Moving the Needle on Modern Slavery

What organisations can do to end forced labour in supply chains
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
You have 60 slaves working for you

Let's be honest, one is too many.

http://www.endslaverynow.org/act/action-library/find-your-slavery-footprint
40.3 million
Netherlands + Norway + Denmark + Sweden = 38.4million
• 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
• Cocoa from West Africa
• Gold
• Mica
• Palm oil
• Cobalt
“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

Sells raw materials to

Refines raw materials

Sells refined materials to

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.
The Foundations

Articulate
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
<table>
<thead>
<tr>
<th>Building Transparency In Supply Chains</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Identify suppliers</th>
<th>Document Categorise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assess risk</td>
<td>Identify risks and risk factors Risk score</td>
</tr>
<tr>
<td>Due Diligence</td>
<td>Tailor according to risk Manage communications Action outcomes</td>
</tr>
<tr>
<td>Monitor</td>
<td>Structured process Timetable for repeat due diligence / certification</td>
</tr>
<tr>
<td>Audit</td>
<td>Establish audit programme Action findings</td>
</tr>
<tr>
<td>Improve</td>
<td>Evaluate overall effectiveness of programme Identify and close gaps</td>
</tr>
</tbody>
</table>
## Risk Indicators

<table>
<thead>
<tr>
<th>Vulnerable Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Migrant workers</td>
</tr>
<tr>
<td>• Minority groups, including refugees</td>
</tr>
<tr>
<td>• Homeworkers</td>
</tr>
<tr>
<td>• Contract, agency, outsourced HR functions and temporary workers</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Social /Economic Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Recruitment fees and labour agents</td>
</tr>
<tr>
<td>• Cash-in-hand payments</td>
</tr>
<tr>
<td>• No union presence</td>
</tr>
<tr>
<td>• No access to grievance mechanisms</td>
</tr>
<tr>
<td>• Accommodation tied to employment</td>
</tr>
<tr>
<td>• Poor working conditions</td>
</tr>
<tr>
<td>• Irregular work</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Political Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Conflict</td>
</tr>
<tr>
<td>• Failure of rule of law</td>
</tr>
<tr>
<td>• Mass displacement</td>
</tr>
<tr>
<td>• Endemic discrimination</td>
</tr>
</tbody>
</table>
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

[Logos of various anti-slavery organizations]
Crisis Management
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 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
SLAVE LABOUR Your groceries picked by slaves – How Britain’s biggest slavery gang supplied supermarkets such as Tesco, Asda and M&S

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 huge gang collected around 400 ex-cons and alcoholics in Poland with the promise of good money when they got 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!

Paula Davis
Director, Waypoint GRC
paula.davis@waypointgrc.com

Anny Tubbs
Trustee, Unseen UK
a.tubbs@unseenuk.org