



Home Office

# MODERN SLVERY

**Business Against Slavery**  
**Autumn 2017**



## **DEAR BUSINESS**

Modern slavery is the illegal exploitation of people for personal or commercial gain, often in horrendous conditions which the victim cannot escape. Businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation.

Section 54 of the [UK Modern Slavery Act \(2015\)](#) requires commercial organisations that operate in the UK and have an **annual turnover above £36m** to produce a Slavery and Human Trafficking statement each year. The statement should set out the steps a business is taking to address and prevent the risk of modern slavery in operations and supply chains. This obligation is also known as the **Transparency in Supply Chains (TISC) clause**.

We have produced a range of support materials to help you understand your responsibilities in this area and the benefits of tackling modern slavery in industry. The materials include an animation, social media graphics and draft tweets.

Digital materials are available to download on [gov.uk](#).

Please encourage other businesses tackle modern slavery, too, by sharing the materials in this pack on your channels and include them in your regular communications. The Home Office has been posting about this issue on [Twitter](#), so please retweet our posts.

Take the first step towards tackling modern slavery today.

Thank you.



## What is Modern Slavery?

Modern Slavery is the illegal exploitation of people for personal or commercial gain. Victims are trapped in servitude, which they were deceived or coerced into, and feel they cannot leave. It includes human trafficking.

Common forms of exploitation include domestic servitude, sexual exploitation, forced marriage, forced criminality, and forced labour.

## Who needs to publish a statement?

The legislation applies to any commercial organisation which: supplies goods or services; carries on a business or part of a business in the UK and **has an annual turnover of £36m or more**. This means it can apply to organisations based abroad if they carry on part of their business in the UK.

For more detailed guidance on whether your business is required to publish a statement, see the Government's [practical guide for businesses](#).



## What should a statement include?

The slavery and human trafficking statement **must set out what steps they have taken** during the financial year to ensure that modern slavery is not taking place in their organisation or in their supply chains.

Organisations will report in different ways depending on the size, type and activities of the business. Government guidance recommends reporting on six areas of activity:

1. Organisational structure and supply chains
2. Organisational policies
3. Assessing and managing risk
4. Due Diligence
5. Performance Indicators
6. Training

Organisations are encouraged to paint as detailed a picture as possible of the steps they have taken to address and remedy modern slavery, and the effectiveness of such steps.

If an organisation has taken no such steps they must still publish a statement stating this to be the case.



## Are there any other requirements?

1. Statements must be **approved by the board of directors** (or equivalent management body) and **signed by a director** (or equivalent).
2. If the organisation has a website, statements **must be published on that website** and a link to the statement must be placed in a prominent place on that website's homepage.
3. If the organisation does not have a website, it must provide a copy of the statement to anyone who makes a written request for one within 30 days.

There are currently two independent websites that collate statements, [Modern Slavery Registry](#) and [TISC report](#). These are run by independent organisations and there is no legal obligation to publish your statement on external websites like these. If you would like to publish your statement on these websites, please contact them directly.

The Government recommends that organisations publish their statement as soon as reasonably practicable after the end of their financial year. In practice, we **expect organisations to publish their statement within six months of the organisation's financial year end**. Organisations may wish to publish these statements at the same time as they publish other annual accounts.



## GRAPHICS AND ANIMATION (social media and digital display)

Businesses' slavery and human trafficking statements must be:

**1 APPROVED BY THE BOARD** 

**2 SIGNED BY A DIRECTOR** 

**3 AVAILABLE ON THE COMPANY'S WEBSITE** 

HELP FREE THE UK FROM  
**MODERN SLAVERY**

We have published our

**SLAVERY AND HUMAN TRAFFICKING STATEMENT**



Find out how we are tackling this crime on our website

HELP FREE THE UK FROM  
**MODERN SLAVERY**

Businesses can find information and guidance on producing a



**SLAVERY AND HUMAN TRAFFICKING STATEMENT**  
on  
**GOV.UK**

HELP FREE THE UK FROM  
**MODERN SLAVERY**

**TACKLING MODERN SLAVERY**

- provides opportunities for industry collaboration
- promotes the values of your business
- protects vulnerable workers



**FIND OUT MORE ON GOV.UK**

HELP FREE THE UK FROM  
**MODERN SLAVERY**



## **SOCIAL MEDIA POSTS**

**Share this wording with a graphic or animation on your social media channels**

*Find out how we are tackling #ModernSlavery on our website [link]  
#BusinessAgainstSlavery*

*We are tackling #ModernSlavery in our industry. Find out more on our  
website [link] #BusinessAgainstSlavery*

*We've taken steps to eradicate #ModernSlavery from our supply chains [link]  
#BusinessAgainstSlavery*

*We've committed to ending #ModernSlavery in our industry. Find out  
more on our homepage [link] #BusinessAgainstSlavery*



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**FURTHER INFORMATION**





## Additional resources

All businesses looking to publish a statement should refer to the Government's guidance (['Transparency in Supply Chains etc. A practical guide'](#)) which provides more detailed information on how businesses should approach producing a statement.

### Transparency in Supply Chains etc. A practical guide



Guidance issued under section 54(9) of the Modern Slavery Act 2015



## Additional resources

A range of independent organisations have also produced resources that can support your fight against modern slavery. The information found in the following resources has not been created by the UK Government and the links are hosted by external organisations.

### Producing a statement

CORE Coalition, [Recommended Content for a Modern Slavery Statement](#)

*Brief guidance that provides useful suggestions on what businesses can report on.*

CORE Coalition, [Beyond Compliance: Effective Reporting under the Modern Slavery Act](#)

*Detailed guidance on what steps businesses could take to produce high-quality statements.*

### Further information on existing statements

CORE Coalition, [Modern Slavery Reporting: Weak and Notable Practice](#)

*Guidance highlighting examples of good and weak practices.*

Ergon Associates, [Modern Slavery Statements – One year on](#)

*Analysis of 150 statements, highlighting good and weak practices.*



## Useful websites

### [Ethical Trade Initiative](#)

*Guidance, research & sectoral reports on modern slavery.*

### [Stronger Together](#)

*Provides useful tools and guidance that businesses could use to tackle modern slavery.*

### [Business & Human Rights Resource Centre](#)

*Links to news articles on modern slavery related issues.*