

The Airmic logo features the word "airmic" in a white, lowercase, sans-serif font. Above the letter "i" is a white icon of a stylized roof or mountain peak. The background of the entire slide is a composite image: a night-time aerial view of a city with lights and a bridge (resembling the Tower Bridge) over a river, overlaid with a semi-transparent image of a diverse group of business professionals in a meeting, and a futuristic graphic of glowing blue and orange light trails on the right side.

airmic

# Airmic Live 2021

Digital Event Series

## Modern Slavery

What modern slavery is and what it means for businesses today

[www.airmic.com](http://www.airmic.com)

21 April 2021



## Modern slavery encompasses human trafficking, slavery, servitude and the exploitation of people:

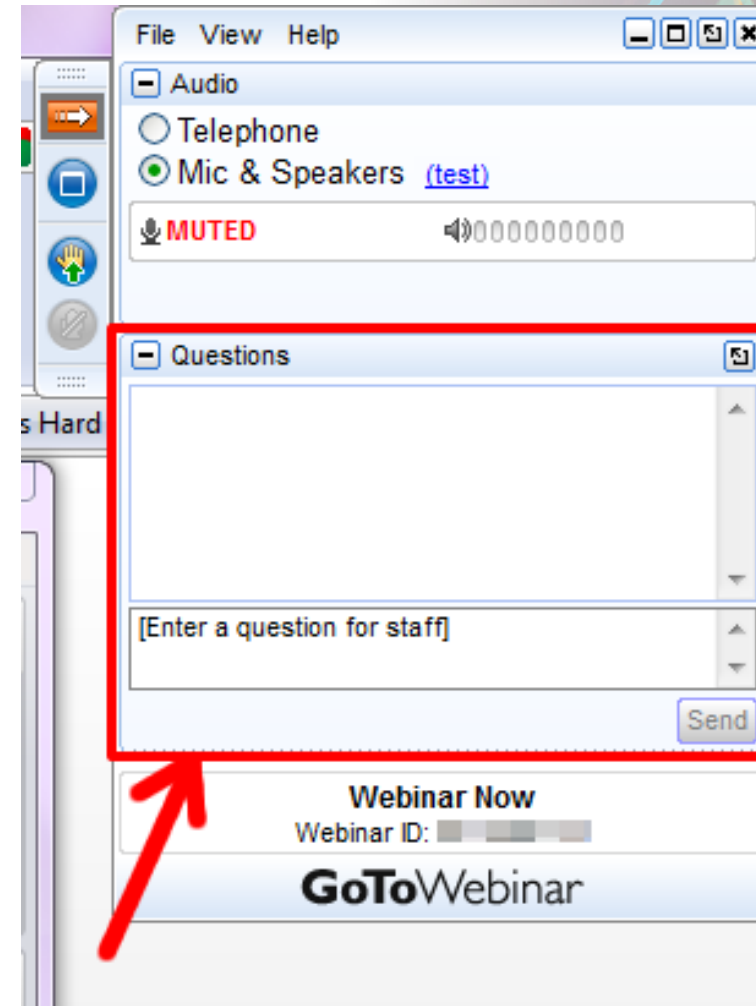
- It is estimated 1 in 200 people are held in a form of modern slavery globally, and a third of the profits of modern slavery are generated in developed countries, like the UK.
- Working collaboratively, businesses, government and society can reduce the incidence of modern slavery and disrupt the global operations of human traffickers.

### After this session you will:

1. Appreciate what modern slavery and human trafficking are and associated risks and challenges for business
2. Explain the associated legislative framework
3. Be aware of the groups especially “at risk” and measures that businesses can consider to manage this
4. Understand the potential impacts of Covid-19 on modern slavery and human trafficking

## How to ask questions

Use the questions tab on your GoToWebinar control panel



# Our presenters



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**STOP THE TRAFFIK**



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Business Engagement  
Project Manager

**STOP THE TRAFFIK**



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NED





# Human Trafficking & Modern Slavery

**STOP THE TRAFFIK**

PEOPLE SHOULDN'T BE BOUGHT & SOLD



Building a world  
where people are not  
bought and sold



# Agenda

Modern slavery and human trafficking – scale and definition

The changing picture and complexities of modern slavery

Position within “ESG”

Practical approach & case studies

Questions



# Who We Are



- Operating for 16 years
- Intelligence-led approach to prevention
- 10 million people reached
- Mapped 8 billion procurement spend
- Over 150 partner organisations
- We change the environment that allows trafficking to flourish





# Human Trafficking- Adults

Trafficking in persons' shall mean the **recruitment, transportation, transfer, harbouring or receipt of persons**, by **means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits** to achieve the consent of a person having control over another person, for the **purpose of exploitation**.

