



Modern Slavery and the Private Sector

Forced Prostitution



Fishing



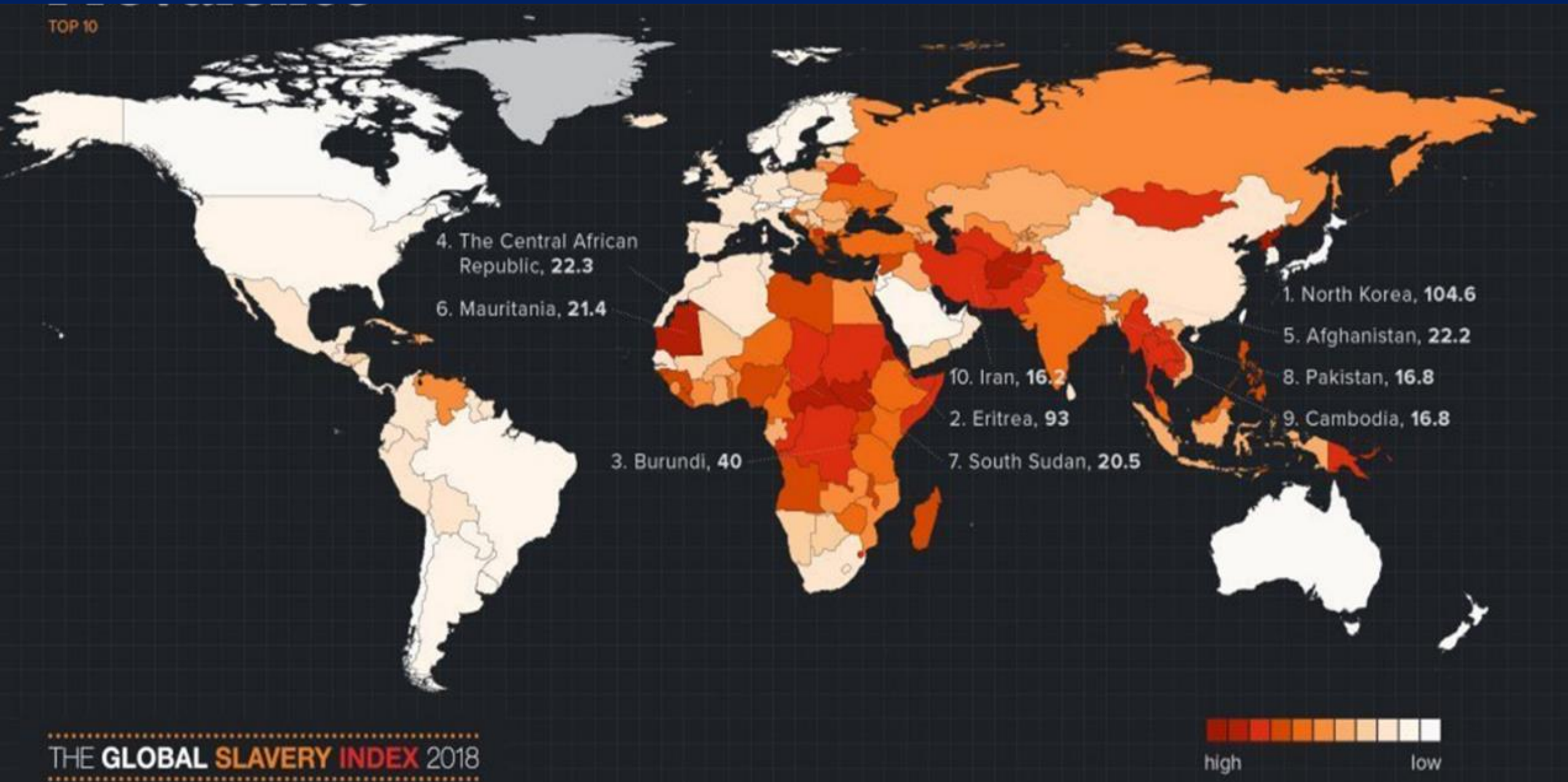
Children



Human Trafficking = Modern Slavery



Over 40,000,000 Modern Slaves!

