



Bali Process
Government &
Business Forum

2018 QUICK GUIDE TO WRITING A VOLUNTARY MODERN SLAVERY STATEMENT



The modern slavery statement is a public commitment and statement with three main goals:

1. It *acknowledges* that forced labour, human trafficking, child labour and modern slavery affects every business, sector and country – starting with their own company. The visibility of the slavery statement being published on homepages of these organisations and promoted via their social media platforms and networks raises awareness in the business communities in this region.
2. It *acts* upon the resources within the company’s power and influence by committing to respect, protect and champion the human rights of all who come into contact with the company’s operations, supply chains.
3. It *advances* leadership in the country to pave the framework for a new way of sustainably doing business in the region.

BE AHEAD OF THE LAWS

Currently modern slavery statements are compulsory reports required from large companies doing business in California and the United Kingdom, with similar laws before the Australian Parliament (likely to be introduced before the end of the year). A Modern Slavery Bill has been submitted to review by the Hong Kong Government. Consultations for similar laws are at early stages in both Canada and New Zealand. Businesses should carefully review these existing and developing laws.

This Guide is designed for businesses who are not currently required to report under compulsory reporting laws but rather for those “early adopters” looking to be ahead of the laws and voluntarily report in emerging markets. This Guide is not comprehensive nor prescriptive, nor legal advice. Businesses should strive to continually improve modern slavery reporting year or year.”

QUICK GUIDE TO WRITING A VOLUNTARY MODERN SLAVERY STATEMENT:

WHY:	Promote greater transparency and hold business to account to take action to identify risks of modern slavery and allow the public to verify authenticity of their commitments within their own organisations and trigger cascading impacts throughout supply chains (reporting compliance is not the end goal)
WHO:	Large corporations at the top of supply chains
HOW:	Approved by the board (or equivalent) and signed by a director (or equivalent)
WHEN:	Updated at least annually
WHERE:	Published publicly on prominent place on homepage of website
WHAT:	Tailored to the risks and sector of each business, see below for recommended content but the statement should be concise and easy to read



RECOMMENDED CONTENT:

OVERVIEW

Summary of company's commitment to tackling modern slavery, outline where you are starting from, and where you want to end up

ORGANISATIONAL STRUCTURE

Describe brief structure of your organisation and supply chains (and breakdown of suppliers, or commitment to map out suppliers)

Brief overview of general business activities undertaken by the Group, including countries that Group operates within (and focus regions), and specify who is internally responsible and teams engaged (legal, HR, procurement, marketing etc)

Tip: make this part of the statement consistent with internal branding, logos and ethos to ensure it becomes part of the organisation culture.

TRAINING AND CAPACITY BUILDING

Overview of any training or capacity building provided within organisation and supply chain (including to employees, suppliers or affiliates)

Tip: this is an excellent measurable key performance indicator that you can benchmark progress with, e.g. to roll out training in Year 1, Year 2 etc.

POLICIES AND PROCEDURES

Description (and hyperlinks) to policies and procedures in place (e.g. whistleblowing, migrant labour, child protection policies, human rights policies and due diligence procedures)

Tip: consider responding to questions such as who is required within supply chains to adhere to the policies, how is this monitored and enforced? Again, this is an excellent opportunity to list any measurable key performance indicators to benchmark progress and impact.

RISK ANALYSIS AND DUE DILIGENCE

Outline where the highest risks are (and identified gaps), and what actions are being taken. Detail any review and monitoring procedures, including remedies available

Tip: be transparent and frank about risks within organisations and supply chains. This should be a pre-competitive issue as risks will be shared throughout supply chains. When risks are identified, businesses should, where possible to work with responsive suppliers to remedy any abuses and remove the risks (immediate termination of contracts is rarely the best solution).

**“I WANT TO BE THE PEBBLE IN THE POND THAT
CREATES THE RIPPLE FOR CHANGE “**

– TIM COOK, CEO APPLE