'Exploitation' shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs

**ACT**

**MEANS**

**PURPOSE**



**STOP THE TRAFFIK**

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## Modern Slavery

### Slavery

When ownership is exercised over a person

**Means + Purpose**

### Servitude

The obligation to provide services imposed by coercion

**Means + Purpose**

### Human Trafficking

Arranging or facilitating the travel of another with view to exploiting them

**Act + Means + Purpose**

### Forced Labour

Any work or services people are forced to do against their will under threat of punishment.

**Means + Purpose**

**Some people may not be victims of human trafficking, but may still be victims of modern slavery.**

# Scale of the issue



**40.3**

**Million**

people held in  
modern slavery  
globally

**\$450**

is the  
average  
price to buy  
a person

**\$150**

**Billion+**

made  
annually  
from  
trafficking





# Types of exploitation



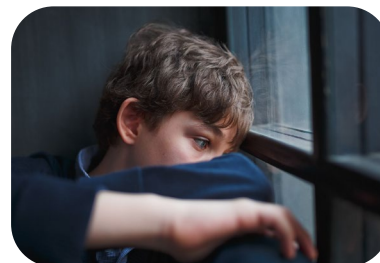
Forced Labour



Sexual  
Exploitation



Domestic  
servitude



Child trafficking



Forced  
Criminality



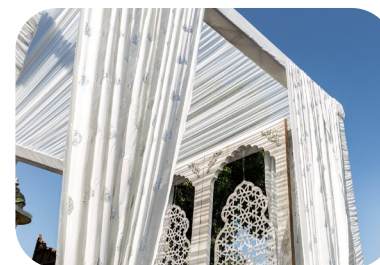
Organ  
Harvesting



Debt Bondage



Descent based  
exploitation



Forced Marriage



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# Case study

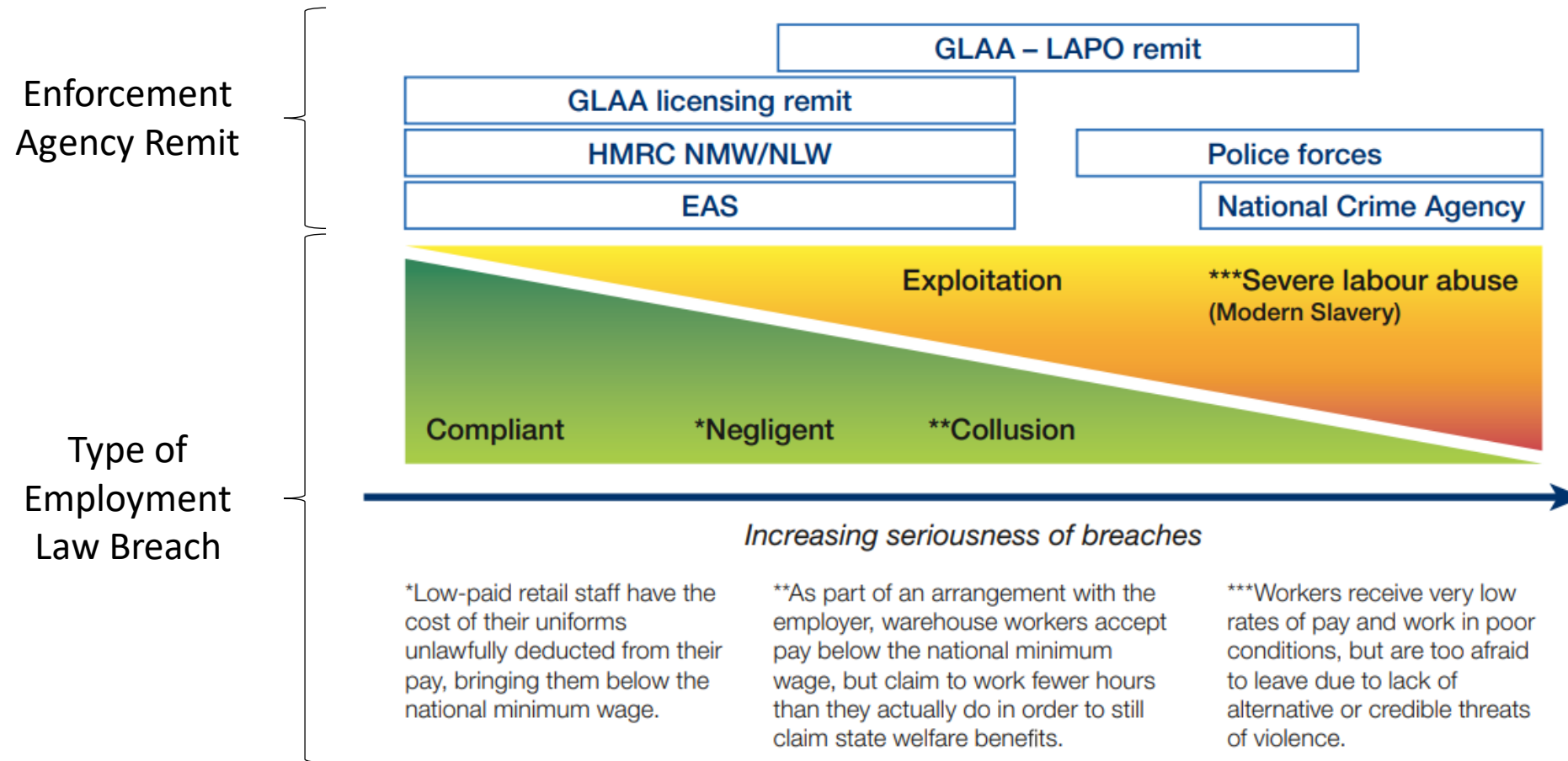




# Sliding Scale of Exploitation



Not all labour exploitation is classed as modern slavery. However, companies should seek to prevent all forms of exploitation, negligence, and human rights abuses.



# Forced Labour

All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

- 24.9million people trapped in forced labour globally
- 58% women and girls
- 150 billion+ in profits with more than 46.9 million made in developed economies