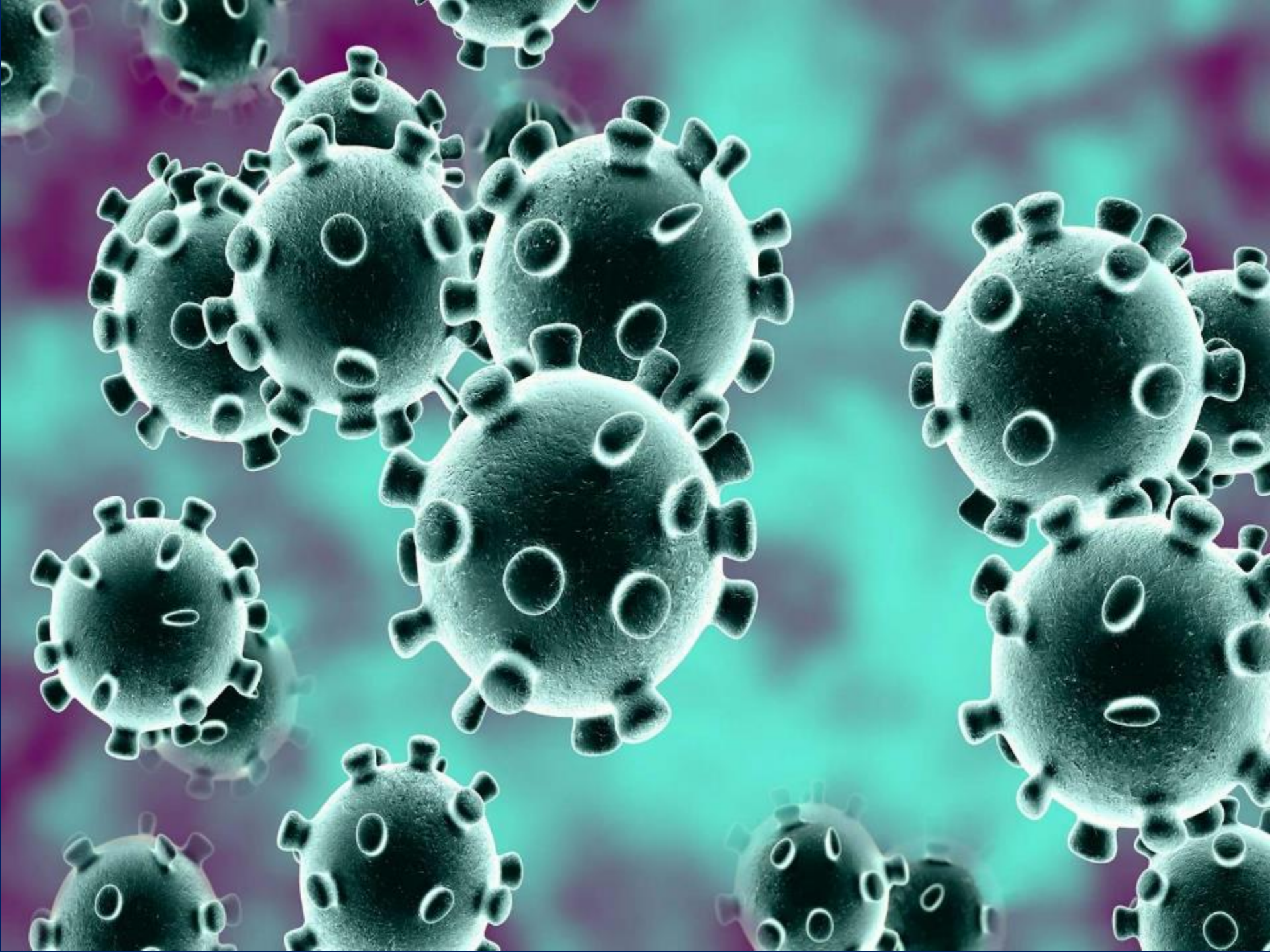


Human Trafficking in Canada

Slavery Index figure:

- 19,000 estimated
- Areas:
 - Prostitution
 - Agriculture
 - Domestic work
 - Other





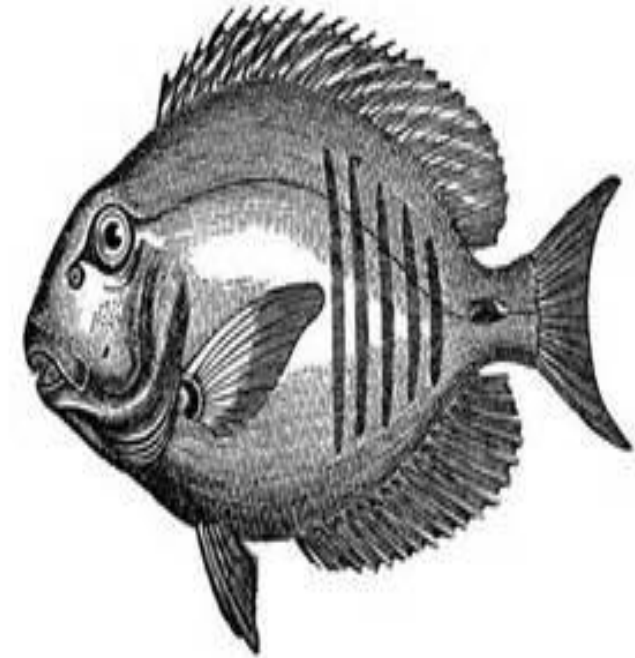
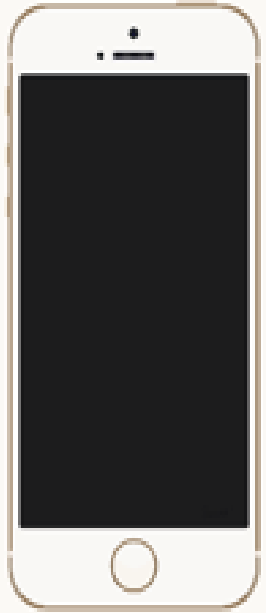
Rate of Exploitation

