



RIGHTS AND WELLBEING AT WORK

Human Dignity and Integrity (Tackling Modern Slavery):

A GETTING STARTED GUIDE

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ABOUT THIS SERIES

This guide is part of our series of Getting Started Guides that supports your company to develop an [embedded sustainability strategy](#). Each guide tackles a specific sustainability sub-issue and explores what your company needs to do to support the resilience of the environmental and social systems around you.

In each guide, we address relevant trends, system thresholds, key concepts, key actors, and key resources. We also offer guidance on how to address the impacts of decisions and activities in your operations and value chains as well as developing credible goals and outlining key corporate actions and internal targets that can help to provide clarity on the work ahead.

We recommend you read the first guide in the series, [Getting Started Guides: An Introduction](#), which explains our overall approach and the value of setting a clear strategy anchored in your company's most material issues. It also explains how you can leverage process-based interim targets to clearly outline and track the specific actions that your company needs to take to achieve its high-level goals.

A complete list of focus areas and sub-issues can be found in our guide [Scan: A Comprehensive List of Sustainability Issues for Companies](#).

This guidebook addresses **Human Dignity and Integrity (Tackling Modern Slavery)**, which is part of the broader sustainability issue topic of Rights and Wellbeing at Work.

Human dignity refers to the intrinsic worth and value that every person possesses and forms a core foundation for human rights. Those rights cover a vast range of interconnected topics, from modern slavery to discrimination, to fair compensation and worker health and safety. In our work covering the issue topic of Rights and Wellbeing at Work, we have separated out various key components into specific sub-issues to address each of them in more depth.

The table on the next page provides a brief overview of our guides related to Rights and Wellbeing at Work and the key topics each covers. For specific information and guidance related to any of the key topics, please refer to the appropriate guide. For example, while freedom from discrimination is integral to human dignity and integrity, key concepts and guidance for this topic are covered in [Respectful, Equitable, and Inclusive Workplaces: A Getting Started Guide](#).

GUIDE	KEY TOPICS COVERED
Human Dignity and Integrity (Tackling Modern Slavery): A Getting Started Guide (you are here)	Freedom from torture, cruel, inhuman, or degrading treatment, or punishment; Freedom from violence or exploitation; Freedom from child labour, forced or compulsory labour, debt bondage, prison labour, or other forms of modern slavery; No human trafficking; No deceptive recruiting practices
<u>Safe and Healthy Working Conditions: A Getting Started Guide</u>	Right to safe and healthy conditions of work; Right to refuse unsafe work; Occupational hygiene; Occupational health and safety; Appropriate and safe work from home; Natural lighting and airflow; Climate-related health and safety impacts
<u>Fair Compensation: A Getting Started Guide</u>	Fair compensation; In-work poverty; Family living wage/income; Equal pay for equal work; Eliminating pay disparities; Predictable payment timing; Useable/regionally appropriate currencies; Fair compensation in piecework jobs
<u>Company-Worker Relations: A Getting Started Guide</u>	Respectfully engaging with workers; Freedom of association; Right to collective bargaining; Avoiding protracted negotiations; Psychological safety; Effective social dialogue; Regular, timely, and transparent worker communications; Worker surveys and other input and feedback tools; Works councils; Accessible and transparent worker grievance mechanisms; Whistleblower channels
<u>Respectful, Equitable, and Inclusive Workplace: A Getting Started Guide</u>	Workplace culture; Freedom from bullying, harassment, humiliation, and intimidation; Diversity, equity, and inclusion (DEI/EDI); or inclusion, diversity, equity, and accessibility (IDEA); or justice, equity, diversity, and inclusion (JEDI); or diversity, equity, inclusion, and belonging (DEIB), and other acronyms; Freedom from discrimination; Freedom of opinion and expression; Freedom of thought, conscience, and religion; Right to privacy; Respect for group rights (such as the rights of Indigenous Peoples); Cultural leave; Respect for protections for persons with disabilities, children, women and girls, persons belonging to national or ethnic, religious, and linguistic minorities, migrant workers, LGTBQIA2S+, older workers, and other groups; Workforce representative of broader society
<u>Workforce Planning and Employee Development: A Getting Started Guide</u>	Workforce planning; Avoiding precarious employment; Responsible retrenchment; Employee lifecycle aligned with sustainability; Feedback and performance management; Career planning; Opportunities for capacity building and personal development; Upskilling and reskilling; Building sustainability-related competencies
<u>Worker Wellbeing: A Getting Started Guide</u>	Good health and wellbeing; Supporting work-life balance; Right to reasonable working hour limitations; Predictable work hours; Right to paid time off; Compassionate leave; Maternity and parental benefits; Elder or child care leave; Access to child care; Health promotion; Access to leisure and exercise; Accessible design; Healthy and culturally appropriate nutrition; Health and injury insurance and other health benefits; Reintegration support; Retirement benefits to support long term financial wellbeing

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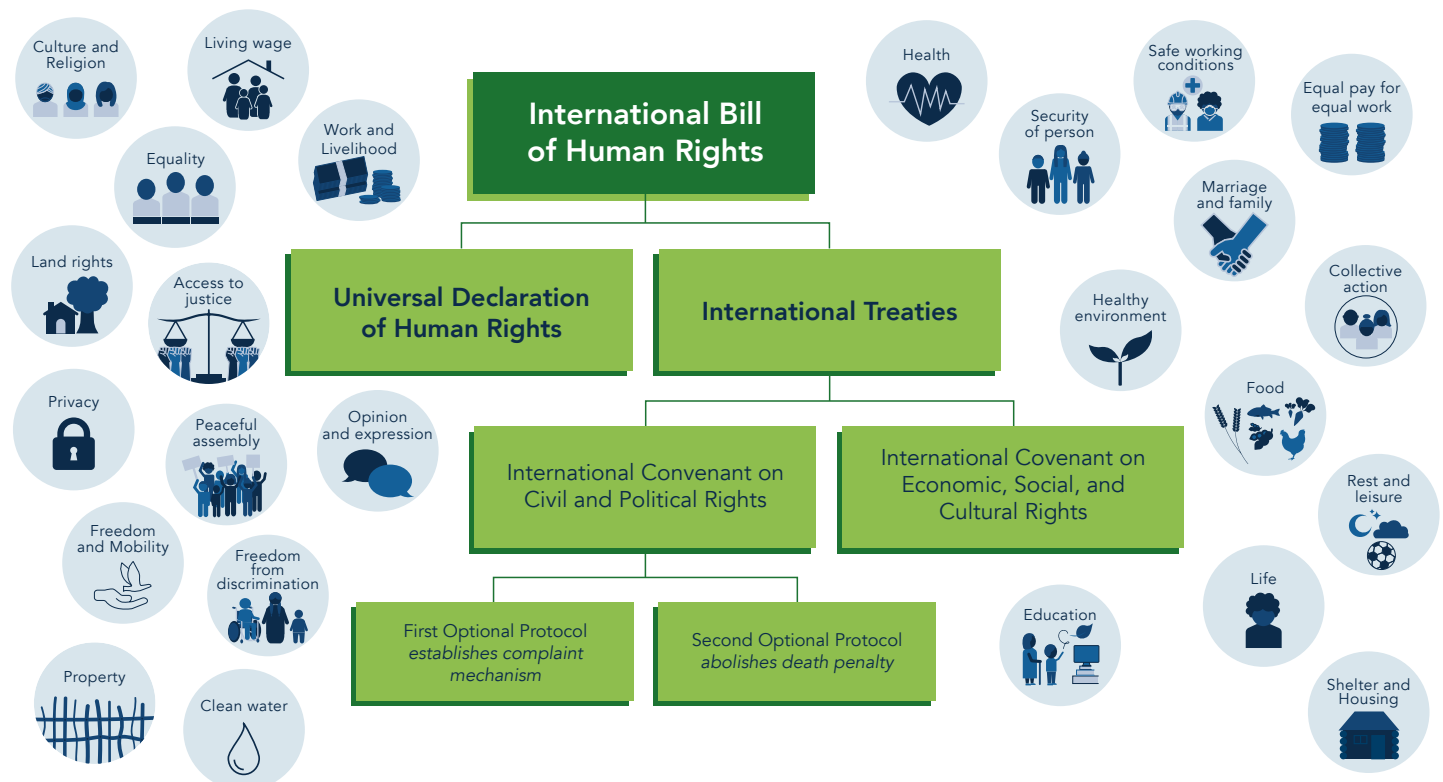
SETTING THE STAGE – INFRINGEMENT ON THE HUMAN RIGHTS OF WORKERS