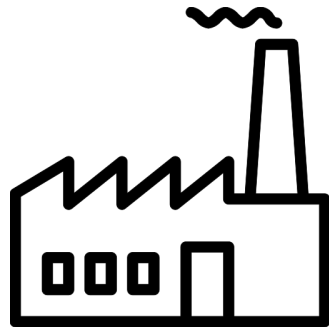




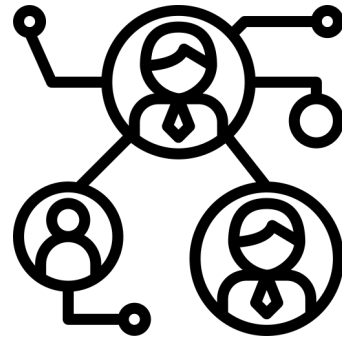
**Businesses  
and their role**

**Risks & Opportunities**

# General Business Exposure



Supply Chain



Workforce



Customers



# High-Risk Sectors



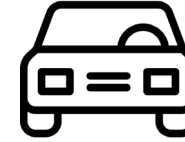
Agriculture



Nail Bars



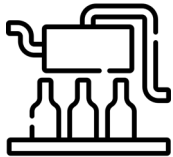
Catering and  
Hotels



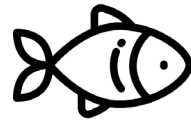
Car Washes



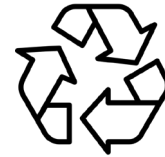
Warehouse and  
Distribution



Food Processing  
and Packaging



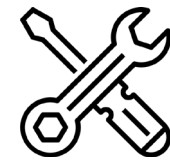
Fishing and  
Shellfish



Recycling and  
Waste Disposal

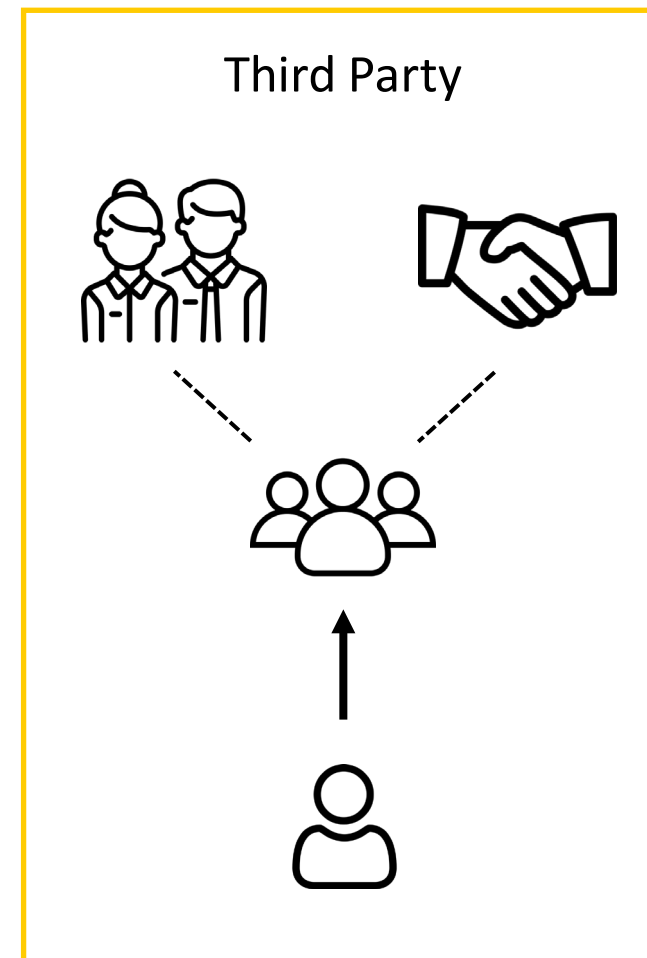
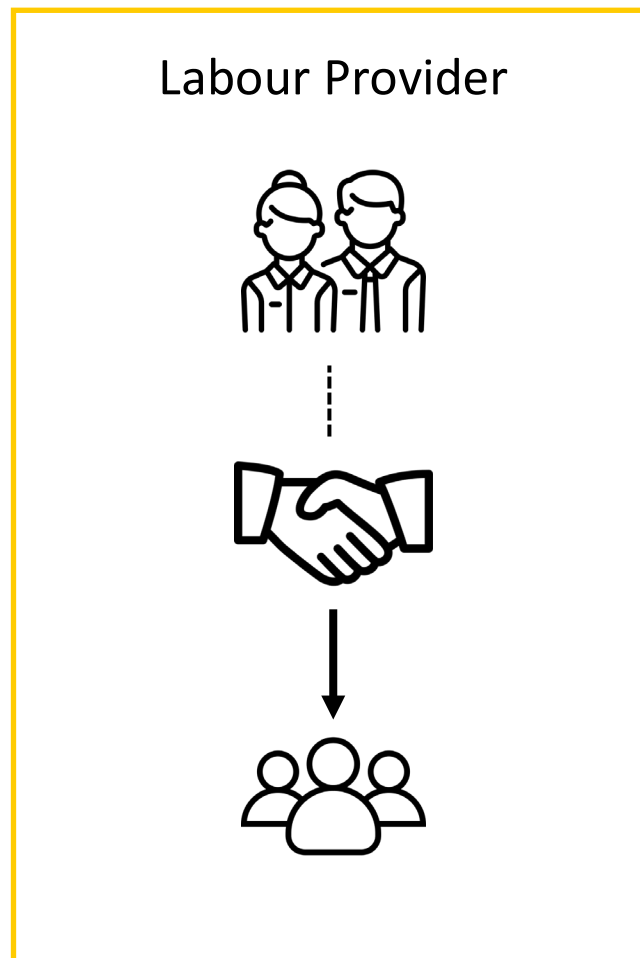
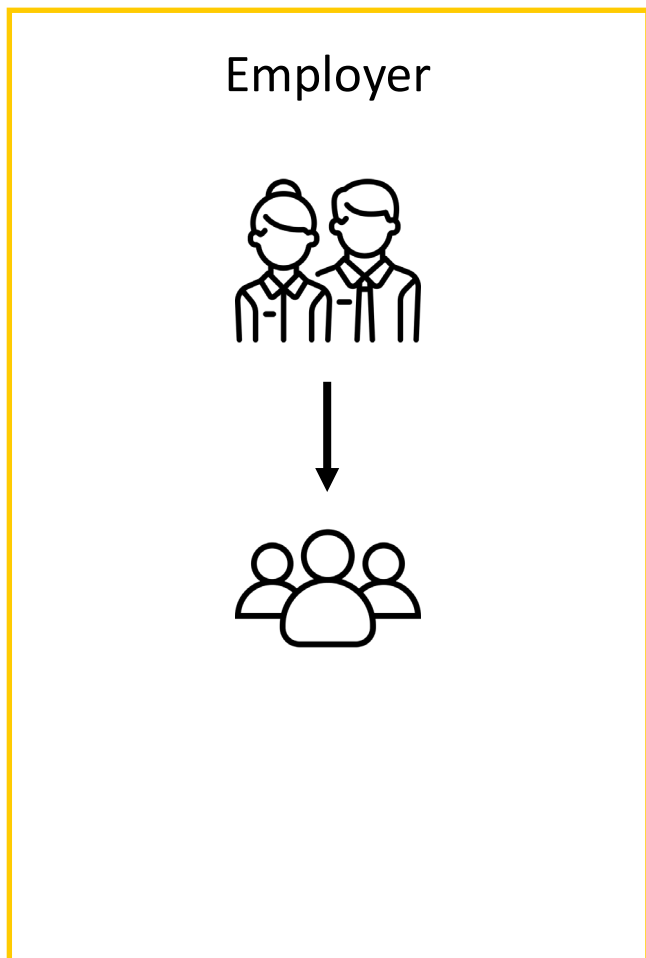