1 every 4 seconds

1,050 per hour

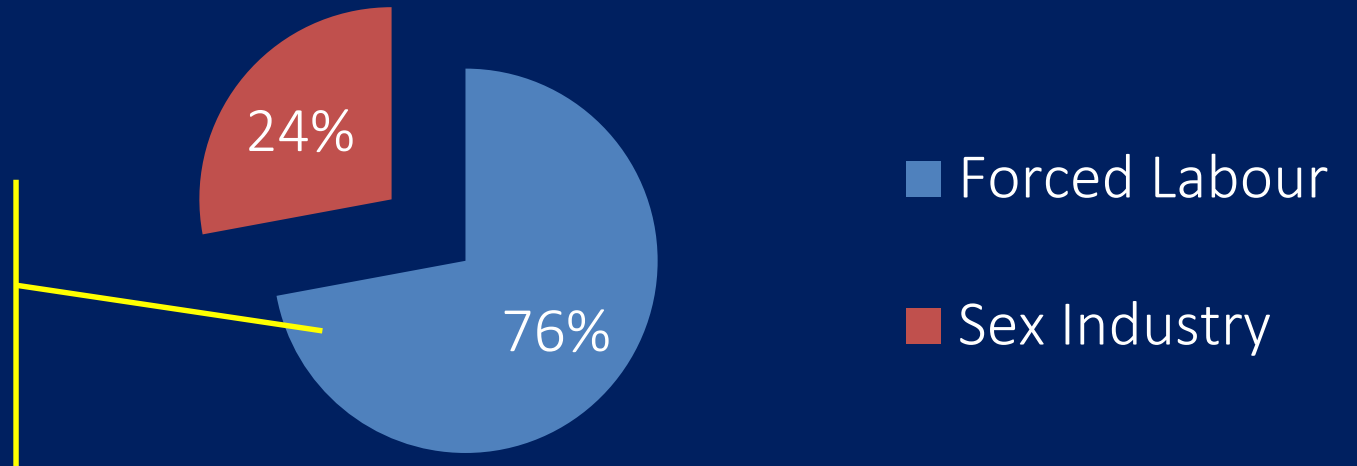
25,200 per day

9.2 million per year



Forced Labor versus Forced Prostitution

60 percent of the cases are associated with product supply chains (the items we all buy)



Who are the Traditional Responders?