Human rights are [inherent rights](#) that we all have, simply because we exist as human beings. They are tied to human dignity, the belief that all human beings have intrinsic value and are worthy of respect.

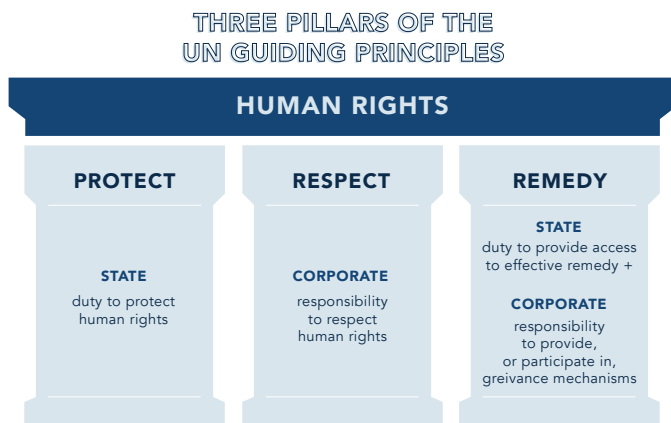
As the [United Nations Universal Declaration of Human Rights states](#), “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.”

Human rights are established in the [International Bill of Human Rights](#) and its accompanying guiding declarations and treaties. At their core, human rights ensure that everyone can live a life of dignity and respect, without discrimination or deprivation.

The rights that every person is entitled to include: freedom from slavery; freedom of movement; the right to make a decent living that adequately provides for them and their families; the right to privacy; freedom of opinion and expression; the right to life and to safety; the right to peaceful assembly; the right to rest and leisure; and more.



In the context of work, human rights aim to prevent worker exploitation by the companies they work for or sell to, as well as prevent discrimination, unfair treatment, and unsafe work. The [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) outline states' obligations to respect, protect, and fulfil human rights and fundamental freedoms, the responsibility of all business enterprises to respect human rights, and the need for appropriate and effective remedies when rights are breached.



Adapted from: [The Shift Project](#)

The [ILO Declaration on Fundamental Principles and Rights at Work](#) is an expression of commitment by governments, employers', and workers' organisations to uphold basic human values including freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

The [Organization for Economic Cooperation and Development \(OECD\) Guidelines for Multinational Enterprises on Responsible Business Conduct](#) further reinforce the expectation that companies respect and protect human rights, prevent or mitigate adverse impacts linked to their operations, value chains, and business relationships, and remediate actual impacts. Ultimately, human rights can be directly affected by where and how businesses operate and by what products or services they provide.

This guide tackles human dignity and integrity in the workplace. This includes ensuring that workers within companies and their value chains are free from violence, exploitation, and are not subject to forced labour or other forms of modern slavery.

Companies are responsible for respecting human rights, including by providing decent work throughout their operations and value chains. However, the 2024 Social Benchmark by the World Benchmarking Alliance [revealed that](#) 90% of the world's 2,000 most influential companies are "not even halfway to meeting fundamental societal expectations on human rights, decent work, and ethical conduct."

As a part of their inherent human rights, every worker is entitled to working conditions free from torture and other cruel, inhuman, or degrading treatment or punishments, including freedom from violence and exploitation. Under the [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment](#), torture refers to "any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person." At work, inhuman or degrading treatment can refer to actions that cause intense mental or physical suffering or violate the dignity of a worker – this can include physical abuse and violence in the workplace, forced detention to continue work, and other situations whereby workers are subjected to inhumane punishments or exploitation.

[Modern slavery](#) is a particularly egregious abuse of human rights. On any given day, [nearly 50 million people](#), adults and children, live and work in conditions of modern slavery around the world. Vulnerable groups are disproportionately affected – [one in four](#) people in situations of modern slavery are children, [54% are women and girls](#), and [migrant workers are three times more likely](#) to be in situations of forced labour, with around 44% of forced labour victims being migrants. The International Labour Organization (ILO) [documents that](#) "the systematic and deliberate withholding of wages, used by abusive employers to compel

workers to stay in a job out of fear of losing accrued earnings, is the most common form of coercion.” These practices affect 36% of workers in situations of forced labour.

Forced labour predominantly occurs in the private sector – [86% of forced labour cases](#) are imposed by private individuals, groups, or companies as opposed to state actors. The five sectors [accounting for](#) the majority of total adult forced labour (87 per cent) are services (excluding domestic work), manufacturing, construction, agriculture (excluding fishing), and domestic work. The [ILO indicators of Forced Labour](#) outline the most common signs or “clues” that point to the possible existence of forced labour.

Violations of workers’ human rights are [on the rise](#) and the number of people experiencing [modern slavery also continues to increase](#). International human rights organisation Walk Free [notes that](#) “the worsening situation has occurred against a backdrop of increasing conflict, environmental degradation, over a decade of global democratic decline, a global rollback of women’s rights, and the economic and social impacts of the COVID-19

pandemic and responses to it. These compounding crises have led to significant disruption to employment and education, increases in extreme poverty, and forced and unsafe migration, which together heighten the risk of all forms of modern slavery.”

