



# CONFERENCE REPORT

2019 International Conference on Tackling  
Modern Slavery, Forced Labour and Human  
Trafficking in Public Sector Supply Chains

27<sup>th</sup> March, 2019

Queen Elizabeth II Centre, London, UK

# TABLE OF CONTENTS

CONFERENCE REPORT: TITLE PAGE .....	1
TABLE OF CONTENTS.....	2
EXECUTIVE SUMMARY.....	3
Overview of Conference.....	3
Key Messages .....	4
High-Risk Sectors.....	4
Recommendations.....	5
<b>DETAILED REPORT PART 1: HIGH RISK SECTORS: SUMMARY OF WORKSHOPS.....</b>	<b>8</b>
Construction Sector .....	8
Electronics sector.....	8
General Manufacturing .....	9
Healthcare Products and Services Sector .....	10
Local Government, councils, municipalities, regional and devolved authorities .....	10
<b>DETAILED REPORT PART 2: KEY STAKEHOLDERS: SUMMARY OF WORKSHOPS.....</b>	<b>12</b>
Government, Legislation and Policy Decision Makers.....	12
Public Procurement Officials.....	14
International Organisations.....	16
Non-governmental and Trade Union Actors and Advocates.....	19
Private Sector Procurement and Supply Chain Managers.....	21
<b>ANNEXES TABLE OF CONTENTS: .....</b>	<b>23</b>
<b>ANNEX 1: AGENDA .....</b>	<b>24</b>
<b>ANNEX 2: CONFERENCE FEEDBACK SUMMARY.....</b>	<b>29</b>
<b>ANNEX 3: LIST OF ATTENDEES.....</b>	<b>31</b>
<b>ANNEX 4: SPEAKER BIOGRAPHIES .....</b>	<b>36</b>
<b>ANNEX 5: ETI BACKGROUND BRIEFING.....</b>	<b>47</b>

# Executive Summary

In every country around the world, governments procure goods and services from suppliers with complex and far-reaching supply chains, where there is often a risk of modern slavery. Yet few governments have ethical standards to manage this risk in their procurement activity. Government procurement accounts for an average of 15% or more of a country's GDP<sup>1</sup>. Because of the scale and scope of public procurement, governments and public bodies have considerable leverage to mitigate modern slavery risk and to drive improved responsible business practices among their suppliers.

Leading governments are beginning to take action. In September 2017, the UK government spearheaded a Call to Action on Modern Slavery at the General Assembly. 85 countries have now signed up to this. A year later in 2018, at the UN General Assembly, Australia, Canada, New Zealand, the UK and the USA made a joint public commitment to eradicating modern slavery from their global supply chains. Four Principles were agreed, harnessing a combined purchasing power of more than \$600bn<sup>2</sup> central spending.

- Governments should take steps to prevent and address human trafficking in government procurement practices
- Governments should encourage the private sector to prevent and address human trafficking in its supply chains
- Governments should advance responsible recruitment policies and practices
- Governments should strive for harmonisation

The International Conference on Tackling Modern Slavery, Forced Labour and Human Trafficking in Public Sector Supply Chains was a flagship forum to generate momentum on these commitments. It was designed to highlight examples of good practice, generate conversations among national and local governments, procurement specialists, supplier companies and civil society actors on how to translate principles into action, identify the policies, systems, skills and resources needed to make progress, and to build networks for greater collaboration.

## Overview of Conference

- Co-hosted by the Ethical Trading Initiative, the UK government and the OSCE, in partnership with the Australian, Canadian, New Zealand, and USA governments.
- Over 170 attendees – representing national and local governments, international bodies, civil society organisations, public procurement specialists, private sector companies, trade unions, academics and independent experts.
- Fifty speakers – including policy makers, experts, practitioners and activists from around the world, sharing examples of good practice, lessons learnt and challenges.

---

<sup>1</sup> [https://www.wto.org/english/thewto\\_e/20y\\_e/gpa\\_brochure2015\\_e.pdf](https://www.wto.org/english/thewto_e/20y_e/gpa_brochure2015_e.pdf)

<sup>2</sup> Available figures indicate the combined recorded spend of these five countries is \$2.5trillion annually, but this excludes public spending that is not centrally tracked.

- Feedback from an evaluation survey at the end of the conference showed 99% of attendees reporting that they found the conference useful. 99% also said that it had enabled them to learn from others and share expertise, experiences and ideas about tackling modern slavery, forced labour and human trafficking in their sector. 96% reported that their understanding of the role of public bodies in responsible procurement had significantly increased as a result of this conference.

Some quotes from attendees:

*“There was a fantastic range of speakers and it was very inspiring and encouraging to hear that we are all trying to collaborate locally, nationally and internationally”*

*“I am somewhat new to public procurement, so this was immensely helpful and useful”*

*“Fascinating set of broad ranging discussions”*

*“Excellent speakers. A good mix of government officials, businesses, civil society and academia”*

## Key Messages

- Legislation on due diligence, ethical recruitment, and transparency in supply chains has been a game-changer for businesses, bringing these issues into their boardrooms.
- Governments should use their very significant purchasing power: they have considerable influence over their suppliers and can use this leverage to drive change in the private sector.
- Governments should hold themselves to the same standards as they expect of the private sector - to manage, mitigate and prevent the risks of modern slavery, forced labour and human trafficking in their operations and supply chains.
- Policy commitments need to be translated into action through collaborative, multi-stakeholder approaches.

## High-Risk Sectors

Four high-risk sectors supplying to the public sector were focused on during the conference:

1. [Construction](#)
2. [Electronics](#)
3. [General manufacturing](#)
4. [Healthcare](#)

In addition, the conference featured the important role and examples of good practice from public bodies including devolved local councils, regional administrations, local governments, municipalities and other public institutions such as universities.

The one-day conference contained plenary sessions to highlight the key issues and share examples of good practice. The afternoon was devoted to practical workshops to enable participants to dig deeper, share successes, challenges and network with one another to identify opportunities for collaboration. The conference sought to build a common understanding of what

is needed to drive progress with a focus on solutions rather than problems, and to develop a set of recommendations for the way forward.

## *Recommendations*

1. **We need to address the gap between policy and implementation.**
  - **Policies should be sensitive to sector-specific needs.** A policy that is effective in one sector might or might not be successful in another. There is a need to communicate better with actors directly involved in business and to investigate different dimensions of human trafficking and modern slavery risks so as not to approach the issue as a ‘tick box exercise’.
  - **Procurement contract provisions must be monitored and enforced.** Due diligence should be integrated into every stage of the procurement process, and the right incentives should be set in procurement criteria. Public bodies can inadvertently create unfair competition by not following up on contracts. It is important to reward suppliers who better manage risk, and to get rid of ‘reverse auctions’ or similar mechanisms that incentivize suppliers to take greater risks with their supply chains.
  - **Codes of conduct are important** because they give businesses a tool to support change. However, they cannot drive change on their own and must be complemented with other strategies, actions and partnerships.
  - **Audits can help to document some issues**, but they are only a snapshot in time and can be faked. It is important to meaningfully engage workers directly, where possible involving independent, democratic trade unions.
2. **Increased collaboration is key.**
  - **Between the public and private sector:** sharing of tools and guidance developed by the public sector with the private sector and vice-versa would be effective in improving standards, harmonise messages and approaches with suppliers, and could contribute to better measures of impact.
  - **Within the private sector:** collaboration across the private sector can tackle systemic issues in a sector, industry or jurisdiction in a more cost-effective and sustainable way. It could also focus efforts on businesses and suppliers that most need collective leverage and support to effect the changes needed. Business models are key – companies cannot be allowed to drive a race to the bottom in labour standards through poor and unfair purchasing practices.
  - **Between procurement officials/teams:** procurement professionals in a public body or company can work more closely with others in their organisations to ensure that commercial bids and contracting systems include requirements for transparency and evidence of preventing and mitigating modern slavery, forced labour and human trafficking risks in the goods and services they procure. They can also develop procurement partnerships to increase their leverage with suppliers, align systems and share lessons.
  - **Between procurement officials and modern slavery policy experts:** coming from very different worlds there needs to be more effort in building working relationships between these two groups to complement one another to achieve greater impact.

- **With trade unions:** they play a key role in preventing and tackling labour rights abuses and exploitation in workplaces, across sectors, at national and international levels. They provide a vehicle through which workers can be organized to collectively negotiate the terms and conditions of their work with their employers, including wages, working hours, health and safety, discrimination and resolving grievances.
  - **With civil society organisations, the media and academics:** they conduct investigations, expose the realities of forced labour, modern slavery and human trafficking, campaign on behalf of vulnerable workers, represent their interests and provide them with critical services.
  -
3. **Open data sharing** on best practices and expertise should be promoted across sectors, as well as between businesses, civil society and government. Framework agreements in specific sectors could set common standards, including data sharing, which could be valuable in driving change up and down the supply chain.
    - **Specific attention should be given to creating conditions for transparency and a “safe space” in which information and data can be shared.** Sharing credible data and evidence and between the private sector, governments and other actors using trusted interlocutors such as multi-stakeholder initiatives, can enable collaboration without compromising commercially sensitive information. Guidelines for sharing information could help to establish trust and mutual expectations on what remains confidential, what is shared with whom and for what purpose.
    - **A knowledge database for procurers** to review best practice and lessons learned would be extremely valuable. In addition, guidance is needed from local and regional governments on what procurement policies and processes should include to mitigate modern slavery, forced labour and trafficking.
  4. **Public buyers need to move beyond passively receiving information and be more proactive in examining supply chains**, pushing for remediation and supporting structural change in the private sector. There is a weak understanding of what due diligence entails in public procurement, and responsibilities for prevention and remediation of modern slavery have not been clearly articulated.
  5. **Relevant procurement specialists need to be adequately trained on supply chain issues:** in some cases they may not have the skills to analyse risk or assess the quality of information they are given. Procurement staff should be trained in how to follow up on the information they receive, to monitor on-going delivery and to challenge suppliers that are not responsive. Addressing modern slavery risk should be integrated into job descriptions and KPIs. Officials and suppliers should be made aware of the potential for political fallout and commercial consequences if compliance standards are not improved.
  6. **Price matters.** Social value should be taken into account in the award of government contracts and the amount a company spends on due diligence in their supply chains should be factored in to contracts. Some companies that carry out due diligence have lost contracts because their prices are higher as a result of due diligence and ensuring that they pay for higher labour standards in their supply chains. There is not yet enough of a

commercial imperative for responsible suppliers to be rewarded for higher standards, or for unscrupulous businesses to lose business.

7. **More focus is needed on SMEs.** They can be small but work on large contracts, or work at the lower end of supply chains. There are great opportunities for SMEs to innovate, which can lead to improvements, and they have the ability to engage more with their suppliers. Governments should put resources into developing an infrastructure to advise and assist SMEs, particularly to build the capacity of businesses that do not know how to identify or manage modern slavery risks.
8. **Compliance requirements should be harmonized.** For example, by asking suppliers once for what they are doing to comply with legislative requirements and contracting expectations. This should reduce their time and cost burdens, promote collaboration, and prevent duplication of compliance requirements (e.g. audits from every customer).
9. **New models should be explored** to build common approaches to contracting with financial incentives and pressures to comply with requirements. For example, contract clauses could be developed that would expose the buyer as well as the supplier to financial and reputational consequences should they be found to benefit from or directly utilise forced labour. Scoping and guidance on how this could work / has worked in some cases would be helpful.
10. **Procurement officials should have a zero-tolerance approach to inaction on forced labour,** but be conscious of not driving practices underground. This includes a focus on outcomes of actions for vulnerable workers rather than activities themselves.
11. **Cross-government procurement guidance** and practical tools are needed to develop ethical and outcome-based procurement systems. This could include setting up collaborative operational monitoring, efficiently resourced with key performance indicators and staff expertise. Agreeing a common set of ethical standards against which companies could benchmark their actions (such as the ETI Base Code and Principles of Implementation) may be an effective way to drive real change.
12. **Businesses and clients should be encouraged to deliver and participate in training on modern slavery** so they can better support procurement teams and other actors along the supply chain.

# DETAILED REPORT PART 1

## HIGH RISK SECTORS: SUMMARY OF WORKSHOPS

### Construction Sector

1. The construction industry is a high-risk sector which has made some progress in standard setting but has yet to show impact in implementing fair labour practices. There are significant risks in labour supply chains. Challenges include: demonstrating decent work, reducing the length of the supply chain, addressing fair use of umbrella schemes and zero-hour contracts, amongst others.
2. The construction industry's capacity for change has been demonstrated in improvements to health and safety standards, as well as embedding codes of conduct into business practices. However, much of this success is only at the practice level, and the risks of exploitation increase farther down the supply chain. A particular challenge identified is the layers of sub-contracting in construction, which can prevent effective oversight and shift responsibility away from the company, as sub-contractors both supply labour and set the terms for work. Sub-contracted labour is often supplied from countries with different labour laws, which may not always comply with the standards of the core business. Another challenge is how to determine where the risk is and how much leverage is required to influence/target big players as well as small and medium sized construction firms.
3. Dialogue between business and civil society, and collaborative approaches between contractors and suppliers, has led to the initiative Building Responsibly, which is aimed at driving improvement and increasing collective leverage with governments, 'faming' rather than 'naming and shaming'. The Leadership Group for Responsible Recruitment is an example of a significant collaboration between leading companies and expert organisations to drive change in the way migrant workers are recruited, and to ensure the employer pays principle regarding any recruitment fees.

