

SUPPLY CHAIN SUSTAINABILITY

SCHOOL



Modern Slavery an Introduction

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Sector Manager (Construction & Homes) – Supply Chain Sustainability School

Please participate!



Please turn off
microphones, but
leave your cameras
on



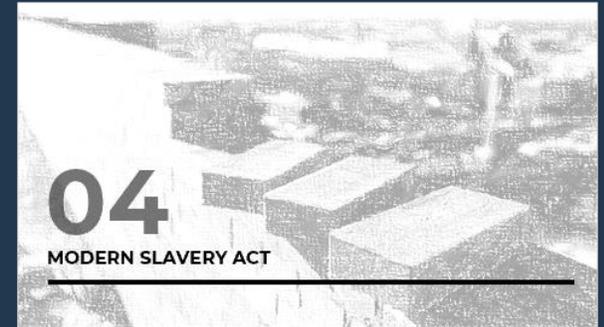
If you have a
question use the
raise your hand
function



Join in with the
group
discussions in
breakout rooms



SLIDES will be
distributed
afterwards





01

INTRODUCTIONS

Hello my name is

My role is....

One thing I know about
modern slavery is...





INCREASED UNDERSTANDING

Understand the current landscape of Modern Slavery and what is categorised as slavery today



YOUR OBLIGATION AS ORGANISATIONS

Understand how the Modern Slavery Act applies to you

RECOGNISE GOOD DUE DILIGENCE

Identify key due diligence requirements to enable your organisation to identify and respond to modern slavery



SUPPORT

Key resources and tools that you can utilise when constructing your own response





www.menti.com

Code: 9723 9207



02

THE REASON

EDWARD'S
STORY



03

MODERN SLAVERY

FORMS OF SLAVERY

HELP FREE THE UK FROM
**MODERN
SLAVERY**

Modern Slavery is the illegal exploitation of people for personal or commercial gain. Victims are trapped in servitude, which they were deceived or coerced into, and cannot leave.

MODERN SLAVERY INCLUDES:

**SEXUAL
EXPLOITATION**



**FORCED
LABOUR**



**CRIMINAL
EXPLOITATION**



**DOMESTIC
SERVITUDE**





Rooney traveller family jailed for modern slavery offences

© 12 September 2017



LINKOLNSHIRE POLICE
The Rooney family ran a driveway resurfacing business.

Report reveals more than 100,000 people suffering under modern slavery in the UK

CRIMINAL gangs running modern slavery networks are costing the economy £33 billion a year, a shocking report reveals today. More than 100,000 men, women and children, one-third of them British citizens, are being held as slaves at the moment, it is estimated.

By **ROBERT KELLAWAY**

22:01, Mon, Jan 31, 2022 | UPDATED: 09:54, Tue, Feb 1, 2022



14



England | Local News | Regions | Cumbria

Two charged over man found living in Carlisle shed

© 4 March 2021



GLAA

Operation Doubrava

This the largest modern slavery and human trafficking case the force has ever investigated.



News > UK News

SLAVE IN A SHED University lecturer, 56, and husband arrested for 'keeping slave in garden shed of their £1.2m home for four years'

UK slavery network 'had 400 victims'

© 5 July 2019



WEST MIDLANDS POLICE

Top L-R: Ignacy Brzezinski, Jan Sadowski, Julianna Chodakowicz, Justyna Parczewska. Bottom L-R: Marek Brzezinski, Natalia Zmuda, Wojciech Nowakowski, Marek Chowanec

Where can exploitation be found?





Forced child labour picking cotton



Children making surgical instruments



Workers on fishing vessels



Young women working in spinning mills

Migrant workers in rubber glove factories



Migrant construction workers



Seasonal migrant labour



Syrian refugees in garment factories

How the world's demand for solar panels is linked to the forced labour of Uighur Muslims in China

WORLD | ENVIRONMENT | CHINA | SOLAR ENERGY | ⌚ Saturday 15 May 2021, 8:59am



STUDY: NIKE, APPLE, BMW AMONG 83 BRANDS USING CHINESE MUSLIM SLAVE LABOR



by FRANK RABBITT | 5 May 2021 | 1 min read

Three victims of trafficking and modern slavery to sue Biffa

The claimants were moved from Poland to the UK and placed in work with waste firm



▲ A pre-action letter sent to Biffa by Leigh Day solicitors on behalf of the three victims states that the company has a responsibility to ensure that its products are not made using forced labour.

