



BUILT ENVIRONMENT JUST TRANSITIONS ACCELERATOR

T A K E A W A Y S

LAVA WORKING GROUP
(LWG) ONLINE SESSION
25 FEBRUARY 2026

TAKEAWAYS

Webinar for the Potential Adoption of the LAVA

STAKEHOLDER ATTENDEES

BUSINESSES

- Balfour Beatty
- GPE
- Kier
- Lloyds Living
- Mace
- Multiplex
- Vinci

INTRODUCTION:

Purpose of the Session

The session presented the Labour Agency Vendor Accord (LAVA) framework and gathered stakeholder feedback on:

- The purpose and scope of the framework
- Criteria and guidance
- Reporting expectations
- Practical implementation
- Potential pilot adoption

The LAVA aims to support just transition outcomes in the built environment by respecting workers' rights across new build and retrofit projects through a structured voluntary framework.

RESOURCES

Three core LAVA tools have been developed:

- The Criteria
- The Accompanying Guidance
- The Reporting Grid

These are the practical tools – they're also accessible on the LAVA webpage

DISCUSSION POINTS

1. Purpose and Scope of the LAVA

Participants discussed the LAVA as:

- A collaborative framework for investors, developers, contractors and labour providers
- A tool to support:
 - Just transitions
 - Worker health and wellbeing
 - Decarbonisation workforce development
 - Improved labour practices
- An approach that goes beyond compliance with existing legal requirements.

The framework uses a Bronze–Silver–Gold progression model, allowing organisations continuous improvement over time. There was recognition that:

- Some Gold-level requirements may be ambitious
- Deep supply-chain assessment is challenging
- Organisations are unlikely to start at Gold level

2. Implementation Challenges

Supply Chain Depth

Participants raised concerns about:

- The difficulty of assessing labour practices beyond the Tier 2 supply chain
- The feasibility of reviewing entire supply chains

This was recognised as an ongoing point of discussion alongside the LAVA is about advancing ambitious human rights objectives.

Reporting Burden

Several participants highlighted concerns about:

- The amount of work required for reporting
- Limited staff capacity
- Overlap with existing reporting schemes

Smaller teams in particular may struggle with initial assessments.

Participants discussed:

- Tools to help identify their current tier level e.g. Bronze, Silver or Gold
- The value of the practical Accompanying Guidance
- The LAVA's alignment with existing reporting frameworks

3. Relationship to Existing Schemes

Participants referenced overlap with:

- The Workforce Assurance initiative
- Existing audit frameworks
- Living Wage accreditation

There was concern about duplication but recognition that:

- Not all organisations use the same frameworks
- LAVA could act as a common reference point
- Avoiding unnecessary duplication was identified as important.

4. Reporting and Self-Assessment

Key points:

- Reporting frequency is open
- Evidence requirements vary by criterion
- The framework relies on self-assessment and transparency
- There will be no formal monitoring or auditing by BEJTA UK, IHRB

Participants understood that:

- Reporting should align with existing processes where possible.

The framework is intended as a practical improvement tool rather than a compliance regime.

5. The Accompanying Guidance

The Accompanying Guidance was generally viewed as:

- Clear
- Comprehensive
- Useful for interpreting the LAVA Criteria

Participants suggested improvements:

- Linking tables of contents to sections
- Improving navigation through the above point

Potentially integrating criteria, guidance and reporting tools into one document

6. The Reporting Grid

Participants suggested:

- Adding sub-categories for:
 - Different contractors
 - Labour agencies
 - Project phases
- Including reporting frequency
- Recording dates of evidence
- Allowing adaptation to existing internal tools.

There was strong support for a practical reporting tool.

Organisations may use the developed LAVA Reporting Grid as guidance to generate their own tailored reporting grid, which aligns with their practicalities.

7. Legal and Contractual Issues

A key question raised: how does LAVA interact with contractual requirements and legal obligations?

The discussion noted that LAVA is a “beyond compliance” framework, including at Bronze level.

It was shared that legislative changes e.g. the Employee Rights Act will mean that the LAVA Criteria will be updated.

The timescale and frequency of future updates will be discussed and confirmed in due course.

KEY CONCLUSIONS

1. Strong Interest but Need for Practicality

There is clear interest in the LAVA as a framework to support labour standards and just transitions outcomes.

However, adoption will depend on:

- Manageable internal resources
- Tailored practical tools e.g. a Reporting Grid
- Ongoing engagement

2. Piloting is Essential

Pilot adoption is seen as critical to:

- Test feasibility
- Identify gaps
- Improve tools
- Refine Criteria

Early adopters will help shape the framework.

3. Guidance is Valuable

Participants found the Accompanying Guidance very detailed and useful, and in some cases easier to interpret than the Criteria alone. The Accompanying Guidance should remain central to implementation.

4. Alignment with Existing Frameworks is Critical

For uptake, avoiding duplication is important, e.g., with:

- Existing audits
- Workforce Assured Scheme
- Labour assurance programmes

5. The LAVA Will Need Regular Updates

Changes in employment law and labour regulation will require periodic review of the Criteria and Accompanying Guidance.

AGREED NEXT STEPS

LAVA Tools

- Enhance usability of documents (Accompanying Guidance, Reporting Template)
- Consider possible integration of Criteria, Accompanying Guidance, Reporting Template
- Discuss with Advisory Circle supply-chain 'full review' auditing expectations (Gold Level)
- Ongoing monitoring of legal/contractual alignment

Stakeholder Engagement

- Follow-up one-to-one discussions with the webinar participants
- Confirm pilot adopters
- Gather further feedback

Implementation

- Pilot organisations adoption approach
- Testing of the three LAVA tools

Development of tailored reporting tools

See [Internal Actions](#)

Future LWG Convenings

The next LWG online session will take place in Quarter 2, 2026.

STAKEHOLDER ATTENDEES

Apologies for non-attendance

BUSINESSES

- Morgan Sindall
- Oak Park Development Corporation

POLICYMAKERS

- Director of Labour Market Enforcement (DLME)
- Greater London Authority (GLA)

CIVIL SOCIETY ORGANISATIONS

- Stronger Together
- Supply Chain Sustainability School (SCSS)

UNIONS

- Trades Union Congress (TUC)



Institute for Human Rights
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