### Electronics sector

1. The specific nature of the electronics industry presents many challenges to detecting and addressing labour exploitation. For one thing, supply chains tend to be very long and complex, involving companies with large numbers of workers (in the hundreds of thousands) in multiple countries. Electronic components are typically manufactured by one company, for use in another company's products. A single manufacturer often supplies components that are used by several different brands and retailers. This arrangement not only presents obstacles to identifying modern slavery, but also means that suppliers may be reluctant to share data due to the risk of information becoming known to competitors.
2. Experts note that there is presently an over-reliance on electronics suppliers' statements that they are in compliance with codes of conduct, without asking for any evidence of this. While the complexity of the supply chain can seem daunting for procurement specialists and is a burden when resources are limited, it must also be understood that the job of

monitoring this industry requires a similarly complex and detailed approach. At the same time that procurement should place more demands on suppliers for transparency, suppliers must also be able to trust that they can share information, especially factory-level information, and that it will be treated with the appropriate level of confidentiality.

3. One suggestion for effectively dealing with electronics supply chains is to monitor the entire chain, not only through first-tier suppliers. There is a need for greater product stewardship and responsibility for the entire life cycle of electronics products, including issues of workers' human rights, health and safety and environmental sustainability.
4. Experts identify the difficulty of increasing leverage with the electronics industry in order to achieve scale of change. Two models were presented for how leverage can be increased among electronic sector suppliers.
  - Electronics Watch (EW) is an NGO that provides independent monitoring for public procurement, working with civil society in countries that are producing electronic components that have already established relations of trust with industry workers. Through this arrangement, EW supports worker-led monitoring on the ground. Rather than taking an auditing approach, EW has established a collaborative process with suppliers, with information provided by workers being a key feature. The role of local NGOs, in manufacturing countries, is crucial since they can gain the trust of factory workers.
  - The Responsible Business Alliance Responsible Labor Initiative (RBA-RLI) is a multi-industry, multi-stakeholder initiative collaborating with and sharing leverage with the largest electronics companies around the world to ensure promotion of the rights of workers vulnerable to forced labour. The RBA is addressing the complex supply chains and the endemic risks in source or supplier countries of electronic components, working to change the business/economic model in which companies are operating, in order to ensure that employers pay any recruitment fees, to detect recruitment intermediaries charging fees to workers and to see that recruitment fees are reimbursed to migrant workers, to go beyond the corporate level to the regions workers are coming from. They argue that it is necessary to work with all beyond the leaders with companies who need more help and who are not yet at the same point in the maturity curve.

## General Manufacturing

1. General manufacturing that supplies goods and services the public sector includes a wide range of industries such as construction, infrastructure and safety equipment, uniforms, office furniture, computer equipment, stationery, vehicles, production of products, such as rubber gloves for use in many industries, and others.
2. Logistics, transport and warehousing also employ millions of workers and are fundamental to the supply chains of goods and services. As such, they should be factored into to all cost and public procurement policies and processes.
3. The outsourcing of manufacturing has created cost savings and efficiencies. However, this has led to increased complexity and risks in the supply chain, with risks of child and forced labour, human trafficking and modern slavery. Workers in these sectors are often paid less than \$2 a day.
4. Examples shared at the conference included the GLAA Construction Protocol – agreed with a number of private sector bodies; Transport for London's procurement of uniforms, safety

- equipment as a member of the Ethical Trading Initiative and how that helps them manage risk, learn from and collaborate with others;
5. Policy frameworks and appropriate public procurement contracting systems are needed so that companies supplying to the public sector operate in a responsible way, and recognise the huge pressures on price, payment terms and other factors that contribute to sub-contracting, agency working and illegal labour practices.

## Healthcare Products and Services Sector

1. Healthcare needs to catch up with the consumer facing private sector, a lot of suppliers are being audited for the first time, and much more traction is needed on this issue with other Governments. Problems arise when there are not enough suppliers who meet compliance requirements to fill a procurement framework agreement, or if the suppliers are too expensive and a single procuring body does not have enough leverage to oppose them. This issue can be addressed through purchasing partnerships to create joint leverage.
2. Prioritisation in geographies and parts of supply chains where labour issues are considered more likely has been useful in development of improvements and remedy in the surgical instrument industry. The health sector could learn from other sectors, which has already started examining the downstream risks of products, such as the process of disposal, but this has not been sufficiently applied in other sectors.
3. The programme to tackle child labour and exploitative labour practices in the Pakistan Surgical Instruments supply chain, led by the Ethical Trading Initiative in partnership with public health buyers and suppliers from Europe and the Pakistan Institute for Labour Education and Research (PILER) is a good practice example of multiple stakeholders engaged in understanding and developing strategies to manage these risks up and down the supply chain. The programme involves strategic engagement with governments of Pakistan and will include other international governments that buy health supplies. The due diligence research, local and international stakeholder engagement will result in developing a well-resourced, collectively owned Road Map in which all parties can own responsibility and be accountable for addressing the risks of child labour and eliminating exploitative, unsafe and indecent work. Information about this programme and findings were shared at the conference.

## Local Government, councils, municipalities, regional and devolved authorities

Among public bodies, local government authorities are well placed to tackle modern slavery. They are on the frontline in terms of the role they play in procurement for social services and care. However, the connections between central and local government are also critical. Central government must dedicate resources, both financial and measures to address violations, and is responsible for communicating priorities and policy to local government (e.g. about codes of conduct). There are several good practices concerning human rights guidance issued at the central level that local authorities are implementing or following, as well as some issued at the devolved authority/local government level.

There is a clear need to build the internal capacity of local government agencies and, specifically, to bridge knowledge gaps between people who are experts in procurement but are unfamiliar with modern slavery, and those who work in the anti-human trafficking field but are not knowledgeable about procurement processes. Training can be used generally to raise awareness of the problem of modern slavery and should also be part of a larger process to create a culture of risk management within local government.

Increased collaboration and co-ordination is key to addressing modern slavery in a context in which resources are limited. In working with the private sector, conducting supply chain mapping, with the understanding that social responsibility should be embedded at every stage of the chain, is an important first step. Practice has shown that many businesses and contractors are unaware of the risks of modern slavery in their supply chains, and therefore awareness-raising is also needed. Collaboration across procurement processes is essential, as is cooperation between authorities/states. Because some authorities/states have relatively small procurement profiles, they can benefit from shared information about suppliers, especially those in which forms of modern slavery have been detected.

### *Recommendations specific to this group:*

- A culture of social values and risk management must be embedded in local government. This requires awareness-raising with local authorities in order to gain political buy-in and also technical face-to-face training with procurement staff in particular.
- Local governments should be encouraged to include social and anti-trafficking/modern slavery clauses in contracts, and link up efforts to contribute to the SDGs.
- To consider whether to outsource considering the higher risks, or whether to procure locally with no or less tiers of supply chains.

# DETAILED REPORT PART 2

## KEY STAKEHOLDERS: SUMMARY OF WORKSHOPS

These discussions brought together peer groups with similar professional roles to discuss shared challenges and best practices, and to build networks for future collaboration. The sessions began with presentations of case studies, followed by informal table discussions on what has worked, or not, and lessons learned in each organisation.

There were 6 stakeholder groups:

1. [National government \(policymakers\)](#)
2. [Public procurement officials](#)
3. [International organisations](#)
4. [NGOs and Trade Unions](#)
5. [Private sector suppliers and procurement professionals](#)

These discussions were able to address in-depth technical details common to e.g. implementing national legislation or managing procurement processes. The rich detail of each discussion is summarised at length here to capture as much of the nuance as possible. Recommendations specific to each group are also collated. Please refer to the section(s) most relevant to you.

### Government, Legislation and Policy Decision Makers

1. Regulatory action is a time-consuming process. Countries should share lessons learnt to contribute to the development and implementation of policies.
2. There is no one-size-fits-all approach. There are vast disparities between countries in terms of government capacity, resources, bureaucracy, political will and the context in which they are operating, including whether they are a destination or transit country for migrant workers.
3. Reporting requirements can be a first step, but they do not alone level the playing field. There was a discussion on whether minimum standards are needed, to ensure a level playing field.
4. Currently there is not enough of an incentive for companies to move beyond a certain point. Companies which commit to operating responsibly are undercut by those which do not. Government needs to set the bar.
5. Disclosure laws are critical but there is a need to be creative about what other laws are beyond disclosure.
6. There was a discussion on the need for a central government reporting service, as a key element of transparency legislation is effective scrutiny, and a part of that is making data available.

7. Challenges in assessing compliance include whether metrics would be valuable, for instance on gender pay gaps, whether reporting should be mandatory, and then how and by whom the reporting should be evaluated. There is tension around maintaining flexibility, accommodating the fact that different businesses are at different stages.
8. Incorporating some kind of consistent framework for comparison may be key, including for multinationals, and to agree on common standards.
9. A discussion was held on the merits of harmonising legislation and policies and the value in implementing common standards across countries, in order to provide as much of a common framework as possible for companies to operate under.
10. A challenge is that government procurement is focused on price and speed of delivery, qualities which are also key risk factors for goods tied to modern slavery. Governments discussed how to reorient their concept of 'value for money', to incorporate the cost of doing due diligence. ETI and the ILO conducted a study amongst 3,000 suppliers, and found 40% of suppliers taking orders below cost of production. ETI has a partnership with an initiative called Better Buying – a platform for suppliers to rate buyers on their procurement practices. This model could be used for public sector suppliers and buyers too.
11. As other countries introduce, or adapt legislation, worker-paid recruitment fees and related costs could become a focus.
12. One government has recently created a business engagement unit within their administration, which allows government to take action alongside of business, to help businesses develop their reports, and not just identify risks but also explain what action is being taken to reduce them.
13. There was a discussion about whether and how trade agreements and negotiations could be an effective tool to raise supply chains standards and address forced labour – the recent US Canada Mexico agreement included some of the most stringent measures to protect against forced labour.

### *Recommendations:*

- Ensure that policies are gender sensitive and grounded in human rights. Some countries tackle forced labour/human trafficking/modern slavery as part of broader human rights, labour and social issues.
- Create a culture for accountability. Provide carrots as well as sticks to encourage business to comply. Do more to provide guidance on remediation to public procurement staff, do more not only to debar suppliers.
- Ensure business reporting in multiple jurisdictions across countries, report to the highest not lowest standard, but automatically fulfil the lower standard.
- Require that at risk contractors have plans, and comply to be eligible for overseas contracts. Include obligations to tackle specific actions, such as to prohibit confiscation or destroying of workers' identity/documents, fees for return journeys, and charging exploitative recruitment fees.
- Collaboration between labour inspectorates within and across states on potential human trafficking and modern slavery cases, such as GLAA is doing with other European states.
- Governments could share supplier lists, address concerns, work to address issues with common suppliers.

- Commit to addressing recruitment fees as a concrete action for governments to take collectively, and provide guidance on implementation and monitoring.

## Public Procurement Officials

1. Public procurement officials, as an end buyer, have a frontline role in preventing modern slavery from entering into supply chains of governments and companies worldwide. The purchasing power of government is huge and, consequently, the ramifications of the decisions made by individual public procurement officials are too.
2. There was a discussion around how this issue could best be embedded in the public procurement process, to be seen as a natural part of day-to-day business as one of a range of human rights and sustainability risks.
3. The public sector could do more if there was more collaboration between procurement agencies both within and between countries to avoid duplication, minimize costs and improve learning. The possibility of a supplier database/approval list that that potentially allows pre-qualification against basic criteria and operates across different countries was raised. Some countries already share a ‘letter of intent’ over audits detailing the mechanisms by which they can share audit information. The efficacy of this could be evaluated, expanded and brought into practice in other countries if replicable.
4. Equipping those making procurement decisions with the necessary tools to understand and factor in trafficking risks into their decision-making matrix is vital. Staff with varying levels of knowledge, skills, and experience will be making procurement decisions, ranging from an administrative assistant in a school to a manager in a central government procurement team.
5. Public procurement officials cannot be expected to be experts in human rights and labour law, etc. and need guidelines (including sustainable contract clauses) and risk assessments developed by experts on what to do at each stage of the procurement phase and, know how to ask the right questions.
6. There was a discussion about the larger issue of the disconnect between the government customer (the office making the request for goods and services) and the procurement official. Frequently, the customer (government office) is more familiar with the goods/services being procured than the procurement official (after all the customer will be the ones using/interacting with the good or service—not the procurement official. This is at the root of almost all procurement issues—a lack of timely and open communication between the two parties.
7. Training and guidelines are not an end in itself but a means to an end. Both the type of training and communication and dissemination of procurement policy must be well thought out, tailored to the right audiences, and proven to be effective. Success is as much about the tools and guidelines available as it is sustained engagement with them.
8. *Communication of Procurement Policy*: Even when guidelines exist, the challenge remains in ensuring that these guidelines and Procurement Policy Notes reach their intended audience at the right stage in the procurement process. It is particularly important to ensure that communication pathways reach those who have to procure sporadically as part of their operational role, but are not necessarily procurement officials.
9. *Training*: Participants highlighted the pitfalls of online training and discussed alternatives such as developing technical skills by carrying out spot-check exercises. As both a training and compliance exercise an official can select a product, in a high-risk sector and

- production region, and work with a client to build collective capacity and map out, investigate and mitigate identified risks.
10. Working with suppliers with a partnership lens not only creates a healthier client relationship but can also help build an evidence base and understanding on modern slavery risks in different operating environments. Incentivising and not just punishing suppliers, using procurement tools and award criteria to improve labour issues in their supply chains, is essential. Denying companies in high-risk sectors and regions the ability to bid on projects is rarely an option nor does it provide a solution. Rather, honestly acknowledging challenges and working together to develop corrective actions can drive forward necessary change.
  11. Governments must stipulate the importance of human rights due diligence throughout the procurement process, embedding it into selection criteria, and demonstrate the willingness to continually engage even through site visits. Reporting requirements cannot be one-size fits all and will vary for each contract. Low-risk contracts may have minimum reporting requirements and require little interaction. In higher-risk areas, greater engagement with suppliers is likely needed in order to build the collective capacity to map out, investigate and mitigate identified risks and to rectify any grievances. An example was discussed in which a country carried out site visits and found extensive abuses with a number of a suppliers' subcontracts and gave the supplier a timeline in order to correct misdemeanours. The government worked with the client to meet these requirements for over the course of a year. Consequently the supplier improved their supply chain, the Government improved their understanding of risk, and other suppliers are aware that procurer is willing to carry out site visits to ensure compliance.
  12. Some participants detailed how NGO pressure has led to policy and legislative change and increased resourcing that has helped governments integrate human rights due diligence into their procurement process. The role of the third sector in holding both governments and companies to account cannot be underestimated.