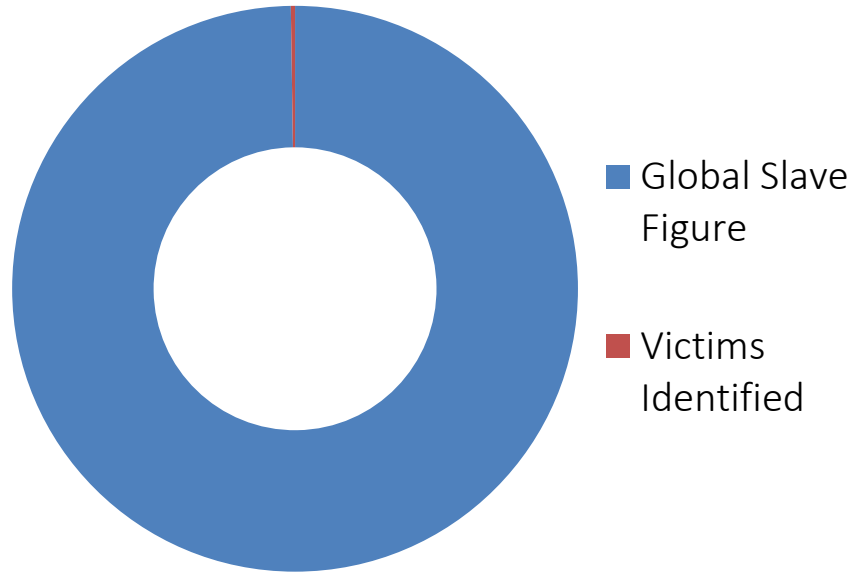
Private Sector

Consumers

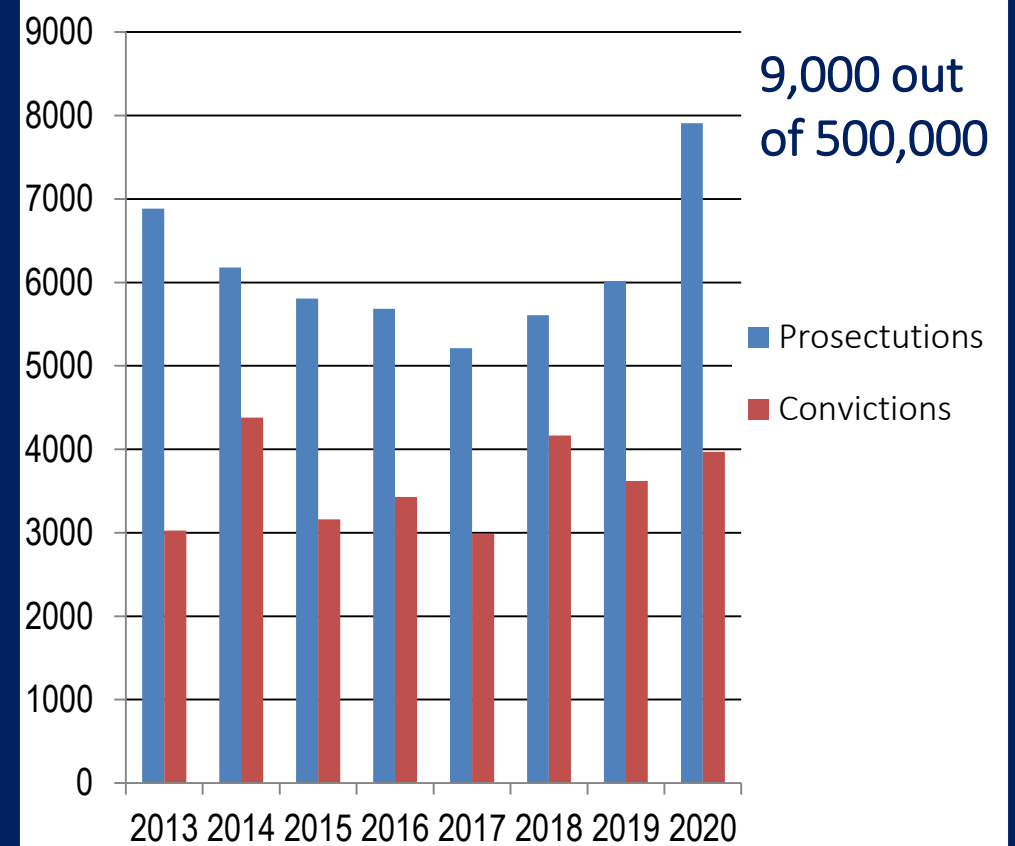


How is the world doing?

108,000 out of 40 million



Only 108,000 People Helped
(0.2 Percent)



Only 9,000 Criminals Convicted
(0.8 percent)

The Profits are Excessive



US\$150 Billion
Profits from
Slavery

Funding
Available
US\$350 Million
(0.23 percent)



21 Days of
Potato Chip
Eating

Why is this so Low?



Scale

Awareness





Emphasis on “Business Risk”

Emerging Trends



Expanding Legislation

1



Before 2012

UN - Non-binding

1. UN Principles on Business and Human Rights
2. International Labor Organization Conventions

2012 Onward

Supply Chain Legislation

1. California Transparency in Supply Chains Act
2. UK Modern Slavery Act
3. Duty of Vigilance (France)
4. Australia Modern Slavery Act
5. German/Canadian Acts to follow

Legislation	Website Posting	Annual Report	Fines and Penalties
California Transparency in Supply Chains Act	✓		
UK Modern Slavery Act	✓	✓	
German and Canadian Legislation	✓	✓	✓

Class Action Lawsuits

Seafood (Retailers)

Chocolate (Major Brands)

