Modern slavery violates human rights and is a horrendous crime. Many forms of human trafficking, forced labor, and servitude contribute to this complex, global problem. Millions of people worldwide, including women and children, are victims of various types of slavery commonly found in a company’s supply chain.

We at [COMPANY NAME] are staunchly opposed to slavery in all its forms and have committed to preventing these human rights violations both in our operations and supply chain. The following statement outlines our actions to understand and prevent modern slavery and human trafficking risks within our organization, during [YEAR].

# COMPANY DETAILS

[GIVE A BRIEF DESCRIPTION OF THE FOLLOWING:

* COMPANY’S BUSINESS ACTIVITIES, INCLUDING PRODUCTS AND/OR SERVICES
* LOCATION OF COMPANY HEADQUARTERS AND OTHER PLACES OF OPERATION]

Our vendors undergo a comprehensive due diligence process that assesses their regulatory compliance, environmental, and safety standards as well as their reputation. Any known or discovered allegations of human trafficking or modern slavery activities within our vendors and supply chain will be investigated immediately and reported to the proper authorities.

# VENDOR RISK ASSESSMENTS AND DUE DILIGENCE

Over the past 12 months, [COMPANY NAME] has conducted a supply chain risk assessment which evaluated the following:

* The Global Slavery index risk score of individual countries
* The products and/or services provided by the vendors
* Theprevalence of demographic groups who are at risk for modern slavery
* An analysis of labor and human rights groups within our industry

We will use the assessment results to establish a response and risk mitigation plan.

[COMPANY NAME] has also implemented a thorough due diligence process on all new and existing vendors, to be performed during the onboarding process and during regular intervals. This includes:

* Evaluating risks that are specific to a service
* An appropriate audit, which may include health and safety standards, labor practices, and employee contracts
* A requirement to improve employment practices which don’t meet our standards
* Imposing penalties on suppliers who fail to improve their performance

Our vendors are required to prove the following:

* Labor isn’t performed by force, coercion, or intimidation
* Employees work voluntarily and are free to leave
* Employees are provided with a contract that defines a reasonable notice period for terminating their employment
* Salaries aren’t withheld for any reason and employees aren’t required to post a deposit or bond
* There’s no requirement to surrender travel documents in exchange for employment

# Policies

[COMPANY NAME] has implemented the following policies to identify and prevent modern slavery and human trafficking activities within our operations:

* Whistleblowing – We provide a confidential helpline to all employees, customers, and suppliers to report suspicions of slavery or human trafficking.
* Code of Conduct – Our expectations are clearly defined regarding employee actions and behaviors, as they represent the company. We maintain high standards of employee conduct and ethical behaviors within our supply chain, both in the U.S. and worldwide.
* Purchasing Code – Our purchasing code and vendor contracts have been updated to identify and prohibit modern slavery and human trafficking activities.

# Employee Awareness and Training

[COMPANY NAME] has increased awareness of modern slavery throughout our organization by displaying signs and distributing email communication which state the following:

* Our company’s dedication to stand up against modern slavery
* How to identify and report potential incidents of slavery or human trafficking

We have also created a mandatory training course for all employees and vendor contacts. This will include:

* Defining various forms of modern slavery
* Describing how our organization is at risk
* Strategies to escalate slavery or human trafficking concerns to the appropriate individuals
* Details of the support given to slavery victims
* The guidance that should be provided to suppliers as it relates to preventing slavery
* Consequences of not adhering to the company’s anti-slavery policies
* Evidence of employee and vendor compliance with the policies

# Accountability

To prevent modern slavery and human trafficking within our business operations, [COMPANY NAME] will utilize the following key performance indicators and controls:

* Number of employees who have completed training
* Number of vendors who have submitted ethics questionnaire
* Number of vendors who have implemented a similar awareness and training program
* Number of employee reports that reveal their awareness and sensitivity to ethical issues
* An assessment of how our organization addresses modern slavery and human trafficking

This statement is valid from the period of [DATE] to [DATE] and has been approved by the board of [COMPANY NAME] on [DATE].

**[Signature]**

**[Date]**