



CROWBERRY CONSULTING
Environment, Ethics and Corporate Responsibility Management

Modern Slavery FAQ's



Image from The Story Pedia.

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What Is Modern Slavery?

Modern slavery is a serious crime and includes, but is not limited to, sexual exploitation, forced or bonded labour, forced criminality, domestic servitude and the removal of organs.

Approximately 40,300,000 people live in slavery today ([ILO & Walkfree Foundation 2017](#)), with 13,000 potential victims in the UK ([Home Office 2014](#)). Slavery and human trafficking is still very apparent in the modern day, this Act looks to combat this very real issue and punish those who do not comply.

The Modern Slavery Act 2015.

[The Modern Slavery Act 2015](#) received Royal Assent on the 26th March 2015 and is described as an “Act to make provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-slavery Commissioner; and for connected purposes”.

The duty applies to commercial organisations with a total turnover of at least £36 million per year and to the financial years ending on or after the 31st March 2016 (it realistically should have already been completed).

[The Government has published a practical guide, which gives advice on what employers can include in a statement.](#)

What Does The Law Require?

[Section 54](#) requires commercial organisations to “prepare a slavery and human trafficking statement for each financial year” and this statement must contain “the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business” or “a statement that the organisation has taken no such steps”.

This statement may include information on an organisations structure, business and supply chains, policies in relation to slavery and human trafficking, the training they provide for staff and its due diligence processes.

Furthermore, Section 54(7) confirms that if the organisation has a website, “it must publish the slavery and human trafficking statement on that website” and “include a link to the slavery and human trafficking statement in a prominent place on that website’s homepage”.

What Happens If The Law Is Breached?

If a business fails to comply and does not provide a statement, the Secretary of State has the power to seek an injunction through the High Court requiring the organisation to comply. If the organisation continues to not comply, they will be in contempt of court which is punishable by an unlimited fine.

Many businesses have already been caught out by the Modern Slavery Act, for example Sports Direct and Kozee Sleep.

What Needs To Be Done?

Simply, a slavery and human trafficking statement must be created and in turn must be posted on the website, with a link in a prominent place on the home page. This needs to be completed as soon as possible in order to avoid a potential injunction or, further from that, a large unlimited fine.

How Can Crowberry Consulting Help You?

- Help with internal audits into the matter.
- Provide you with a licence to our 'Ethical Toolkit' that can help you monitor your compliance with ethical matters.

**Compiled by Ellie Digby – Legal Executive.
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