### *Recommendations:*

- In the planning phase, use the tender process as a tool to encourage reflection on ethical processes by requiring suppliers to respond to questions around their recruitment practices and labour costs, and factor in the costs of due diligence compliance with human rights legislation into the selection process and award criteria, and then identify how much it is worth in a contract.
- During the contract management phase, incorporate safeguarding measures against human rights abuses, and factor in the costs of due diligence compliance with human rights legislation into the selection process and award criteria and identify how much it is worth in a contract. It is important to have the right methodology for follow up and to resource follow up on the corrective action plan.
- Cooperation between procurement agencies and between countries is essential to leverage the purchasing power, even of the smaller buyers on the global stage.
- Create mechanisms to engage with NGOs and trade unions to harness their expertise on ethical procurement to improve government practices.
- Communicate clearly what is needed of procurement professionals and then give them tools to do the job on the issue that they are being asked to address. It may be more useful to use the terminology of labour issues rather than modern slavery to help buyers to look beyond their view of slavery and better understand the complexity of the supply chain.

- Ensure that knowledge on how to factor in trafficking risks into procurement decision-making process is easily accessible to all those who have to engage in procurement, not just procurement officials.
- Consider making compliance with anti-human trafficking and modern slavery legislation a prerequisite to bidding on public sector contracts.
- Monitor and evaluate the efficacy of existing training initiatives and develop training programmes that go beyond awareness-raising and focus on up skilling staff and building a knowledge repository at the same time. Ensure that the infrastructure and communication channels are in place, including such a repository.
- Procurement officials should work in partnership with suppliers in order to monitor compliance and support improvements as well as to build their own knowledge of supply chain risks.
- Harmonisation of criteria (i.e. of the requirement public procurement agencies are making) is needed in order to facilitate joint follow-ups and make it easier for the industry.
- To get a commitment on integrating modern slavery/human trafficking into procurement policy, a pilot procurement project could be undertaken, which would develop, in dialogue with industry, the criteria to include in the contract, for follow-up and evaluation, before launching it in to other categories.
- Conduct research into the viability of creating a database of audit information that can be accessed by numerous countries.
- Limit the number of layers in supply chains in sectors that are known to be high risk such as cleaning and construction.
- Information and resources on modern slavery / forced labour / human trafficking should be provided to government procurement officials, and government customers should also increase interaction and knowledge sharing with the procurement office.

## International Organisations

1. The Call to Action was launched at the UN General Assembly in 2017. It sets out practical sets to tackle human trafficking and modern slavery, including enforcement, increasing the evidence base, and eliminating slavery from our economies. The Call to Action has over 85 endorsements.
2. The UN SDGs were launched in 2015, which include targets 5.2, 16.2 and 8.7 aimed at child labour, forced labour, human trafficking and modern slavery. Alliance 8.7 was created in 2016.
3. The ILO continues standard setting around the future of work in the global economy. An important headline figure that is often missed is that 152 million children are in some form of labour around the world today. The ILO continues to promote ratification of the 2014 protocol on Forced Labour in particular, which included clauses on procurement and supply chains. The ILO has recently agreed upon a definition of recruitment fees and related costs which is a major achievement and should help this work. There is a positive growing consensus that workers should never be charged for having a job.
4. International organisations work with and through their Member States to implement the UN obligations, the G7 and G20, to combat forced labour, human trafficking, and modern

- slavery. The UK is stepping up engagement with Commonwealth, IOM, UNODC, ILO, OSCE, and ICAT to strengthen inter-agency action. A lot of work still needs to be done to get the UN to work better together.
5. Governments have committed to millions of spending on preventing and combating forced labour, human trafficking, and modern slavery programmes globally, including through international organisations. The Global Fund to End Modern Slavery was established with the stated intention to support the most vulnerable people in high risk groups in countries in which it is most needed , including raising political will; increasing global resourcing effort, and expanding the evidence base.
  6. Aid agencies have put in place procedures to manage risks of human trafficking and modern slavery in in their own operations and supply chains, including zero tolerance policies and codes of conduct, requiring suppliers to sign up to the UN Global Compact. Governments promote the Responsible business agenda, aligned with the SDGs to provide guidance and to help businesses develop tools to assist with due diligence and to manage risks for private sector.
  7. Four of the largest international development investment organisations – the International Finance Corporation, European Bank for Reconstruction and Development, CDC and the UK Department for International Development commissioned Ergon and the ETI to produce [\*Managing Risks Associated with Modern Slavery: A Good Practice Note\*](#), which provides guidance for the private sector and investors on tackling forced labour and modern slavery. It will provide a key reference for large-scale investment decisions and monitoring.
  8. UN Security Council Resolution 2388 (2017) requires UN agencies to increase transparency in their supply chains to protect against trafficking in persons. The purchasing power of international organisations is considerable. IOs are reviewing their own policies on due diligence as they too should procure responsibly, and will convene a global forum on these soon.
  9. There is a UN working group on sustainable procurement. The Working group created public procurement guidelines for the UN system and is piloting indicators for measuring procurement. Green procurement is easier to measure, economic and social standards are harder. Once the pilot is complete, it will be shared. There is a platform for all UN tenders, and it is expected that results will be available to all procurement managers. Also there is consolidation and standardisation among the UN agencies. This process helped get more labour standards into the codes.
  10. From an International Organisation (IO) perspective, how should we generate political will to take action? IO's face a reputational risk, legal risk and moral obligation to act;
    - a. IO's should involve procurement officials in policy debates;
    - b. Member states, in particular major donors, should request action if they have not done so already;
    - c. Governments should encourage sectoral approaches and involve workers in these discussions.
  11. How do we achieve harmonization across IOs?
    - a. IOs to start discussions with procurement officials across organisations.

- b. Identify differences between procurement standards, review collectively and agree on new rules (while recognising) that different organizations will have different appetite for risks.
- 12. How will IOs do this?
  - a. Include prohibitions in contract conditions and a code of conduct for suppliers. Map own supply chain, to understand risks and to develop risk management template for future contracts.
- 13. How do they resource it?
  - a. Look at different models for additional resources, for example working with universities.
  - b. Identify common sectors and supplier and agree that each IO will audit a sector they are particularly exposed to.
  - c. Use professional development for procurement staff to incorporate improved standards.
  - d. A cost-efficient measure is to work with other IOs to have same standards. There is country level sharing of information; international organisations should have the same approach. This would enable leverage at the country level and cost-sharing of training suppliers and enforcement.
- 14. ILO has a five-year plan to look at global supply chains. ILO conventions form the basis of codes of practice we have discussed today. These are reflected in ILO's procurement contracts: Clause 4 stipulates that all contractors and sub-contractors must comply with fundamental principles. E.g. equal pay for equal work, employers must contribute to social security, health and safety. It is similar to what multinationals require in codes of conduct. The ILO is currently adding a chapter on audit and oversight, to give ILO the power to do inspections.
- 15. Research work continues: The ILO commission on the future of work is examining universal labour guarantees, since modern slavery/human trafficking risks are highest in industries with low density of labour organisations. They are planning a report with other IOs on supply chains.
- 16. ILO's international training centre in Turin runs several programmes on procurement management. It focuses on corruption, e-procurement, etc., but also some on sustainable procurement. In the future it may add a stronger labour abuse component.
- 17. The OECD has published recommendations on public procurement, focusing around 12 integrated principles. They have also issued guidelines for multinationals which includes material on human rights and due diligence. There are practical tips for businesses included in this. OECD is actively examining what member countries are doing: evidence shows economic gains from pursuing transparency in supply chains, and many sectors tied to public procurement. The OECD sees the possibility for significant leverage, the concept of 'value for money' is evolving and governments should act in line with this, and see procurement as a strategic lever.
- 18. The OSCE has committed to incorporating due diligence and transparency standards in procurement in its own supply chains and its participating States, through holding capacity

building workshops with experts and publishing model guidelines, which includes a model law, and a compendium of resources to help governments improve procurement practice.

### *Recommendations:*

- Need for IOs to work towards the harmonization of legislation between governments – to help prevent confusion of private sector through regulatory clashes and misalignments between different policies around the globe. Regional (including the Commonwealth) and international platforms need to be leveraged, complemented by tangible pilot projects on the ground
- Ongoing ratification of the ILO Protocol on Forced Labour and other key instruments needed
- Support governments to improve training and knowledge of procurement officers to avoid a ‘deficiency of integrity’ in the public sector.
- IOs can frame the discussion on the need for value for money to change away from cheap=good and fast=good to a more holistic approach including assessment of human trafficking/modern slavery risk
- Collaboration is important. The OSCE is co-chair of ICAT this year along with UN Women, co-ordinating with UN agencies and other IOs to find systematic ways to engage across agencies on this topic
- There may be lessons to be learned from UNEP’s One Planet initiative
- Multi-stakeholder engagement and initiatives are crucial to success; IOs should strive to ensure the inclusion of civil society and trade unions, along with governments and the private sector.

## **Non-governmental and Trade Union Actors and Advocates**

1. NGOs and trade union actors are essential to driving systematic change within government policies. Three tactics are utilized to change policy: direct advocacy/lobbying, investment in coalitions and grant making, investing funds to enable civil society partners.
2. Practice shows that there is a spectrum of responses to the issue of modern slavery, across non-governmental organisations (NGOs), trade unions and others. Also, the types and characteristics of forced labour differ between countries. This suggests that there is a need for a clearer definition of modern slavery. A participant gave an example of a baseline assessment, conducted prior to training that revealed a low level of knowledge among local authorities about the issue.
3. Trade unions and NGOs can collaborate effectively when they have a clear understanding of each other’s strengths and where there are areas of complementary work, even if the organisations can sometimes be in contention.
4. Trade unions can play an important role when they have systems of regular communication between workers and management. Some examples were provided in which hotlines have not been effective in identifying cases of labour exploitation, in contrast to face-to-face meetings with workers.
5. The participants discussed how issues arising from lack of data on supply chains could be tackled by whistleblowing; some policies around whistleblowing are not stringent enough, and as a result people are reluctant to come forward. However, there are also cases of unions providing training on how to deal with issues of modern slavery once they have been identified. One participant from a union gave an example of how the union has a social partnership with local government in five service areas.

6. Trade unions could be a more effective means to address modern slavery if benchmarks were standardised for unions and the government, and if there were better sharing of data, resources and training functions. With cross-correlation of data, trade unions would be in a position to provide early identification of potential cases of labour exploitation (they could act “as a canary in a coal mine”). A fear by some governments to name and shame companies, who are not complying with regulations, was noted by some as a concern.
7. NGO work on addressing human trafficking includes developing guidance and training (one example was provided about guidance on assessing risks for modern slavery that was designed for procurement processes), advocacy with the private sector on how to prevent human trafficking and also supporting businesses to implement due diligence policies, and government lobbying. Working in coalitions is an effective way for NGOs to combine forces around common issues.
8. Not-for-profit multi-stakeholder organisations (such as the ETI) can be a useful way to bring together NGOs, trades unions and companies, giving them a space in which to collaborate to address modern slavery in private sector supply chains. Such organisations can also provide training, guidance and expertise to businesses and to governments.
9. There is a need for training of public procurement teams, especially in skills that go beyond auditing – including third party stakeholders, engaging with trade unions. Suppliers also need training on the subject of modern slavery.
10. The media, and investigative journalism in particular, is essential to raise awareness of the general public. The question does remain, however, about the extent to which the public as consumers is motivated to change its behaviours and choices, even when provided with evidence of labour exploitation.