Company policies, practices, due diligence, culture, and decision-making must collectively ensure that all workers are free from torture, cruel, inhuman, or degrading treatment or punishment; are free from violence or exploitation; are free from forced or compulsory labour, debt bondage, prison labour, or other forms of modern slavery. This includes not engaging in or supporting the drivers of forced or child labour, such as deceptive recruitment practices, deposits or recruitment fees, confiscation of identification, debt bondage situations, restricting workers’ freedom of movement, and more. Companies must also ensure that they do not, directly or indirectly, employ children.

Preventing discrimination is also integral to supporting human dignity and is addressed in the related guide - [Respectful, Equitable, and Inclusive Workplaces: A Getting Started Guide](#).

Note: Sustainability issues are generally systemic issues, because they are deeply interconnected and rooted in complex environmental, social, and economic systems. In these guides, a system threshold is defined as the point at which the resilience of an environmental, social, or economic system becomes compromised. This occurs when the total impacts imposed on the system exceed its capacity to assimilate those impacts.

SYSTEM THRESHOLD

Every person is entitled to human rights, including freedom from inhumane or degrading treatment. Modern slavery and other human rights abuses deny workers access to basic human rights and destabilise our social systems. Companies should not cause or contribute to adverse human rights impacts through their activities – whether through fear, exploitation, deceit, physical or emotional restraint, or other means – or through the actions of their value chain partners, in their investments, or through other business partnerships.

KEY TOPICS ASSOCIATED WITH HUMAN DIGNITY AND INTERGRITY

- Freedom from torture; cruel, inhuman, or degrading treatment; or punishment
- Freedom from violence or exploitation
- Freedom from child labour, forced or compulsory labour, debt bondage, prison labour, or other forms of modern slavery
- Human trafficking
- Deceptive recruiting practices

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KEY CONCEPTS

DECENT WORK

[Decent work](#), as defined by the ILO, is “productive work [...] in conditions of freedom, equity, security and human dignity.” It “sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all.”

Decent work safeguards the dignity of workers by ensuring equality of opportunity and equitable treatment and a workplace that is free from discrimination. It offers fair income and ensures workers are paid a wage that affords them and their families a decent standard of living as well as secure and safe working conditions. Across all this, decent work also gives workers a voice, hears their concerns and feedback, and respects their rights. While this guide addresses the dignity and integrity of workers – other guides in the [Getting Started series on Worker Rights and Wellbeing](#), including Safe and Healthy Working Conditions, Fair Compensation, Company-Worker Relations, Respectful, Equitable, and Inclusive Workplaces, Workforce Planning and Employee Development, and Worker Wellbeing address the remaining components of decent work.



WORKER VOICE

MODERN SLAVERY

[Modern slavery](#) is a particularly egregious abuse of human rights. As defined by Walk Free, it refers to “situations of exploitation in which a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power”. Modern slavery includes:

- [Human trafficking](#), which involves the transportation or coercion of people to benefit from their work or services.
- [Debt bondage](#), whereby a person is forced to work to pay off a debt.
- [Forced labour](#), which refers to all work coerced from a person under threat of penalties such as violence or intimidation.
- [Child labour](#), which is defined as work that deprives children of their childhood, potential, and dignity, and is harmful to their physical and mental development.

DECEPTIVE RECRUITING PRACTICES

In an increasingly globalised economy, many workers are looking beyond their home countries for job opportunities, leaving them increasingly susceptible to recruitment practices that can trap them in conditions of modern slavery. The [ILO notes that](#) “deception is the most common form of “recruitment” when it comes to forced labour. Third-party recruiters – often operating unlawfully or semi-lawfully – may be the only source of employment information available to migrants. This makes it easy for them to lie about the nature of jobs and conditions of work.” Victims can be manipulated into paying recruitment fees or other related costs that result in debt bondage linked to recruitment, have their identity documents

confiscated, and face threats of violence or deportation to prevent them from leaving.

[Ethical recruitment](#), as defined by the Issara Institute, is “labour recruitment whereby both employers and recruitment agencies share responsibility to:

- Respect all relevant laws
- Ensure ethical and professional conduct towards workers and each other
- Ensure that the costs of recruitment are borne by the employer and not the workers
- Uphold decent health, safety, working, and living conditions for workers
- Ensure access to remedy and functioning, credible grievance mechanisms”

DUE DILIGENCE, HUMAN RIGHTS RISK ASSESSMENTS, AND IMPACT ASSESSMENTS

Human rights [due diligence](#) is a process where businesses identify, prevent, mitigate, and address their potential and actual human rights impacts. The [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#) advise that human rights due diligence “should cover adverse human rights impacts that the business enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships.” Human rights due diligence is an ongoing or iterative processes, rather than a one-off undertaking.

Human rights risk assessments (HRA) are often one of the first steps in the human rights due diligence process and help to identify and prioritise potential and actual human rights risks associated with a business, project, policy, location, or category of materials, suppliers, or products/services.

[Human rights impact assessments \(HRIA\)](#) typically involve more in-depth work to consult with potentially affected stakeholders to further identify, predict, and respond to potential and actual human rights impacts. They may be undertaken to better understand a particular operation, business, supplier, or location.

GRIEVANCE MECHANISMS

Effective grievance mechanisms support the early identification of potential human rights impacts, providing companies with the opportunity to take proactive action before issues escalate or have lasting impacts. A [grievance mechanism](#), as defined in the UNGPs, is “a process through which grievances concerning business-related human rights abuse can be raised and an effective remedy can be sought. In practice, it is a formalised process through which [a business entity] deals with a grievance or complaint. It includes the procedures and systems for receiving complaints of any sort and facilitating their resolution. Resolution may include steps to enable complainants to seek remedy.”

Grievance mechanisms are an integral component of working towards ensuring decent work and are covered in more detail in [Company-Worker Relations: A Getting Started Guide](#).

REMEDY

A human rights remedy is a measure taken to address and rectify a human rights violation. Remedy should provide adequate, effective, and prompt reparation for harm suffered. The [UN Office of the High Commissioner for Human Rights \(OHCHR\)](#) highlights that “access to effective remedy is a core component of the UN Guiding Principles on Business and Human Rights (UNGPs)” In Pillar II, Guiding Principle 22, it states that where “business enterprises identify that they have caused or contributed to adverse impacts, they should provide for or cooperate in their remediation through legitimate processes”.

The five elements of remedy recognised in the [Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law](#), are: restitution, compensation, rehabilitation, satisfaction, and guarantee of non-repetition. The following table, adapted from [Business for Social Responsibility \(BSR\)](#), explains each element.

