

SUPPLIER COMMITMENTS: GUIDANCE AND FURTHER INFORMATION: ANTI SLAVERY

Anti Slavery

‘As a supplier, you commit to take positive steps to ensure that Modern Slavery has no place in your businesses or supply chain.’

- There are currently over 35 million people worldwide who are classed as enslaved. In 2015, the UK government created new legislation to address this, in the form of the Modern Slavery Act.
- Modern slavery is a complex crime that takes a number of different forms including slavery, servitude, forced labour and human trafficking.
- Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment.
- Victims may be forced to work for little or no pay, and have their identification documents withheld to prevent them from leaving.
- Victims are often pressured into debt bondage and are likely to be fearful of those who exploit them.
- Victims will frequently not identify or recognise themselves as being enslaved. It is a crime that is often hidden from plain sight.
- All these factors make it very difficult for modern slavery offences to be identified and for victims of slavery to escape.
- The Modern Slavery Act requires all UK companies with turnover in excess of £36m to make an annual statement detailing the steps their business is taking to identify and prevent modern slavery within their business and throughout their supply chain.
- P&H is committed to protecting workers and eradicating harmful and illegal practices throughout our supply chain, and will make a positive statement in this area.
- Organisations can also comply with the Act by making a statement that they’re not doing anything to identify or prevent modern slavery. **We do not support this approach.**

- Even if your turnover is under the £36m threshold, you should be aware of the requirements of the Act and be interrogating your own supply chain to mitigate the risk of slavery.
- We'll risk-assess your performance in this area with an online questionnaire. If this highlights any risk of slavery in your supply chain, you'll need to provide mitigating evidence and a formal site assessment may also be required.
- In addition, all factories producing P&H own brand products will be required to pass an appropriate site audit to assess their performance in this area.
- If you're not an own brand supplier but wish to demonstrate compliance with the Act at factory level, we'll accept a Sedex Members Ethical Trade Audit (SMETA) as proof of compliance.