Exploitation in focus Global development

Exploitation in focus is supported by

About this content

Annie Kelly

Sun 14 Apr 2019 05:59 BST

< 3644

Rape and abuse: the price of a job in Spain's strawberry industry?



Mars, Nestlé and Hershey to face child slavery lawsuit in US

Chocolate companies are among the defendants named in a lawsuit brought by former child workers in Ivory Coast



Families Sue Tech Giants for Deaths of Children in Cobalt Mines

They're suing Apple, Microsoft, Dell, Alphabet, and Tesla for "extreme abuse of innocent children on a large scale."

Cambodia's construction boom is a display of how the west profits from modern slavery

In Phnom Penh, modernisation has been fuelled by forced adult and child labour – just one example of how exploitation is embedded in systems of global commerce and growth

Laurie Parsons | Wednesday 14 November 2018 00:00 | |





04

MODERN SLAVERY ACT



It applies to us
all

Trafficking and
labour
exploitation is
illegal

*Companies
found guilty of
hiring
exploited
labour could
now be forced
to pay
compensation
to victims*

LEGISLATION ON TRANSPARENCY AND DUE DILIGENCE REPORTING

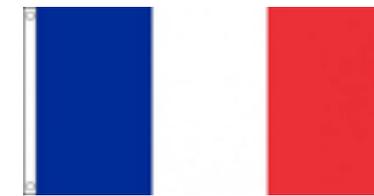
UK Modern Slavery Act

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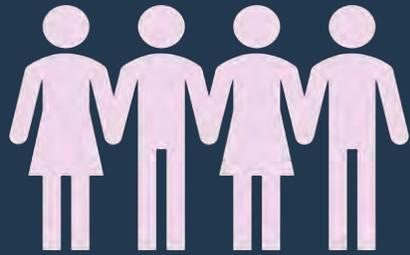
France: Devoir de Vigilance 2017. ...ement a
due diligence plan ("*plan de vigilance*") ... rights,
fundamental freedoms, and the health ... ment.



The Modern Slavery Act 2015

Part 1	Part 2	Part 3	Part 4	Part 5	Part 6	Part 7
Offences	Preventative Orders	Enforcement for Ships	Anti Slavery Commissioner	The Statement	Protection of victims	The role of the GLA

Transparency in Supply Chains



Legal Requirements

- Signed by Directors
- Approved by the board
- Visible on website
- Completed 6 months after financial generated
- £36million turnover
- Actions taken to combat slavery



Guidelines

- Structure and size of organisation
- Sectors of operation
- Risks within supply chain
- Policies in place
- KPI
- Grievances & remediation
- Training

Businesses' slavery and human trafficking statements must be:

- 1 APPROVED BY THE BOARD**
- 2 SIGNED BY A DIRECTOR**
- 3 AVAILABLE ON THE COMPANY'S WEBSITE**

HELP FREE THE UK FROM MODERN SLAVERY

TACKLING MODERN SLAVERY

- provides opportunities for industry collaboration
- promotes the values of your business
- protects vulnerable workers

FIND OUT MORE ON GOV.UK

HELP FREE THE UK FROM MODERN SLAVERY

Businesses can find information and guidance on producing a

SLAVERY AND HUMAN TRAFFICKING STATEMENT on **GOV.UK**

HELP FREE THE UK FROM MODERN SLAVERY

GOV.UK Modern slavery statement registry Sign in

BETA This is a new service - your [feedback](#) will help us to improve it.

See what organisations are doing to tackle modern slavery

Use the Modern slavery statement registry to find or add statements. See what organisations are doing to eliminate modern slavery from their operations and supply chains.

[Find statements](#) or [add a statement](#)

Government Amendments – coming soon....

- ✓ Mandates content of a statement
- ✓ Uniform reporting period (April – March) & reporting deadline (30 Sept)
- ✓ Publishing statements
- ✓ Date of Board approval
- ✓ Public Bodies (budget of £36m+)
- ✓ Penalties for non-compliance



See what organisations are doing to tackle modern slavery

Use the Modern slavery statement registry to find or add statements. See what organisations are doing to eliminate modern slavery from their operations and supply chains.

[Find statements >](#)

or [add a statement](#)



05

SPOT THE SIGNS

What signs should you lookout for?

What methods do controllers use?







