



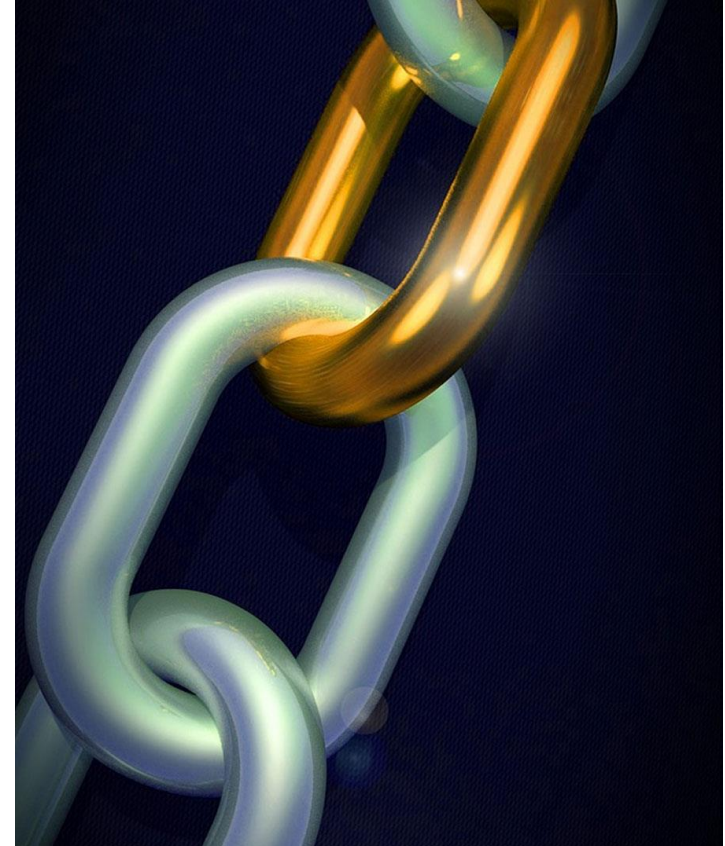
Modern Slavery Refresher Program

2024



Learning Objectives

- What is modern slavery?
- The Modern Slavery Act
- Your responsibilities
- Our company's anti-slavery and human trafficking policy





What is modern slavery?

“...a catch-all term to describe human trafficking, forced labour, debt bondage, sex trafficking, forced marriage and other slave-like exploitation...”

- **World Economic Forum**



You make the call: Where is it prevalent?



Where in the world do you think modern slavery is most prevalent?

- a) Africa and the Middle East
- b) Latin America
- c) Most developing countries
- d) Most countries in the world





How big a problem is it?

10,000-13,000
potential victims in
the UK
in 2013



21 million
Victims of forced
labour worldwide

\$150 billion
generated in illegal
profits from forced
labour each year



46 million
slaves worldwide





Cases

23 cockle pickers drowned in
Morecambe Bay

Dozens of workers allege
forced labour at
Eritrean mine

Hitachi, Canon and
Samsung urged to address
forced labour

Nestlé admits forced
labour in Thailand
supply chain

UN gives Qatar a year
to end forced labour



Penalties



- Slavery is a criminal offence
- Up to life imprisonment



The Modern Slavery Act 2015

Section 54

Our Company has a legal duty to publish:

- The steps taken to ensure slavery and human trafficking is not taking place in any of our supply chains or in any part of our business



Who is at risk?

Only women

NO

People in socially-excluded groups

YES

Migrant workers

YES

Children

YES

Those working in agriculture, construction and entertainment

YES

Those undertaking domestic work

YES



Where is there a risk in our business?



What do you think?

- Our facilities and service providers
- Our components or goods suppliers
- Contract workers
- Full-time employees on our payroll
- No risk of Modern Slavery in our business



Opinion: Increased risk?