### *Recommendations:*

- There is a need for clearer standards on modern slavery at both the national and international levels. Actors called specifically for a binding UN treaty on transnational corporations and human rights as well as national laws that made human rights due diligence mandatory.
- Work to harmonize government’s procurement laws/regulations/policies (ensure that procure goods/services free from forced labour with public dollars as a bare minimum policy) and to harmonize the restrictions of practices closely associated with human trafficking (employee recruitment fees/debt bondage and withholding of identity/immigration documents), in sync with Principle 4.
- More resources are needed to ensure that legislation and regulations can be fully implemented. Guidance is crucial for actually tackling modern slavery and human trafficking in practice, including how to learn from good practice to address risks.
- There is an urgent need to develop an evidence base on what is effective in terms of how trade unions and NGOs can act to prevent or respond to modern slavery. So far, information about what is working is largely anecdotal.
- Consider the knock-on effects of sanctioning companies and removing certain exploitation where incomes/jobs are lost and other significant problems are created. It is vital to ensure that remedy is put in place.
- Trade unions should work further down supply chains.
- NGOs and TUs should work more in coalitions and multi-stakeholder initiatives. Recommended to join ETI and Electronics Watch.

- Whistleblower protection policy should be strong enough that people are willing to come forward.
- Investigative journalism can help bring exploitation cases to the surface and raise awareness in specific areas.
- More public engagement needed, especially with consumers, to study behaviour and to learn how to go beyond awareness and motivate consumers to change their habits, when they are slow to do so in the light of evidence.

## Private Sector Procurement and Supply Chain Managers

1. A range of factors, notably legislation and pressure from the company's Board were cited as the key factors driving performance improvement in tackling modern slavery and human rights abuses in their supply chains. The private sector participants stated that consumer pressure has to date rarely had an impact, although it is this pressure along with lobbying activities from the third sector that has driven forward legislation and put the topic of modern slavery into the boardrooms of companies in the first place.
2. Participants requested more transparent and consistent guidelines from governments. The establishment of minimum bars such as complying with legal reporting requirements in order to win Government contracts would be a simple step to motivate companies to comply. Poor monitoring of company compliance can have detrimental impacts, as compliance can become a financial burden and lead to a loss in a competitive edge.
3. Risk enters the supply chain when businesses are forced to offer prices below cost of production. Government cannot expect better labour practice while simultaneously forcing down prices and asking suppliers to take on more contract risk. It is vital to shift away from a price-based race to the bottom that drives up risk. Businesses who are striving to operate ethically simply cannot compete with businesses that are able to undercut through non-ethical recruitment practices, as ethical recruitment costs 10-15% more.
4. It is important to reward companies for good practice rather than to drive a compliance paradigm with little impact or change in practice. This could be done by good labour practices being given adequate weighting alongside price in decision-making processes or reward offered through commitment to longer-term or greater volume contracts.
5. The complexity of some supply chains combined with weak guidelines offered by governments means that some companies said they struggled to even know where to begin.
6. Some companies are doing good work on collaboration. A number of mechanisms were suggested to ease the process from greater pre-competitive collaboration to starting with targeted efforts focusing on high-risk areas.

### *Recommendations:*

- Consider making compliance with anti-slavery legislation a prerequisite to bidding into public sector contracts.

- Go beyond minimum requirements in reporting, to openly disclose risk assessments, put in place a targeted process to focus on risk areas, create clear accountability, and embed it in systems and processes, (avoiding legal team leading on modern slavery reporting).
- Proactively reach out to Board members of companies operating in high-risk areas to drive cultural change and compliance from the top down. Vision and buy-in at senior levels to create a foundation in ethical principles, which results in good practice.
- Factor in compliance with human rights legislation into award criteria and identify how much it is worth in a contract.
- Address the current price-based race to the bottom. Ensure that contracts cannot be offered below the cost of production-that the funds allocated to a specific tender cover the costs required for the products and services in the contract.
- Collaboration is important. Work with NGOs, trade unions, industry associations and the private sector to help company's access, share and make the most of existing tools and guidance, to identify any gaps for further guidance to be developed, and to improve effectiveness.
- Identify industry associations who can help build capacity, capability, and provide tools such as a risk matrix, for instance, the ETI Due Diligence Framework.
- Companies should invest in creating a dedicated role to deal with the risk of forced labour/human trafficking/modern slavery rather than making it an additional requirement to an existing job description. This would help create more ownership to the approach.
- Sectoral approaches in the pre-competitive space, such as Building Responsibly (construction), the Leadership Group for Responsible Recruitment, or the RBA's Responsible Labour Initiative (electronics and general manufacturing), are a means to share tools, to address resource constraints and to amplify voice.
- Develop and resource labour inspectorates who can drive action and motivation.
- Encourage companies to provide the details of a designated focal point of contact for addressing labour rights abuses as a requirement within contracts.
- There was general agreement that this forum was very helpful and that many would benefit from a similar event in the future.

# ANNEXES

## TABLE OF CONTENTS

- ANNEX 1: Agenda
- ANNEX 2: Conference Feedback Summary
- ANNEX 3: List of Attendees
- ANNEX 4: Speaker Biographies
- ANNEX 5: ETI Background Briefing on Public Procurement

# ANNEX 1:

## AGENDA

### International Conference on Tackling Modern Slavery, Forced Labour and Human Trafficking in Public Sector Supply Chains

Challenges and solutions from the public, private, international and non-governmental organisations in high-risk sectors.

Wednesday, 27 March 2019, 9am - 6pm  
The Queen Elizabeth II Centre  
Broad Sanctuary, Westminster, London SW1P 3EE



08.30 – 09.00	Registration and Networking
09:00 – 09:15	Opening Speech Becky Kirby, Director, Tackling Slavery and Exploitation, Home Office

09:15 – 10:15	<p>HIGH-LEVEL PLENARY 1: International and National Approaches in Addressing Modern Slavery, Forced Labour and Human Trafficking in Public Procurement</p> <p><u>Conference co-hosts</u></p> <p>Session Chair: Cindy Berman, Head of Modern Slavery Strategy, The Ethical Trading Initiative</p> <ul style="list-style-type: none"> <li>• Val Richey, Acting Coordinator, Office of the Special Representative and Coordinator for Combating Trafficking in Human Beings</li> <li>• Dr Bradley Armstrong PSM, First Assistant Secretary, Trade and Customs Division, Australia</li> <li>• Julie Robertson, Chief Procurement Officer, Department of Corrections, New Zealand</li> <li>• Leigh Anne de Wine, Senior Advisor, Office to Monitor and Combat Trafficking in Persons Office, State Department, USA</li> <li>• Leilla Cranfield, High Commission of Canada <a href="#">International organisations</a></li> <li>• Beate Andrees, Branch Chief, Fundamental Principles and Rights at Work Branch, ILO</li> <li>• Kenza Khachan, Policy Analyst on Public Procurement, OECD</li> </ul>
10:15 – 10:30	<p><u>PLENARY 2</u>: Sharing Promising Procurement Practice in High-Risk Sectors</p> <p>Session Chair: Axel Threlfall, Reuters Editor-at-Large</p> <p>Opening Speakers: Baroness Young of Hornsey, UK House of Lords Giles Bolton, Responsible Sourcing Director, Tesco and ETI Board Member</p> <p style="text-align: center;"><u>PLENARY 2</u>: Sharing Promising Procurement Practice in High-Risk Sectors</p>
10:30 – 10:50	<p>Local Government, Regional Government and Devolved Administrations</p> <ul style="list-style-type: none"> <li>• Pauline Göthberg National Coordinator, Social Responsibility in Public Procurement, Swedish County Councils and Regions</li> <li>• Natalie Evans, Responsible Procurement Manager, City of London</li> <li>• Fiori Zafeiropoulou, Pilot Project leader, City of Athens, Greece</li> </ul>
10:50 – 11:10	Coffee / Tea Break
11:15 – 11:25	Keynote speech – Victoria Atkins MP, Minister for Crime, Safeguarding and Vulnerability, Home Office
11:25 – 11:45	<p>Construction sector</p> <ul style="list-style-type: none"> <li>• Ambet Yuson, General Secretary, Building Workers International</li> <li>• Dr Sue Hurrell, Special Projects Manager, Welsh Government</li> <li>• Sam Ulyatt, Commercial Director, Crown Commercial Services</li> </ul>

11:45 – 12:05	<p>Electronics sector</p> <ul style="list-style-type: none"> <li>• Olga Martin-Ortega, Professor of Public International Law, University of Greenwich</li> <li>• Don Bowman, Director, London University Purchasing Consortium</li> <li>• Carlos Busquets, Director of Public Policy and Stakeholder Engagement, Responsible Business Alliance</li> </ul>
12:05 – 12:25	<p>Health care products and services</p> <ul style="list-style-type: none"> <li>• Jenny Ahlstrom, Senior Advisor, Public Procurement and Human Rights, DiFi, Norway</li> <li>• Dr. Mahmood Bhutta, British Medical Association and Consultant ENT surgeon</li> <li>• Julien Rolland, Business Area and Sourcing Director, OneMed</li> </ul>
12:25 – 12:50	<p>General Manufacturing</p> <ul style="list-style-type: none"> <li>• Francis Omare, Senior Director, Strategy and Execution, SAP</li> <li>• Marilyn Croser, Director, CORE Coalition</li> <li>• Tim Rudin, Transport for London, London Mayor’s Office</li> </ul>
12:50 – 13:00	Keynote speech – Oliver Dowden, Minister for Implementation, Cabinet Office
13.00-13:45	Lunch Break
13:45 – 15:00	<p>BREAKOUT SESSION 1</p> <p>The focus of these closed-door sessions will be peer learning and sharing, with short case studies</p>
Victoria Room	<p>Construction</p> <p><u>Session Chair:</u> Samantha Ireland, Lead on Construction Protocol, Gangmasters and Labour Abuse Authority</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Chris Blythe, Chief Executive, Chartered Institute of Building</li> <li>• Neill Wilkins, Head of Migrant Workers Programme, Institute for Human Rights and Business •</li> <li>• Jessica Verdon, Multiplex</li> </ul>
Albert Room	<p>Electronics</p> <p><u>Session Chair:</u> Olga Martin-Ortega, University of Greenwich</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Peter Pawlicki, Director of Outreach and Education, Electronics Watch</li> <li>• Aleyne Johnson, Director of Government and External Relations, Samsung</li> <li>• Emma Fletcher, Advanced Procurement for Universities &amp; Colleges, Scotland</li> </ul>

Olivia Room	<p>Healthcare products and services</p> <p><u>Session Chair</u>: Cindy Berman, ETI</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Martin Toomey, NHS Supply Chain</li> <li>• Karamat Ali, Executive Director, Pakistan Institute for Labour Education and Research</li> <li>• Andrew Davies, Human Rights Lead, Association of British HealthTech Industries</li> </ul>
Burton Room	<p>General manufacturing</p> <p><u>Session Chair</u>: Marilyn Croser, CORE (tbc)</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Darryl Dixon, Director of Strategy, Gangmasters and Labour Abuse Authority</li> <li>• Daniel Morris, Special Advisor, Danish Institute for Human Rights</li> <li>• David Gigg, Crown Commercial Service</li> </ul>
Gielgud Room	<p>Local Government, municipalities, regional governments and devolved authorities</p> <p><u>Session Chair</u>: Michael Drew, Home Office</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• David Russell, Northern Ireland Human Rights Council</li> <li>• Councillor Alan Rhodes, Nottinghamshire County Council</li> <li>• Daria Cibrario, Policy Officer, Local and Regional Governments, Public Services International</li> <li>• Dr. Caroline Emberson, Research Fellow, Rights Lab, University of Nottingham</li> </ul>
15.00-15:30	Coffee / Tea Break
15:30 – 16:45	<p>BREAKOUT SESSION 2: Stakeholder Forums (open, peer learning and sharing)</p>
Victoria Room	<p>Government, Legislation and Policy Makers</p> <p><u>Session Chair</u>: Ruth Pojman</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Dr. Bradley Armstrong, First Assistant Secretary, Trade and Customs, Australia</li> <li>• Leigh-Anne de Wine, Office to Monitor and Combat Trafficking in Persons Office, State Department, USA</li> <li>• Herakles Moskoff, National Rapporteur on Human Trafficking, Greece</li> <li>• Michael Drew, Head of Prevention, Modern Slavery Unit, UK</li> </ul>
Albert Room	<p>Government – National and Local Public Procurement Officials</p> <p><u>Session Chair</u>: Pauline Göthberg, Swedish County Councils and Regions</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Porter Glock, Office of Budget Management, USA</li> <li>• Julie Robertson, Chief Procurement Officer, Dept of Corrections, New Zealand</li> <li>• Jenny Ahlstrom, Senior Advisor, Public Procurement and Human Rights, DiFi, Norway</li> <li>• Carla Canal Rosich, Policy Manager, Barcelona City Council</li> </ul>

Olivia Room	<p>International Organisations</p> <p><u>Session Chair:</u> OSCE – Val Richey</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Radu Cucos, Organisation for Security Cooperation in Europe</li> <li>• Caroline Nicholson, UN Office of Legal Affairs (UNCITRAL) – by phone</li> <li>• Caitlin Helfrich, International Labour Organisation</li> <li>• Lucy McQueen, Department for International Development</li> </ul>
Burton Room	<p>Non-governmental/Trade Union Actors and Advocates</p> <p><u>Session Chair:</u> Rachel Wilshaw, Ethical Trade Manager, Oxfam</p> <p>Case studies followed by informal table discussions</p> <ul style="list-style-type: none"> <li>• Gemma Freedman, UNISON</li> <li>• Sian Lea, Shiva Foundation</li> <li>• Melysa Sperber, Humanity United</li> </ul>
Gielgud Room	<p>Private Sector Procurement and Supply Chain Managers</p> <p><u>Session Chair and Presenter:</u> Steve Gibbons, Director, Ergon Associates</p> <p>Facilitated informal table discussions, identifying key messages and recommendations</p>
16:45 – 17:15	<p>Short summaries of group discussions – key messages and recommendations</p>
17:15 – 17:30	<p>Closing Speech:</p> <p>Sir Philip Rutnam, Permanent Secretary, Home Office</p>

# ANNEX 2:

## CONFERENCE FEEDBACK SUMMARY

The following results are taken from the evaluation forms distributed at the Conference.