2

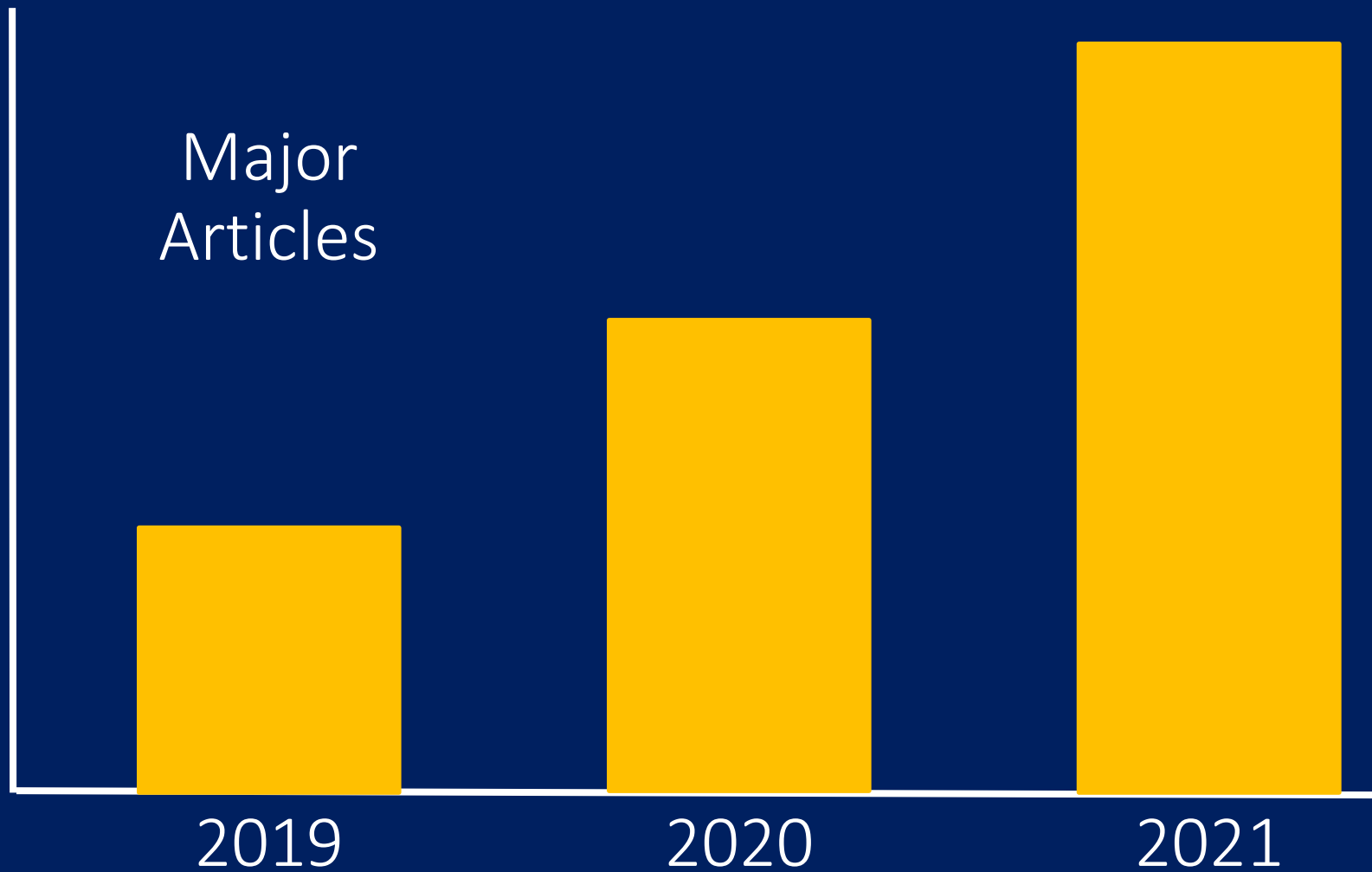


Increased Media Attention

3



Brand “Naming and Shaming” is Increasing



4

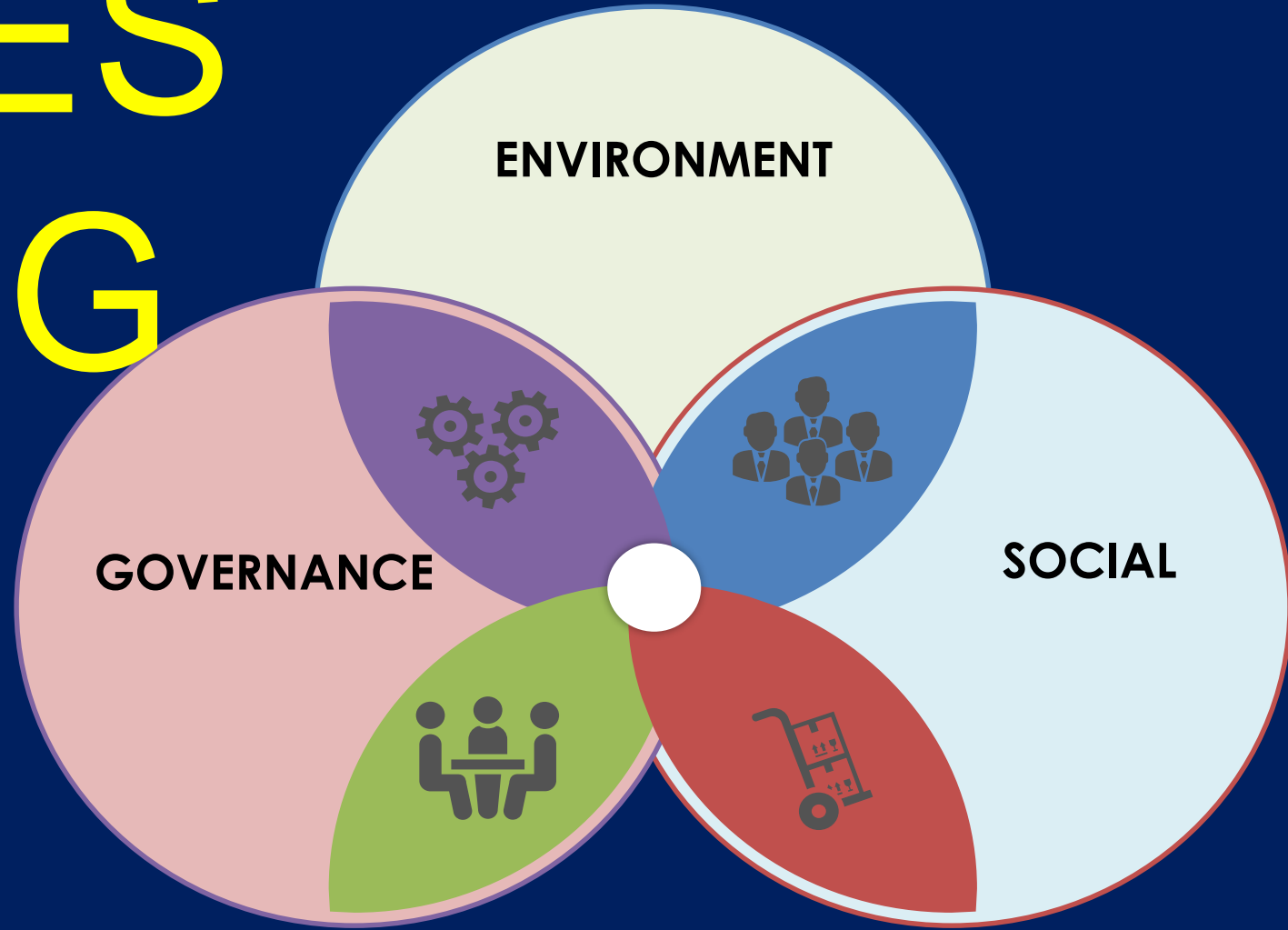


XXXXXX: COMMIT TO SLAVERY-FREE,
RESPONSIBLE PALM OIL

Act Now >

ES
G

5



ESG investment will be held by Millennials

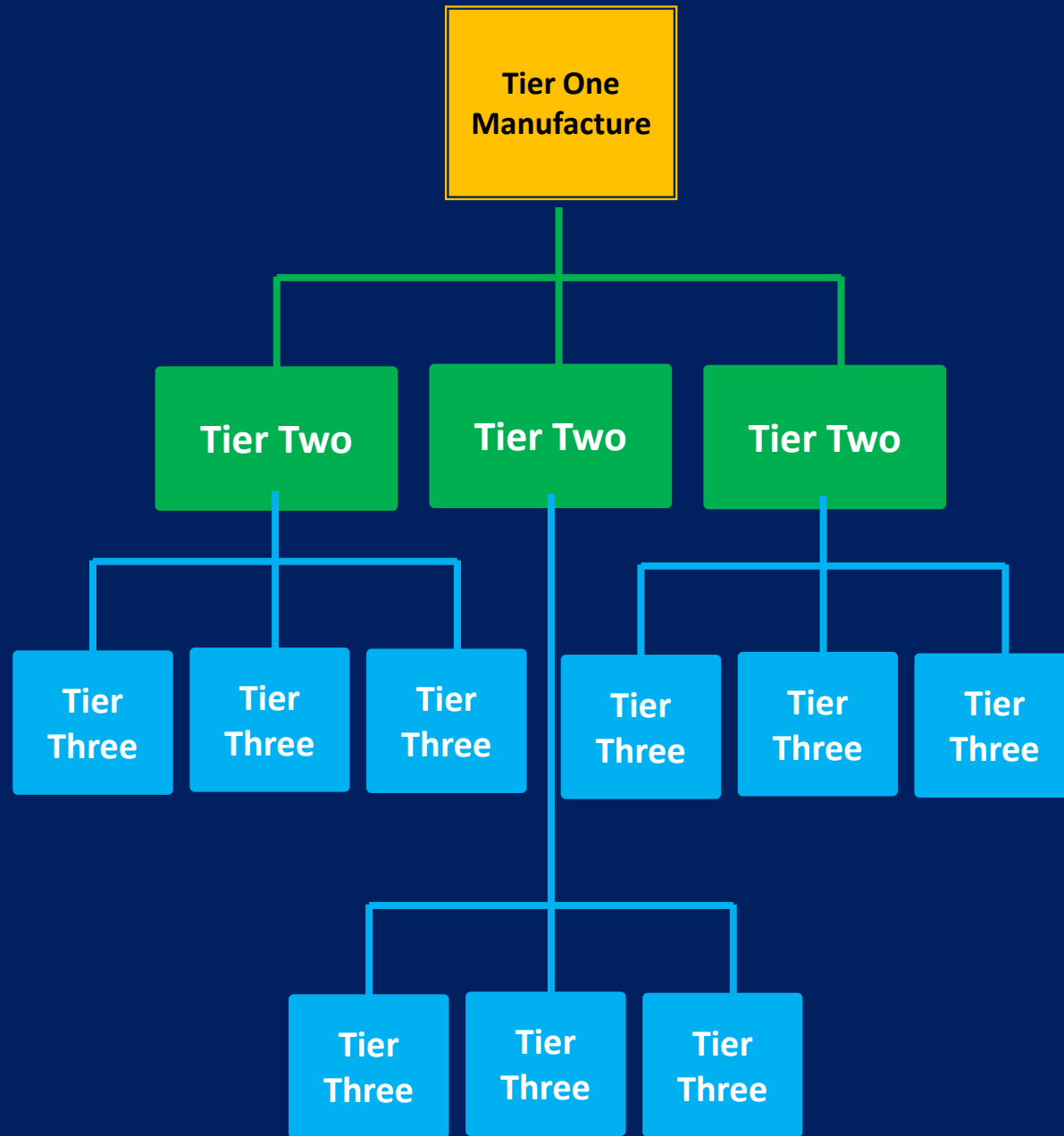


84%

Millennial investors value ESG impact (MS)

\$30 Trillion

Transfer of assets from baby boomers to millennials in the next decade



ILO Indicators of Forced Labour

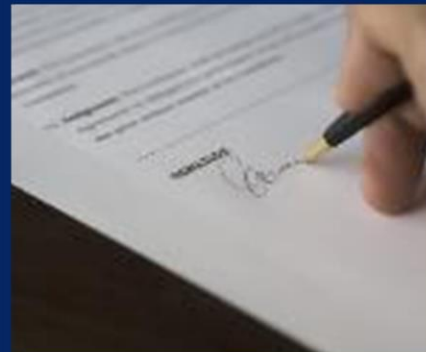
The indicators are:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

Modern Slavery Risks



Recruitment
Fees



Contracts



Document
Retention

Remedies



Policy



All levels



Social Audits



**Responsibly
Recruitment**



Worker Feedback



What is The Mekong Club?

THE MEKONG CLUB
ASSOCIATION



Baseline Assessment

Section 1: Policy	Response
1) Does your company have a modern slavery policy, and/or code of conduct in place?	Yes/No/ Partial/ Don't Know
Is it publicly available?	Free Text
Is it up-to-date (within the last twelve months)?	Free Text
