



# Modern Slavery

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## PREVENTION

We have no modern slavery legislation in place and no sanctions on goods arriving from areas suspected of human rights abuses.

## PROTECTION

## ENFORCEMENT

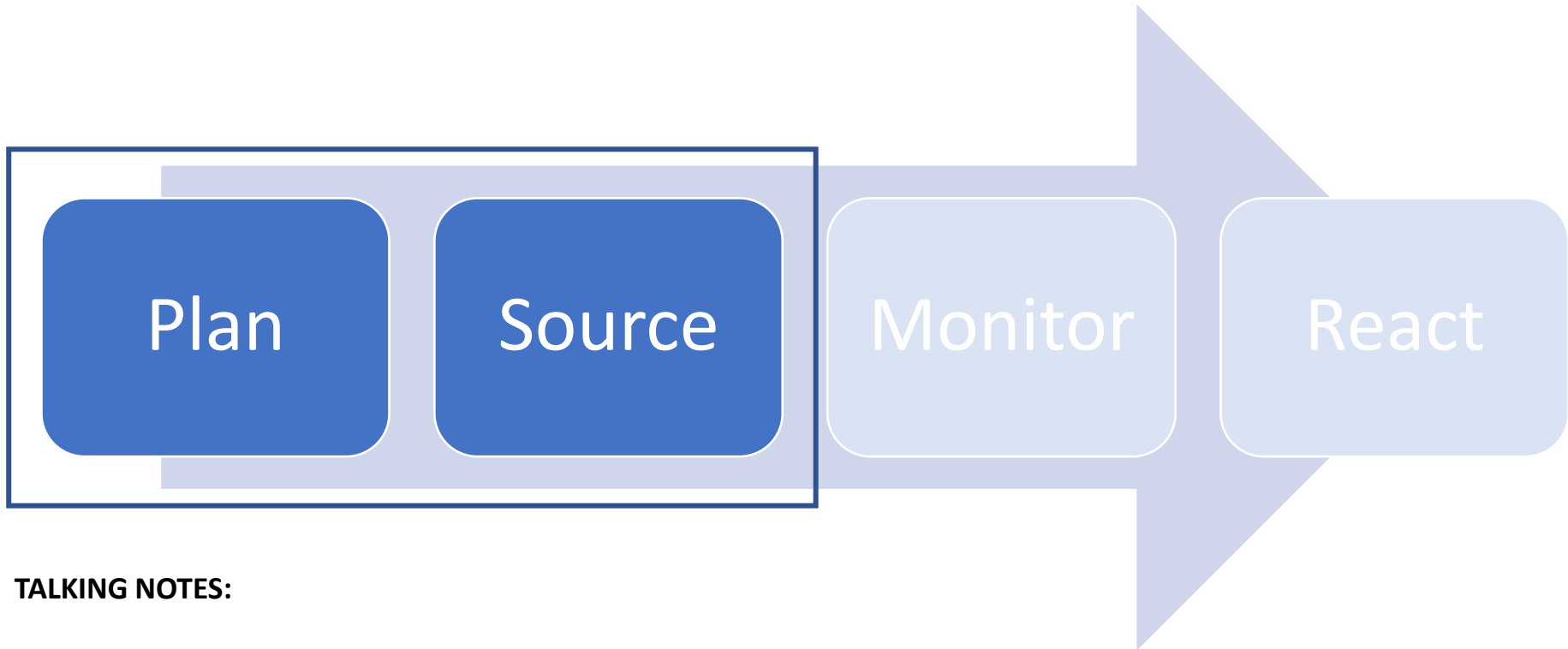
Plan

Source

Monitor

React

We need to adopt an end-to-end assurance processes, one that is people focused and prioritises the conditions for workers.



