



Presentation by Matt Friedman for
Toronto Metropolitan University
CSR Institute Session (Sept. 21, 2022)
Toronto, Canada

Modern Slavery and Supply Chains

Forced Prostitution



Fishing



Sweat Shops



Children



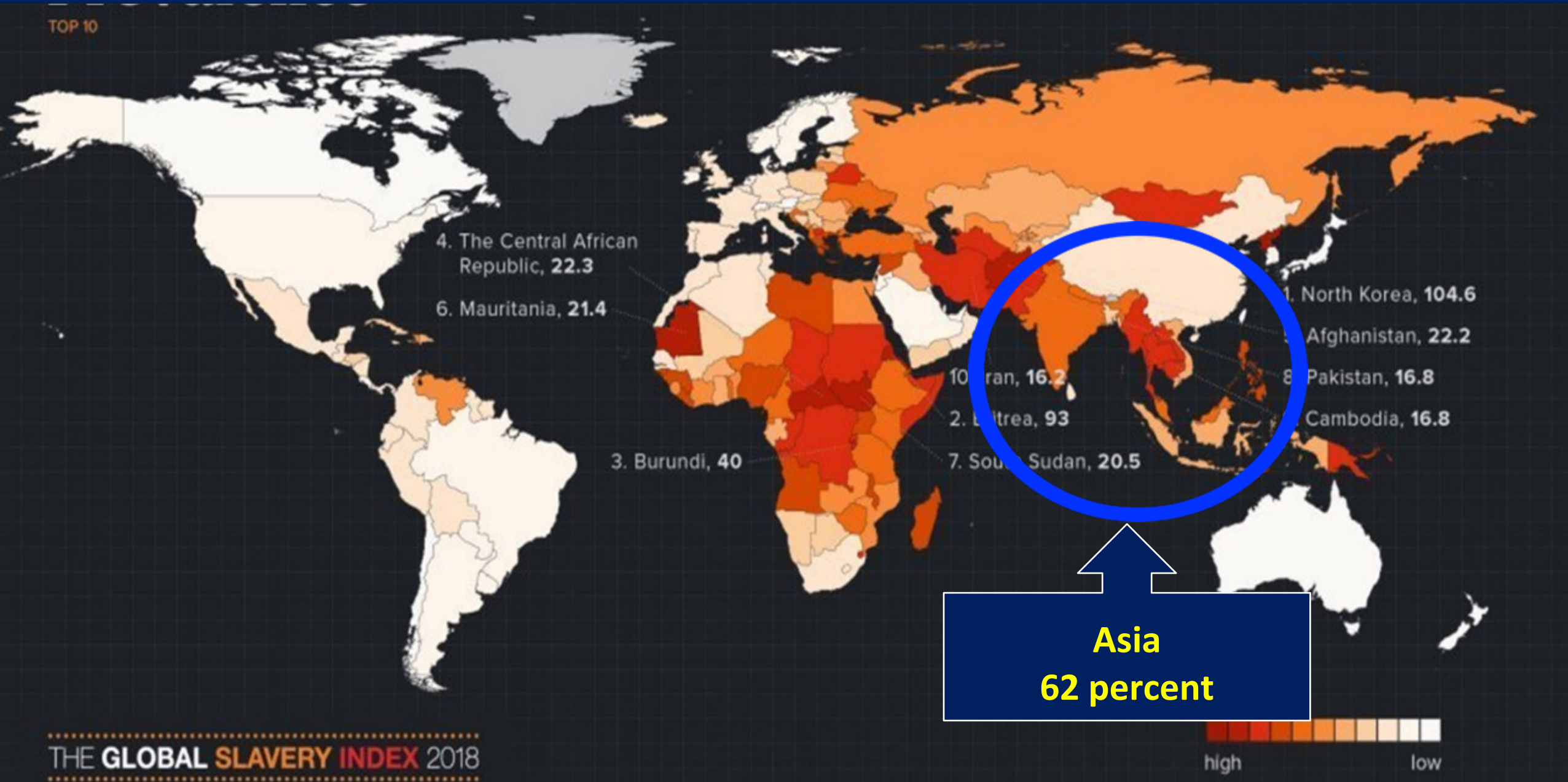
Cambodia Scam Ring



Human Trafficking = Modern Slavery



Over 40,000,000 Modern Slaves!