ELEMENT	DESCRIPTION
Restitution	Companies restore, to the extent possible, what has been lost and ensure rightsholders are able to return to the state before rights abuses occurred.
Compensation	Companies provide adequate monetary or other trade-off that is equal to the gravity of the harm. This should never be offered in lieu of criminal liability.
Rehabilitation	Companies provide medical, psychological, legal, and/or social services – as relevant to the infringement – to allow rightsholders to reconstruct their life and to reduce or address the harm suffered to the greatest extent possible.
Satisfaction	Companies cease the human rights violation, acknowledge the harm, disclose the truth, provide an apology, and sanction those responsible.
Guarantee of non-repetition	Companies implement policies and procedures to prevent future harms and abuses and/or take disciplinary action.

Beyond meeting the elements for remedy, companies must also ensure that any remedies provided to address rights infringements are *effective*. The key components of effectiveness are outlined below.

Key components of effective remedy

ACCESSIBLE	Rightsholders are informed of the remedy process for specific infringements of human rights as it is developed and are able to gain access to it without inconvenience. Access can be through a company's operational grievance mechanism (OGM) or through another legitimate process.
AFFORDABLE	Ideally, rightsholders should be able to access remedies without incurring personal expense. Where costs are unavoidable, they should be considered affordable by those affected. Attention to simplifying procedures or providing access to legal aid can help to reduce access costs.
ADEQUATE	The remedy addresses and repairs the harm caused. Adequacy of remedies should be judged not only by the current needs of the rightsholder but also their future long-term needs. Remedy agreements should also have some built-in flexibility to respond to harms discovered after the conclusion of the remedy process.
TIMELY	Timeliness will depend on the complexity of each case and what the rightsholder considers timely, given their circumstances. It is critical that claims are processed quickly as delays can result in the denial of justice.

Adapted from: [BSR](#)

MODERN SLAVERY STATEMENTS

A modern slavery statement is a report that businesses are required to publish in certain jurisdictions under legislation such as the [Modern Slavery Act 2015](#) in the UK, the [Modern Slavery Act 2018](#) in Australia, or the [Fighting Against](#)

[Forced Labour and Child Labour in Supply Chains Act](#) in Canada. Modern slavery statements outline an organisation's commitment to preventing and combating modern slavery, including forced labour, human trafficking, and child labour, in their operations and supply chains. Some businesses opt to produce a voluntary modern slavery statement.

3

KEY PLAYERS

The [International Labour Organisation](#) (ILO) aims to promote social justice and internationally recognised human and labour rights. The ILO created international labour standards on forced labour, including the Forced Labour Convention adopted in 1930, the Abolition of Forced Labour Convention adopted in 1957, and the Protocol to the Forced Labour Convention adopted in 2014.

[Walk Free](#) is an international human rights group focused on the eradication of modern slavery in all its forms. It works to build a strong knowledge base and dismantle slavery through collaboration with businesses, NGOs, and governments around the world.

The [Ethical Trading Initiative](#) is a leading alliance of trade unions, NGOs, and companies, working together to advance human rights in global supply chains.

The [Responsible Business Alliance \(RBA\)](#) is the world's largest industry coalition dedicated to responsible business conduct in global supply chains. Their Responsible Labor Initiative (RLI) is a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labour global supply chains are consistently respected and promoted.

4

COMMITTING TO TAKE ACTION – MID- AND LONG-TERM GOALS AND COMMITMENTS

Committing to take action on **Human Dignity and Integrity** can include addressing many of the key topics listed above. The mid- and long-term commitments that your organisation elects to make should be based on your identified priorities, areas of greatest impact, and your capacity to undertake the work required. It is important to note that this section does not provide *all* possible mid- and long-term goals related to this issue, but rather a sample of the goals that were most frequently adopted by companies in our research.

When it comes to mid- and long-term goals and/or commitments on **Human Dignity and Integrity**, some companies will make specific commitments to address modern slavery, particularly within their supply chain. However, it is important to also make a broader commitment to respect the human rights of workers in your operations and value chain. These commitments typically include variations of the following:

Long-term commitment: Ensure our company assesses and respects human rights and the dignity of workers throughout our operations.

- Ensure a work environment free from violence or exploitation at all our operations.
- Identify, manage, and seek to eliminate any risk of modern slavery in our operations.
- Ensure fair and transparent recruitment processes at all our operations.
- Ensure that our employment contracts are fair, transparent, and understood by our workers.
- Ensure all operational assets have human rights management plans to prevent, mitigate, or remediate human rights violations by 20[XX].
- Implement effective grievance mechanisms for workers, aligned with the effectiveness criteria in the UN Guiding Principles by 20[XX].
- Implement a zero-tolerance policy for retaliation against workers for raising human rights concerns - including a prohibition on any kind of threats or actions, including any form of economic retaliation, legal action, physical or other forms of violence – and build expectations for suppliers to take the same approach.

Long-term commitment: Respect human rights and the dignity of workers throughout our value chains and commercial relationships. (The subgoals outlined below focus on key topics related to human dignity and integrity – companies should be setting goals to align with ALL worker rights as outlined in other guides in the series)

- Identify and seek to address any instances of modern slavery across our value chains, including forced and child labour.
- Ensure key suppliers have effective systems in place to respect the human rights of workers, including ensuring freedom from torture, violence, exploitation, other cruel, inhuman, or degrading treatment or punishments.
- Ensure [X%] of suppliers [or ‘our key suppliers’] have mature Human Rights Due Diligence systems in place.
- [X]% of Tier 1 facilities in our supply chain meet our foundational labour standards by 20[XX].
- Our Tier 1 supplier contracts will include expectations to eradicate recruitment fees and ensure fair and transparent employment terms for workers.
- By 20[XX] we will build internal processes to monitor supplier progress and provide support on meeting our expectations for respecting human rights.
- By 20[XX] we will implement a supplier requirement that prohibits restrictions to workers’ freedom of movement and work with suppliers to eliminate any instances of confiscated identification.

Are you setting new goals or interested in benchmarking your goals against leading practice? To help advance progress in credible corporate sustainability goals, the Embedding Project maintains a public goals database containing leading sustainability goals and commitments set by large companies globally. Explore our [Sustainability Goals Database](#) for more mid- and long-term goals on Human Dignity and Integrity.

5

HOW TO GET THERE – PROCESS-BASED INTERIM TARGETS

Note: The following section outlines the actions your company will need to take in sequential order. The timeframe for actions and work for each step needs to be embedded in your organisational context and will require varying time allocations based on your organisation's maturity and capacity for the work ahead.

UNDERSTANDING INDUSTRY AND JURISDICTIONAL HUMAN RIGHTS AND MODERN SLAVERY RISKS

Your work on understanding and addressing human dignity and modern slavery will be linked with your broader efforts to respect all human rights. There are many ways that human dignity and modern slavery risks can manifest within your operations and value chains. You will need to begin with a conceptual understanding of where your organisation is vulnerable to human rights impacts to workers (including the risk of modern slavery) and the kinds of human rights risks or impacts that may exist within the jurisdictions where you and your suppliers operate.