**99%** of attendees at the Conference stated that they found the event **useful**.

**96%** of attendees reported that their **understanding** of the role of public bodies in responsible procurement **increased** as a result of this Conference. Attendees particularly praised the range of speakers and guests in attendance, sharing their appreciation for the opportunity to collaborate across sectors and internationally.

- *There was a fantastic range of speakers and it was very inspiring and encouraging to hear that we are all trying to collaborate*
- *I am somewhat new to public procurement, so this was immensely helpful and useful*
- *Fascinating set of broad ranging discussions*
- *Excellent speakers and good mix of government officials, business and academia*

**99%** of attendees reported that the conference enabled them to **learn** from others and **share** expertise, experiences and ideas about tackling modern slavery, forced labour and human trafficking **in their sector**.

- *I definitely enjoyed the opportunity to network and share best practice, challenges and experience - very useful*
- *The ability to share best practice and ideas was invaluable*
- *A great balance of information from panels, networking and interactive sessions*

**97%** of attendees expanded and strengthened their professional network through meeting with peers and new people, and **96%** have gained additional insights on how to **improve** the action against Modern Slavery, forced labour and human trafficking in the public sector as a result of this Conference.

When asked what one thing they would do differently due to attendance at the Conference answers ranged from:

Using **tools** or **guidance** discussed at the Conference, such as ETI's Managing Risks Associated with Modern Slavery; improving **training** for suppliers and staff; engaging more with **Trade Unions**; and improving **communications** and **information sharing**.

When asked for suggestions for future events:

*The majority of responses were positive statements about the Conference and requests for more to be held.* Other suggestions included expanding the invite list; sending the list of attendees out ahead of the event; holding more breakout sessions, including more facilitated learning sessions, and more opportunities for knowledge sharing.

# ANNEX 3:

## LIST OF ATTENDEES

Name / Title / Organisation	Name / Title / Organisation
Jenny Åhlström, Senior Advisor, Agency for Public Management and eGovernment (Difi)	Owain Johnstone, Modern Slavery Advisor, ETI
Tanvir Ahmed	Claire Jones, Policy Adviser, Cabinet Office
Moushami Aktar, Corporate Development Officer, MOPAC	Eddi Jones, Supplier Process & Reporting Manager, Airwave Solutions
Matthew Alford, Lecturer, University of Manchester	Elaine Jones, Consultant and Trainer in Ethical Trade, ETI Trainer
Karamat Ali, Executive Director, Pakistan Institute for Labour Education and Research	Mye Kallander, Training Coordinator, ETI
Fareed Amir, Policy, Home Office	Kenza Khachani, Procurement expert, OECD
Eric Anderson, Senior Consultant, Human Rights, BT	Helen King, Senior Legal Assistant, KBR
Beate Andrees, Chief of Branch, ILO	Julia Kinniburgh, Director General, Serious and Organised Crime, Home Office
Ursula Antwi-Boasiako, FCO	Rebecca Kirby, Director, Tackling Slavery and Exploitation, Home Office
Bradley Armstrong, First Assistant Secretary - Trade and Customs, Department of Home Affairs	Anna-Lena Klassen, Senior Policy Officer, Federal Ministry for Economic Cooperation and Development
Richard Barnes, Head of Public Sector Development, Virgin Media	Aygen Kurt-Dickson, Research Development Manager, London School of Economics and Political Science (LSE)
Didier Bergeret, Director Social Sustainability & SSCI, The Consumer Goods Forum	Annamaria La Chimia, Professor, University of Nottingham
Cindy Berman, Head of Modern Slavery Strategy, ETI	Carl Langley, Procurement Head of Policy, Fujitsu
Mahmood Bhutta, Founder British Medical Association and Consultant ENT Surgeon, BMA	Guggi Laryea, Senior Manager - Stakeholder Engagement, Amfori
Ricarda Bieke, Responsible Procurement Manager, APUC Ltd	Mushtaq Lasharie CBE, Chairman, Third World Solidarity
Phoebe Blagg, Policy, Home Office	Daniel Lawson, Responsible Procurement Officer, City of London Corporation

<b>Name / Title / Organisation</b>	<b>Name / Title / Organisation</b>
Sarah Boardman, FCO	James Lee, CSR Researcher, NQC Ltd.
Giles Bolton, Responsible Sourcing Director, Tesco	Katherine Lewthwaite, Policy, Home Office
Caio Borges, Coordinator, Conectas	Francesca Livesey, Senior Policy Implementation Specialist, Crown Commercial Service
Don Bowman, Director, LUPC	Naoya Maeda, Legal Attaché, Embassy of Japan in the UK
Ellen Bridge, Intern, FCO	Tanya Malik, Commercial Compliance Specialist, NHS England
Jane Bristow, Crown Representative, Cabinet Office	Alison Marston, Director of Public Affairs and Social Impact, FSI Worldwide
Katharine Bryant, Manager- Global Research, Walk Free Foundation	Hope Martin, Senior Policy Advisor, Cabinet Office
Carlos Busquets, Director of Public Policy, Responsible Business Alliance	Olga Martin-Ortega, Reader in Public International Law, University of Greenwich
Martin Buttle, Strategic Lead: General Merchandise, ETI	Stephen McClelland, ILO Liaison, ILO
Melanie Cain, Commercial Policy Team Leader, Ministry of Defence	Gavin McCullagh, Policy, Home Office
Phil Caldwell, Senior Commercial Analyst, Cabinet Office	Lucy McQueen, Policy Advisor, DFID
Steve Canadine, Development Director, UK & Europe, Mottmac	Craig Melson, Programme Manager ,Techuk
Carla Canal Rosich, Project manager Policy Coherence for Development, Direction of Global Justice and International Cooperation, Barcelona city council, Spain	Hannah Mills, Principal Social Safeguards Consultant, Mott MacDonald
Patricia Carrier, Project Manager, Modern Slavery Registry, Business & Human Rights Resource Centre	Lucy Moody, Head of Policy, Strategy and Assurance, Home Office Commercial Directorate
Claire Catchpole, Group Procurement Planning & Performance Manager, Babcock International	Daniel Morris, Adviser, Danish Institute for Human Rights
Jaya Chakrabarti MBE, CEO, tiscreport	Eilidh Morrison, Student, University of Edinburgh
Benafsha Charlick-Delgado, Senior Programme Manager, UN Global Compact Network, UK	Heracles Moskoff, Greek National Rapporteur on THB, Hellenic Ministry of Foreign Affairs - Office of the National Rapporteur on Trafficking in Human Beings
Lauren Charlton, Assistant Commercial Officer - Social Value, Home Office	Laure Mottet-Gauthier, Assistant General Counsel, Regulatory, PMI
Daria Cibrario, Policy Officer, LRG and MNEs, PSI	Alice Naish, Procurement Category Manager, G4S

<b>Name / Title / Organisation</b>	<b>Name / Title / Organisation</b>
Marisol Corredor Bernal, Responsible Procurement Officer, LUPC	Frank Omare, Senior Director, SAP UK
Leilla Cranfield, Second Secretary, Canadian High Commission	Dipti Pardeshi
Marilyn Croser, Director, CORE Coalition	Eleni Pasdeki-Clewer, Sustainable Procurement Manager, NHS England
Radu Cucos, Associate Officer on CTHB, OSCE	Charlie Patterson, Intern, FCO
Paul Davenport, Development Director, Government, Mitie	Harpreet Paul, UK Representative, Electronics Watch
Andy Davies, Procurement Manager, Natural History Museum	Peter Pawlicki, Director of Outreach and Education, Electronics Watch
Martin Davies, Head of International and Immigration, BMA	Vineta Polatside, Head of TF-THB Unit, Council of the Baltic Sea States
Alan De'Ath, Intern, FCO	Mark Polglase, Lead Category Manager, Public Health England
Leigh Anne DeWine, Senior Advisor, US State Department	Zara Porter, Communications & Public Affairs Officer, Northern Ireland Human Rights Commission
Rosalie Dieleman, Policy Officer, Embassy of the Kingdom of the Netherlands	Adrian Pound, Assistant General Counsel, Interserve
Darryl Dixon, Director of Strategy, Gangmasters and Labour Abuse Authority	Charles Reed, Director, The Clewer Initiative
Lucy Dobson, Intern, FCO	Alan Rhodes, Leader of the Labour Group, Nottinghamshire County Council
Michael Drew, Policy, Home Office	Val Richey, Acting Co-ordinator, OSCE Secretariat
Sarah Dumont	Julie Robertson, Chief Procurement Officer, Department of Corrections, New Zealand
Jenni Edwards, Owner, ESC International	Julien Rolland, Business Area & Sourcing Director, OneMed Group
Louise Eldridge, Policy & Communications Officer, CORE Coalition	Kat Rolle, Coordinator, Hertfordshire Modern Slavery Partnership
Caroline Emberson, Research Fellow, University of Nottingham	Gareth Rondel, Head of Group Corporate Responsibility, Kier
Natalie Evans, Responsible Procurement Manager, City of London Corporation	Andrew Roper, Head of Procurement, The Salvation Army
Joanna Ewart-James, Executive Director, Freedom United	Nicole Rosenthal, Procurement and Commercial Manager, Ingeus UK

Name / Title / Organisation	Name / Title / Organisation
Daniel Eyre, Policy Analyst / Manager, Department for International Development	Tim Rudin, Head of GLA Group Responsible Procurement Team, Greater London Authority / Transport for London
Polly Feeney, Commercial Contract Manager, NHS England	Benjamin Rutledge, Senior Advisor, ETI
Emma Fletcher, Head of Development & Sustainability, APUC Ltd	Edwina Ryan, Policy Officer, Scottish Government
Morgan Flynn, Programme Manager, CPA UK Modern Slavery Project	Jaspal Sandhu, Commercial Business Partner, DFID
Natasha Foskett, Modern Slavery Senior Policy Advisor, Cabinet Office	Denise Sayles, Senior Commercial Manager, Ministry of Justice
Gemma Freedman, Assistant International Officer, UNISON	Katarina Schwarz, Research Fellow, University of Nottingham
Adam Fry, Policy, Home Office	Muhammad Shoaib Zafar, Commercial Counsellor, Pakistan High Commission
Emma Gallacher	Rob Shooter, Deputy Head, Procurement and Commercial Department, DFID
Matthew Galvin, Responsible Procurement Manager, GLA Group	Martin Smith, Global Organiser, Supply Chain Organising Coalition
Ian Gardner, Strategic Sourcing Lead, HMRC	Melysa Sperber, Director of Policy & Government Relations, Humanity United
Jesse Garrick, Senior External Affairs Manager, Amey plc	Christian Swan, Director External Engagement, Philip Morris International
Steve Gibbons, Director, Ergon Associates	Russell Symes, Strategic Supplier Relationship Manager, Department of Education
David Gigg, Head of Policy Delivery, Crown Commercial Service	David Tang, Policy Advisor, Department for International Trade
Hetty Gittus, Analyst, Sancroft International	Simon Tapson, Commercial Officer, Department for International Trade
Porter Glock, Procurement Analyst	Stephanie Taviner, CSR Lead, SAP
Anne Fleur Goedegebuure, Consultant, GoodCorporation	John Teixeira, Modern Slavery Policy Support, Cabinet Office
Pauline Göthberg, National Coordinator, Swedish County Councils	Axel Threlfall, Editor at Large, Reuters
Steve Greig, Client Director, NQC Ltd.	Martin Toomey, Ethical and Sustainability Lead, NHS Supply Chain

