Tackling modern slavery together
The roles of governments, employers, professionals and the public
In the centuries-long struggle to defeat the abusive exploitation of women, men and children, legislation has been vital. Yet we are still working out the most effective legislative and regulatory mechanisms to deal with these appalling crimes.

Official estimates are that 40.3 million people are victims of modern slavery, including 10 million children. They include women forced into prostitution, men forced to work in agriculture or construction, children working in sweatshops or girls forced to marry older men. Their lives are controlled by the exploiters, they don’t have free choices about where they work or when, and are often subject to restrictive and/or coercive living conditions.

In the UK, it is estimated there are up to 13,000 victims. That estimate – considered by many not to reflect the magnitude of the problem – helped pave the way for the introduction of the UK Modern Slavery Act 2015. At the time this was an innovative piece of legislation. Section 54 of the Act, Transparency in Supply Chains, which requires commercial companies with a turnover of £36 million or more to produce an annual statement outlining the steps they are taking to eliminate modern slavery from their supply chains, was seen as a game-changer.

In July 2018, an independent review of the Act was commissioned by the UK Government. Led by Frank Field MP, Maria Miller MP and Baroness Butler-Sloss, it highlighted several areas where current legislation should be examined: the role of the Anti-Slavery Commissioner; the effectiveness of Section 54 of the Act; the Independent Child Trafficking Advocates; and the legal application of the Act. The Government is consulting on the best way forward, having accepted many recommendations.

Campaigners have been aware since enactment that some parts of the Modern Slavery Act would require strengthening. A number of us got together and worked on a Private Members’ Bill focused solely on Section 54: extending its scope to include public bodies as well as commercial companies; establishing a list of companies with a turnover of £36 million or more, and a Central Registry in which to deposit statements; omitting the potential for a company to make a report stating that they have no policies in place to combat modern slavery; and making it obligatory for company statements to include specific content to be determined in statutory guidance.

To promote our changes to Government, we formed the Let’s Make It Work group, which included representatives from businesses, NGOs, campaigners, trades unions and faith groups. A series of workshops and roundtables with colleagues from business sectors, such as fashion, construction, tea, retail and public bodies, worked through the key issues raised by the requirement to write a modern slavery statement. This work enabled us to develop a clearer understanding of the key areas in which the Modern Slavery Act was not working as effectively as it might.
The Institution of Occupational Safety and Health (IOSH) abhors modern slavery and calls for more action to tackle this growing global scourge. Health and safety is a fundamental right for all workers and improved transparency and due diligence can ensure this is a reality.

IOSH has been actively involved in work to help eradicate these crimes hidden in plain sight. Among other activities, we have:

- supported introduction of the UK Modern Slavery Act and transparency in supply chains
- joined Baroness Young’s Let’s Make it Work campaign to strengthen reporting requirements
- supported Fashion Revolution’s campaign to improve working conditions for garment workers
- co-funded the OSH initiative for workers and community in Bangladesh
- joined the Gangmasters and Labour Abuse Authority’s Construction Forum
- provided continuing professional development training on modern slavery

The introduction of the UK’s Modern Slavery Act was an important step. But much more should be done. The Act should be strengthened, with a lower reporting threshold, reporting from the public sector, better quality statements, removal of the ‘taken no steps’ reporting option and creation of a government-run registry for disclosures, along with a list of organisations that should report. We also propose harmonising international requirements, extending the UK licensing regime, more training for workers and professionals, national awareness campaigns and consideration of a labelling scheme.

We commissioned YouGov to ask a representative sample of the UK population what they think about modern slavery. This included whether they’re concerned that it is involved in the products and services they use, want to see more transparency and awareness, and would welcome a labelling system to indicate when products and services come from good working conditions. Our findings have been used as a basis for this White Paper, which calls for more joint action to finally consign modern slavery and human trafficking to history.

Richard Jones
Head of Policy and Regulatory Engagement
Institution of Occupational Safety and Health

The conclusions of the Review with regard to Transparency in Supply Chains were strikingly in alignment with the proposals in my Private Members’ Bill. Indeed, some recommendations went further in terms of strengthening many of the provisions of the Act.

Of course, it is only fair to allow a relatively new piece of legislation to bed in before rushing to change it. However, given the importance of the Act’s potential to lessen the misery of millions, and given that several countries are creating more stringent legislation, it is vital that the UK Government – local and central – businesses, NGOs, civil society and the general public, all step up our efforts to make this legislation really effective in the long-overdue elimination of all forms of enslavement.