The anti-immigration sentiment across Europe is a gift to traffickers. Migrant workers will stay under the radar, making them more vulnerable to exploitation

Migrants without the right to remain are hardly likely to complain about unpaid wages and poor treatment

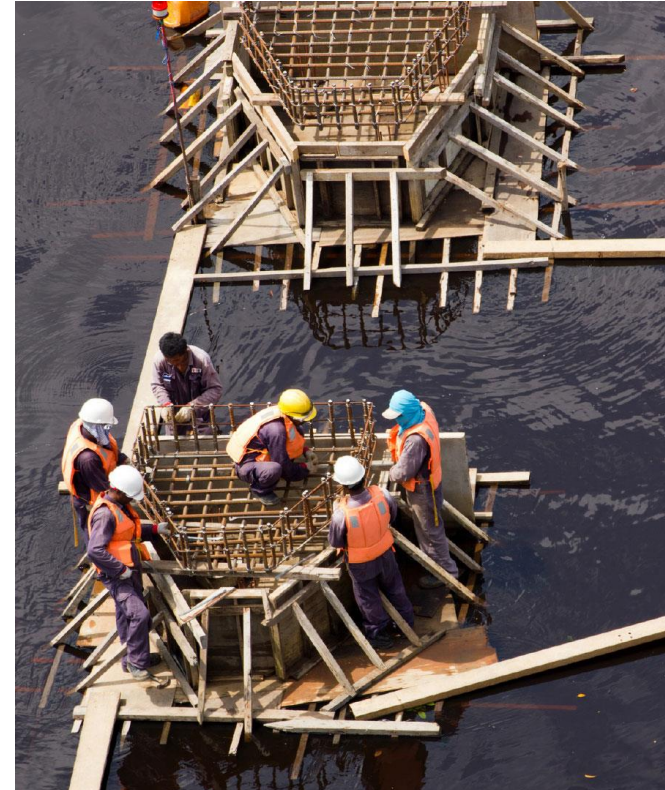
This doesn't just happen on the other side of the world. It's happening right now in Paris, London and every other capital city. To cleaners, security guards, restaurant and hotel workers. We need to wake up



Whose responsibility is it?

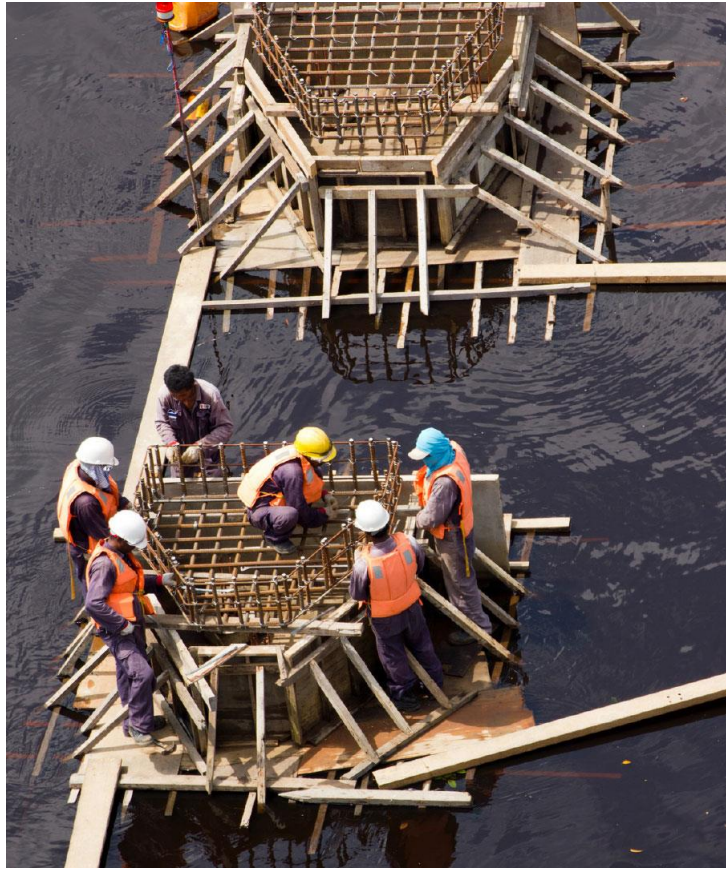
Who is responsible for preventing modern slavery in our business and supply chains?

- ✓ You
- ✓ Senior management
- ✓ Procurement managers
- ✓ Supplier relationship managers
- ✓ Legal and compliance





Potential signs of modern slavery



- Signs of physical or psychological abuse
- Lack of personal documents
- Lack of personal effects
- Poor living conditions
- Restricted movement or isolation



You make the call: Is it suspicious or not?