Where possible, try to gain a high-level understanding of some of the underlying factors that contribute to these risks, including intersections between inequality, gender, conflict, and historical legacies that may shape current conditions in the regions where you operate. This understanding may help you to more effectively address some of the underlying factors that underpin and enable human rights risks and can offer a pathway to build awareness of systemic issues and tackle human rights risk in a more robust and comprehensive way.

At a high-level, consider the possible implications of the location and industry of your key supply chain partners as well as the impact that current trends in labour demand and supply may have on the types of human rights risks that may be present. For example, explore whether the regions and/or

industries in which you or your suppliers operate have a higher risk of rights violations. Or consider whether labour conditions create a high reliance on migrant workers and/or recruitment agencies that may increase the risk of deceptive recruitment practices. Building this understanding can help you to identify which sectors, geographies, activities, and/or suppliers will need to be prioritised for further screening. Table 5 in the [International Finance Corporation's Good Practice Note](#) for the Private Sector offers sample contextual factors, as well as sources of information and further tools that might be useful in identifying high-level modern slavery risks.

CASE STUDY: Toney's Chocolonely's approach to understanding modern slavery in cocoa supply chains

With a goal to end exploitation in the cocoa industry, [Tony's Chocolonely](#) – a Dutch chocolate company – identifies and recognises that the “systemic underpayment of cocoa farmers” underpins the continued exploitation of workers. The company notes that systemic underpayment “drives [workers] into poverty, forcing them to turn to illegal labor practices – especially child labor [...] lead[ing] to more exploitation in a vicious and avoidable cycle.” This understanding of one of the key drivers of human rights risk in the cocoa value chain helps to inform the company's strategy for achieving “100% slave free chocolate”.

Note: The targets outlined in this chapter are a **sample** of process-based goals your company can set to align with the progress outlined above. Your company will likely not set all of the following goals but rather select or build off certain targets as they align with your company's own priorities for action.

Examples of process-based targets:

- By 20[XX], we will build a conceptual understanding of where our organisation is vulnerable to human rights impacts to workers (including the risk of modern slavery).
- By 20[XX], we will identify the kinds of human rights risks or impacts that may exist within the locations and industries where we operate.
- By 20[XX], we will use this conceptual understanding to identify which sectors, geographies, activities, and/or suppliers will need to be prioritised for further screening.
- By 20[XX], we will undertake a human rights risk assessment of Tier 1 suppliers with a focus on key procurement industries and jurisdictions.

MAP YOUR VALUE CHAIN AND GATHER HUMAN AND LABOUR RIGHTS DATA

Often, the greatest risk for adverse human rights impacts resides deeper within supply chains due to a lack of visibility and oversight. Begin by identifying your direct supply chain partners, including details such as site locations and supplier activities. Then expand your efforts to try to map lower-tier suppliers. This involves tracing materials

back to their origins, which is especially important for high-spend procurements or categories. This will require gathering data from suppliers about their facilities, suppliers, and intermediaries. This process can be resource and time-intensive and can be challenging due to supplier reluctance to disclose. For industries with common suppliers, taking a collaborative approach may be an opportunity to progress this work.

Examples of process-based targets:

- By 20[XX], we will map our value chain and identify hotspots for human rights risks.
- By 20[XX], we will implement a tier-1 supplier questionnaire to gather data on human rights in our value chain.

IDENTIFY AND PRIORITISE HUMAN RIGHTS RISKS IN YOUR OPERATIONS AND SUPPLY CHAIN

Human rights risk assessments (HRRAs) are often the first step in the human rights due diligence process. A human rights risk assessment identifies and prioritises actual and potential adverse human rights risks (and may surface actual impacts) and makes recommendations for appropriate actions to manage these risks (and impacts). A HRRAs may be associated with a business (with or without including its value chain), project, policy, location, category of materials, suppliers, or products/services.

Begin by reviewing your own employment practices to identify potential risks and impacts on the human rights of individuals employed by your company and their ability to raise grievances and access remedy.

Next, return to the supplier mapping conducted in the previous stage to assess the potential for human rights risks in your supply chain and better understand where you may need to prioritise engagements. The aim of this work is to prioritise hotspots based on likelihood and severity and to use these findings to inform the next stages of the due diligence process.

While it is important that this process is comprehensive, at early stages, [this quick check tool](#) from the Danish Institute for Human Rights can help you identify key questions related to some of the most essential operational human rights issues that you should consider.

Examples of process-based targets:

- By 20[XX], we will conduct human rights risk assessments at [X]% of our own operations.
- By 20[XX], we will conduct an inventory of our supply chain to identify the activities, impacts, and risks related to worker human rights and labour rights.

DEVELOP A HUMAN RIGHTS DUE DILIGENCE STRATEGY

As the insights from the [Corporate Human Rights Benchmark](#) demonstrate, progress on human rights is underpinned by four key practices: allocating responsibilities, assessing human rights risks, building internal capacity, and effective grievance mechanisms.

Ideally your strategy for respecting worker rights will be part of a larger strategy to respect all human rights. Begin by communicating a clear commitment to respecting human rights – this can be expressed through a comprehensive combination of a policy framework, human rights policy, a public statement, a code of conduct, supplier code of conduct, risk or impact management plan, or other strategy documents that define your responsibilities to respect human rights in your operations and value chains, and the actions you will undertake to do so.

Consider articulating a public position on human rights. Developing position statements provides the space for senior leaders and the board to build their understanding and conviction. The process promotes productive debate, provides direction to employees and management to act, clarifies expectations, and supports accountability. To understand how to develop a credible position statement, [read our guide](#).

All commitments to human rights should be signed off and championed by senior leadership and related responsibilities and practices clearly formalised into the organisation's day-to-day management and operations. Define and embed management and board responsibilities for governance and oversight of human rights. You will also need to adjust your existing policies to align with these commitments.

Examples of process-based targets:

- By 20[XX], we will develop and communicate a strategy to respect human rights and conduct human rights due diligence.
- By 20[XX], we will develop an internal governance model to oversee human rights due diligence.
- By 20[XX], we will develop a public position on human rights.

BUILD INTERNAL CAPACITY

Outline clear responsibility and build internal capacity for implementing your human rights strategy. Provide broad and role-specific human rights training to ensure your commitments are translated into action. Explain key guiding documents, such as the ILO's Declaration of Fundamental Principles and Rights at

Work, to employees engaged in this work across the organisation. Use this to build awareness about the company's human rights commitments and responsibilities to prevent and address the risk of rights violations. Also, to ensure accountability and progress, clarify responsibilities for the disclosure of practices and performance as a part of this process.

Examples of process-based targets:

- By 20[XX], we will deliver targeted training to address specific locational risks, such as forced labour and risks to migrant workers, to support facility improvements.
- By 20[XX], 100% of our employees will complete general human rights training.
- By 20[XX], 100% of employees in roles with a potential impact on human rights, including our procurement, compliance, and legal teams, will complete job-specific human rights training.
- By 20[XX], we will offer [X] hours of training to employees on human rights, including specific training for procurement professionals.
- By 20[XX], we will achieve a participation rate of [X]% in human rights training.