Baroness Young of Hornsey OBE
There were 400 victims. They were promised gainful employment but worked for as little as 50p a day on farms, rubbish recycling centres and poultry factories.

This slavery didn’t take place in the 19th Century; it took place between 2012 and 2017 and was the largest-ever modern slavery ring uncovered in the UK. Gang members earned millions while victims lived in squalor.

This gang was convicted after a three-year investigation. However, there are still many examples of modern slavery in the UK and around the world – 40.3 million of them.

Someone can be described as being enslaved, if they are:
- forced to work, through coercion, or mental or physical threat;
- trapped and controlled by an ‘employer’, through mental or physical abuse or threat of abuse;
- dehumanised, treated as a commodity or bought and sold as ‘property’;
- or physically constrained or have restrictions placed on their freedom of movement.

Since the UK introduced the Modern Slavery Act, other countries have followed suit, including France and Australia, leading to criticism of the UK Act with some saying it lacks teeth due to the lack of sanctions for failure to disclose.

IOSH believes that the UK needs to strengthen the way it tackles modern slavery, as does the public. Of respondents to our survey, 84 per cent said they would like to see national awareness campaigns on tackling the issue.

We know that slavery is a current and growing problem. So, how can we stamp it out in the UK, and the rest of the world, and make it a historical one?

There is no simple answer. There are many contributing factors and changes needed in order to achieve this. What is clear is that no single body, organisation or individual can eradicate modern slavery on their own. Everyone is responsible and we need joint action.

Morecambe Bay tragedy
The deaths of 23 Chinese cockle-pickers in the UK’s Morecambe Bay made headline news around the world. This was a tragedy that could – and should – have been avoided.

Even before the events of 5 February 2004, Morecambe Bay was notorious for its quicksand and fast-moving tides. Yet, these cockle pickers were forced to work in dangerous conditions under the control of criminal gangmasters.

At the time of the incident, a Private Members’ Bill had been introduced in Parliament to protect vulnerable workers. After the incident, and the ensuing public outcry, the Bill gathered momentum and was adopted by Government. It resulted in the Gangmaster Licensing Authority (now the Gangmasters and Labour Abuse Authority) being created.

40.3 million people are victims of modern slavery
IOSH commissioned YouGov to ask people a series of questions around modern slavery. In all, 2,071 people responded.

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2071 adults. Fieldwork was undertaken between 21st–22nd August 2019.
The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

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<tr>
<th>Percentage</th>
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<tr>
<td>63%</td>
<td>are concerned modern slavery might be involved in the products and services they use or may use in the future</td>
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<td>84%</td>
<td>believe there should be national awareness campaigns in the UK on tackling modern slavery</td>
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<td>81%</td>
<td>would welcome a labelling system to indicate products and services have been produced by workers in good working conditions</td>
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<td>83%</td>
<td>believe employers should ensure workers have training on how to prevent modern slavery in their operations and supply chains</td>
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<td>76%</td>
<td>believe that all UK organisations legally required to make public statements on modern slavery, must say how they tackle it, and not simply state that they’ve taken no action</td>
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<td>88%</td>
<td>believe all professionals, including consultants, who advise businesses and employers should understand the risks of modern slavery</td>
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<td>73%</td>
<td>believe large public sector bodies, such as NHS Trusts, local authorities and government departments, should be required to publish statements about how they are tackling modern slavery</td>
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<td>87%</td>
<td>believe major retailers and manufacturers should help their suppliers prevent modern slavery at work</td>
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<td>75%</td>
<td>believe certain standard topics must be required in all organisations’ statements about tackling modern slavery so their performance can be compared</td>
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Opportunities for UK Government to take action

The UK led the way in introducing national legislation to tackle modern slavery. The Modern Slavery Act came into effect on 26 March 2015 to give “law enforcement the tools to fight modern slavery” and ensure there are suitable punishments for the crimes.

The Act was reviewed last year by MPs Frank Field and Maria Miller, and Baroness Butler-Sloss, and a number of recommendations were made. The Government is consulting on its response to that review and we feel it is crucial that some of the recommendations are introduced urgently.