Name / Title / Organisation	Name / Title / Organisation
Tatiana Gren-Jardan, Director of Strategy, IASC	Denise Tully, Principal, Office of Government Procurement
Simon Harman, Ethics & Data Protection Manager, ENGIE	Eddie Tuttle, Director Policy, Research & Public Affairs, CIOB
Kornilia Hatzinikolaou, Scientific Adviser, Office of the National Rapporteur on Trafficking in Human Beings, Ministry of FO	Samantha Ulyatt, Commercial Director, Crown Commercial Service
Guy Head, Adviser, Local Government Association	Jessica Verdon, Social Sustainability Manager, SAP
Caitlin Helfrich, Global Supply Chains Specialist, ILO	Imke Vonalt, Policy Officer, The Federal Minister of the Interior, Building and Community
Olivia Hesketh, Senior Policy Adviser, Home Office	Eliza Ward, Senior Advisor: Business Development, ETI
Cath Hill, Group Director, CIPS	Lynsey Warren, Commercial Standards and Policy Manager, Department for International Trade
Neil Hipps, Academic Liaison Lead, JSaRC	Mohammed Wasim, Senior Commercial Advisor, Foreign and Commonwealth Office
Emma Hoddinott, Local Government Officer, The Co-op Party	Martin Wayman, Head of CR, ISS UK
Samantha Hughes, Commercial Policy, DfT	Rachel Westwood, Contracts Manager, Northrop Grumman UK Limited
Sue Hurrell, Special Projects Manager, Welsh Government	Darran Whatley, Head of Responsible Procurement, London Universities Purchasing Consortium
Saba Hussain	Neill Wilkins, Head of Migrant Worker Programme, Institute for Human Rights and Business
Snowia Hussain, Responsible Procurement Lead, City of Westminster	Thomas Wills, Policy Adviser, Traidcraft Exchange
Samantha Ireland, Head of Business Change, Gangmasters & Labour Abuse Authority	Rachel Wilshaw, Ethical Trade Manager, Oxfam
Kim Jackson, Events Organiser, ETI	Lola Young, Member, House of Lords
Kate Jelly, Researcher, Ergon Associates	Fiori Zafeiropoulou, Country Coordinator, Fashion Revolution Greece
Aleyne Johnson, Director of Government & External Relations, Samsung	

# ANNEX 4:

## SPEAKER BIOGRAPHIES

### Jenny Ahlstrom – Senior Advisor, Public Procurement and Human Rights, DiFi

Jenny Ahlstrom, Senior Advisor, Public Procurement and Human Rights, DiFi, Norway. PhD Business and Human Rights. Jenny has extensive experience from research, consultancy and governmental work - nationally as well as internationally - within the field of business, sustainability and human rights. In her dissertation from 2017, with longitudinal field material from the Swedish garment retailer H&M, she investigated how the corporate dominant narrative of maximising financial performance had to be adapted to the counter narrative of corporate human rights responsibilities. Currently she is heading the work on public procurement and human rights (PPHR) for the Norwegian government at the Agency for Public Management and eGovernment (Difi). The PPHR project aims to guide public authorities to promote respect for human rights in global supply chains. Jenny has a MSc in Business and Economics from Stockholm School of Economics.

### Beate Andrees – Chief of the Fundamental Principles and Rights at Work Branch of the ILO Governance and Tripartism Department

Ms Andrees (Germany) is the Chief of the Fundamental Principles and Rights at Work Branch of the ILO Governance and Tripartism Department. The Branch promotes policy development, carries out research, and provides technical advisory services on child labour, forced labour, nondiscrimination and freedom of association and collective bargaining. Previously, Beate Andrees acted as the head of the ILO Special Action Programme to Combat Forced Labour. In this role, she coordinated the ILO's efforts towards the adoption of a new Protocol and Recommendation on contemporary forms of forced labour in June 2014 and managed technical cooperation programmes in various countries. Before joining the ILO, she worked for the German Parliament and as a lecturer at the Free University of Berlin, Germany. She has published widely on issues related to fundamental labour rights, migration and human trafficking.

### Dr Bradley Armstrong PSM – First Assistant Secretary, Trade and Customs Division

Brad commenced in his current role in September 2018. He has 20 years' experience in government (Home Affairs, Foreign Affairs and Trade, Treasury, Office of National Assessments and a three-month Australian Federal Police secondment) and 11 years in the private sector (commercial banking and corporate management). This has included four long-term overseas assignments, three for the government and one in the private sector. Most recently, he spent three years at the Australian Embassy in Jakarta and, *inter alia*, was a board member of the Jakarta Centre for Law Enforcement Cooperation and Co-Chair of the Australia-Indonesia Partnership for Justice.

Brad is a fluent Indonesian speaker and has interpreted for two Australian Prime Ministers. In 2003 he was awarded a Public Service Medal for his work following the 2002 Bali bombings. He has an Anthropology PhD from the Australian National University, a Monash Graduate Diploma,

and an Honours Degree from Curtin University. Brad started his working career as an apprentice carpenter.

#### **Cindy Berman, Head of Modern Slavery Strategy, The Ethical Trading Initiative**

Cindy leads ETI's efforts to tackle forced labour, child labour, human trafficking and modern slavery – working with companies, trade unions, civil society and governments. She provides expertise, produces guidance, manages policy advocacy, research and specific programmes in regions and countries. Prior to joining ETI she spent ten years at the UK Department for International Development where she led and developed DFID's flagship modern slavery programme, Work in Freedom. She is also a Southern Africa specialist, having grown up in South Africa, lived and worked in the region for many years and active in the struggle against apartheid. Prior to joining ETI, Cindy worked for the ILO for 3.5 years as Senior Policy Advisor at the ILO UN Liaison Office in New York, the Commonwealth Secretariat, Christian Aid and other NGOs.

#### **Mahmood Bhutta, Consultant & Academic lead, Brighton and Sussex University Hospitals, NHS Trust**

Mahmood Bhutta is consultant and academic lead in ENT surgery at Brighton and Sussex University Hospitals NHS Trust, and Founder of the British Medical Association Medical Fair and Ethical Trade Group. He has been central to international initiatives to highlight and remedy labour rights issues in healthcare supply chains.

#### **Chris Blythe – Chief Executive, Chartered Institute of Building**

After becoming a Management Accountant Chris Blythe worked in a number of financial roles which included Dunlop, Birmid Qualcast, Mitel, W Canning, Corgi Toys and GKN. In 1991 he joined the North & Mid Cheshire Training and Enterprise Council based in Warrington.

He became Chief Executive in 1994. For more than 25 years he has been involved in vocational education and training, together with business development. Chris has been Chief Executive of the Chartered Institute of Building since January 2000. In the Queen's 2017 New Year's Honours list Chris received an OBE for services to the 'Construction Industry and Government.'

#### **Giles Bolton – Director of Responsible Sourcing at Tesco**

Giles is Director of Responsible Sourcing at Tesco, a British multinational groceries and general merchandise retailer. He leads a team of 60 environment, human rights and packaging experts across 10 key sourcing countries, responsible for ensuring good working conditions and sustainable practices across Tesco's supply chain. Prior to Tesco, he had a 10-year career as an aid worker.

Giles is on the Board of the Ethical Trading Initiative and co-chair of the Consumer Goods Forum working group on Forced Labour. He Chairs the aid transparency NGO Publish What You Fund and is author of the activist book 'Aid and Other Dirty Business.'

### Don Bowman – Managing Director and Company Secretary of LUPC, and Company Secretary of Ensemble Purchasing

Previously the Head of Procurement at the University of Kent and with over 20 years' experience in public and private sector procurement, including the DHSS, catering, food production, MAFF, broadcast sales, Parliament and the Skills Funding Agency. Don joined LUPC in early 2016 as Assistant Director (Procurement) and was appointed Director of LUPC on the 1st December 2018. Responsible for the strategic direction of the consortium and leading a team of dedicated procurement professionals and support staff.

### Carlos Busquets – Director of Public Policy

Carlos brings over 15 years of global public policy experience with a focus on sustainability, climate change, international trade and investment. He has worked in both the public and private sectors, including helping lead policy advocacy for the International Chamber of Commerce in Paris and as a former international trade negotiator at the U.S. Department of Commerce. Carlos has an MA from the School of International Service at American University and speaks English, Spanish and French.

### Carla Canal-Rosich- International Relations Officer

Born in Barcelona in 1978, with a background of political sciences, public policy management and international cooperation, she has worked on public policy coherence for sustainable development both in the Generalitat de Catalunya (Autonomous Regional Government) and currently in the Barcelona City Council.

She has previously worked in international cooperation for development with NGO's and with international organisations, both at the headquarters and in the field. She is currently working at the Directorate of Global Justice and International Cooperation of Barcelona City Council. She is the focal point in Policy coherence for development and also works in direct cooperation (city to city cooperation) with some French speaking partners in the Mediterranean area and Africa.

### Daria Cibrario – Policy Officer, Public Services International

Daria Cibrario is Policy Officer at Public Services International (PSI), the global trade union federation representing 20 million public sector workers in 150 countries, where she is in charge of Local and Regional Government workers and Multinational Enterprises. Prior to her role at PSI, Daria has served as elected Sectoral Secretary for the Food and Drink Industry at the European Federation of Food, Tourism and Agriculture Trade Unions (EFFAT) in Brussels, and as International Officer for the Food and Drink sector at the International Union of Food Workers (IUF) in Geneva. She has held research positions at the International Labour Organization (ILO) and its International Training Centre in Turin. Daria holds a MSc in International Political Economy from the London School of Economics.

### Marilyn Croser – Executive Director, Core

Marilyn Croser has been Executive Director of CORE since 2012. CORE works to end corporate practices that harm people and the environment by advocating for high standards of corporate practice and accountability for companies that abuse human rights and damage the environment. CORE's campaigning was instrumental in securing the inclusion of the TISC clause in the Modern Slavery Act 2015. Prior to joining CORE, Marilyn worked for the Refugee Council and Oxfam.

### Radu Cucos - OSCE

Radu Cucos is a career diplomat who joined the Ministry of Foreign Affairs and European Integration of the Republic of Moldova in 2002 and worked for the Moldovan diplomatic corps until June 2015. Throughout his diplomatic career, Radu served in diplomatic missions in Washington DC and The Hague. Radu was one of the founding members of the anti-trafficking community in Moldova serving as Advisor to the National Coordination on CTHB during 2011-2013 and 2007-2009 and being involved in policy making and also in the implementation of CTHB legislation and international commitments.

He also served as the Chief Information Officer of the Moldovan Foreign Service being responsible for electronic services development and migration of MFA's IT infrastructure to the government private cloud. Radu also used to work as a consultant for the Global ICT Department of the World. In July 2015 Radu joined the OSCE Office of the Special Representative and Co-ordinator for Combatting Trafficking in Human Beings in Vienna and his main focus is on prevention of human trafficking in supply chains, especially through public procurement and transparency measures, and also on the role of Information and Communication Technologies to fight human trafficking. He holds a Master of Public Policy Degree from the Harris School of Public Policies of the University of Chicago.

### Darryl Dixon, Director of Strategy – Gangmasters Licensing Authority

Darryl is responsible for the Gangmasters Licensing Authority's future strategy, encompassing: Development of new powers; Regulatory and innovative enforcement approaches; International exchange agreements supporting cross-border operations. Previously he held responsibility for operational teams in Compliance, Enforcement, Intelligence, Licensing

The functions of the teams ensured that Labour Providers are compliant, and remain compliant, with the standards expected of the GLA, to be fit to hold a licence; and that those who operate outside the law are identified, and, where appropriate, prosecuted. He holds an MSc in Security Management from the Scarman Centre for the study of Public Order, of Leicester University; and is a Fellow of the Security Institute.

### Dr Caroline Emberson - Research Fellow, University of Nottingham's Rights Lab.

Caroline joined the University of Nottingham in March 2017. She is working, with Dr Alexander Trautrim, on the Rights Lab 'Unchained supply' project which engages closely with practitioners to better understand, and to effect change in, modern slavery supply chain risk. Current work includes two key projects: an evaluation of modern slavery risk in the labour supply chains of adult social care in Nottinghamshire and mapping the supply chains of Brazilian timber and meat products supplied to the UK. Both projects draw on a conceptual model of the challenges of modern slavery in supply chains developed by Stefan Gold, Alexander Trautrim and Zoe Trodd.

### Pauline Göthberg – National Coordinator, Swedish County Council

Pauline Göthberg is the national coordinator for the Swedish County Council's work on sustainable public procurement. There are 21 county councils and their main responsibility is healthcare. Public procurement is used as a political and strategic tool to ensure that products and services are manufactured in a responsible and sustainable way throughout the supply chains. Pauline holds a PhD in Business Administration from the Royal Institute of Technology and

her research focus is Corporate Responsibility. She has written books and articles about corporate responsibility.

#### **Dr Sue Hurrell - Special Projects Manager in Welsh Government**

Sue is responsible for getting as many organisations as possible signed up to the Code of Practice for Ethical Employment in Supply Chains, which aims to ensure that all organisations receiving Welsh public funding are employing workers legally and ethically in their own organisations and supply chains. Before joining the Welsh Government she worked on procurement policy for the UK Government, and briefly at Suffolk County Council. Sue joined the civil service in 2000 after a short period as a research scientist.

#### **Sam Ireland – Head of Business Change, Gangmasters and Labour Abuse Authority**

Sam works for the Gangmasters and Labour Abuse Authority as the Head of Business change. The GLAA is a non-departmental public body that aims to protect vulnerable and exploited workers. Sam works with the private sector raising awareness and to support businesses to prevent modern slavery and human trafficking. Sam has an analytical background having worked in law enforcement for many years on serious and organised crime and has worked with many different partners locally, regionally and nationally to reduce crime and disorder.

#### **Kenza Khachani - Procurement Expert at the OECD Public Sector Integrity Division**

Kenza Khachani is a procurement expert at the OECD Public Sector Integrity Division focusing on advancing the work in Public Procurement and implementation of the 2015 OECD Recommendation. She has been working in reforming and enhancing public procurement systems in several countries and regions including North and Latin America, EU countries and the MENA Region.