DEVELOP OR STRENGTHEN WORKER GRIEVANCE MECHANISMS

Effective grievance mechanisms support the early identification of potential human rights risk or impacts, providing companies with the opportunity to take proactive action before issues escalate or have lasting impacts.

Begin with developing or strengthening worker grievance mechanisms for your own operations. For more in-depth information on developing effective grievance mechanisms, explore the [Company-Worker Relations: A Getting Started Guide](#).

You will also need to begin gathering data on the use and effectiveness of worker grievance mechanisms among your suppliers and, in later years, engaging with suppliers to strengthen the effectiveness of their grievance mechanisms, if relevant. Depending on the identified risk hotspots and effectiveness of existing grievance mechanisms in your supply chain, and if relevant in your industry, your company may also opt to establish its own grievance mechanism or hotline for workers in your supply chain to report human and labour rights concerns.

CASE STUDY: Gap Inc. establishes a Code of Business Conduct Hotline for workers in the value chain

Beyond requirements for suppliers to establish grievance mechanisms, [Gap Inc.](#) also allows workers within their value chain to raise concerns via other channels. The Code of Business Conduct Hotline is available to employees of Gap Inc. and their suppliers and provides a “a secure and confidential, telephone and web-based reporting system [that] is managed by an independent, third-party vendor.” The hotline offers interpreters and allows submissions to be made anonymously. The company’s Assessment and Remediation program provides contact information for workers within their value chain to reach out to Gap directly about concerns. Gap also outlines a clear commitment to workers’ rights if they engage with these mechanisms, stating “If an individual approaches Gap Inc., we do not require them to permanently waive their legal rights to other judicial or non-judicial processes as a condition to participating in the grievance process and do not require confidentiality provisions with respect to human rights grievances.”

Examples of process-based targets:

- By 20[XX], we will co-design and implement effective operational grievance mechanisms and accessible company-wide whistleblower channels.
- By 20[XX], we will establish a hotline for workers in our supply chain to report human or labour rights concerns.
- By 20[XX], [XX]% of our tier-1 suppliers will have implemented effective grievance mechanisms.

DEVELOP A RESPONSIBLE SOURCING STRATEGY

For many companies, the greatest potential impacts on the human rights of workers resides within their value chain.

To ensure that your procurement does not contribute to, or support, human rights abuses, you will need to develop a responsible sourcing strategy that outlines requirements for human and labour rights for suppliers and the processes your organisation will employ to assess, monitor, and mitigate the human rights risks associated with your current and potential suppliers.

Build human rights principles and expectations into procurement contracts to ensure suppliers meet basic criteria, such as requirements for no recruitment fees, clear employment contracts available to workers in their native language, no document confiscation, due diligence and monitoring programs to screen and manage any recruitment agents if they are used to select, recruit and/or transport foreign migrant workers, and expectations for effective remedy.

Another important part of a due diligence process to prevent modern slavery and other human rights impacts is to assess current and prospective suppliers for potential risks and with respect to their human rights performance. A starting point can be supplier self-assessments and questionnaires and/or requirements for suppliers to self-certify that they, and their direct suppliers, comply with human and labour rights standards. Recognised certifications can be another screening tool; note however that self-assessments and evidence of third-party certifications cannot replace a company's own duty to conduct due diligence.

It is also important to communicate your expectations, particularly with Tier 1 suppliers. Your supply chain sourcing policy, supplier code of conduct, vendor compliance documents, and supplier agreements should establish basic performance expectations for subcontractors, suppliers, and agents with respect to human rights by explicitly prohibiting human trafficking in all its forms as well setting out expectations to respect the human and labour rights of workers.

Examples of process-based targets:

- By 20[XX], we will develop a responsible sourcing strategy.
- By 20[XX], [X]% of our products [or materials] will be sourced from certified suppliers.
- By 20[XX], we will develop a supplier code of conduct that outlines expectations and requirements for human and labour rights.
- By 20[XX], we will develop and communicate expected workplace standards for suppliers.
- By 20[XX], we will implement risk mitigation plans for [X]% of contracts with suppliers identified as having high human rights risks.

CONDUCT TARGETED HUMAN RIGHTS IMPACT ASSESSMENTS

Based on the results of your HRRRA, you may need to engage in more detailed human rights impact assessments (HRIAs) to better understand the potential impacts related to particular hotspot operations, locations, or suppliers.

Human rights impact assessments typically involve more in-depth work to consult with potentially

affected stakeholders to further identify, predict, and respond to potential and actual human rights impacts. The [Danish Institute of Human Rights defines HRIAs as](#) “a process for identifying, understanding, assessing and addressing the adverse effects of the business project or activities on the human rights enjoyment of impacted rights-holders such as workers and community members.” This phase should include engaging with a representative sample of affected rightsholders

who may be impacted by your activities or those of your key suppliers – where engagement does not put individuals at risk – to seek their input and understand their concerns. Attention should be paid to ensuring that these engagements do not put individuals at risk.

Yet, the [Corporate Human Rights Benchmark](#) notes that “while 61% of companies have a part of the human rights due diligence process in place,

only 27% engage with rightsholders [...] rais[ing] concerns about their effectiveness.”

You may opt to begin with Tier 1 suppliers identified as high risk and conduct (or require) HRIAs for key Tier 1 suppliers. Over time and based on the risks you face and your organisation’s capacity, you may also conduct or require HRIAs for key lower tier suppliers.

Examples of process-based targets:

- By 20[XX], we will [conduct or require] human rights impact assessments at our prioritised tier-1 suppliers.

DEVELOP A PROCESS TO ENSURE EFFECTIVE REMEDY

Develop processes to ensure effective rights remedy in alignment with the UN Guiding Principles on Business and Human Rights to address and rectify human rights violations that your organisation has caused or contributed to, including in your supply chain.

Remedy should provide adequate, effective, and prompt reparation for harm suffered, including through restitution, compensation, rehabilitation, satisfaction, and/or guarantee of non-repetition. Remedies should be accessible, affordable, adequate, and timely.

Examples of process-based targets:

- By 20[XX], we will develop processes to ensure that we appropriately provide and/or participate in providing effective remedy for violations of workers’ human rights that we have caused or contributed to.

SUPPORT YOUR VALUE CHAIN

Work with key suppliers to identify vulnerabilities within their operations and supply chains and look for ways to develop and implement tools to address them and ensure compliance in their supply chains.

