Moving the Needle on Modern Slavery

What organisations can do to end forced labour in supply chains

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Sustainable Development Goals
SDG 8.7 calls on all governments to take immediate and effective measures to end forced labour, modern slavery, and human trafficking, as well as child labour in all its forms.

The Global Slavery Index estimates that G20 countries import $350 billion of the five most “at risk” goods annually.
“Slavery is the commodification of people for the purpose of exploitation and financial gain”

Unseen UK

http://www.endslaverynow.org/act/action-library/find-your-slavery-footprint
40.3 million

Anti-slavery.org
Netherlands +
Norway +
Denmark +
Sweden =
38.4 million

• 10 million children
• 24.9 million people in forced labour
• 15.4 million people in forced marriage
• 4.8 million people in forced sexual exploitation
• Clothing and footwear retailers
• Fishing, food processing and agriculture
• Hotels and hospitality
• Construction
• Manufacturing
• Consumer electronics
• Logistics
• Cleaning
• Care
“Given the prevalence of modern slavery in global supply chains, we know that most global companies will have it somewhere in their supply chains”

*Patricia Carrier, The Modern Slavery Registry*
Subsidiary owns mines accused of exploiting child labour

GLENCORE

Sells raw materials to

umicore

Refines raw materials

Sells refined materials to

Alphabet

Dell

Tesla

Microsoft


Identifying and Managing Modern Slavery Risk in Your Business
Concerns are too far down the supply chain where we don’t have much visibility or leverage.

True or False?

Articulate your commitment – what do you want to achieve and why?

Collaborate
Don’t re-invent the wheel – align across the business

Delegate
Assign clear roles and responsibilities – centrally and locally

The Foundations
Building Transparency In Supply Chains

- Identify suppliers
  - Document
  - Categorise

- Assess risk
  - Identify risks and risk factors
  - Risk score

- Due Diligence
  - Tailor according to risk
  - Manage communications
  - Action outcomes

- Monitor
  - Structured process
  - Timetable for repeat due diligence / certification

- Audit
  - Establish audit programme
  - Action findings

- Improve
  - Evaluate overall effectiveness of programme
  - Identify and close gaps

Risk Indicators

**Vulnerable Groups**
- Migrant workers
- Minority groups, including refugees
- Homeworkers
- Contract, agency, outsourced HR functions and temporary workers

**Social /Economic Indicators**
- Recruitment fees and labour agents
- Cash-in-hand payments
- No union presence
- No access to grievance mechanisms
- Accommodation tied to employment
- Poor working conditions
- Irregular work

**Political Indicators**
- Conflict
- Failure of rule of law
- Mass displacement
- Endemic discrimination
Involving Employees

Do you agree?

You have an engaged CEO who wants to make a video of himself speaking to employees – that’s the best way forward?
Involving employees

• What is modern slavery?
• Why should I care?
• What are the real risks in our business?
• What we are doing as a business?
• What you we do as individual employees?
  • At work
  • In our personal lives

Make it real!

Be transparent
• Be open about issues a company faces

Be vigilant
• Everyone can learn to spot the signs

Be committed
• Corporate education
• Support NGOs and charities
Some Resources

Modern Slavery Act 2015
Crisis management

Effective reporting channels + Speak Up culture = Expect reports of suspected forced labour in your supply chain
Crisis management

Effective reporting channels + Speak Up culture = Expect reports of forced labour in your supply chain

- Open to all (employees, third parties, the public)
- Genuinely multi-lingual
- Easily accessible across a range of technologies and from all locations
- Literacy not a requirement

Crisis management

Effective reporting channels + Speak Up culture = Expect reports of suspected forced labour in your supply chain

- Actively advocated from the top down
- Middle managers well equipped and walk the talk
- Widely and effectively communicated
- Cases dealt with quickly, efficiently, impartially
- Confidentiality and anonymity maintained
- Zero tolerance of retaliation
Crisis Management

When a report of suspected forced labour comes in:

1. **CHECK** - Review your internal risk mapping and due diligence: what was on the radar?
2. **PLAN** - Reflect on who needs to be involved to investigate and intervene as needed
3. **ENGAGE** - Take steps to make sure victims of modern slavery are brought to safety
4. **FOLLOW UP** - Consider the other implications of your findings for your supply chain
5. **REPORT** - Share your experience and learnings with others

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**Article:**

**SLAVE LABOUR: Your groceries picked by slaves – How Britain's biggest slavery gang supplied supermarkets such as Tesco, Asda and M&S**

By Alex Matthews

7 Jul 2019, 11:45 | Updated: 7 Jul 2019, 16:44

Britain's biggest modern slavery gang supplied the nation's biggest supermarkets with freshly picked groceries.

Tesco, Asda, Waitrose, Sainsbury and M&S all bought veg from firms that hired men and women brought into the UK by evil slave-masters.

The eight people who were convicted over the slave ring

The huge gang collected around 400 ex-cons and alcoholics in Poland with the promise of good money when they get to England. But they were paid just 50p a day as the majority of their earnings from hard manual labour on farms, in factories and recycling centres were siphoned off.
THANK YOU!

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