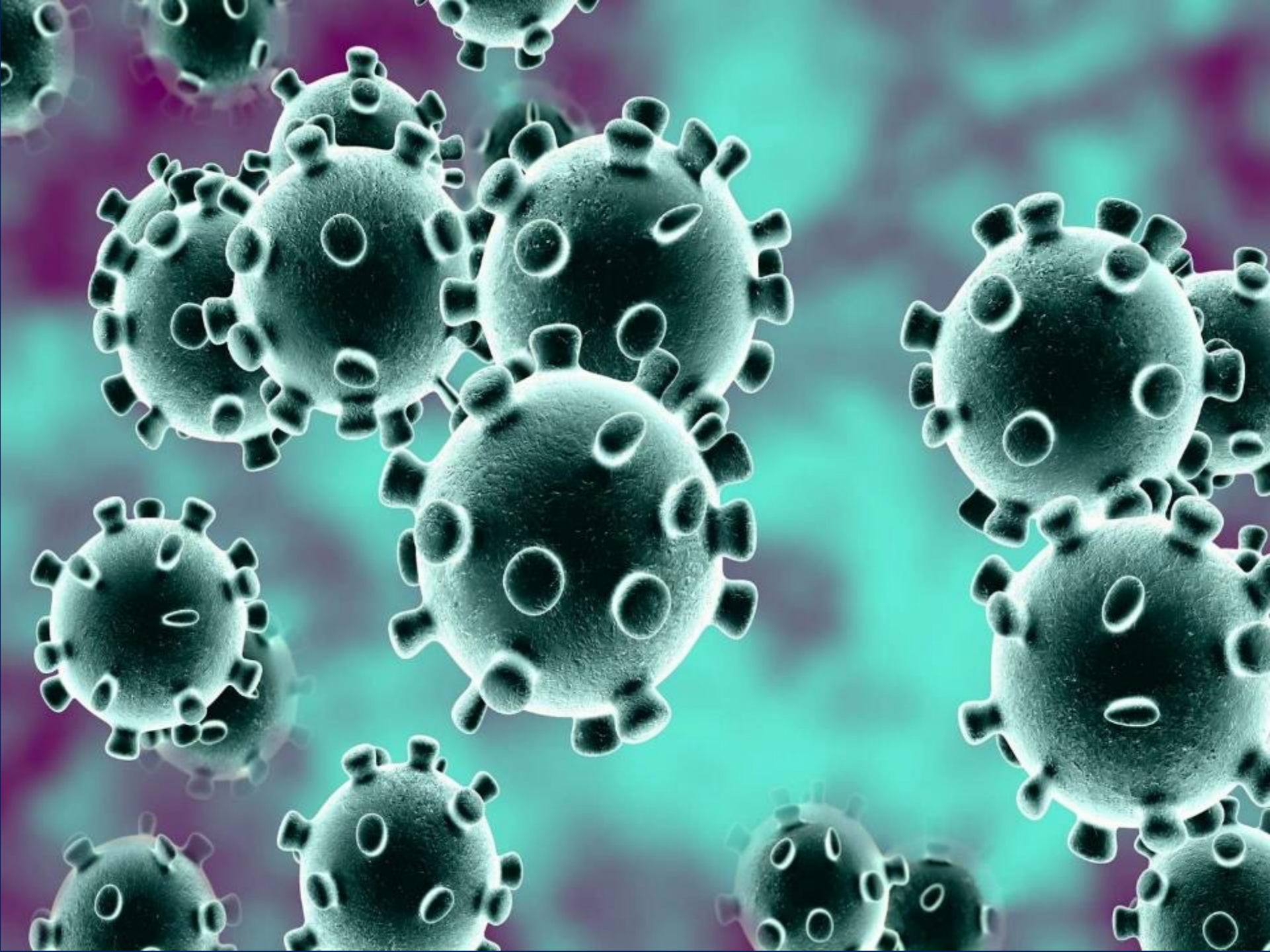


Human Trafficking in Canada

Slavery Index figure:

- 17,000 estimated
- Areas:
 - Prostitution
 - Agriculture
 - Domestic work
 - Other





Rate of Exploitation

1 every 4 seconds

1,050 per hour

25,200 per day

9.2 million per year

How does the Process Work?



