



Reporting on Modern Slavery

UNDERSTANDING RISK AND REPORTING ON ACTIONS

The UK's Modern Slavery Act includes an important new obligation on business to report annually on actions taken to prevent modern slavery in direct operations and supply chains. It is an important provision clearly aligned with the UN Guiding Principles on Business and Human Rights (UNGPs).

The exact form of a company's 'slavery and human trafficking statement' is not set out, but the Act and associated guidance suggest that reporting should focus on the following headings:

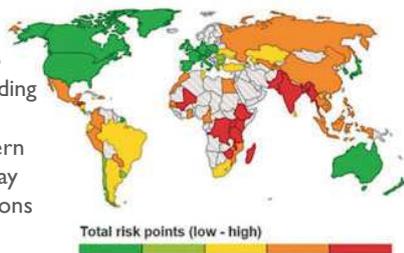
- Policy
- Due Diligence
- Identified Risks
- Measuring Effectiveness
- Training And Capacity Building

Companies will be at different stages of knowledge about modern slavery. Many will already have elements of these processes in place, while some others are starting out in learning if they are at risk and what steps they should take.

The new obligations: how Ergon can help

We have ten years of experience working on human rights and labour rights issues with leading international businesses across a diverse range of sectors. Our approach is rigorous and outcome-oriented. We provide services that both address modern slavery as a stand-alone issue, but also locate it as one theme within a broader human rights due diligence approach.

We take a practical and client-focused approach to develop a shared understanding of existing knowledge and processes related to modern slavery, where real risks may exist and the practical actions that will mitigate risk.



We do this through:

- Interactive workshops with key staff to build understanding and map potential responses
- Benchmarking policies and processes against peers and good practice
- Knowledge products to support and focus due diligence
- Expert advice on challenging situations
- Facilitating stakeholder dialogue
- Practical support on developing reporting process
- Expert review of outcomes and reports.

SPECIFIC EXAMPLES

Mapping business structure and supply chains

- Tools to map supply chains and business activities, including those often omitted from risks assessments such as contractors and logistics.

Policies in relation to slavery and human trafficking

- Review of existing policies
- Support on development of additional or new policies
- Development of guidance to operationalise policy commitments

Due diligence processes

- Advice on identifying and categorising existing due diligence processes
- Review of the adequacy of existing processes
- Advice on developing additional due diligence as necessary

Identifying risk

- Regional, country and sectoral risk indices and risk maps
- Briefings on endemic risk issues
- Development of risk evaluation processes to determine scale, severity, likelihood etc.

Managing risk

- Advice on mitigation options including policy development, monitoring, collaboration.

Assessing effectiveness

- Advice on developing indicators, gathering baseline data, setting up data-gathering

Training and capacity building

- Advice on training needs at different levels within the business or at suppliers
- Designing and implementing engaging training

Supporting and reviewing reports

- Interactive workshops and other tools to support the development of reporting on modern slavery and human rights
- Expert peer review of company reports.

For more information on how we can assist your organisation, please contact: Steve Gibbons +44 20 7713 0386 steve.gibbons@ergonassociates.net