Commercial  
Cleaning



Construction and  
Manufacturing

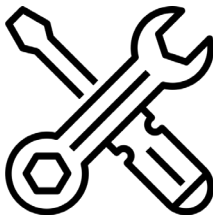
# Models of Exploitation



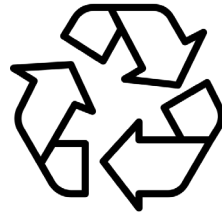
# Office Touchpoints



Commercial  
Cleaning



Refurbishment &  
Repairs



Recycling and  
Waste Disposal



Deliveries



Security & Porters



# Exposure Risks



HT related Regulatory Fines, Share Price Impact and Reputational damage:



Business

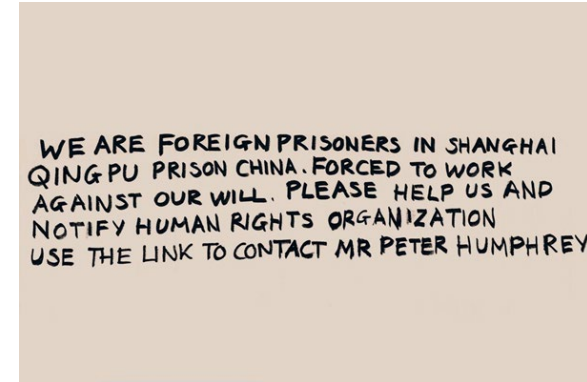
## Westpac Takes A\$900 Million Charge for Potential Laundering Fine

By Emily Cadman

13 April 2020, 23:40 BST Updated on 14 April 2020, 01:01 BST



Mar 2020 – Westpac fined A\$900m for potential laundering



Dec 2019 – Handwritten notes from prison labourers appeared in children's Christmas cards, share price slid 0.9% a week before Christmas

# The Risk for Business



April 2015

Investigated by the French Government for using forced labour in Qatar

-£1.6 Billion stock value

-6.48%

August 2016

Named in an NGO report for using a supplier that employed children in Myanmar

-£2.0 Billion stock value

-4.77%

November 2017

Handwritten notes asking for help from workers appeared in Zara clothing

-£3.3 Billion stock value

-3.82%

April 2018

Named in an NGO report for using tea suppliers that exploit workers in India

-£96.6 Billion stock value

-4.42%

# Operation Fort

- Exploitation occurred in the first tier of retail supply chains, despite the regulation of temporary labour to the UK's agriculture and food processing sectors.
- Businesses connected to the exploitation supply goods to main food retailers and home improvement stores.
- Traffickers supplied victims to at least eight established labour agencies.
- Other employees either did not notice the signs of trafficking or did not know how to raise suspicions.