Having no identification or personal effects

Suspicious ✓

Not suspicious

Not sure



Wearing the same clothes daily, which are unsuitable for the work or conditions

Suspicious ✓

Not suspicious

Not sure



Being dropped off or picked up every day, with someone else always present

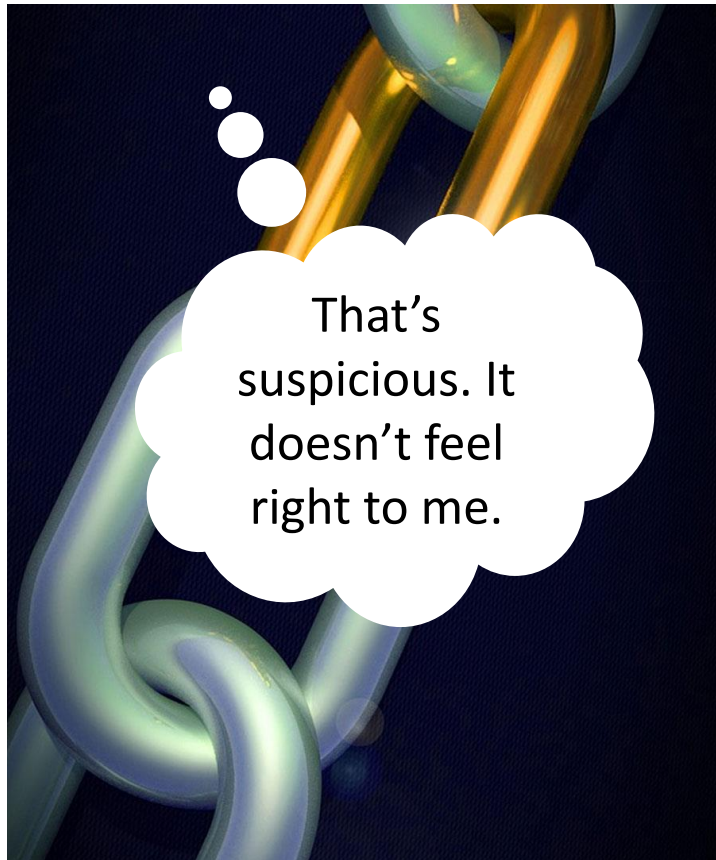
Suspicious ✓

Not suspicious

Not sure



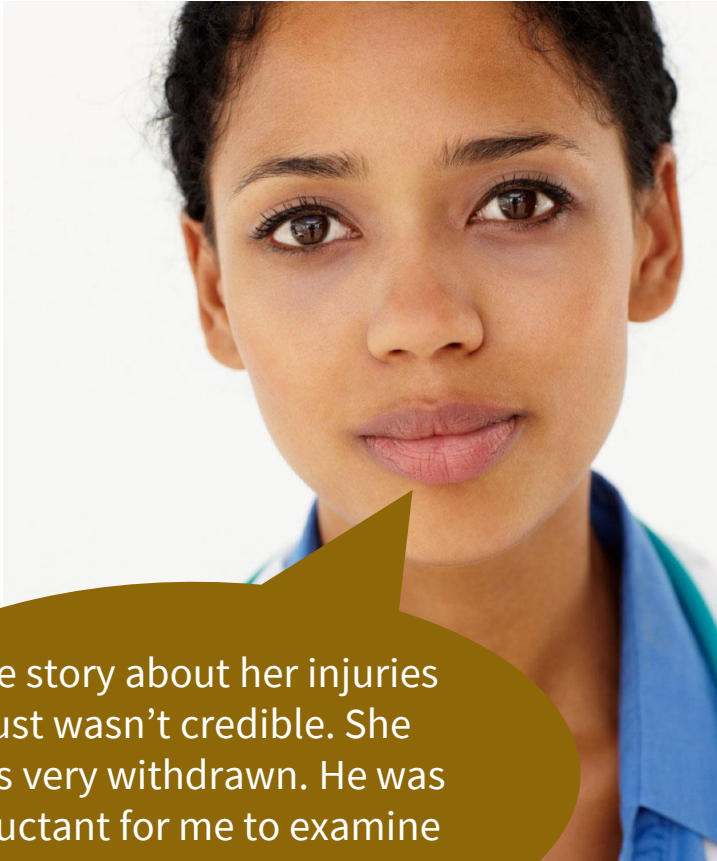
What should you do?