Creation of a central registry for statements
This was one of the recommendations made by the review team. Businesses with an annual turnover of £36 million or above are required to publish statements on the action they are taking to tackle modern slavery in their operations and supply chains (under Section 54 of the Modern Slavery Act). We believe the Government should create a state-run registry for such statements.

Currently, there are two independent non-governmental organisations that collect the statements, and this is arguably causing confusion among stakeholders, as explained in the review report. A central registry would help to clarify the situation and emphasise the importance of transparency and accessibility.

This argument has been backed up by the UK’s Independent Anti-Slavery Commissioner, who last year produced a joint statement calling for such an introduction.

As highlighted in this statement, compliance with the relevant Section of the Modern Slavery Act has been weak and having a “state-owned repository in which to file statements sends a clear signal to the private sector that Section 54 is a mandatory legal requirement”.

Operating such a registry would also mean stakeholders would know where to locate disclosures and could provide an easily accessible list of reporting organisations, with information on how modern slavery is being tackled.

Extend reporting requirements to the public sector
Section 54 of the Modern Slavery Act 2015 covers transparency in supply chains. Currently, this only refers to private sector organisations. We believe that the reporting requirement should be extended to the public sector.

This has also been recommended in the report produced following the independent review into the Act commissioned by the Government. The report says that such organisations would include Central Government Departments and their Arm’s Length Bodies, local government bodies, NHS bodies, police forces and non-market and market public bodies such as public corporations.

Such a move would require all such organisations with an annual turnover of £36 million or more to report how they are preventing modern slavery, in the same way that private sector bodies are required to do. Our poll has indicated that there is a strong public feeling about this, with 73 per cent of respondents saying they would like to see large public sector bodies reporting.
Public sector bodies can act as exemplars when it comes to reporting on how they are preventing modern slavery across their operations. Clearly, the large majority of the public expects this to be the case.

We want to see modern slavery stopped and the Government has stated its support for ending it by 2030. It is time for it to lead from the front and show just how this can be achieved.

**Standard topics to be mandatory in reports**

According to the Business and Human Rights Resource Centre, while 41 per cent of FTSE 100 companies reported on their slavery and trafficking policies in 2018, only 17 per cent reported on effectiveness. This served to highlight inconsistency across reporting areas, something which needs to be addressed.

While having a central registry for reports is an essential step, as argued earlier, it is also important for reports to be standardised, in order to improve their quality and comparability.

One way of achieving this is to have standard topics which must be included by reporting organisations. Our poll results demonstrated a public interest in having such sections, with 75 per cent agreeing standard topics should be required in statements.

Quite simply, this would allow comparisons to be made across time and between organisations. It would allow reporters to benchmark and drive each other forward in their efforts to eliminate modern slavery and stakeholders to make informed decisions. If reports are not standardised, it would be difficult for this to happen.

75% believe standard topics should be required in statements
Beyond the review

There are a number of other aspects of the Modern Slavery Act and other legislation which could be improved, some of which IOSH has called for.

Lower the reporting threshold
IOSH has long believed that the £36 million threshold is too high. In 2018, there were 5.7 million private sector businesses in the UK. But only 17,000 of these had a turnover which met with the reporting threshold.

How are the remaining businesses being held to account? For organisations that are taking action, there is every reason for them to report what they are doing and to support a requirement for others to do so too. It goes without saying that lowering the threshold would significantly increase the number of organisations reporting.

Furthermore, it would send a strong signal about how seriously the UK views modern slavery and that there is no hiding place.

Extending GLAA licensing
The Gangmasters and Labour Abuse Authority (GLAA) works in partnership to protect vulnerable and exploited workers. It investigates reports of exploitation and illegal activity such as human trafficking, forced labour and illegal labour provision.

Currently, its licensing scheme regulates businesses which provide workers to the fresh produce supply chain, including agriculture, shellfish gathering and associated processing and packaging, and the horticulture industry.

Does this go far enough? We suggest not. We believe the licensing scheme should be extended to cover other industries, for example construction, where people are also at risk of being exploited. Unfortunately, the constant staff turnover, mobile workforce and temporary nature of building projects, can make construction an easy target for criminals, as highlighted by CIOB’s 2018 report Construction and the Modern Slavery Act.

Extending licensing would mean there would be fewer opportunities for those who perpetrate slavery, and it could act as a deterrent, due to the increased possibility of being caught and punished.

End to ‘no steps’
While private companies meeting the threshold have to produce public statements on modern slavery, they are not legally required to state what actions they have taken.