**BBC** Sign in News Sport Weather iPlayer Sounds

## NEWS

Home UK World Business Politics Tech Science Health Family & Education

England Local News Regions Birmingham & Black Country

### UK slavery network 'had 400 victims'

5 July 2019

f WhatsApp Twitter Email Share

WEST MIDLANDS POLICE

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

Members of a gang behind the biggest modern-day slavery network ever exposed in the UK have been jailed.



# Boohoo

- Boohoo Group Ltd accounts for almost 75–80% of production in Leicester factories.
- Workers paid below NMW for as little as £3.50 per hour
- Workers forced to work despite themselves or family members testing positive for Covid-19.



Oct 2020 - Boohoo's value drops **£500m** as PwC stands down as auditor

# Good Practice

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PEOPLE SHOULDN'T BE BOUGHT & SOLD





# Best Practices – Overview

Training staff

Building typologies

Monitoring (detect & disrupt)

Businesses should undertake regular due diligence to check for abusive practices in their supply chains and investments

Businesses should integrate modern slavery red flags into their existing money laundering control frameworks

Collaboration and knowledge sharing with NGOs and law enforcement.

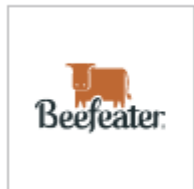


# Good practices – case study



## WHITBREAD Premier Inn

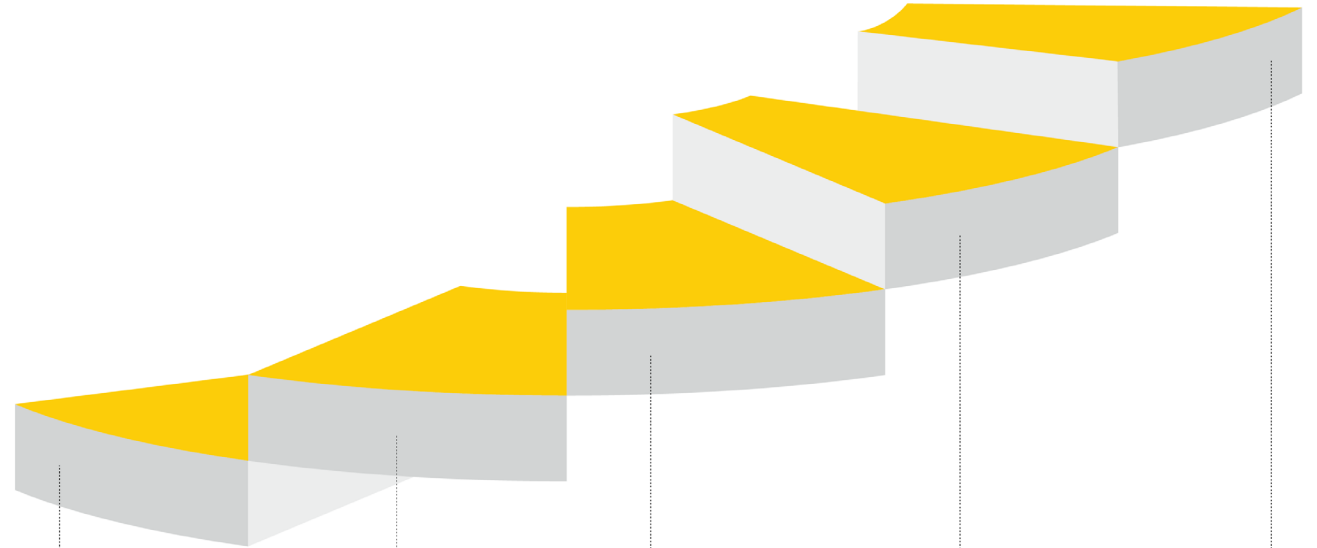
- A leading hospitality business and the owner of Premier Inn, the UK's biggest hotel brand.
- Also a leading businesses in the prevention of MSHT. Whitbread has been working with STOP THE TRAFFIK for the last five years. We are now official partners.
- Projects together: supply chain mapping, the development of a handbook targeted at Whitbread's suppliers, training programmes rolled out to procurement, HR, managerial and operational staff.
- Whitbread has recently won the 2020 #SedexAward for Best Buyer Health & Safety/Labour Programme. It was described by the judges as *“showing a proactive approach & engagement in the co design of policies and practices with key suppliers.”*