Before joining the OECD, she had been working as an Economic Performance Manager in the national French central procurement body – Union des Groupements d'achats publics (UGAP), she was responsible for improving the economic impact of public procurement by setting key performance indicators and ensuring the strategic use of public procurement through the implementation of public policy objectives and the rationalisation of public expenditure. Kenza holds a Master's degree in Economics from the Toulouse School of Economics and Ecole Polytechnique.

#### **Julia Kinniburgh - Director General, Serious and Organised Crime Group – Home Office**

Julia Kinniburgh joined the Home Office in November 2018 as the Director General (DG) for Serious and Organised Crime Group in the Home Office. Julia previously worked in the Department for Education as the Director of School Accountability, Curriculum and Qualifications where she was responsible for major reform programmes in education. During her career Julia has held senior roles in HMRC, MHCLG, as well as roles outside central government with the emergency services and local government.

#### **Sian Lea- Managing Director, Shiva Foundation**

Sian is the Managing Director for Shiva Foundation, a corporate foundation that specialises in tackling modern slavery and human trafficking in the UK, by working closely with business, civil society and government. The Foundation works with the hotel and hospitality sector in particular

to support businesses to address risks of modern slavery, including sexual and labour exploitation.

Shiva Foundation created and implemented the Stop Slavery Blueprint and coordinates the Stop Slavery Hotel Industry Network. In addition to coordinating the Hertfordshire Modern Slavery Partnership, the Foundation has also designed tools and run workshops with public procurement representatives in the area. Prior to joining Shiva Foundation, Sian managed humanitarian education projects with the British Red Cross and worked on capacity building and access-to-justice projects with Legal Support for Children and Women, a local anti-trafficking NGO in Cambodia.

#### **Olga Martin-Ortega - Professor of International Law at the School of Law, University of Greenwich**

Olga is Professor of International Law at the School of Law, University of Greenwich, where she leads the Business, Human Rights and the Environment Research Group ([www.bhre.org](http://www.bhre.org)). She has been researching business and human rights for over fifteen years. She has also undertaken extensive research in the areas of post-conflict reconstruction, transitional justice and international criminal law. Olga is a member of the Board of Trustees of Electronics Watch and the Corporate Accountability Coalition (CORE).

She is also a member of the Board of Directors of the London Universities Purchasing Consortium and a member of the Executive Committee of the International Learning Lab on Procurement and Human Rights ([www.hrprocurement.org](http://www.hrprocurement.org)). Her work on public procurement and human rights has had important social impact and has served as a guide for buyers and suppliers. Her latest publications include the edited collection Olga Martin-Ortega and Claire Methven O'Brien, *Public Procurement and Human Rights: Opportunities, Risks and Dilemmas of the State as Buyer* (Edward Elgar, May 2019 forthcoming).

#### **Daniel Morris – Danish Institute of Human Rights**

Daniel works in the human rights and business department at the Danish Institute for Human Rights leading work on public procurement and human rights and national action plans on business and human rights. He coordinates the international learning lab on public procurement and human rights and is currently developing a Toolkit on the issue for public buyers, policy makers, and contract managers under the auspices of the One Planet Network – responsible for the realisation of SDG 12.7 on sustainable public procurement. He has an educational background in international human rights law and is based in Copenhagen.

#### **Heracles Moskoff - Minister Expert Counsellor, Ministry of Foreign Affairs of Greece**

Heracles Moskoff, PhD, London School of Economics, serves as a Minister Expert Counsellor at the Ministry of Foreign Affairs of Greece. Dr Moskoff has been appointed as National Rapporteur of Greece on combating Human Trafficking and Modern Slavery, since 2013. His four year tenure was renewed by the Foreign Minister until 2021. Throughout his diplomatic career, Heracles has been spearheading Greece's commitments to Human Security and Human Rights. His main field of interest and expertise is Migration policy and the 'national ownership' of best practices such as Public Private Partnerships, inter-agency cooperation, raising public awareness, educating competent authorities and tackling the 'demand side' of Human Trafficking.

Dr. Moskoff is also a member of the National Council Against Racism and Intolerance and of the Greek National Commission for Human Rights. Prior to his current position he worked with Hellenic AID (Agency for International Development /Foreign Ministry), with the Migration Policy Institute, as a lecturer at Panteion University, and has written and published extensively.

#### Frank Omare – Chartered Institute of Purchasing & Supply

Frank Omare brings over 20 years of combined senior line management and 'Big 4' consulting experience in procurement & supply chain. He is a Fellow of the Chartered Institute of Purchasing & Supply (FCIPS). Frank has a proven track record of developing transformational change programs and engaging the 'hearts and minds' of people at all levels in the organisation. Frank is passionate about sustainability and believes that Procurement is the best placed of all corporate departments to affect social change. Frank is a Mentor for the Prince's Trust and an Advisory Board Member for Migrant Leaders.

Through career coaching and sharing life experiences, Frank makes a difference by leveling the playing field for disadvantaged people in working with these non-profit organisations.

Frank works at SAP Ariba, an SAP Company which has the world's largest cloud-based network for business commerce. SAP Ariba affords Frank the opportunity to leverage his procurement & supply chain experience to collaborate with customers to help them to understand the benefits of making an investment in leading-edge solutions that drive the recommendations to address complex, business issues. Going beyond the financial benefits, Frank's work helps customers to understand the value of digital transformation and to prioritise sustainability as part of their organisation's values. This demonstrably achieves improved brand image, increased shareholder value, boosted employee engagement, increased customer loyalty and reduced business risk. Frank has spoken at various public events on sustainability on behalf of SAP.

#### Ruth Freedom Pojman, consultant, senior coordinator for the conference

Ruth Freedom Pojman served as the Senior Adviser and Conference Coordinator to ETI for this conference, she is also a consultant Senior Adviser to the Global Fund to End Modern Slavery and serves as an expert on several advisory boards and councils.

Pojman served at the OSCE as the Deputy Coordinator and Senior Advisor, Office of the Special Representative and Coordinator for Combating Trafficking in Human Beings (OSR/CTHB). Prior to this, she served as a Senior Advisor at the Europe and Eurasia (E&E) Bureau, United States Agency for International Development (USAID) advancing sound policies and programs to combat trafficking in persons. She worked on the ground in Central Asia: for the International Organization for Migration (IOM) in Central Asia where she was responsible for migration policy, border control and management issues, as well as anti-trafficking, while she was based in the Kyrgyz Republic where she also covered Uzbekistan; for the United Nations High Commissioner for Refugees (UNHCR), in Central Asia on raising awareness of and capacity on refugee, political asylum and tolerance issues. She worked in the private sector in media relations for Mobil Oil in Almaty, Kazakhstan, and for Delta Airlines, Washington D.C. On the NGO side, she worked on the development of civil society initiatives addressing a wide range of issues (environment, gender, disabilities, media, children and youth) for World Learning, and in conflict resolution through citizen diplomacy. She was a co-founder and Eurasia Editor of the journal Demokratizatsiya.

#### Councillor Alan Rhodes, Leader of Nottinghamshire County Council's Labour Group

Following the May 2017 County Council Elections, Alan was re-elected as Leader of

Nottinghamshire County Council's Labour Group, the main opposition Party within the Authority.

Alan is also a non-Executive Director of The Crossing Social Enterprise Company. In addition to serving on the County Council since 2005, Alan has been an elected Member of Bassetlaw District Council, representing Worksop North West Ward since 1986. Born, raised and educated in Rotherham, South Yorkshire, Alan is married to Shirley and they have three grown up children and four grandchildren.

#### **Valiant Richey – Acting Coordinator, Office to Combat Human Trafficking at OSCE**

Valiant Richey is the Acting Coordinator for the Office of the Special Representative and Coordinator for Combating Trafficking in Human Beings at the Organization for Security and Cooperation in Europe. He oversees the day-to-day operations of the office as well as development of anti-trafficking strategies and initiatives across the 57 OSCE participating States. Prior to joining the OSCE, Val worked for thirteen years as prosecutor in Seattle handling sexual assault, child exploitation and human trafficking cases. For the last five years, he coordinated a group of law enforcement, NGOs, academics, service providers, philanthropists, and policy makers focused on the eradication of commercial sexual exploitation and trafficking in Washington State.

Val has a Bachelor of Arts and Master of Arts in Political Science from Boston University and a Juris Doctor from the University of Washington.

#### **Julie Robertson - Chief Procurement Officer, Department of Corrections, New Zealand**

Julie Robertson was appointed Chief Procurement Officer for the Department of Corrections, New Zealand in July 2015.

Julie is responsible for the oversight of \$2 billion in goods and services procurements for the Department, with over 20 years experience in both public and private sector procurement most of that at a senior leadership level. She has a known for pushing the boundaries and finding better ways to improve outcomes for Government procurement.

Her passion for ethical behaviour when selecting and managing suppliers has ensured that Department of Corrections is regarded as a centre for procurement excellence in New Zealand.

#### **Tim Rudin - Responsible Procurement and Supplier Skills Manager, Transport for London**

Tim Rudin has been working in the field of responsible procurement at Transport for London (TfL) and the Greater London Authority (GLA) for over ten years. He is currently TfL's Responsible Procurement and Supplier Skills Manager, leading on implementing ethical sourcing and equality and supplier diversity requirements within TfL's approximately £6bn annual spend.

Tim also heads TfL's Supplier Skills Team, which implements skills and employment requirements in tenders, and works with suppliers to deliver outcomes across London. To date the team has supported TfL's supply chain in creating over 5,000 apprenticeships, and was recently the recipient of the Lord Mayor of London's Dragon Award for Enterprise and Employment.

### Dr David Russell - Chief Executive, Northern Ireland Human Rights Commission

David has been Chief Executive since April 2017. From 2009-2016, he also served as a Nonexecutive Director at the Northern Ireland Community Relations Council.

David has led the Commission's duty to advise the United Kingdom government, Northern Ireland Executive and Assembly on matters affecting human rights in the jurisdiction.

In addition, he has managed research and the exercising of investigatory powers on a diversity of social policy issues from emergency healthcare to racist hate crimes; the rights of nursing care home residents addressing the legacy of conflict. In 2008, he was engaged in drafting the Commission's advice to the Secretary of State on a Bill of Rights for Northern Ireland. In 2010, he was similarly involved in the work of the Joint Committee of the National Human Rights Institutions on the island of Ireland to produce advice on a proposed Charter of Rights.

David has expertise assisting governments and National Human Rights Institutions working in societies facing significant constitutional reforms. This has included providing support to capacity building and governance programmes delivered in partnership with the United Nations, United Kingdom Foreign and Commonwealth Office, Commonwealth Secretariat and European Union.

### Melysa Sperber – Director of Policy & Government Relations, ATEST

As Director of Policy & Government Relations, Melysa coordinates the Alliance to End Slavery and Trafficking (ATEST) efforts to advocate for solutions to prevent and end all forms of human trafficking and modern slavery in the United States and overseas.

Prior to joining ATEST, Melysa was Director of Human Rights at Vital Voices Global Partnership, where she implemented programs in more than 20 countries to combat violence against women, including human trafficking, domestic violence, and sexual violence. Melysa also previously served as a Staff Attorney at the Tahirih Justice Center, a non-profit legal services agency that provides services to women fleeing gender-based persecution. Melysa handled a caseload of more than 80 immigration matters involving domestic violence survivors, human trafficking victims, asylum seekers, and victims of violent crime.

Melysa earned two Equal Justice Fellowships during law school for her work with the UNHCHR and with Public Citizen Litigation Group. She also served as a law clerk for the African Commission for Human and People's Rights and worked under Dr. Francis M. Deng at the Brookings-Bern Project on Internal Displacement. Melysa has served as an adjunct professor at George Washington University Law School teaching Refugee & Asylum Law and Public Interest Lawyering.

### Axel Threlfall – Editor-at-Large, Reuters

Axel Threlfall is Editor-at-Large, Reuters, based in London. Alongside his editorial duties, he hosts high-profile engagements and thought leadership events for and on behalf of Reuters and Thomson Reuters, such as the Newsmaker series and the World Economic Forum news programming in Davos.

He was previously Lead European Anchor for Reuters Digital Video. Prior to joining Reuters, Axel spent four years as an anchor for CNBC in London. Before that, he was an editor with The Wall Street Journal in New York and a news reporter for Bloomberg in London. He has also advised businesses and NGOs on their dealings with the international media.

Axel is frequently asked to moderate events for international organizations, including the United Nations, the IMF and the OECD. He has a BA in History from Durham University and a postgraduate degree in journalism from City University, London.

#### Sam Ulyatt- Strategic Category Director, Crown Commercial Service

Sam Ulyatt joined Crown Commercial Service (CCS) in November 2016. Her role is to lead the Buildings Pillar which incorporates Workplace and FM, Construction and Utilities & Fuel. Sam is based in the North West and supports the wider commercial leadership team in bringing together the one team approach across the commercial team. Sam leads a team of category specialists and procurement professionals to create a life-cycle approach across government.

Sam has over 20 years' experience working in procurement or commercial roles across a number of industries and has worked for Ciba Geigy, Astra Zeneca, EON, United Utilities and Babcock International. She has focused her spend area across infrastructure programmes and projects and has a passion for leading workable commercial solutions whilst upskilling and allowing people to reach their full potential.