Modern slavery

Know the signs



Signs of physical or psychological abuse
Look malnourished or unkempt
Appear withdrawn



Restricted freedom of movement
Rarely allowed to travel alone
Seem under control / influence of others
Rarely interact



Living in dirty, cramped or
overcrowded accommodation
Living and working at the same
address



Have no travel documents / passports
Few or no personal possessions
Always wear the same clothes
Clothes not suitable for their work



Unusual travel times
Dropped off / collected for work on a
regular basis, either very early or late
at night
Work excessive hours



Reluctance to seek help
Avoid eye contact
Appear frightened or hesitant to talk



CrimeStoppers.
Speak up. Stay safe.



**Gangmasters &
Labour Abuse Authority**



**modern slavery
& exploitation
helpline**
08000 121 700

The Police - 101, or 999 in emergency

Crimestoppers - 0800 555 111

***The GLAA - 0800 432 0804 or 03000
718234 (outside office hours)***

Modern Slavery Helpline - 0800 012 1700

**UK Human Trafficking Centre - 0844 778
2406**

The Salvation Army - 0300 303 8151

Practicalities of managing potential victims:

- ✓ Take the victim to a place of safety where they feel comfortable to disclose
- ✓ Access to food and drink, warm clothing, somewhere to sleep
- ✓ Separate potential suspects from victims and speak to victims individually
- ✓ Keep multiple victims separate
- ✓ Assess and provide any medical / mental health needs.
- ✓ Try to dispel any fears of law enforcement agencies, establish trust / rapport.
- ✓ Be aware of the effects of PTSD
- ✓ Make enquiries at an early stage to establish if you have other potential victims residing at the same address/ working at the same site
- ✓ Think forensic opportunities and seize identity documents, travel documents, financial information and retain and preserve any documentation that may be required for any subsequent court hearing
- ✓ Make notes of discussions / actions
- ✓ Give the victim as much information as you can
- ✓ If you suspect you have a victim of human trafficking inform the police or the GLAA



**Gangmasters &
Labour Abuse Authority**



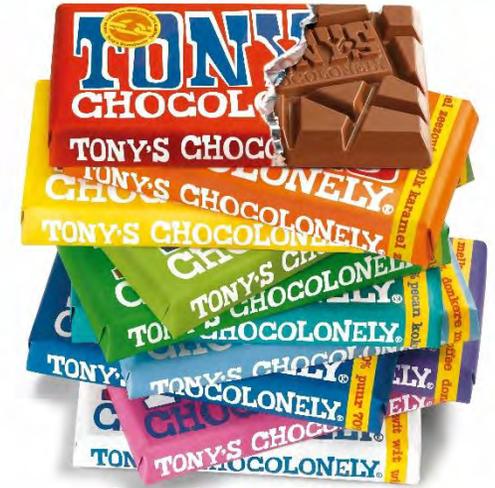
06

DUE DILIGENCE

Due Diligence?

- ✓ Reasonable steps taken by a person to avoid committing a tort or offence (*Oxford English Dictionary*)
- ✓ Mandatory due diligence laws put the onus on companies to demonstrate that they are taking all necessary measures to identify, prevent and mitigate incidences of modern slavery in their operations and supply chains (*Business and Human Rights Centre*)
- ✓ Find and Fix – Chris Harrop - *Marshalls*

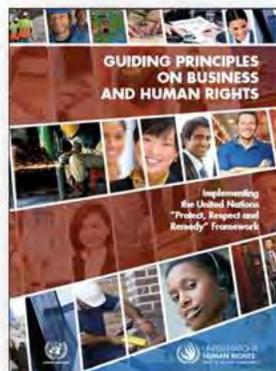
NOT CONFIRMATION OF ZERO SLAVES



1,700 illegal child labour
Remediated 366



21,258 child workers
Eradicate all child labour by 2025



**1. Policy
commitment**

**5. Remediate
adverse impacts**

**2. Assess actual and
potential impacts (Human
rights risk assessment)**

**4. Track and
communicate
performance**

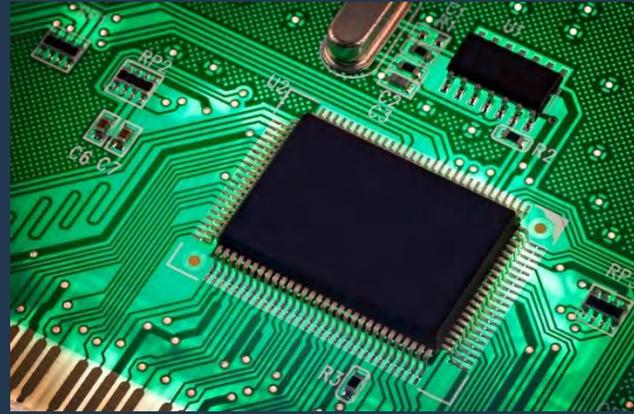
**3. Integrate findings
and potential impacts**



IMPLEMENTATION CONSIDERATIONS....

