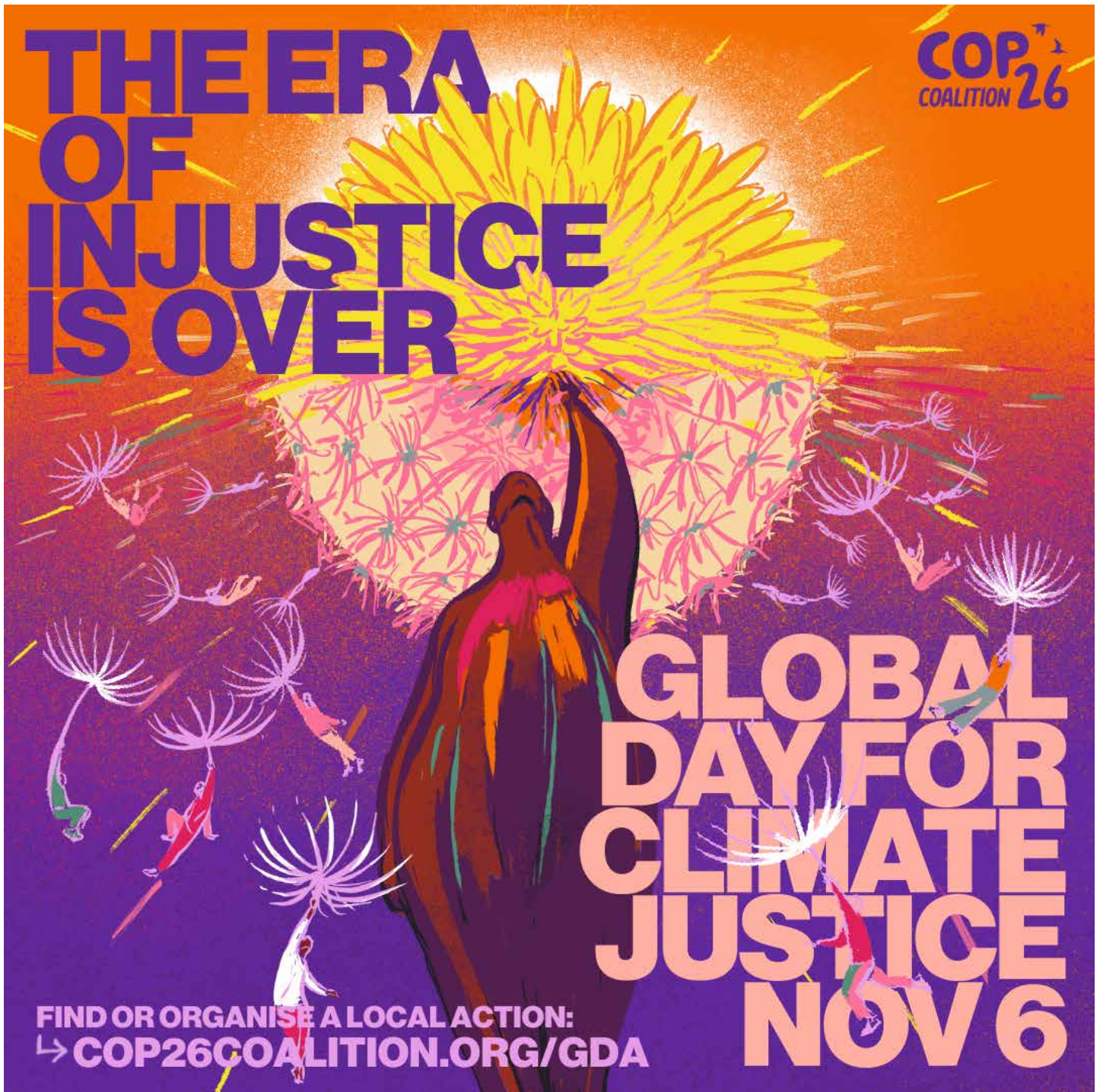
But these new infrastructures and services can't only be built in the Global North with resource extraction and human rights abuses in the Global South. Local and global justice must be at the heart of this transition, through publicly-owned energy systems, expansion of care services, locally-sourced food, and green and affordable housing and public transport. And it means a new deal for all workers, lifting workers out of poverty and insecurity, with an expansion of unionisation, new workers rights, a shorter working week and improved pay and conditions.

#WeMakeTomorrow

Justice won't be handed to us by world leaders or delivered by corporations. Only we can imagine and build the future that works for all of us. The transformative solutions that we need to survive and build a more just and fair world can only be brought about through collective action, solidarity and coordination, from our local communities and international levels.

Wherever you are in the world, now is the time to join the fight for climate justice. We need all hands on deck: in workplaces, communities, schools, hospitals and across national borders.