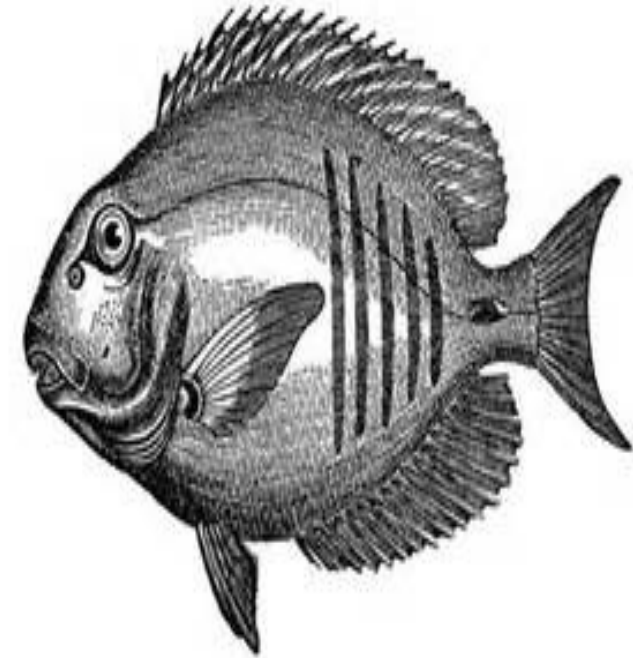
Deception and Lies



Debt

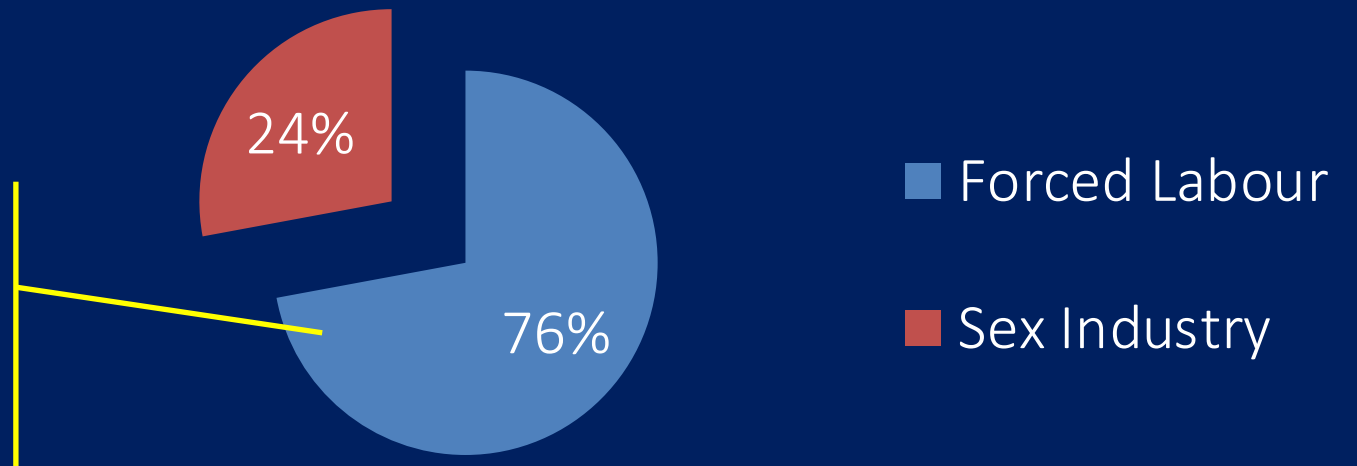


Kidnapping



Forced Labor versus Forced Prostitution

60 percent of the cases are associated with product supply chains (the items we all buy)



Who are the Traditional Responders?



Private
Sector

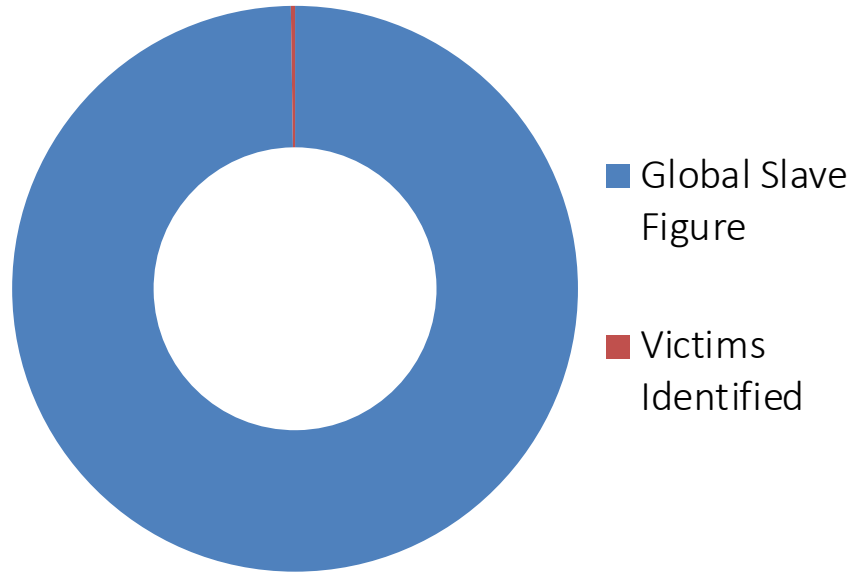


Consumers

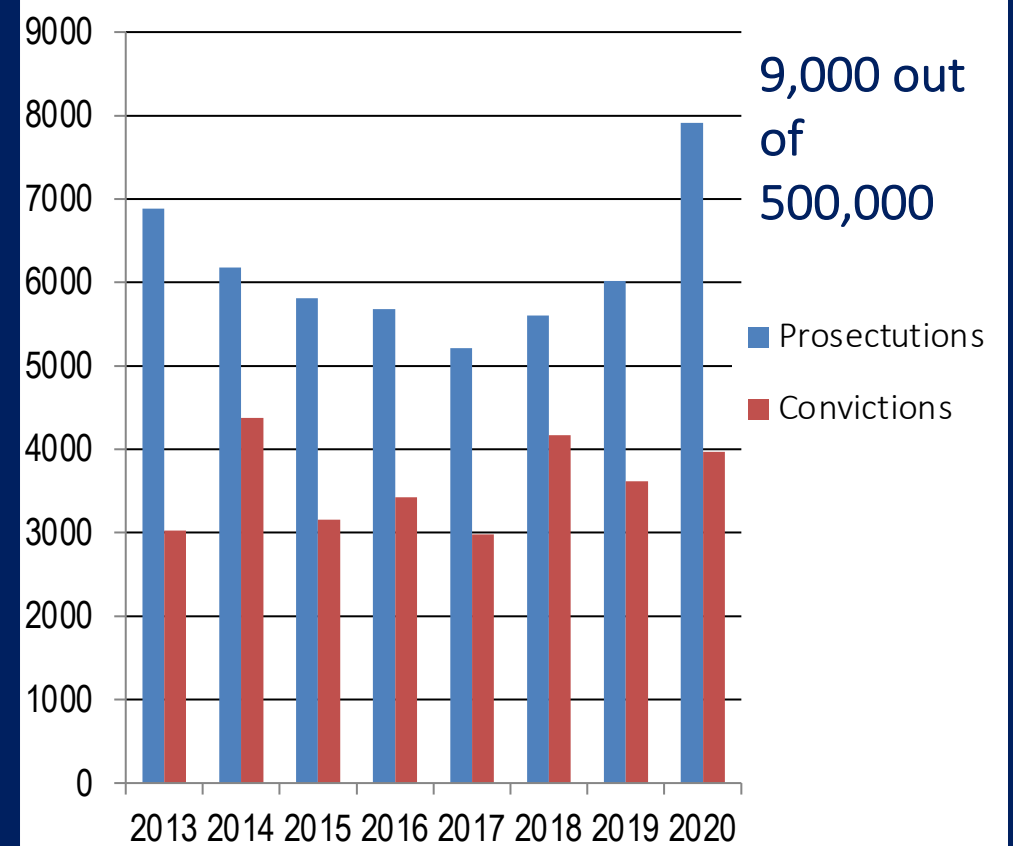


How is the world doing?