- ✓ Accountability & Responsibility
- ✓ Training
- ✓ Measurement/Reporting
- ✓ Risk Assessment/Due Diligence
- ✓ Stakeholder Engagement/Communication
- ✓ Supply Chain/Procurement
- ✓ Grievance & Remediation





High risk categories



The background of the slide features a grayscale photograph of a construction site. In the foreground, a dark, flat surface, likely a road or a prepared ground, stretches across the width of the image. In the middle ground, several construction workers are silhouetted against a bright, hazy sky, suggesting a sunrise or sunset. The workers are engaged in various activities: one stands on the left, another stands in the center with a tool, and others are crouching or kneeling, possibly inspecting the ground or working on a foundation. The overall atmosphere is one of active labor in a dramatic, low-light setting.

07

SUPPORT

Learning pathways



Modern Slavery: An Introduction

This self-enrol learning pathway is designed to increase your understanding of modern slavery risks within your organisation and within your supply chain. It is the perfect place to start if you want to understand the principles of modern slavery and how you can use due diligence within your organisational processes to combat the risk of labour exploitation. To achieve the badge for this learning path, you must complete each resource.

[VIEW PATHWAY >](#)



Modern Slavery: Site Set-Up

This self-enrol learning path is designed to increase your understanding of modern slavery risks, to help your understanding in terms of spotting signs of victims of exploitation and outline what to do to set up construction sites to manage this issue. To achieve the badge for this learning path, you must complete each resource.

[VIEW PATHWAY >](#)



Modern Slavery: Due Diligence

This self-enrol learning path contains resources designed to build on your basic knowledge of modern slavery and delve deeper in due diligence within organisations and supply chains. To achieve the badge for this learning path, you must complete each resource.

[VIEW PATHWAY >](#)

Learning pathways



Modern Slavery: Site Set-Up

This self-enrol learning path is designed to increase your understanding of modern slavery risks, to help your understanding in terms of spotting signs of victims of exploitation and outline what to do to set up construction sites to manage this issue. To achieve the badge for this learning path, you must complete each resource.

LEVEL 1

Allocated Tuesday, 2 February 2021, 12:46 PM

This learning pathway is achieved when all resources marked required are complete