Three-quarters of the UK public believe organisations must be required to report their actions and that saying they have taken none is not good enough, according to our YouGov poll. Businesses can’t turn a blind eye or choose to bury their heads in the sand – they must face up to their responsibilities.

The public clearly expects organisations will make efforts to address this serious problem and report on what action they take, so they can be held to account. Closing this gap in requirements would send an important message and mean that reporters couldn’t say they’ve done nothing without being challenged.

Modern slavery is all around us. Businesses can play a major role in stamping it out and the public wants them to do this and report on what they are doing.
Time for a labelling system

Consumers are concerned about modern slavery. Many may think twice about using products or services they suspect have been created in poor working conditions.

But there are potentially many circumstances where they cannot be sure whether or not modern slavery is involved in what they buy into.

Our poll showed that a labelling system which indicates that products and services have been produced by workers in good working conditions would be welcome. It would help consumers make informed choices and be able to walk away or find alternatives if the products and services being offered to them did not have an appropriate label.

Building on precedent

Such a system is already being trialled in the hand car wash industry. Last year, the Responsible Car Wash Scheme pilot was launched in the Midlands, specifically designed to target labour abuse and health and safety breaches.

The scheme was set up by the Downstream Fuel Association in collaboration with the Gangmasters and Labour Abuse Authority, police, Health and Safety Executive and other leading bodies.

It was in response to reports of modern slavery, failure to pay proper wages and not supplying workers with appropriate protective equipment within the industry.

This new scheme allows car wash operators to sign up and receive a ‘Responsible Car Wash Operator’ logo to prove they aren’t involved in any of the above, and makes use of resources to ensure they operate legally.

It followed the launch of a mobile app earlier last year to allow people to report signs of modern slavery at car washes. That particular scheme was led by the Church of England alongside the Catholic Church and National Crime Agency.

Why just car washes?

IOSH was strongly in favour of the Responsible Car Wash Scheme. Once this scheme has been evaluated and lessons learned, we suggest it could be a potential model for other industries.

There is a clear appetite among consumers to know that what they buy has not involved any workers coming to harm. It is time for others to follow the lead of the car wash industry and explore introducing a labelling scheme – and give businesses a chance to indicate that their products and services have been produced in good working conditions.

81% of people would welcome a labelling system to indicate products and services that have been produced in good working conditions.
The role of business and professionals

How seriously are employers taking modern slavery? The review into the Modern Slavery Act highlighted that two-fifths of eligible companies were not complying with the reporting requirements.

This is unacceptable. There is no place for any kind of slavery in today’s world of work. And there are no excuses for employers. It is crucial that they show leadership and commitment and ensure that their operations do not involve modern slavery and that they report what they are doing to prevent it.

There are many incentives, as well as ethical reasons, for businesses to do this. Investors want to know that businesses are looking after their staff at all levels and throughout their supply chains. Regulators are checking to make sure they comply with legislation. And so are their customers, keen to ensure the products and services they use do not involve modern slavery.

In fact, 63 per cent of those who responded to our poll said they were concerned modern slavery might be involved in the products and services they use or may use in the future. Businesses can’t afford to fail in this area – from ethical, legal, economic or reputational standpoints.

What then, can they do?

More training for workers on preventing modern slavery

In many ways, workers – along with the public – are an organisation’s eyes and ears for spotting cases of modern slavery. But how many of them can do this? And would they know what to do if they found it?

As part of their policies around preventing modern slavery, employers can offer training for workers on recognising modern slavery and taking appropriate action. This means that, if for example, workers come across something suspicious while working with the supply chain, they know what the correct procedures are.

Our poll revealed that 83 per cent believe employers should ensure workers know how to prevent modern slavery in their operations.

By investing in enhancing the knowledge of modern slavery among employees, a business can go a long way to reducing its risks. It also demonstrates how seriously it takes the issue, attracting the right kind of attention from investors and customers.

Take more action to support suppliers

The vast majority of our survey respondents (87 per cent) believe that major retailers and manufacturers should help their suppliers prevent modern slavery at work. Those at the top of supply chains are in a position where they can influence others and communicate that modern slavery will not be tolerated.

Out of sight must never mean out of mind. Businesses cannot afford to ignore what is happening in their supply chains and need to ensure that they do not involve slavery at any level.
They can also support suppliers to this end. They can lead from the front and demonstrate how seriously they take modern slavery and how they train employees. This can be cascaded down through the supply chain.

