

# MODERN SLAVERY STATEMENT

A FU<sup>+</sup>UREPLUS GUIDE

# WHAT IS A MODERN SLAVERY STATEMENT?

**Modern slavery** is the exploitation of others for personal or commercial gain, including human trafficking, forced labour, servitude, and slavery.

A Modern Slavery Statement should set out the actions your company is taking to **understand** and **take action against all potential modern slavery risks** related to your business operations and processes.

The statement should be made **publicly available** and **updated annually**.

# YOUR POLICY



## Modern Slavery in the UK

Modern slavery is very much present in the UK today. The number of people identified as victims of modern slavery has been rising year-on-year, with over 10,000 people referred to authorities in 2019.

The *actual* number of people trapped in slavery is estimated to be much higher than this.

Forced labour is often fueled by a drive for cheap products and services, with little-to-no regard for the human rights of those involved.

## Definitions:

**Modern Slavery** – the exploitation of other people for personal or commercial gain including the trafficking of people, forced labour, servitude and slavery.

Children (those aged under 18) are considered victims of trafficking whether or not they have been coerced, deceived or paid to secure their compliance. They need only have been recruited, transported, received or harboured for the purpose of exploitation.

**Human Trafficking** – the movement of people by force, threat, deception or exploitation, into or through a country.

# YOUR POLICY



## Who should publish a Modern Slavery Statement?

In 2015, the **Modern Slavery Act** introduced the obligation for UK businesses with an annual turnover of £36 million or more to publish an annual Modern Slavery and Human Trafficking Statement.

Publishing a Modern Slavery Statement is good practise for businesses of any size however, in order to demonstrate commitment to tackling issues of forced labour and human trafficking within your operations and supply chain.

## How is a Modern Slavery Statement different from a Human Rights Policy?

A Human Rights policy should set out your organisation's approach to ensuring the basic rights and freedoms of your employees, regardless of gender, age, nationality, ethnicity, religion, sexuality, colour, caste, neurodiversity or disability.

You can view our guide to writing a Human Rights policy [here](#).

A Modern Slavery Statement must describe the steps your organisation has taken during the financial year to deal with modern slavery risks in your supply chains and own business operations.

# WHAT SHOULD THE POLICY COVER?

**+** **ORGANISATION STRUCTURE & SUPPLY CHAIN**

Outline the territories in which you currently operate and the structure of your internal operations and supply chain.

**+** **POLICIES IN RELATION TO HUMAN RIGHTS**

List the policies you already have in place in order to ensure good governance of human rights, for example your Human Rights policy, Supplier Code of Conduct or Code of Business Ethics.

**+** **DUE DILIGENCE PROCESSES**

Describe the supplier due-diligence processes you undertake, for example having a robust Supplier Code of Conduct in place which is incorporated into supplier contracts and/or tender processes.

**+** **RISK ASSESSMENT & MANAGEMENT**

Outline the risk assessment processes you undertake to determine whether or not your business activities may be considered high risk in relation to modern slavery.

**+** **KEY PERFORMANCE INDICATORS**

Outline how you measure and manage the outcomes of the due diligence and risk processes, including any targets you have in place.

**+** **TRAINING**

Detail how employees will be trained on your Modern Slavery Policy, when you will review the policy, and how you will identify any new areas of concern.

# OTHER THINGS TO CONSIDER

1

**An opening statement.** Explain that your business sets out to understand all potential modern slavery risks associated with its operations and supply chain, and that you are committed to tackling any issues that may arise.

2

**Educating your staff.** Training should focus on 'red flags' to look out for, and the point of contact if any potential breach is discovered.

3

**Regular updates.** Your statement should track year-on-year progress in addressing modern slavery risks and improving outcomes for workers in your business and supply chains.

# NEED MORE HELP?

As an additional service we can supply a structured template for a Modern Slavery Statement. We also offer consultancy services if you would like more comprehensive support, for example writing a bespoke Human Rights policy or Modern Slavery Statement from scratch.

Please let us know if you would like more information – we would be happy to provide a quote for either service:  
[team@future-plus.co.uk](mailto:team@future-plus.co.uk)