MODERN SLAVERY

Concrete - Tackling Modern Slavery in the Construction Sector

VIDEO

INTERMEDIATE REQUIRED

15 mins



MODERN SLAVERY

Horse Traders

VIDEO

INTERMEDIATE REQUIRED

10 mins



MODERN SLAVERY

Modern Slavery - Sustainability Short

VIDEO

BEGINNER REQUIRED

2 mins



MODERN SLAVERY

Setting Up Your Site to Combat Modern Slavery

DOCUMENT / PRESENTATION

INTERMEDIATE REQUIRED

30 mins



MODERN SLAVERY

The Modern Slavery Act

E-LEARNING MODULE

INTERMEDIATE REQUIRED

15 mins

Supply Chain Sustainability School Resources



MODERN SLAVERY

Modern Slavery

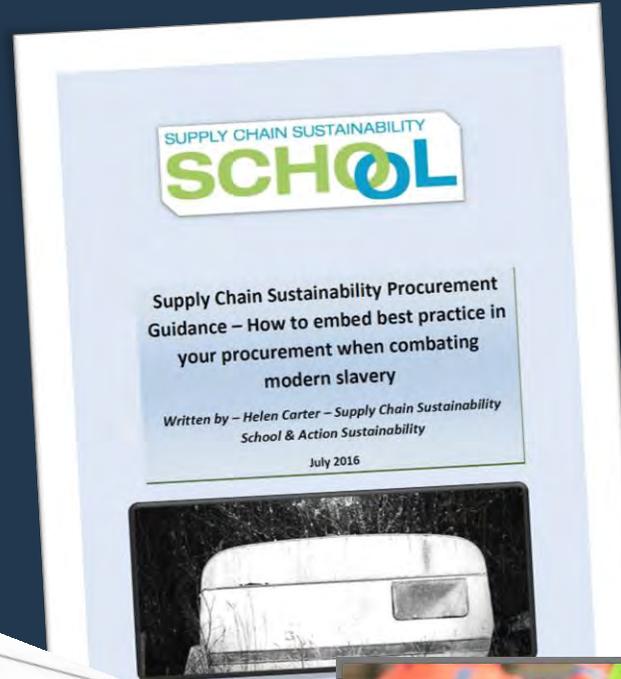
E-LEARNING MODULE

★★★★★ 55 RATINGS

This module will discuss the issue of Modern Slavery and the impacts it can have on your supply chain

BEGINNER 15 mins

[LEARN MORE >](#)



SUPPLY CHAIN SUSTAINABILITY SCHOOL

Supply Chain Sustainability Procurement Guidance – How to embed best practice in your procurement when combating modern slavery

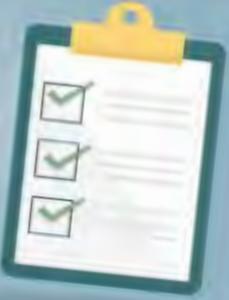
Written by – Helen Carter – Supply Chain Sustainability School & Action Sustainability

July 2016



MODERN SLAVERY

Modern Slavery Due Diligence Prevention Checklist



MODERN SLAVERY

SOS Hand Signal

VIDEO

Stronger together have launched the SOS hand signal that can be used by any person on site who needs help, particularly in relation to issues of exploitation.

BEGINNER 2 mins

[LEARN MORE >](#)



HUMAN RIGHTS

Operation Fort: What Businesses Should Learn From The UK's Largest Anti-Slavery Prosecution

DOCUMENT / PRESENTATION

Operation Fort is similar to many other modern slavery cases in encompassing many different types of crime, including modern slavery, human trafficking, fraud, deception, theft and physical abuse. All parties, including law enforcement, non-governmental organisations (NGOs), banks, retailers, suppliers and labour providers can learn from this difficult ...

ADVANCED 45 mins

[LEARN MORE >](#)