108,000 out of 40 million



Only 108,000 People Helped
(0.2 Percent)



Only 9,000 Criminals Convicted
(0.8 percent)

The Profits are Excessive



US\$150 Billion
Profits from
Slavery

Funding
Available
US\$350 Million
(0.23 percent)



21 Days of
Potato Chip
Eating

Why is this so Low?



Scale

Awareness





Emphasis on “Business Risk”

Emerging Trends



Expanding Legislation

1



Before 2012

UN - Non-binding

1. UN Principles on Business and Human Rights
2. International Labor Organization Conventions

2012 Onward

Supply Chain Legislation

1. California Transparency in Supply Chains Act
2. UK Modern Slavery Act
3. Duty of Vigilance (France)
4. Australia Modern Slavery Act
5. German/Canadian Acts to follow

| Legislation | Website Posting | Annual Report | Fines and Penalties |
|--|-----------------|---------------|---------------------|
| California Transparency in Supply Chains Act | ✓ | | |
| UK Modern Slavery Act | ✓ | ✓ | |
| German and Canadian Legislation | ✓ | ✓ | ✓ |



Class Action Lawsuits

Seafood (Retailers)

Chocolate (Major Brands)

2



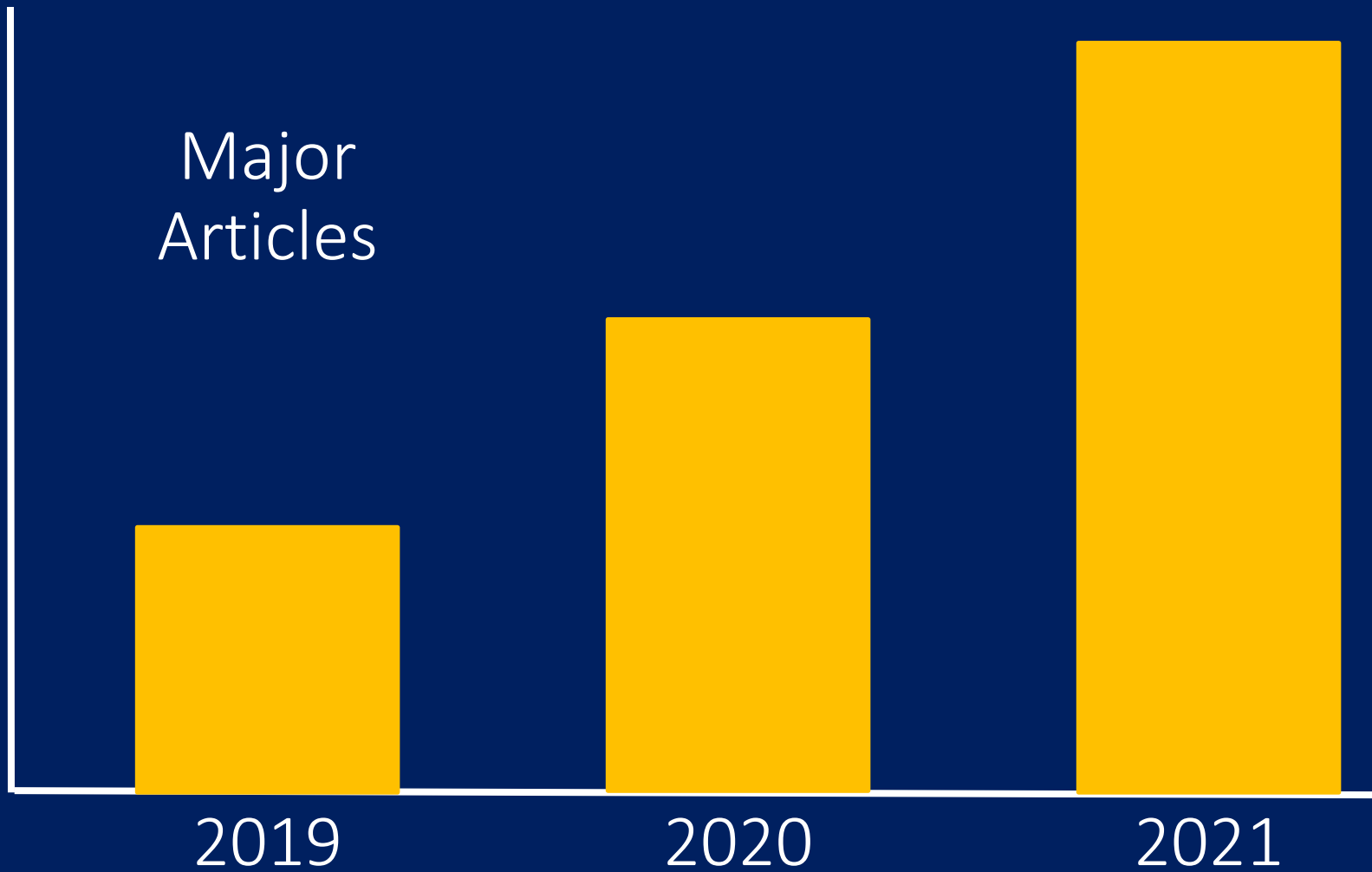
Increased Media Attention

3