As supply chains grow and become more complex, it becomes increasingly challenging to ensure freedom, fairness, and safety in the workplace. While companies place expectations on suppliers regarding respecting human rights, there is often a [mismatch](#) between these expectations and purchasing practices that can set suppliers up to fail. Review your purchasing and procurement practices to ensure they align with an environment

where suppliers are enabled, and supported, to uphold human rights

Offer a training program to build supplier understanding and capabilities for the work, including specific training on relevant human rights skills and your supplier code of conduct. Use the training to increase awareness of the human rights of workers, offer resources and tools, and build human rights knowledge and capabilities within your value chain. Depending on your company’s capacity, you can prioritise access to training programs for suppliers identified as presenting the highest human rights risk in your human rights risk assessments and human rights impact assessments.

CASE STUDY: Lululemon's No Fee Program to build fair recruitment processes

Recognising that migrant workers are some of the most vulnerable to deceptive recruitment and forced labour, [Lululemon](#) established a Foreign Migrant Worker "No Fee" Program. The program focuses on supporting Tier 1 and 2 suppliers in Taiwan to eliminate recruitment fees. The company offers education, guidance, and support to suppliers in implementing program requirements, and has plans to expand the program to cover other sourcing regions. Lululemon also has a [Foreign Migrant Worker Standard](#) that clearly outlines expectations for suppliers, including standards for use of recruiting agents, recruitment fees and costs, deposits, on-site training, document retention, employment contracts, working conditions, wages, grievance mechanisms, and repatriation.

CASE STUDY: H&M ringfences labour costs

As a part of [Action, Collaboration and Transformation \(ACT\) initiative](#), H&M – a Swedish multinational fast fashion retailer – [committed to five practices for responsible purchasing](#). These include: purchasing prices include wages as itemised costs; fair terms of payment; better planning and forecasting; undertaking training on responsible sourcing and buying; and practicing responsible exit strategies. In practice, this means that H&M's cost for a garment is "split into different cost blocks such as material, labour and operations", which aims to ensure that "labour costs are not part of price negotiations and [...] wage improvements are reflected in the prices [H&M] pay[s] suppliers."

Examples of process-based targets:

- By 20[XX], we will review our purchasing practices to ensure that they enable and support suppliers to meet human rights commitments.
- By 20[XX], we will develop a workplace standards training program.
- By 20[XX], [XX]% of our tier-1 suppliers will have participated in our Workplace Standards Training Program.

MONITOR YOUR VALUE CHAIN

Develop a supplier monitoring program conducted by your internal responsible supply chain team and/or by third-party assessors to ensure that supplier processes, policies, and performance on human rights align with your human rights standards. The frequency of subcontractor assessment will be based on risk factors such as geography, production processes, and/or elevated risks, such as the presence of foreign migrant workers or the potential for forced labour or child labour. Additional assessments may be triggered by certain risks or grievance investigations.

Trust, but verify. Conduct spot checks to verify the information provided in supplier questionnaires and compliance statements. For high-risk suppliers, it may be necessary to conduct in-person audits, where and when possible.

Based on the risks in your value chain, you may also elect to put in place your own independent whistleblower channels as a way for individuals and organisations in your supply chain to raise non-compliance issues. Put in place an escalation plan for when potential problems are reported or discovered. Develop and document a remediation plan to remedy any compliance gaps.

Examples of process-based targets:

- By 20[XX], we will develop a supplier assessment and monitoring program.
- By 20[XX], [X]% of key suppliers will complete self-assessments and questionnaires on compliance with human and labour rights standards [or supplier code of conduct and other similar company requirements].
- By 20[XX] [XX]% of our tier-1 suppliers will demonstrate that they have internal governance models to oversee human rights due diligence.
- By 20[XX] [XX]% of our tier-1 suppliers will undergo human rights due diligence audits.
- By 20[XX], we will develop a workplace standards monitoring program.
- By 20[XX], [XX]% of our tier-1 suppliers will be onboarded to our workplace standards monitoring program.
- By 20[XX], we will develop a remediation plan to remedy compliance gaps within our value chain.

ISSUE A MODERN SLAVERY STATEMENT AND OTHER HUMAN RIGHTS DISCLOSURES

Businesses that operate in jurisdictions with modern slavery regulations will face mandatory reporting requirements (if so, these requirements may already apply to your business, and you may need to issue a statement much earlier in this process). Businesses may also face requests for disclosure from customers or investors and may opt to produce a voluntary modern slavery statement.

Generally, modern slavery statements outline your organisation's commitment and efforts to combat modern slavery within its operations and supply chains. They typically include a description of your organisation's structure, activities, and supply chains, as well as policies and due diligence processes related to forced labour and child labour.

The statement must also detail the risks of modern slavery in your organisation's operations and supply chains, including describing specific impacts identified through human rights impact assessments.

Your statement should also include the specific actions you have taken to address those risks such as implementing corrective actions, training staff, working with suppliers, and any measures taken to remediate impacts identified in your organisation or your supply chain, such as providing support to victims or working with suppliers to implement corrective actions. Additionally, it should include the metrics used to track your organisation's progress in combating modern slavery and an assessment of the effectiveness of your efforts. Mandatory statements must be made publicly available, usually on your organisation's website.

Examples of process-based targets:

- By 20[XX], we will issue a modern slavery statement, including our plans for continuous improvement.

CONTINUE TO IMPROVE DUE DILIGENCE AND DEEPEN YOUR VALUE CHAIN EFFORTS

Leverage your learnings and internal capacity-building to identify opportunities to continue to improve processes for identifying, assessing, and addressing human rights risks.

Once you have established criteria and performance expectations for direct suppliers, begin to collaborate with your tier-1 suppliers to help them to assess and engage lower-tier suppliers to ensure respect for human rights and work to gain improved transparency into key raw materials. This process can be a big undertaking and may not always be feasible for individual companies – where you share suppliers with others in the industry, consider whether there are opportunities for collaborative approaches or whether you can develop shared expectations, training, standards, or certifications to support lower-tier suppliers.

CASE STUDY: Burberry builds transparency into its supply chain

Recognising that the complexity of extended apparel supply chains can conceal potential human rights risks, [Burberry](#) – a British luxury fashion brand – determined that the traceability of key raw materials was a crucial step to addressing and managing human rights risks within its value chain. The company implemented a pilot project for three key materials – cotton, wool, and synthetics – and employed the use of “a third-party traceability tool to track these fibres back to the country of origin.” The company aims to scale the initiative, setting a goal of full traceability of all key raw materials by FY 2029/30. Burberry is also implementing a “sourcing Country of Origin risk mapping tool that [...] product teams can utilise to support them when making sourcing decisions.”

Examples of process-based targets:

- By 20[XX], we will identify opportunities to update and improve our due diligence processes. We will use this to ensure monitoring of potential impacts and evaluation of mitigation and remediation actions remain effective.
- By 20[XX], we will collaborate with our tier-1 suppliers to develop programs and set expectations for lower-tier suppliers.
- By 20[XX], we will collaborate with our tier-1 suppliers to ensure that they have appropriate human rights monitoring and engagement in place with their strategic suppliers.
- [X]% of the volume of [product] will be covered by dedicated due diligence systems, such as Child Labour and Monitoring Remediation Systems (CLMRS).
- By 20[XX] all key raw materials will be 100% traceable (back to country level as a minimum).