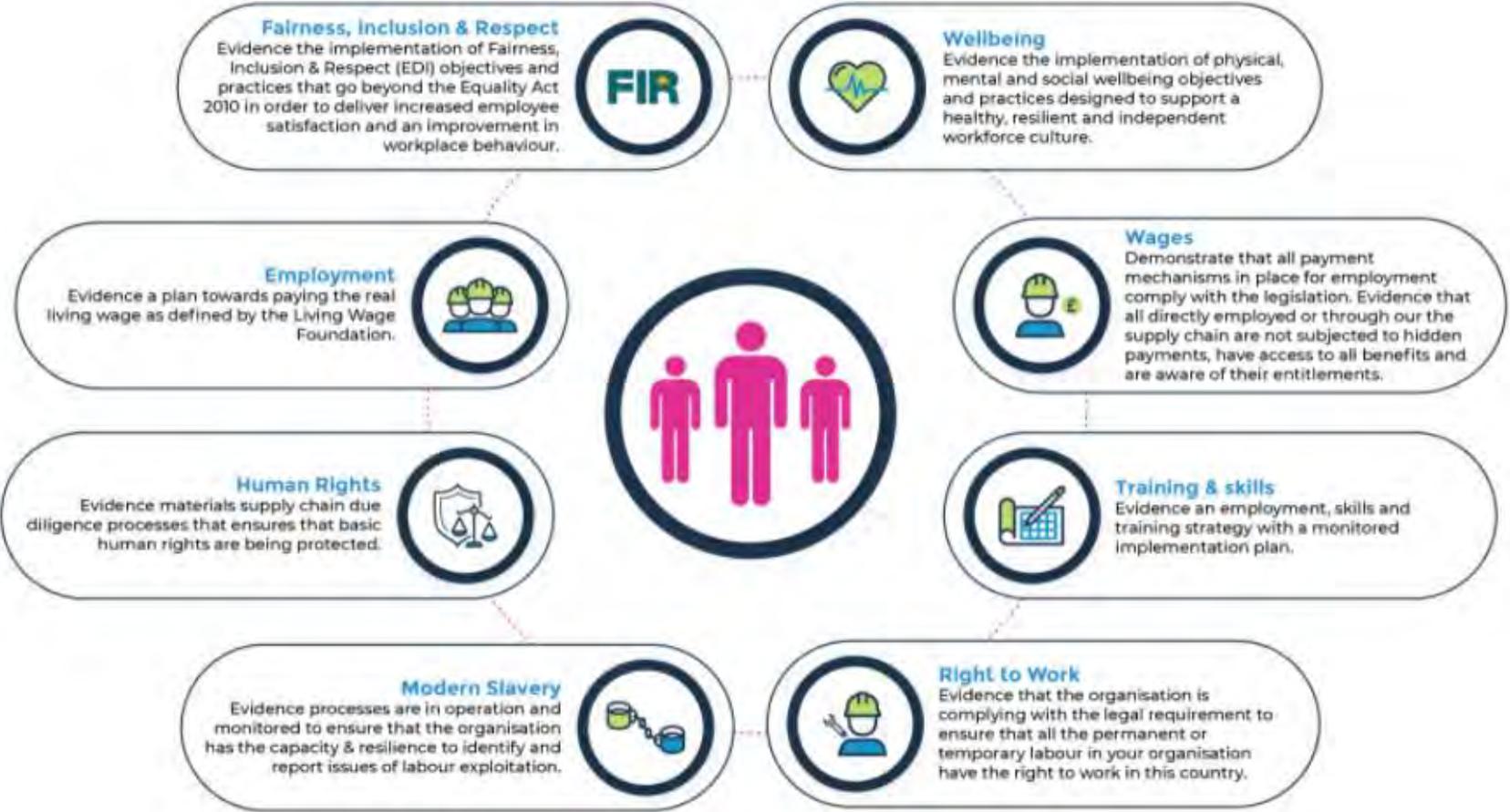
Standards Development

Open for consultation NOW! Deadline for comments 23 Feb

BS 25700 BS 20151 Modern slavery risk management: Prevention, remediation and mitigation – Guidance for organizations responding to the risk of modern slavery

People Matter Charter

<https://www.supplychainschool.co.uk/partners/groups/labour-group/people-matter-charter/>

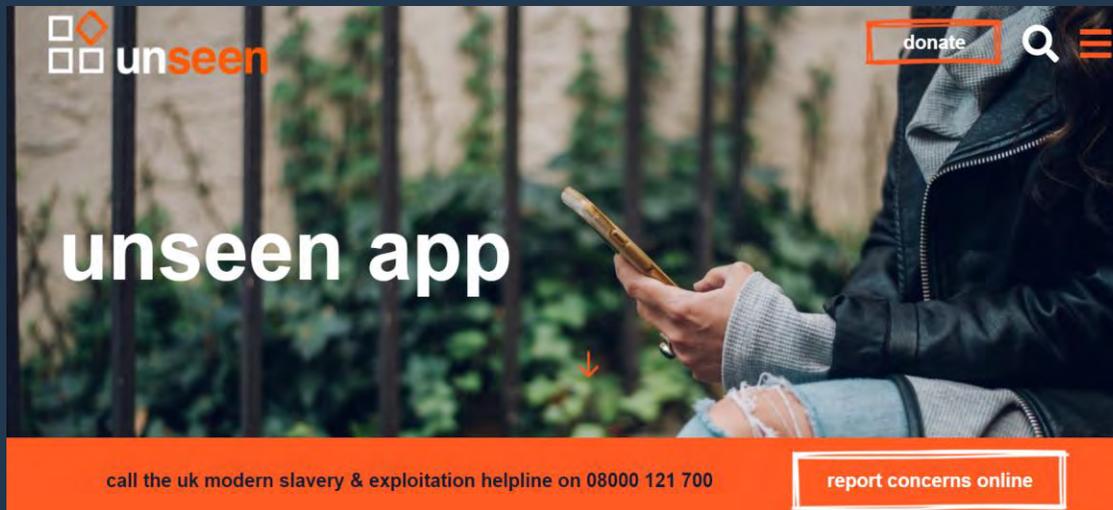


Start with 3 things.....



Have you calculated your Carbon Footprint?
Do you know your slavery footprint?

www.slaveryfootprint.org





Questions



Please share your
feedback

[Feedback](#)



AN Unchosen FILM

..... Films Against Slavery