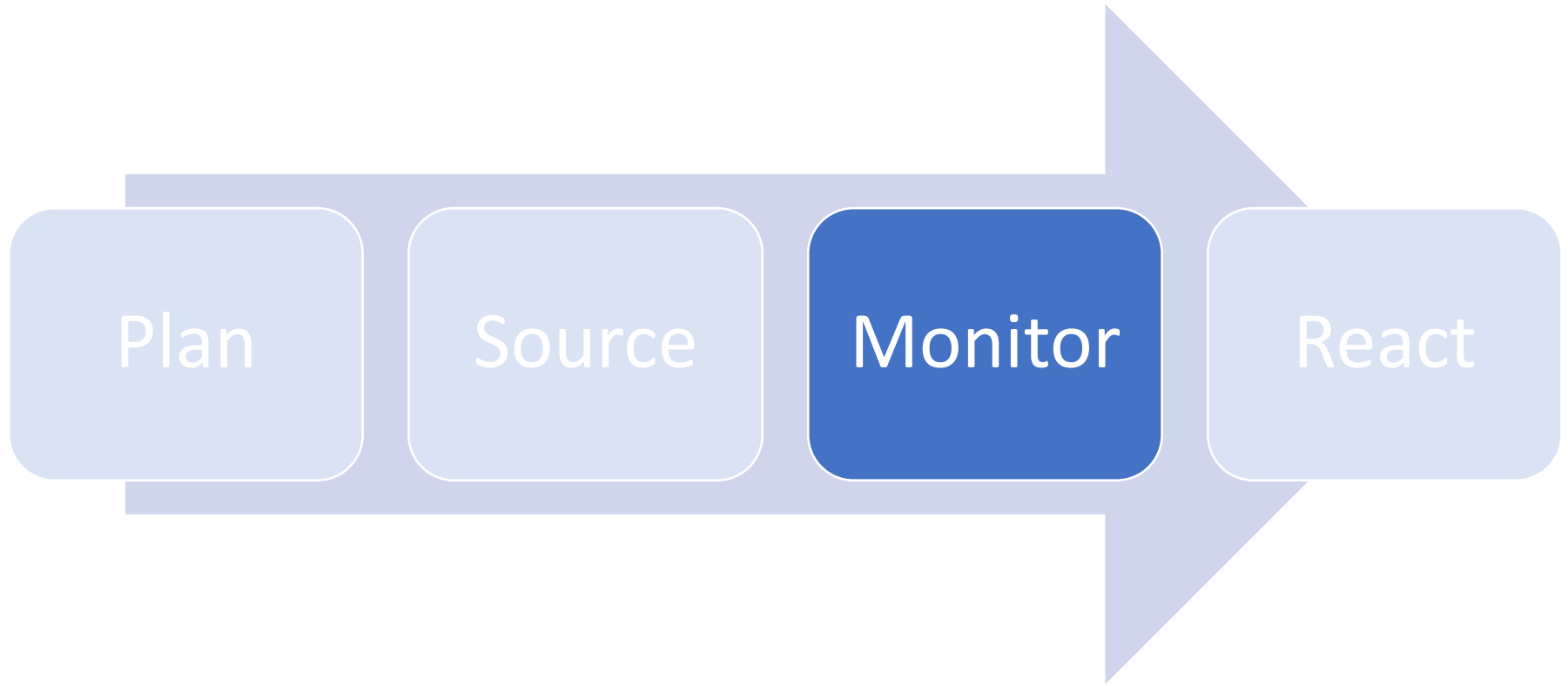
#### TALKING NOTES:

Raising awareness and undertaking training

Prevent exploitation through operational, policy and legislative responses

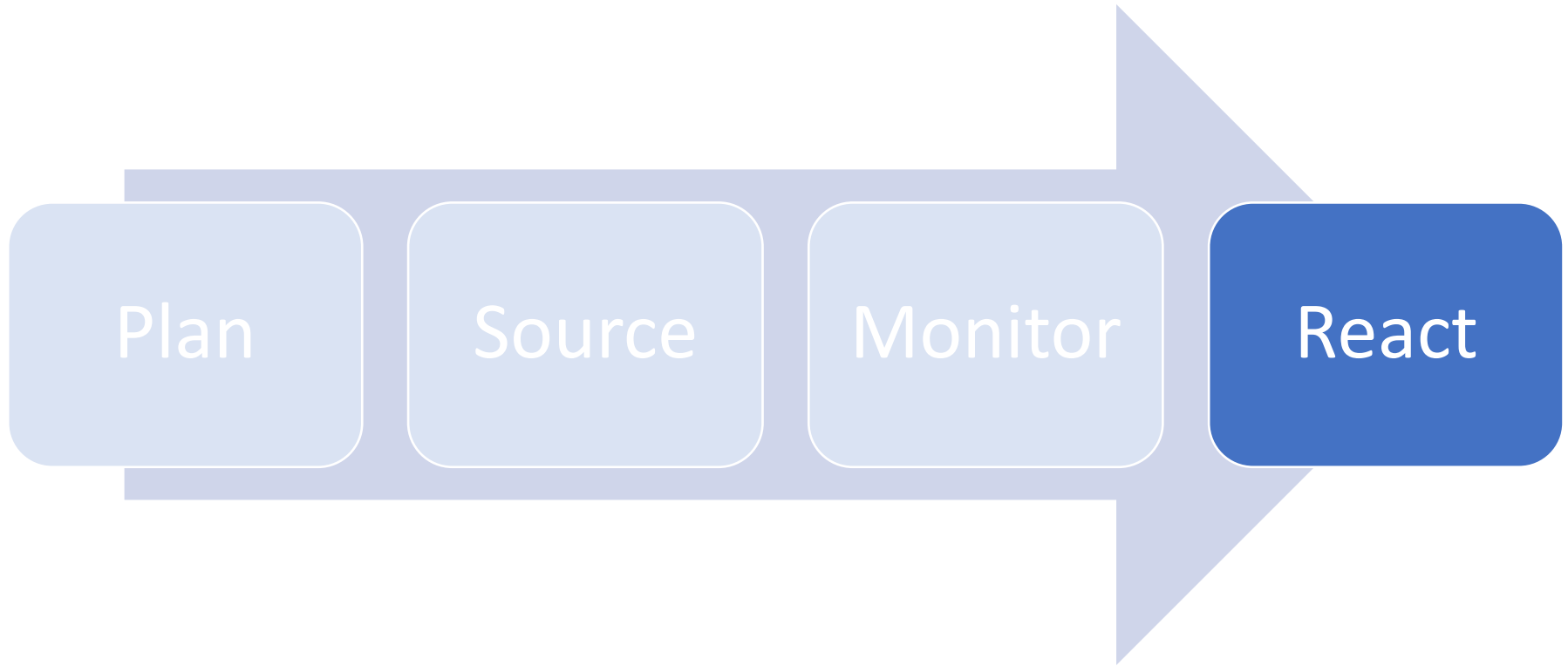
Enhance international prevention responses through regional cooperation

1. Workforce Planning
2. Pre-Procurement Planning e.g. labour rights, environmental standards, assurance measures
3. Supply Chain Mapping - Identify and record businesses, employers and suppliers across the entire supply chain (e.g. tier 1 contractors and subsequent sub-contractors).
4. Risk Assessment - Identify labour rights risks within business and throughout supply chain and what actions can be taken to mitigate these
5. Code of conduct - Set out and document expected behaviours around business ethics, employment practices treatment of workers (specific to human and labour rights, including employment standards and good worker conditions), and what actions will be taken if the code of conduct is not complied with.



#### TALKING NOTES:

- Introducing more prescriptive compulsory reporting requirements around slavery risks and supply chain governance
- Conduct agreed checks within the immediate business and their supply chain to confirm compliance with employment legislation and other expectations, and identify any issues of non-compliance
- Audits conducted by internal or external auditors (third party/independent audit recommended) throughout the life of the engagement
- Or, if not possible annual report, where the supplier produces a report on what assurance systems they have in place, identifies any issues and what actions were taken to resolve these
- Conduct a survey or interview workers to gather feedback and identify potential employment issues, including employment standards breaches and areas of concern in the business and supply chain. E.g. AskYourTeam
- Provide a hotline or a whistleblowing channel



**TALKING NOTES:**

- Understand the consequence of a traditional commercial reaction to slavery. Who actually loses, how do you change the system?
- Strengthen operational, policy and legislative settings to enhance enforcement and align with international obligations
- Improve cooperation in investigations across government agencies
- Improve international cooperation and partnership

## Some Links Discussed:

- [Transparency International New Zealand Newsletter](#)

## From An AoG Approach:

- [MBIE End-to-end assurance systems and processes](#)
  - End-to-end assurance processes that focus on improving conditions for workers, and future-proofing the ability of New Zealand businesses to trade.
- [MBIE Procurer's approach to assuring ethical and sustainable work practices in supply chains](#)
  - Landing page for the procurer's guidance
- [MBIE Assuring ethical and sustainable work practices through procurement](#)
  - Guidance on what can be built into the procurement process including example questions for the RFX
- [MBIE Risk factors for procurers to manage](#)
  - Table of factors to help identify areas of risk
- [MBIE Mitigations for procurers to reduce risks](#)
  - Possible mitigations following assessment of risk
- [AskYourTeam – An Ethical Voice](#)