RESOURCES

GUIDANCE

UNDERSTANDING HUMAN RIGHTS AND MODERN SLAVERY

The [UN Guiding Principles on Business and Human Rights](#), also known as the “Protect, Respect, and Remedy Framework,” set out 31 principles for states and companies to prevent, address, and remedy human rights abuses committed in business operations and the communities around them. The framework is founded on three pillars: the state’s duty to protect human rights; the responsibility of businesses to respect human rights; and access to remedy for victims of business-related abuses. This document is a foundational piece for companies on how to respect and advance worker and community human rights.

The companion guide to the UN Guiding Principles, [The Corporate Responsibility to Respect Human Rights: An Interpretive Guide](#), provides additional background information, interpretation, and explanation of the UNGPs, to help ensure companies have a full understanding of the objectives and intent of the principles.

[Business: It’s Time to Act](#) from UN Global Compact can help you understand the complexities of modern slavery and the role of business in tackling this pervasive issue. The guide provides an overview of five key steps businesses can take to address modern slavery, as well as three steps specifically focused on ending child labour. It concludes with a list of resources to help get you started, as well as a list of key definitions.

[Base Code Guidance: Modern Slavery](#) from the Ethical Trading Initiative (ETI) can help you better understand modern slavery, why businesses have a responsibility to address it, and how they can take meaningful action to end it. It explains the root causes of modern slavery and outlines four steps for applying the ETI Base Code on modern slavery. These include assessing the risk of modern slavery; identifying actions and leverage points; mitigating risk of modern slavery and remediating harms; and monitoring, reviewing, and reporting. This practical guide will be most useful to supply chain management and sustainability teams.

ELIMINATING MODERN SLAVERY

The Ethical Trading Initiative has compiled various [Modern Slavery Act Resources](#) to help you understand how your organisation can contribute to the abolition of modern slavery. The website is arranged into six sub-categories including ETI resources such as blogs and training courses; advocacy pieces such as submissions to the Australian and Canadian Governments; guidance and examples such as a list of published company statements; existing projects such as the DOL’s Child Labor and Forced Labor Program; background research and reports from the ILO, UN, and more; and reports and case studies from a wide range of industries.

This resource on [Tackling Modern Slavery in Supply Chains](#) will help those who want concrete guidance on how to reduce or eliminate the risk of modern slavery occurring in their supply chains. This guide explores effective standards, risk assessments, audits, corrective measures, and practical advice for engaging with suppliers, as well as a comprehensive collection of relevant tools.

Companies around the world depend on migrant labour, and yet these workers are frequently exploited. To ensure they are respected through every step of the recruitment and employment process, the IHRB developed the [Dhaka Principles](#) - a set of human rights-based principles to ensure and enhance the rights of these individuals. If you are looking to create a more fair, just, and equitable environment for migrant workers, these ten principles provide a strong starting foundation.

[Corporate human rights due diligence – Getting started, emerging practices, tools and resources](#) by the Working Group on Business and Human Rights focuses on emerging and leading approaches for corporate human rights due diligence and includes learnings and practical insights, recommended actions, good practice approaches, factors that enable change, and a range of tools and resources for those tasked with human rights due diligence oversight or implementation.

FAIR RECRUITMENT

The [Due Diligence Toolkit for Fair Recruitment](#) by the Global Business Network on Forced Labour offers step-by-step guidance for companies throughout the recruitment process.

The [Fair and Ethical Recruitment Due Diligence Toolkit](#) by the International Organization for Migration (IOM) offers guidance on respecting human rights in the context of international recruitment. It can be used to develop or strengthen due diligence processes in directly recruiting and managing business relationships with labour recruiters and private employment agencies that place migrant workers.

[Migrant Worker Guidelines for Employers](#) by the IOM provides practical guidance for companies on how to recruit and employ international migrant workers ethically and responsibly. The guidance offers concrete steps employers can take to run their businesses in a manner that respects human and labour rights of migrant workers.

ACCESS TO REMEDY

[Access to remedy: Practical guidance for companies](#) by the Ethical Trading Initiative provides guidance, tools and examples to help businesses develop effective remediation strategies in line with the UNGPs and establish systems to address labour rights abuses.

[Access to remedy principles](#) by the Ethical Trading Initiative offers foundational principles and outlines the roles and responsibilities of companies, governments, third parties, and workers. While applicable to any vulnerable workers, these principles are aimed specifically at migrant workers, who often face particular vulnerabilities in the workplace.

TOOLS

Walk Free has created a [Global Slavery Index](#) to help you to better understand modern slavery, including definitions, key drivers, how it manifests, and how we are linked to modern slavery through the products and services we buy.

[Human Rights Impact Assessment Guidance Toolbox](#) from the Danish Institute for Human Rights offers useful guidance and tools for human rights impact assessment (HRIAs) as part of company due diligence obligations, whether your role is to commission, conduct, or review such projects. The primary focus of the toolbox is on large-scale business projects but can be adapted for other contexts or business activities. It includes guidance for each phase of the process, for stakeholder engagement, and offers relevant case studies and resources.

The International Labour Organisation and the International Organisation of Employers created a [Child Labour Guidance Tool](#) to help you understand and address the risk of child labour in your operations and supply chain. It introduces the issue and explains how it may be relevant to your company; explains how to meet the UNDP's due diligence requirements; and outlines practical steps companies can take in relation to developing policy, taking action, and communicating performance.

[Worker Voice-Driven Ethical Recruitment Toolkit](#) supports employers and recruitment agencies in the Asia region to understand what the path to ethical recruitment looks like. The practical learnings from the toolkit can be utilised at a global level to encourage a worker voice-driven approach to ethical recruitment.

[Responsible Sourcing Tool](#) by Verité and the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons provides due diligence and risk-management tools to assist in addressing and eliminating forced labour. It includes Due Diligence Toolsets to help identify gaps in a potential or current supplier's ability to prevent and address the risks of forced labour and a Resource Library that offers a starting point for users who want to learn more about human trafficking and forced labour. [The Risk Map](#) tool highlights countries where there are documented child and/or forced labour risks based on industry or commodity.

Walk Free has created this comprehensive [Modern Slavery Business & Investor Toolkit](#) to help companies support this mission. It includes a modern slavery self-assessment for measuring and benchmarking your organisation's current performance, as well as business guides, videos, learning modules, and research to help you understand and address the problem of modern slavery. It also features case studies, codes of conduct, company policies, and legal frameworks for advancing due diligence, taking corrective action, and providing remedy. This holistic toolkit is an excellent starting point for both junior and senior sustainability and procurement professionals.

Explore more curated resources on Human Dignity and Integrity [here](#).

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