#### Neill Wilkins – Head of Migrant Worker Programme, Institute for Human Rights and Business (IHRB)

Neill Wilkins is responsible for all aspects of the IHRB Migrant Workers programme and in 2011 helped oversee the development of the Dhaka Principles for Migration With Dignity - a set of human rights based principles that offer a clear framework for understanding the recruitment and employment of migrant workers worldwide. More recently Neill has led much of IHRB's work around responsible recruitment and the promotion of recruitment models based on the Employer Pays Principle which prohibit the charging of recruitment fees and costs to workers.

Neill also manages IHRB engagement with the modern slavery agenda and speaks regularly at events focused on forced labour, trafficking and transparency legislation. He has worked extensively with the construction, apparel and hospitality sectors along with participation at intergovernmental events such as the Colombo Process and Global Forum for Migration and Development.

#### Rachel Wilshaw - Ethical Trade Manager, Oxfam GB

Rachel Wilshaw is the Ethical Trade Manager for Oxfam GB. Her role involves advocacy and advice to companies on best practice in relation to labour rights in global supply chains. She is in the Private Sector team of Oxfam's Campaigns, Policy and Influencing Team, based in Oxford. Rachel is the author of UK Supermarket Supply Chains: Ending the human suffering behind our food, which puts Oxfam's Behind the Barcodes campaign in a UK context, as well as blogs on supermarket supply chains such as Why is Oxfam campaigning against Aldi? and What more should supermarkets do to respect workers' rights in their supply chains?

Rachel is a board member of the UK multi-stakeholder initiative on workers' rights, Ethical Trading Initiative. In 2013, her work was profiled by The Financial Times in the article The Supply Chain Inquisitor. She previously held a range of roles in procurement, ethical purchasing, monitoring and evaluation and communications. She has a procurement qualification with the

Chartered Institute of Procurement and Supply as well as having a Diploma in Art History (Oxford University) and a degree in English Literature (Cambridge University).

**Ambet (Albert) Yuson, General Secretary, Building and Wood Workers' International (BWI)**

Ambet Yuson is the General Secretary of the Building and Wood Workers' International (BWI), a global union federation headquartered in Geneva, Switzerland, representing 12 million workers in 135 countries.

He is also the Chair of the Council of Global Unions Working Group on Migration. Previously, Ambet held several posts in BWI, including Regional Representative for the Asia Pacific Region from 2007 to 2009 and Educational Secretary at BWI headquarters from 2002 to 2006. Before joining BWI in 1997, Ambet started as community organiser and labour educator to various trade unions and grassroots organisations; and later served as General Secretary to the National Peace Conference (NPC), a multi-sectoral coalition of people's organisations, trade unions and civil society organisations in the Philippines advocating for genuine peace and social reform agenda.

He participated in the 1980s democratic movement against the Marcos dictatorship and "People Power/ EDSA Revolution of 1986" that ultimately ended this dictatorship. These experiences galvanised his belief in the power of international solidarity and collective action.

**Dr Fiori A Zafeiropoulou - Academic and social entrepreneur**

Fiori is an academic and a social entrepreneur; holds an award winning PHD on Social Entrepreneurship and C and Post-Doc on "Anti-THB through Public Procurement and Supply Chains; The case of the Athens Pilot". She is the Project Leader of the Athens Pilot on Public Procurement Trafficking free supply chains. Her research has been published in international conferences and research books.

# ANNEX 5:

## ETI BACKGROUND BRIEFING

### 2019 International Conference on Tackling Modern Slavery, Forced Labour and Human Trafficking in Public Sector Supply Chains



An estimated 40.3m people are in situations of forced labour and modern slavery globally. At least 16 million of these are working in the private sector and 4 million in forced labour imposed by state authorities. They are working in high-risk sectors such as agriculture, apparel, construction, catering, cleaning and extractives. The majority of those vulnerable or subject to modern slavery are women, children, or migrant workers on precarious contracts: denied the freedom to choose or leave their employers, facing threat and coercion, often deceived, in situations of debt bondage, but desperate for jobs to support their families. They come from or work in countries where governance and the rule of law are weak, and where workers lack protection and the ability to access their basic rights as workers.

Global supply chains are complex and multi-layered. Victims of modern slavery tend to be found in the lower ends of supply chains in jobs that are low-skilled, low-paid and precarious. As a result of transparency and due diligence legislation, public pressure and media exposés, some large multi-nationals are taking action to address modern slavery in their operations and supply chains. However, many companies – particularly small and medium sized companies – are not aware of the steps they need to take to mitigate and prevent modern slavery from occurring in their businesses and with their commercial partners and are at early stages of their ethical trade journey. Many of these companies provide goods and services to the public sector but feel no pressure from these public bodies to change the way they conduct business or to manage human rights risks.

### The case for focusing on public procurement

In every country around the world, governments procure goods and services, yet few have ethical procurement standards in place to manage and mitigate the risks of modern slavery. It is estimated that the average government spends 12 – 24% of GDP on public procurement at federal and local levels. Because of the scale and scope of public procurement, governments and public bodies have considerable leverage over their suppliers, which presents opportunities to drive improved responsible business practices without any significant cost burdens. It requires

political leadership, commitment, expertise and appropriate procurement policies and practices to manage and monitor ethical standards in their supply chains. The main burden of responsibility for human rights due diligence should be borne by the private sector suppliers.

In September 2017, the UK Government spearheaded a [Call to Action on Modern Slavery](#) at the General Assembly. 85 countries have now signed up to this. A year later, 2018, at the UN General Assembly, Australia, Canada, New Zealand, the UK and the USA made a joint public commitment to eradicating modern slavery from their global supply chains. [Four Principles](#) were agreed. This commitment will harness the combined purchasing power of more than \$600 billion annually – to prevent forced labour from occurring in both public and private sector supply chains. The Principles are:

- Governments should take steps to prevent and address human trafficking in government procurement practices
- Governments should encourage the private sector to prevent and address human trafficking in its supply chains
- Governments should advance responsible recruitment policies and practices
- Governments should strive for harmonisation

### Government Spend: the scale of public procurement in five countries

In 2016/17, the UK public sector spent an estimated £255 billion with external suppliers – which accounts for about a third of public spending. Most of this spending – £195 billion – was on purchases of goods and services. In 2013, public procurement spend accounted for approximately \$31 billion (15% of GDP) for New Zealand, \$221 billion (13% of GDP) for Canada, \$169 billion (13% of GDP) for Australia and \$1.7 trillion (9% of GDP) for the USA.<sup>1</sup> A total in excess of \$2 trillion USD.

### Some important initiatives to date

The important steps taken at the UNGA follow a small but growing number of initiatives to address modern slavery in public procurement. The Organisation for Security and Cooperation in Europe (OSCE) undertook an extra-budgetary programme to build awareness and share expertise amongst its member states, and produce a set of [Model Guidelines on Government Measures to Prevent Trafficking for Labour Exploitation in Supply Chains](#) (which were published in February 2018). The initiative was supported by Austria, Germany, the Netherlands, Switzerland and the US. One of the workshops was hosted by the UK Home Office. The Ethical Trading Initiative actively contributed and participated in the project. It was agreed that the Guidelines should be piloted and implemented by Member States.

The European Union has just produced a [Corporate Social Responsibility, Responsible Business Conduct, and Business & Human Rights: Overview of Progress](#) document. It is worth a read and includes reference to the [EU Directive on Non-Financial Reporting 2015](#) which includes requirements for annual reporting on human rights that are applicable to large companies but have also been used by public bodies. There is also a [European Directive on Public Procurement](#). The first principle requires contracting authorities to treat ‘economic operators’ equally and

without discrimination and to act transparently and proportionally. Economic operators are suppliers of goods, services and works on the market.

The second principle requires member states to take appropriate steps to ensure that, in performing public contracts, economic operators comply with applicable obligations in the field of environmental, social, and labour law including the ILO core conventions. The ILO's eight ['core' conventions](#) prohibit forced labour, child labour, and workplace discrimination, and provide for freedom of association, the right to organise, and collective bargaining. All EU member states have ratified them.

In addition, there are a number of individual public bodies around the world that have taken proactive steps to address modern slavery in their procurement policies and systems. But there is a very long way to go, and public bodies are far behind some private sector companies in conducting human rights due diligence and using their significant leverage to mitigate risk and drive positive change.

In the UK, the Cabinet Office is running a public [consultation](#) on maximising social value in Government procurement. The consultation seeks feedback on how government should take account of social value in the award of central government contracts, including proposed questions on modern slavery which is a key priority area.

In early 2019, the US Government amended its Federal Acquisition Regulation (FAR) to include a [definition of 'recruitment fees'](#). The FAR System governs the 'acquisition process' by which executive agencies of the US federal government purchase or lease goods and services. Under the FAR, any government (sub-)contractors, and their employees or agents, are prohibited from charging employees recruitment fees, but 'recruitment fees' were not defined. The new definition, following an extensive consultation process, is comprehensive and likely to be influential.

This adds to the passage of the US Trade Facilitation and Trade Enforcement Act (H.R. 644) in early 2016. This Act closed a loophole in existing law, rendering the importation of goods made with forced labour into the US illegal. The Act [has already been put to use](#) by the US Customs and Border Patrol (CBP) to seize shipments of goods suspected of having been produced with forced labour. The burden of proof is on the importing company to show that there was no forced labour in the production of the goods. The CBP have published a [Fact Sheet](#) informing companies that may be affected about how to improve their due diligence.

One of the resources the CBP highlight is the [Responsible Sourcing Tool](#) that the US State Department's Office to Monitor and Combat Trafficking in Persons published in collaboration with Verité, Made in a Free World, and the Aspen Institute. This Tool provides a way for any companies, contractors, procurement officials or investors to evaluate the risk of human trafficking in supply chains by sector or geographical area.

### Additional information

- **Independent Review of MSA:** the first interim report (on the role of [the Independent Anti-Slavery Commissioner](#)) and the second interim report (on [Transparency in Supply Chains](#)) have both been published. The final report is expected by the end of March. The Review has

called for the Commissioner role to be more independent in governance and funding. On TISC, key recommendations included: establishing a list of companies in scope of Section 54 of the MSA; requiring statements to include mandatory content; extending Section 54 to the public sector; establishing a public repository of modern slavery statements.

- **Environmental Audit Committee:** the inquiry into [Fixing fashion: clothing consumption and sustainability](#) has now reported, and includes recommendations on modern slavery: that there should be a public list of those companies required to produce a modern slavery statement and that there should be adequate penalties for those who fail to report.
- **The Home Affairs Select Committee:** its [inquiry](#) into the MSA is nearing completion and we expect it to report soon; we expect that it will advocate for reform of the legislation, perhaps along similar lines to the Independent Review.
- **Government transparency statement:** the UK Government has [announced](#) that later this year it will publish its own modern slavery statement. ETI has been providing technical and expert advice to the Home Office and Cabinet Office on their Modern Slavery Supplier Assessment Tool, and on their Guidance to all government departments on modern slavery. These should be issued shortly.

## The Ethical Trading Initiative's work with relevance to public procurement

The Ethical Trading Initiative is a 20-year old multi-stakeholder organisation established to tackle labour exploitation and abuse in global supply chains. Its members comprise 80 companies – many of which are well-known brands and retailers – trade unions and civil society organisations. Responsible companies commit to tackling complex challenges and demonstrate improvements in labour rights for workers against the [ETI Base Code](#), a set of nine labour standards based on ILO Conventions. ETI supports companies to demonstrate good practice against [Human Rights Due Diligence](#), in line with the UN Guiding Principles on Business and Human Rights.

- Of direct relevance to this conference, ETI has also produced [Guidance on Modern Slavery](#), [Child Labour](#), [Responsible Purchasing Practices](#) and [Business Models and Labour Practices: Making the Connection](#)
- Launched in December 2018, Cindy Berman and Ergon Associates co-authored a [Good Practice Guidance to Tackling Modern Slavery](#) for the private sector on behalf of the IFC, DFID, CDC and EBRD – aimed at development finance institutions and private companies.
- **ETI has published its own [Modern Slavery Statement](#)** which was approved by the Board and benefited from a peer review and consultation with our members, NGOs, trade unions, academics and experts. It provides an example of good practice as a small organisation not required to report under the UK Modern Slavery Act.
- **[ETI's Modern Slavery Evaluation Framework](#)** is being used by a wide range of organisations – aimed both at companies writing their statements and those reviewing Modern Slavery Statements – civil society organisations, investors, other companies, academics and parliamentarians. An online interactive version will soon be available – watch this space.
- ETI is leading a new initiative to **develop [Access to Remedy Principles for Vulnerable Workers](#)** (particularly migrants). This work is a specific output of the [ETI Migrant Labour Working Group](#), which addresses the situation of vulnerable migrant workers around the world (e.g. in Turkey, Mauritius, India, China and Malaysia). The approach and principles will be piloted in Malaysia where there are estimated to be 1.7 million migrant workers, many of whom are undocumented and subject to egregious exploitation and abuse in the electronics, furniture, apparel and rubber gloves sectors, amongst others.

- ETI's research and multi-stakeholder engagement programme **on Tackling Child Labour and Modern Slavery in Pakistan's Surgical Instruments Sector** is underway and should provide a strong case study for tackling endemic issues in public health procurement, involving international buyers, suppliers, industry bodies in Europe and Pakistan, as well as NGOs, trade unions and other stakeholders. There is an International Advisory Committee to review and advise on this work, which is being managed through our partnership with PILER in Pakistan, and involves key procurement partners in Sweden, Norway and the UK.