Getty Images

Brand “Naming and Shaming” is Increasing



4



XXXXXX: COMMIT TO SLAVERY-FREE,
RESPONSIBLE PALM OIL

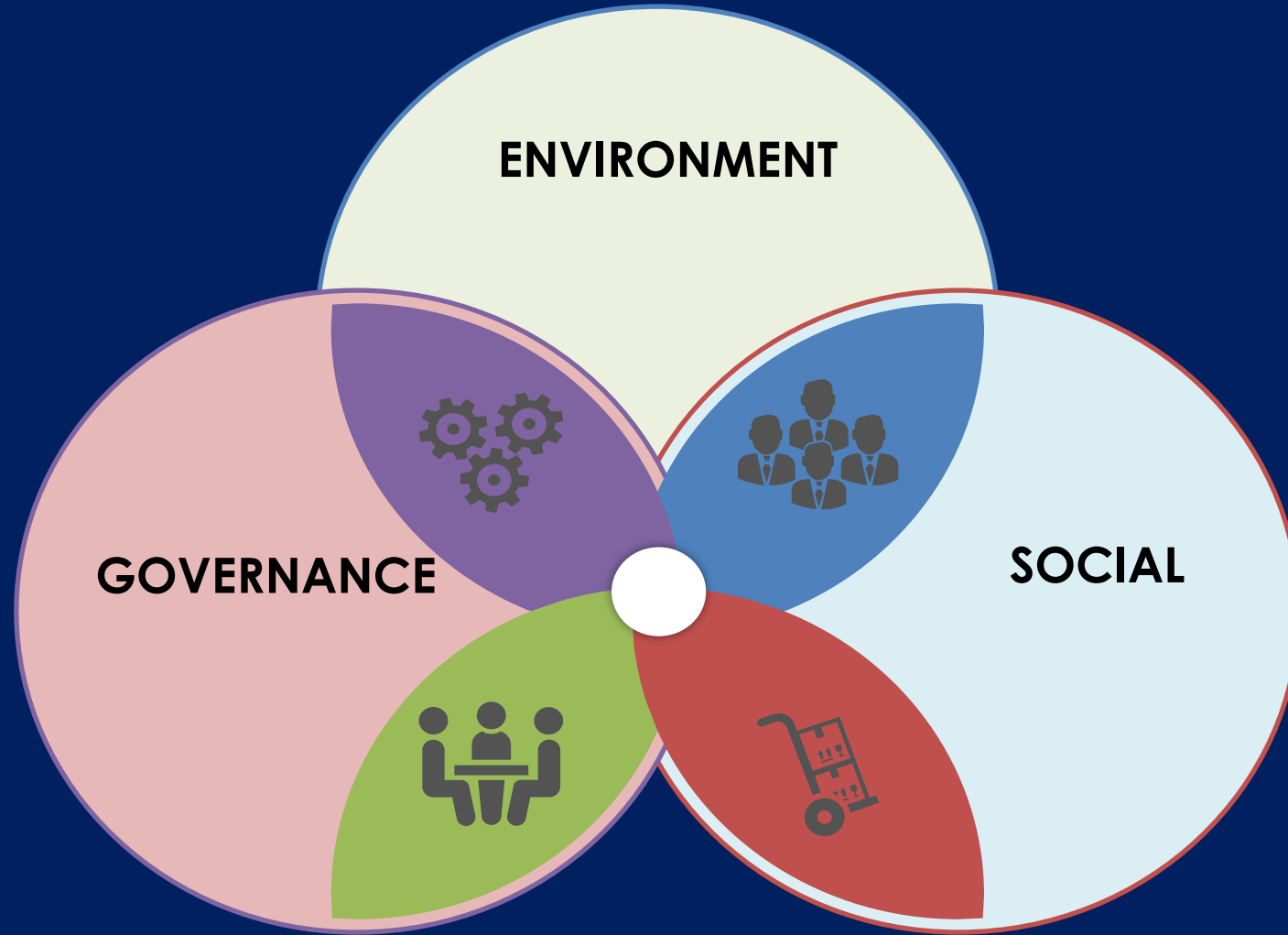
Act Now >

Customs and Border Protection

5



ESG



ESG investment will be held by Millennials



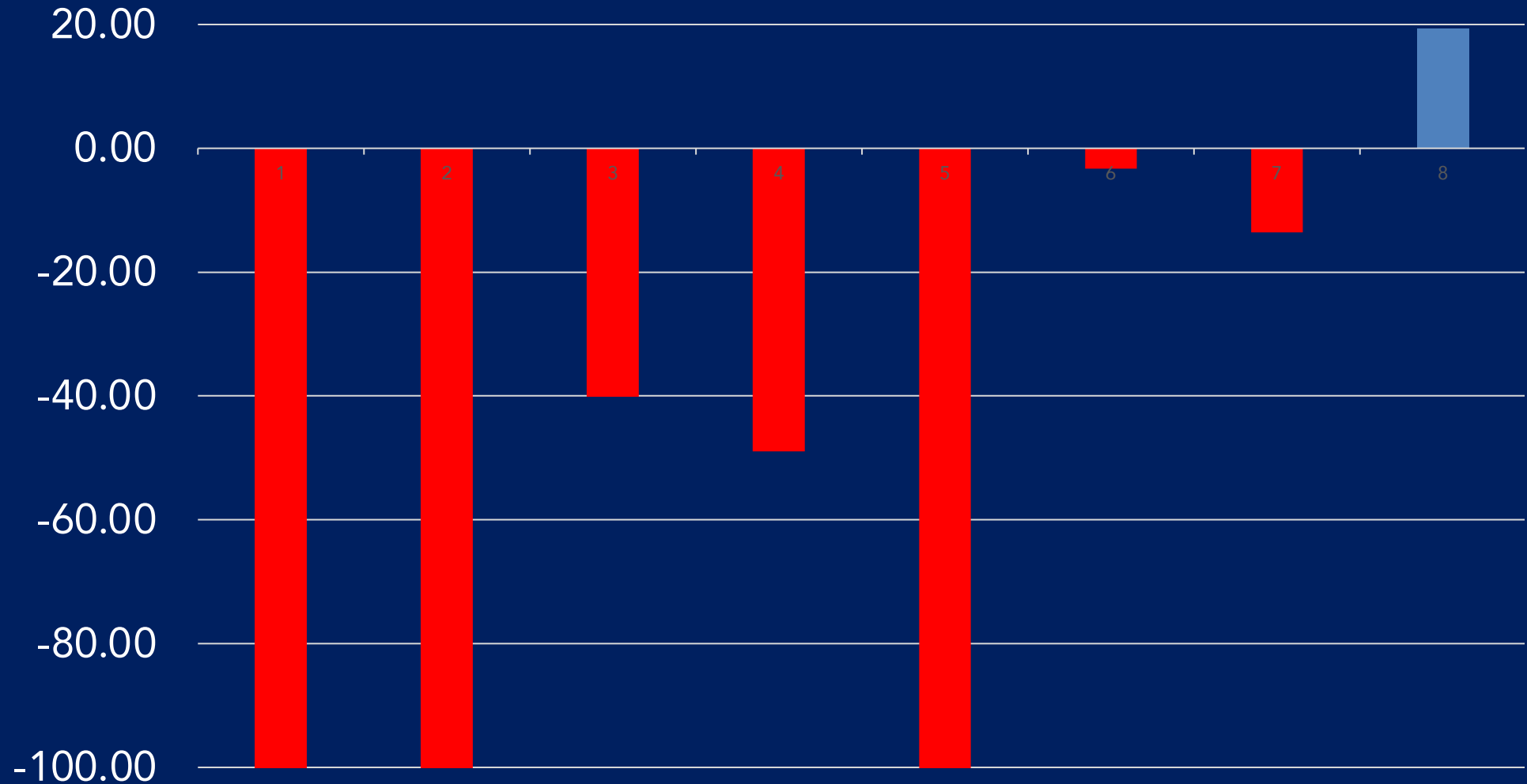
84%

Millennial investors value ESG impact (MS)

\$30 Trillion

Transfer of assets from baby boomers to millennials in the next decade

Share Price: \$69.9 million loss per bad news event



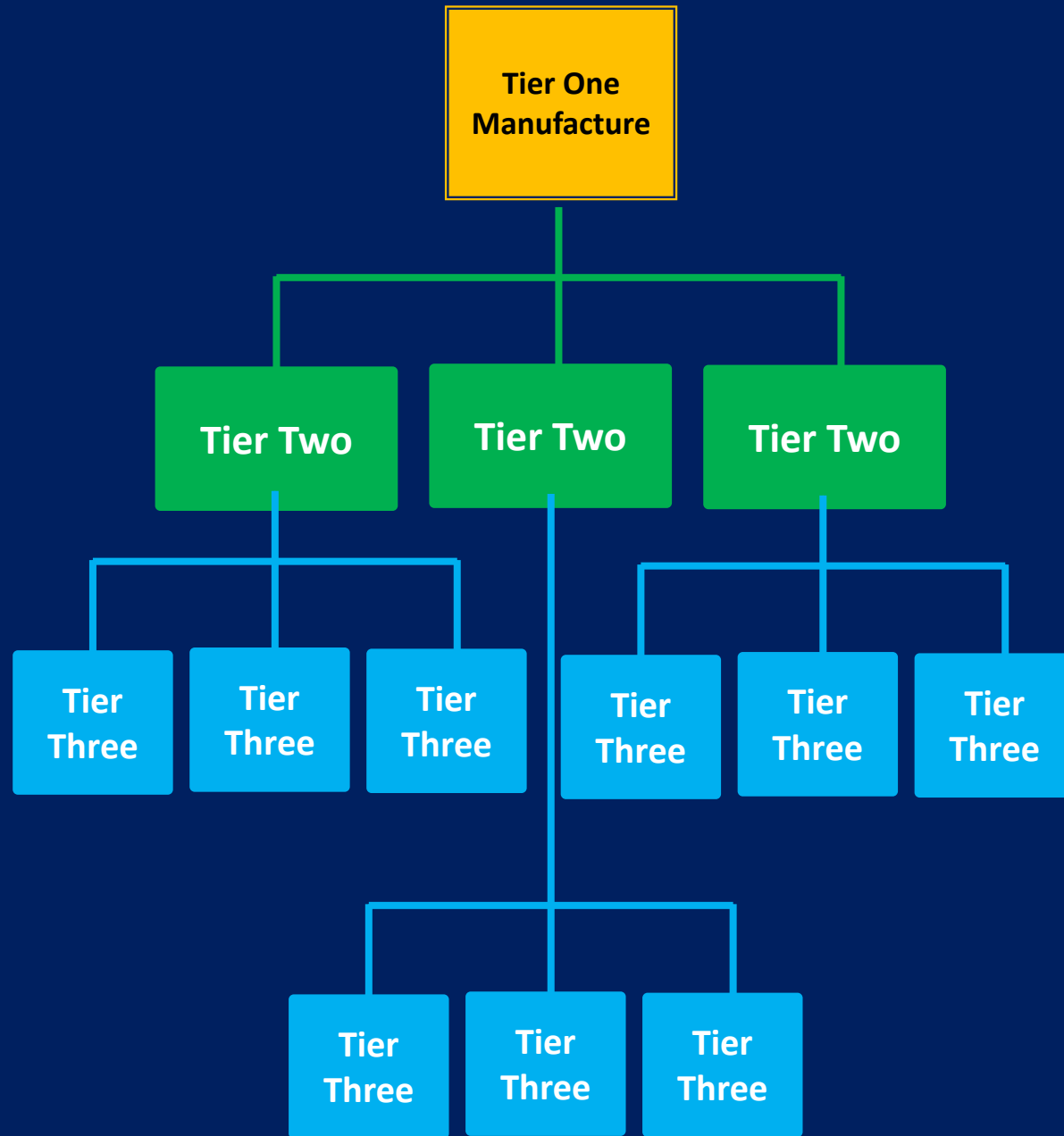
5 year period
Between Jan 1996-Dec 31, 2000