Working people create the world's wealth and make the world turn. History shows us that when working people have united together in trade unions, this has been one of the most powerful forms of people-power able to challenge the power of big money. The mobilisations around COP26 are an opportunity to show that the world's workforce are standing strong in the movement for climate justice, joining unions and ready to use our power as working people to win the globally fair and worker-led justice transition we urgently need.



When:

06/11/2021
12:00 pm

During the first two weeks of November, the UN climate talks will take place in Glasgow.

On Saturday 6 November there will be actions across the UK and the world to demand the system change we need to avert climate catastrophe.

Together, we can make enough noise that our voices cannot be ignored.

Glasgow:

Assemble 12noon, Kelvingrove Park, Glasgow G3 6BY.

Join **Global Justice Now** and allies for the **Global Economic Justice Bloc** on the demo.

Meet at the Park Gate entrance to Kelvingrove Park (Google maps link).

London:

Assemble 12 noon, Bank of England, Threadneedle St, London EC2R 8AH.

Join Global Justice Now and allies – meet at *Bucklersbury*

Elsewhere:

Find other protests on the **COP26 Coalition map**

2020 FINANCIAL STATEMENT TO MEMBERS

UNDER SECTION 32A OF THE **Trade Union Reform & Employment Rights Act 1993**, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2020 no payments were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2020 the salary paid to the General Secretary was £53311. Other benefits paid to and/or on behalf of the General Secretary were £18,070.

2 Income and Expenditure

Total Income 2020	£2,627,021
Total Expenditure 2020	£2,536,288

3 Contributions from Members

Contributions from members in 2020 totalled:
£2,509,188

4 Political Fund

Total Income 2020	£31,003
Total Expenditure 2020	£43,037

5 Benevolent/Social Funds

Total Income 2020	£7,491
Total Expenditure 2020	£4,261

6 Auditors Report to Members

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2020. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (*United Kingdom Generally Accepted Accounting Practice*).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2020 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law.

Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the executive council with respect to going concern are described in the relevant sections of this report.

Other information

The executive council are responsible for the other information. The other information comprises the information included in the Annual Report of the Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Council's report.

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations (Consolidation) Act 1992** requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The Union has not maintained a satisfactory system of control over its transactions; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Council

As explained more fully in the Executive Council's responsibilities statement on page 16, the executive council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the executive council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Capability of the audit in detecting irregularities, including fraud

The objectives of our audit are to identify and assess the risks of material misstatement of the financial statements due to fraud or error; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud or error; and to respond appropriately to those risks.

Based on our understanding of the Trade Union, and through discussion with the executive council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the **Trade Union Act 2016 and Labour Relations (Consolidation) Act 1992 (Amended)**.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management and internal audit; and

- Assessment of identified fraud risk factors; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Executive Council.
- Conclude on the appropriateness of the Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the **Trade Union and Labour Relations (Consolidation) Act 1992**. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kreston Reeves LLP

Chartered Accountants/Statutory Auditors
Springfield House, Springfield Road
Horsham
West Sussex RH12 2RG
1st June 2020

7 Members Complaints:

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

- Under Rule 25.1 members have the right to inspect the Union's books. This can be done by contacting Head Office.
- Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.
- A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

- The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.
- Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Conclusion

Every Branch Secretary has been supplied with a copy of the full, detailed Accounts of the Union for 2020. Any member wishing to avail themselves of these Accounts should contact their Branch Secretary. Alternatively, copies of the Union's Accounts for 2020 are available from Head Office, free of charge to member

STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS 2020

MEMBERS WHO JOINED ON or after the 31st of March 2018 and opted to contribute to the Union's political Fund are reminded of the Union's Rules in relation to this contribution:

- 1 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a 'withdrawal notice').
- 2 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 3 A member of a trade union may give an opt-in notice or a withdrawal notice:
 - a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union;
 - b) by sending it by e-mail to the following email address: politicalfund@bfawu.org;
 - c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union; or
 - d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act).

Full copies of these Rules may be obtained by contacting your local BFAWU Office or Head Office.

Sarah Woolley
General Secretary

BFAWU OFFICERS AND REGIONAL ADDRESSES

Head Office

email: info@bfawu.org

Stanborough House, Great North Road,
Stanborough, Welwyn Garden City,
Hertfordshire AL8 7TA

Tel: 01707 260150/259450

Ms Sarah Woolley – General Secretary
email: sarah.woolley@bfawu.org

Mr I Hodson – National President
email: ian.hodson@bfawu.org

Also Credit Union

Tel: 01707 259455

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c/o Head Office

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Mr J Singh – Organising Regional Secretary
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No 7 Region

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