Does it address remediation of forced labor violations?	Free Text
Does it address responsible recruitment processes for your company and your suppliers (no fees/one-month fee, etc.)?	Free Text
Does it address freedom of movement among your supplier's employees?	Free Text
Does it address the withholding of passports or other personal documentation?	Free Text
Does it consider the capacity of suppliers to meet fluctuating demands (e.g. to reduce risk of undeclared sub-contracting)?	Free Text
Does it include a grievance mechanism to assess the worker voice?	Free Text
Section 2: Governance	
2) Does your company ensure that your C-suite and board are informed of the risks of modern slavery on a regular basis and involved in decisions related to this topic?	Yes/No/ Partial/ Don't Know
3) Does your company have a committee, team and/or officer responsible for the implementation of its supply-chain policies and standards relevant to modern slavery?	Yes/No/ Partial/ Don't Know
If yes, who provides this support within your company?	Free Text
Is C-suite represented?	Free Text
4) Are there business key performance indicators (KPIs) related to modern slavery risk and mitigation in place?	Yes/No/ Partial/ Don't Know
5) Are your Modern Slavery Statements required to be approved at Board level (or equivalent) and signed by a director of the entity (or equivalent)?	Yes/No/ Partial/ Don't Know
6) Does your company ensure a functional/direct communication system between Regional/Country offices and the headquarters related to the topic of modern slavery?	Yes/No/ Partial/ Don't Know
Section 3: Training & Awareness Raising	
7) Does your company provide training to staff who have special responsibilities related to modern slavery risk?	Yes/No/ Partial/ Don't Know
Which departments are trained?	Free Text
How is this training delivered?	Free Text
Who provides this training?	Free Text
How often is this training refreshed?	Free Text
How is this knowledge tested?	Free Text
8) Does your company provide training to senior leadership (e.g. C-suite, board members)?	Yes/No/ Partial/ Don't Know
How is this training delivered?	Free Text
Who provides this training?	Free Text
How often is this training refreshed?	Free Text
How is this knowledge tested?	Free Text