Relative Performance MSCI EM Indices



Supply Chains





ILO Indicators of Forced Labour

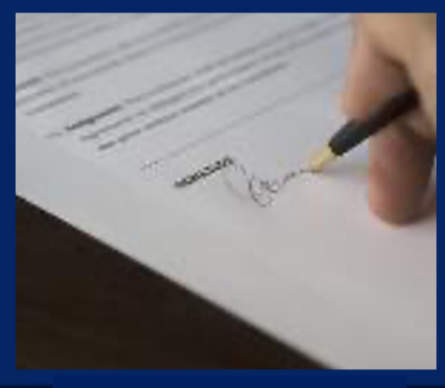
The indicators are:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

Modern Slavery Risks



Recruitment
Fees



Contracts



Wage
Deductions/
Withholding



Document
Retention

Remedies



Policy



All levels



Social Audits



Supply chain Mapping



**Responsibly
Recruitment**



Worker Feedback



What do you do if you find Forced Labor?





What is The Mekong Club?

THE MEKONG CLUB
ASSOCIATION



Baseline Assessment

| Section 1: Policy | Response |
|--|-----------------------------|
| 1) Does your company have a modern slavery policy, and/or code of conduct in place? | Yes/No/ Partial/ Don't Know |
| Is it publicly available? | Free Text |
| Is it up-to-date (within the last twelve months)? | Free Text |
| Does it address remediation of forced labor violations? | Free Text |
| Does it address responsible recruitment processes for your company and your suppliers (no fees/one-month fee, etc.)? | Free Text |
| Does it address freedom of movement among your supplier's employees? | Free Text |
| Does it address the withholding of passports or other personal documentation? | Free Text |
| Does it consider the capacity of suppliers to meet fluctuating demands (e.g. to reduce risk of undeclared sub-contracting)? | Free Text |
| Does it include a grievance mechanism to assess the worker voice? | Free Text |
| Section 2: Governance | |
| 2) Does your company ensure that your C-suite and board are informed of the risks of modern slavery on a regular basis and involved in decisions related to this topic? | Yes/No/ Partial/ Don't Know |
| 3) Does your company have a committee, team and/or officer responsible for the implementation of its supply-chain policies and standards relevant to modern slavery? | Yes/No/ Partial/ Don't Know |
| If yes, who provides this support within your company? | Free Text |
| Is C-suite represented? | Free Text |
| 4) Are there business key performance indicators (KPIs) related to modern slavery risk and mitigation in place? | Yes/No/ Partial/ Don't Know |
| 5) Are your Modern Slavery Statements required to be approved at Board level (or equivalent) and signed by a director of the entity (or equivalent)? | Yes/No/ Partial/ Don't Know |
| 6) Does your company ensure a functional/direct communication system between Regional/Country offices and the headquarters related to the topic of modern slavery? | Yes/No/ Partial/ Don't Know |
| Section 3: Training & Awareness Raising | |
| 7) Does your company provide training to staff who have special responsibilities related to modern slavery risk? | Yes/No/ Partial/ Don't Know |
| Which departments are trained? | Free Text |
| How is this training delivered? | Free Text |
| Who provides this training? | Free Text |
| How often is this training refreshed? | Free Text |
| How is this knowledge tested? | Free Text |
| 8) Does your company provide training to senior leadership (e.g. C-suite, board members)? | Yes/No/ Partial/ Don't Know |
| How is this training delivered? | Free Text |
| Who provides this training? | Free Text |
| How often is this training refreshed? | Free Text |
| How is this knowledge tested? | Free Text |

Legislation Comparison Tool

California TISC (US)

Summary

Expectations

Who is affected

Requirements

Penalties

Additional
information

Good examples

Common
mistakes

Modern Slavery (UK)

Summary

Expectations

Who is affected

Requirements

Penalties

Additional
information

Good examples

Common
mistakes

Duty of Vigilance (Fr)

Summary

Expectations

Who is affected

Requirements

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information

Good examples

Common
mistakes

E-Learning Toolkit



Watch a short explanatory video



English



မြန်မာ
(Burmese)



Tiếng Việt
(Vietnamese)