# STT's Business Work



facebook



## INITIAL ASSESSMENT & STRATEGIC PRIORITISATION

- Board sensitisation
- Modern slavery statement design
- Supply chain risk mapping

## CREATING A CULTURE OF AWARENESS

- Training workshops
- E-Learning
- Branded awareness resources

## POLICY DESIGN & IMPLEMENTATION REVIEW

- Best practice policies
- Implementation reviews

## SUPPLIER CAPACITY BUILDING

- Supplier training
- Best practice handbooks
- Buying practice surveys

## COMMUNITY ENGAGEMENT & EMPLOYEE EMPOWERMENT

- Community campaigns
- Sector cooperation
- Employee rights awareness

# Contact Information







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[www.stopthetraffik.org](http://www.stopthetraffik.org)



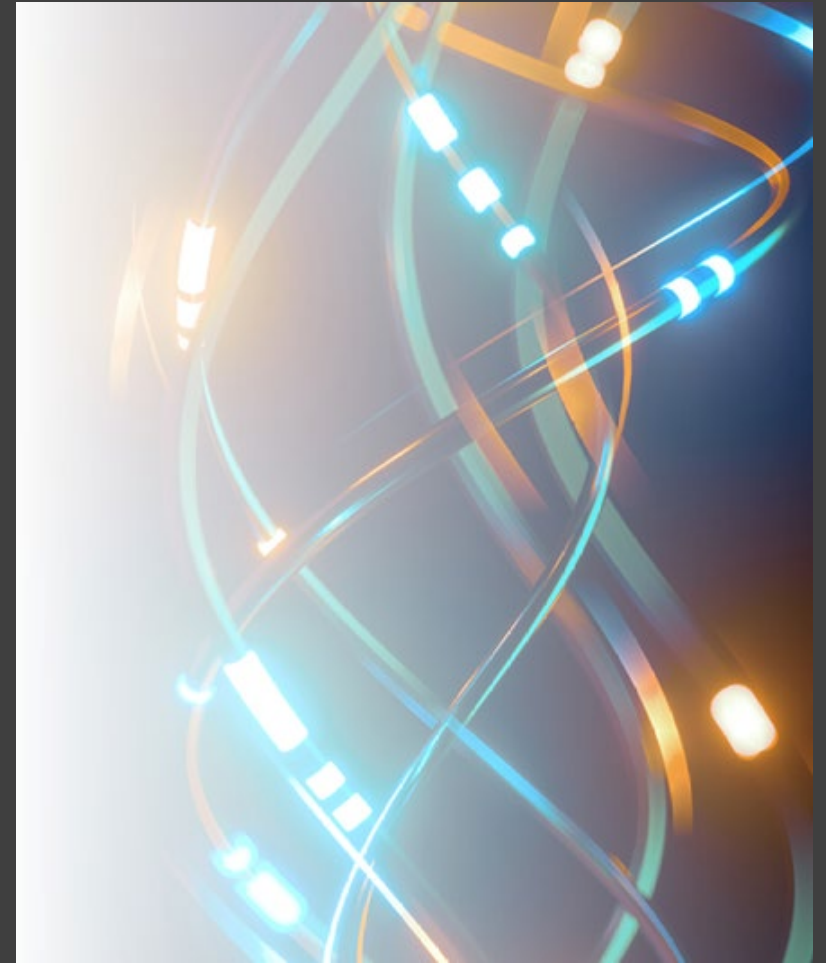
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**Thank you**

# Technology Forum

13 May 2021 | Live Stream Event



Coming soon .....