Legislation Comparison Tool

**California
TISC (US)**

Summary

Expectations

Who is affected

Requirements

Penalties

Additional
information

Good examples

Common
mistakes

**Modern
Slavery (UK)**

Summary

Expectations

Who is affected

Requirements

Penalties

Additional
information

Good examples

Common
mistakes

**Duty of
Vigilance (Fr)**

Summary

Expectations

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E-Learning Toolkit



Watch a short explanatory video



English



हिन्दी
(Cartoonist)



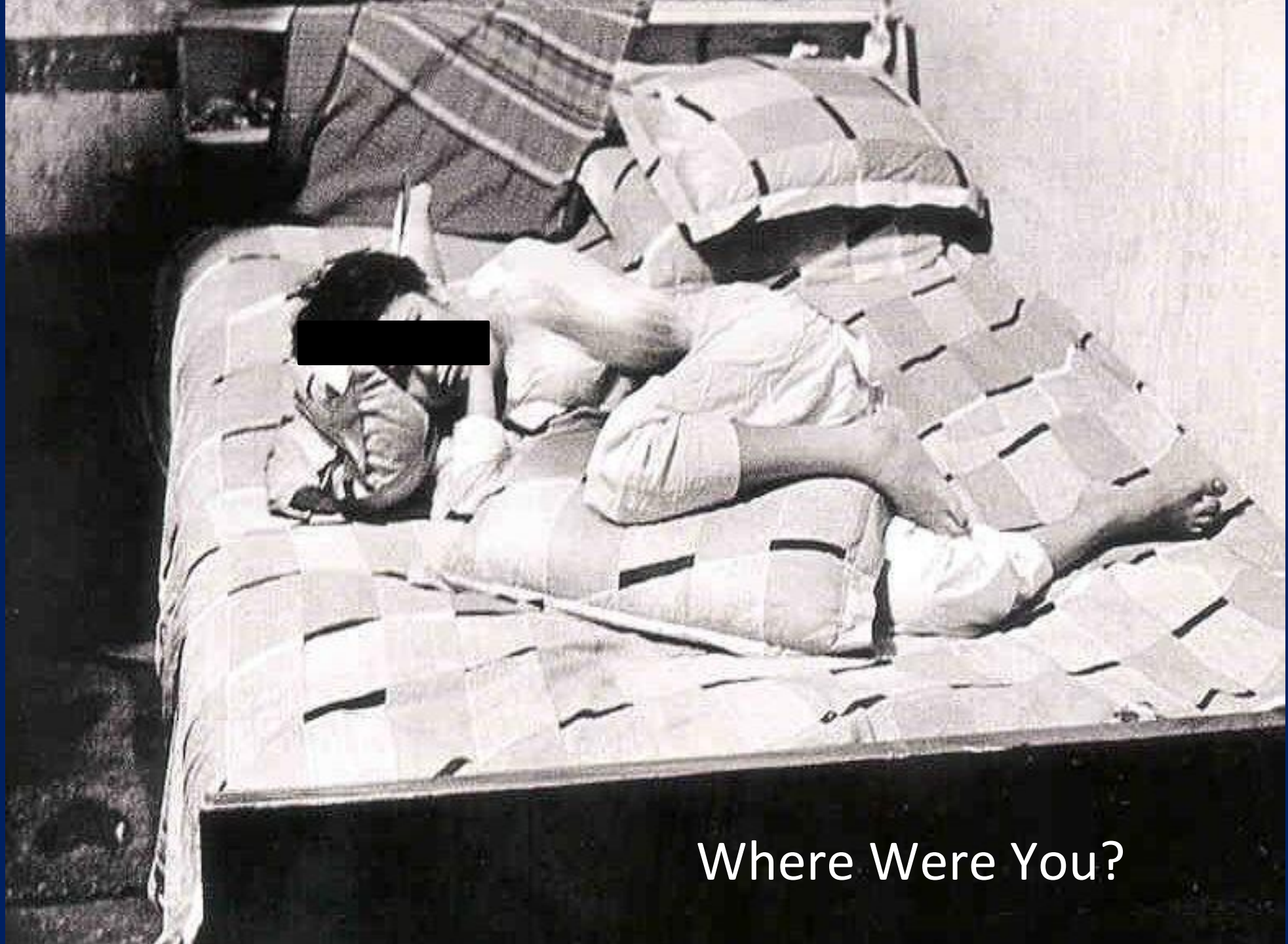
Tiếng Việt
Microtrend



မြန်မာ
E-learning

Apprise App





Where Were You?



— BE THE —
HERO
BE THE CHANGE



MATTHEW S. FRIEDMAN

MATTHEW S. FRIEDMAN



**Where
Were You?**

A Profile of Modern Slavery