- a) Speak to the worker about their rights
- b) Encourage the worker to report it to a newspaper
- c) Find out who their minder is and report it to the police
- d) Report your suspicion to Legal or Compliance ✓**
- e) Ignore it – there's nothing you can do



Scenario 1: In the hospital



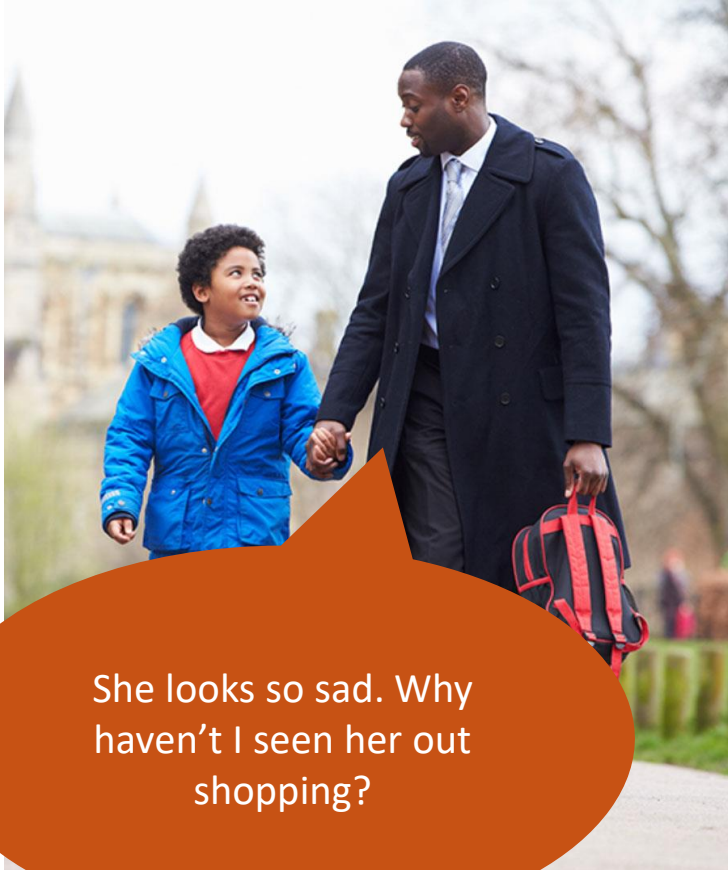
The story about her injuries just wasn't credible. She was very withdrawn. He was reluctant for me to examine her alone.

What should she do?

- a) Challenge her brother outright and call the police
- b) Report her suspicions to her manager ✓**
- c) Speak to her patient about her rights
- d) Ignore it – there's nothing she can do without concrete evidence



Scenario 2: In the community



She looks so sad. Why haven't I seen her out shopping?

What should he do?

- a) Confront visitors entering the property to find out what's going on
- b) Knock on the door and see if he can help in some way
- c) Call the Modern Slavery helpline or the police ✓
- d) Ignore it – he has no clear evidence and shouldn't make assumptions



Our Anti-Slavery & Human Trafficking Policy

1. Providing information and training – to raise awareness
2. Identifying parts of our business and supply chain where there is a risk of slavery or human trafficking
3. Implementing systems and controls to manage the risks
4. Conducting due diligence in relation to slavery and human trafficking in our business and supply chains
5. Assessing our effectiveness in preventing slavery and human trafficking in our business and supply chains, using performance indicators
6. Requiring everyone to read and implement our Anti-Slavery and Human Trafficking Policy



Do

- ✓ Read our Company's Anti-Slavery and Human Trafficking Policy – make sure you understand our rules and know what is expected of you
- ✓ Be vigilant - watch out for signs of modern slavery
- ✓ Report any issues or concerns immediately to your manager or Legal/Compliance



Don't

- X Confront perpetrators of slavery or trafficking – they are dangerous criminals and should not be approached
- X Try to gather evidence – this may tip off the perpetrator and put the victims at greater risk
- X Wait for someone else to report it – take responsibility yourself
- X Do anything to compromise your own or others' safety



Questions, comments
or concerns?



Next steps

- Call _____ on _____ if you need information or guidance
- Call _____ on _____ if you need to raise concerns

- Access self-study courses on our e-learning portal for further training



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