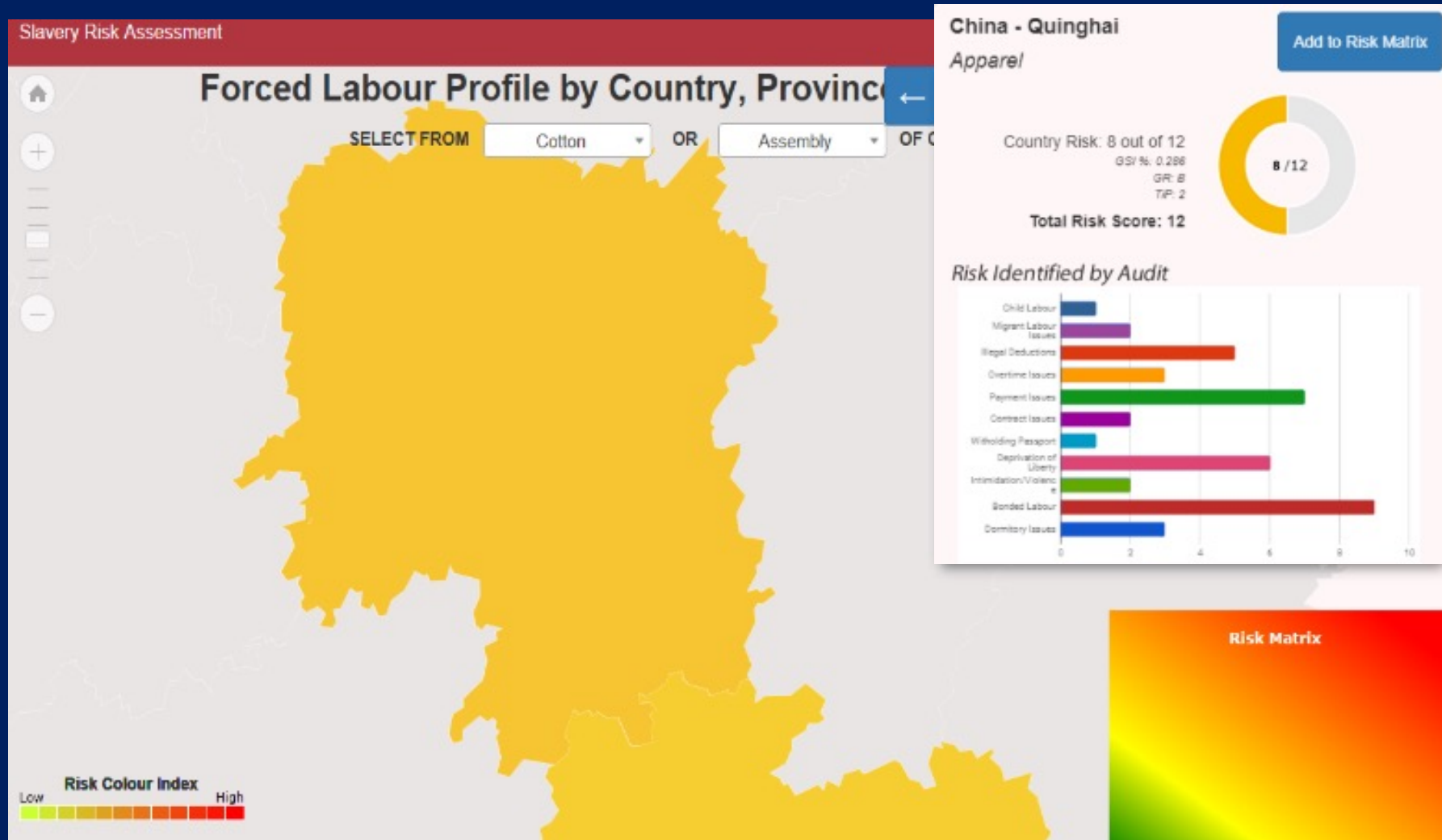


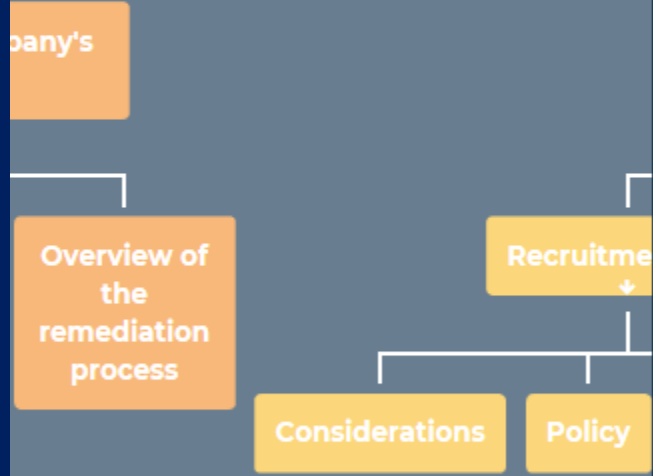
မြန်မာ
(Burmese)

Apprise App



Risk Assessment Matrix (RAM)

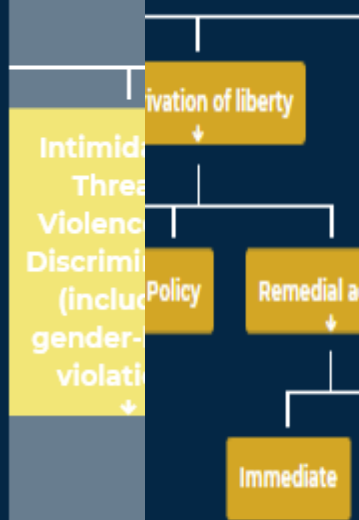




Recruitment fees

Recruitment fee violations involve: 1) the charging of fees where this is expressly prohibited; or 2) the over-charging of approved recruitment fees. Areas to consider include: job recruitment and placement fees; fees to intermediary brokers; transportation from home to workplace and accommodation en route (including "warehousing" of workers); passports, visas and work permits; medical fees; administrative fees; making work-finding services conditional on applicants paying for other services and/or goods; training fees; and other "administrative fees".

For more information on eliminating recruitment fees, [see here](#).





Where Were You?

What can **What Can You Do?**

Learn

Share

Teach

Report

Encourage
(police)

Consume
Responsibly

Give

Volunteer

Care...



— BE THE —
HERO
BE THE CHANGE



MATTHEW S. FRIEDMAN

MATTHEW S. FRIEDMAN



**Where
Were You?**

A Profile of Modern Slavery