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Addressing Forced Labour Risk: A Checklist



Whether your organisation wants to meet Environmental, Social & Governance standards to satisfy investor pressure or establish a Corporate Social Responsibility programme to meet consumer expectations, one fact remains the same: Addressing forced labour risk falls squarely in the 'Social' realm in any organisation's ESG or CSR efforts.

Beyond the terrible impact that forced labour has on individuals and society as a whole, evidence of forced labour within an organisation's operations or its supply chain can result in a PR disaster that can damage an organisation's reputation and its brand value.

As the saying goes, the best defense is a good offense. Organisations that actively protect against illicit activities in their supply chains generate trust and confidence among investors and consumers, ensuring they are better positioned for ethical performance and sustainable growth.

What can you do to ensure that your organisation does not support forced labour? Focus on three key areas:

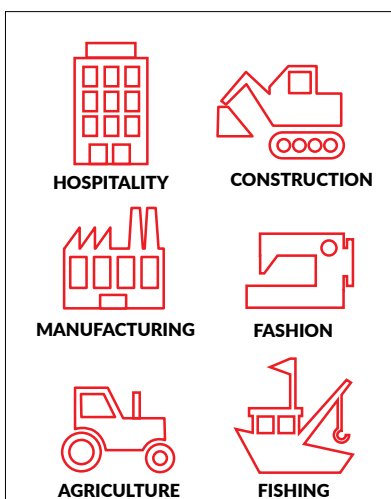
1 Maintain Transparency

- Publicly emphasise your commitment to fight forced labour and modern slavery.
- Record and map your supply chain processes in detail, including the activities, the location and the nature of your operations.
- Establish a clear distribution of responsibilities in your organisation for the implementation of anti-slavery legislation and activities.

2 Commit to a Strong Risk Management Process

- Assess risk to inform next steps. Forced labour is most common in Central Africa, China and South Asia. The more connected your organisation is in these regions, the more important it gets to assess the possible risk of forced labour in your chain.
- Conduct risk-appropriate due diligence, particularly on existing and new third parties.
- Hold your suppliers accountable. Conduct ongoing monitoring of third parties and establish firm financial and organisational penalties in contracts with your suppliers—especially in high-risk countries or industries—to support your company's anti-slavery and forced labour policies.

Industries with high risk of forced labour



3 Stay Alert to Evolving Conditions

- Keep current with legal requirements to reduce the risk of forced labour in your organisation and to fight modern slavery worldwide.
- Adapt policies and procedures as needed to stay aligned with regulations and your organisation's own CSR or ESG commitments.
- Mitigate the risk of illicit activities with periodic audits of your supply chain.

Every time an organisation is able to successfully identify possible risks and eliminate forced labour in their supply chain, modern slavery becomes less profitable and less present in today's global economy. By protecting your own company, you are indeed making the world a better place. One step at a time.

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