Creating a race to the top
Whether or not an organisation is obliged to report on how it tackles modern slavery, IOSH believes it is good practice to do so. Supply chain transparency allows stakeholders to see how responsible an organisation is and how determined it is to protect human rights and create a ‘race to the top’.

Organisations should be seeking to go beyond minimum compliance and to do more than just stay out of the courtroom. Better managed businesses thrive. If they contribute more to healthy and successful economies and societies, they benefit from this too.

Occupational safety and health professionals
Occupational safety and health professionals are becoming increasingly valued within organisations.

Their technical knowledge on risk management and how to prevent work-related injury and ill health, coupled with skills in getting these messages embedded at all levels, makes them a crucial cog in how responsible businesses are seeking to develop and stay ahead of the game.

But how many of them fully understand the risks of modern slavery? We believe it is vital that they do, and our poll suggests the public agree, with 88 per cent saying professionals (including consultants) who advise businesses and employers should understand these risks.

By knowing the risks, these professionals can help ensure procurement work is conducted responsibly, with employers checking that their supply chains have decent, safe and healthy working conditions and assessing any modern slavery risk.

Working across functions, they can play a key role in ensuring their employers comply with legislation and more.

88% say professionals (including consultants) who advise businesses and employers should understand these risks.
Land sec is the UK’s largest commercial property company and participated in the Workforce Disclosure Initiative (WDI) in 2017.

Part of Landsec’s commitment to the WDI involves disclosing data not only on its directly employed workforce, but also on employees in its supply chains.

Edward Dixon, sustainability insights director at Land Securities, says: “This is pushing us to look at areas that we haven’t looked at before and is highlighting gaps in our knowledge. For us, the most noticeable data gaps are with our one-off contractual relationships and construction projects.”

Landsec’s challenges are similar to many other property companies: the company has 3,500 direct suppliers and but works regularly with only a small pool of trusted delivery partners.

“Our delivery partners are doing good work on improving labour standards. But much of it is process based. We now need evidence that the processes are working,” Dixon says.

He gives the example of the living wage. Landsec has committed to ensuring that employees within all its environments, including construction sites, will be paid wages set by the Living Wage Foundation by 2020.

“We’ve added clauses to our contracts to make this requirement clear, asking them to confirm by sending a letter that they’re paying wages as set by the Living Wage Foundation. But now is the time to provide evidence to prove that it’s happening on the ground,” Dixon says.

He adds that investors are demanding increasing levels of transparency, as ESG criteria rises in importance in investment portfolios.

“We welcome higher levels of interest from the investor community. There is no doubt that investor pressure is impacting corporate governance in a positive way. The ESG agenda from investors challenges companies to do more and we’re responding to that challenge” he says, adding: “Every tier of the industry needs to come together to fix the systemic problems we’re facing. Clients need to show leadership by setting the tone and asking the right questions. It’s important to demonstrate to our partners and our communities that we are thinking for the long term, and to our investors that we’re creating value in a responsible way.”
Creating a global worker welfare policy at CH2M

(Taken from CIOB report Building a Fairer System: Tackling Modern Slavery in Construction Supply Chains)

The global engineering and consulting firm works in more than 50 countries, directly employing 25,000 people.

“CH2M’s ethos has always been to promote sustainable working practices. As we have expanded our portfolio in the Middle East and Gulf, we have been identifying new ways to apply international best practices on worker welfare,” says senior vice-president of international government relations and public policy, Theresa Loar. “As advisors to our clients, we do not directly employ contractors or labourers, but we have started to explore how we can make a difference not just within individual programmes and the region, but worldwide.”

Following an operational review, it was recommended the firm developed a global policy on worker welfare. The move to set up this policy was championed from the outset by CEO Jacqueline Hinman, who signed it in March 2015.

The policy covers issues including fair worker recruitment and payment practices, as well as accommodation and living standards.

For services CH2M is procuring for its own use, initial changes included a new screening process and prequalification questionnaire. At the beginning of every contract, suppliers’ worker welfare policies are evaluated and verified. CH2M also regularly visits sites to ensure that worker accommodation is up to standard. The organisation also embarked on a major training programme to help employees engage with clients on human rights issues, while more targeted in-depth training was provided for those in key roles around procurement, health and safety and project management.

CH2M is engaging with other organisations and NGOs to encourage wider industry collaboration on worker welfare. The company is also exploring new initiatives, including technology-driven ways of capturing feedback from workers on their living and working conditions via mobile phones.

Key learning points from CH2M’s experience have been:

- Get support from the top of the organisation – buy-in from the CEO and COO is essential
- Engage an outside expert and draw on multi-sectoral experience
- Make sure that the policy is deeply embedded within operations rather than bolted on
- Training should be a major part of educating employees and ensuring best practice is upheld
- A culture of continual improvement is essential for ensuring that the policy works well
- Organisations cannot act alone – industry collaboration is essential
Exploitation and forced labour are a global scourge afflicting millions of lives. So, what can be done to halt it? Recognising that modern slavery affects all countries, including the UK, and many different sectors, we need global, national and sectoral strategies.

The 2030 Agenda for Sustainable Development and its 17 Goals, adopted by the United Nations in 2015, has given new impetus to global efforts on prevention and the first UN Summit on accelerating implementation is due in September 2019. The agenda is supported by the 193 member countries and includes Goal 8 on decent work for all. This strives for the eradication of forced labour, modern slavery, human trafficking and the worst forms of child labour, while promoting safe and secure working environments for all, including migrant workers and those in precarious employment.

The UK was one of many countries co-signing the 2017 Global Action Call to end modern slavery by 2030. Exploitation is a risk in UK sectors requiring large numbers of temporary, low-skilled or manual workers, such as construction, cleaning, factory work, agriculture, restaurants, food processing, nail bars, car washes and tarmacming. But any nationality, educational background or income level can be targeted, according to the CIOB 2018 report Construction and the Modern Slavery Act.

Workers may be vulnerable and feel intimidated and so will not make complaints about poor working conditions and the health and safety dangers are all too real, as we know from the tragic drowning of 23 cockle-pickers in Morecambe Bay in 2004. The circumstances around modern slavery cases are often harrowing and in a notable UK court case the judge described the offences as “chilling in their mercilessness”.

So, we need a multi-faceted approach to fighting these insidious crimes. We believe transparency and high-quality reporting are essential tools and that standardising and harmonising them enables better benchmarking and comparability. They can help customers and investors to make informed choices and can help drive improvement on corporate action to prevent modern slavery. Importantly, it’s not about reporting for its own sake, but about effective action, year-on-year improvement and stopping exploitation from thriving in the silences and shadows. And our poll shows firm public support for improved corporate reporting and transparency.

If products or services are very labour-intensive, but at the same time surprisingly inexpensive, we must ask ourselves, who is paying the true cost of our bargain-buy? We believe that public and professional awareness can help ensure that warning signs of exploitation don’t slip beneath the radar and go unnoticed, with organisations mistakenly thinking they don’t have a modern slavery problem when, in reality, they need to act. This will also mean that the better performers can share good practice, raise standards and upskill their supply chains. Again, our poll reveals strong public support for upskilling and ensuring improved awareness levels.
Calls to action

IOSH calls on Government, in addition to its proposals to extend reporting requirements to the public sector, to provide a list of organisations required to report, set up a central registry for statements, and to:

- remove the ability of reporting organisations to simply state that they’ve taken no steps to tackle modern slavery;
- progressively reduce the £36 million annual turnover disclosure threshold;
- require that core topics are included in modern slavery statements;
- act as exemplars in eradicating modern slavery from Government operations and supply chains;
- explore the establishment of a quality-mark type label that indicates decent working conditions;
- run sustained national public-awareness campaigns; and
- extend GLAA licensing powers to other at-risk sectors.

We also call on more employers and professional bodies to provide awareness training for their staff and members, so that workplaces and associated businesses can be free of these abhorrent practices.

We further call on those procuring goods and services to use their influence, buying power and expertise to improve risk management in their supplier factories and businesses, similar to the work by retailers in the Bangladesh Accord, following the terrible Rana Plaza disaster.

And we call on all countries to learn from each other’s experiences and for the international community to harmonise reporting requirements and re-invigorate joint action to eradicate modern slavery worldwide.

For further information or to talk to us about tackling modern slavery together please email publicaffairs@iosh.com
IOSH is the Chartered body for health and safety professionals. With over 48,000 members in more than 130 countries, we’re the world’s largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We’re the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.