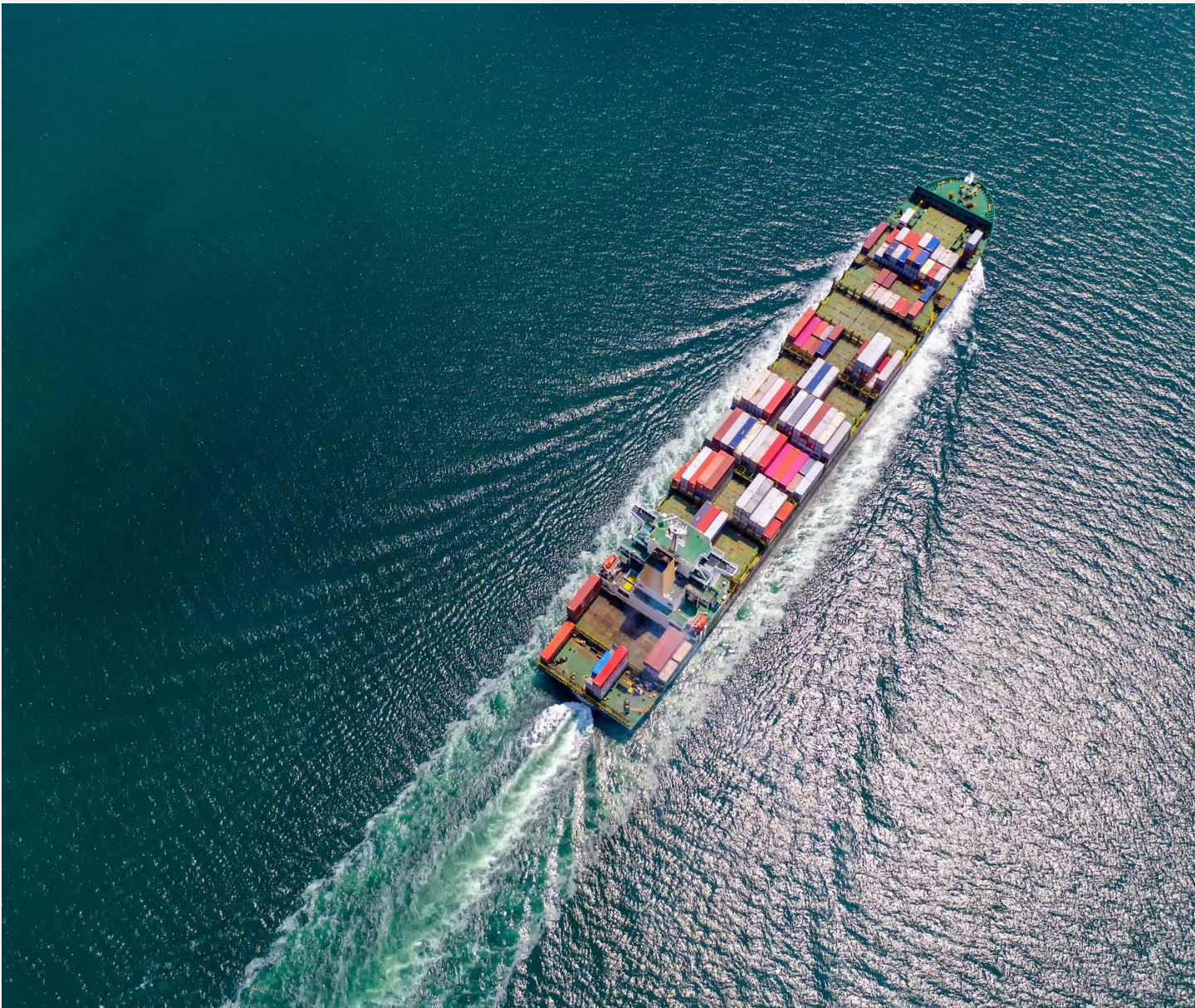


MODERN SLAVERY RESPONSE & REMEDY FRAMEWORK



ACKNOWLEDGEMENTS

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AngloGold Ashanti	Perenti Resources
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CONTENTS

ACKNOWLEDGMENTS	2
INTRODUCTION	4
Key Terms of Modern Slavery	5
UNDERSTANDING REMEDY	6
REMEDATING MODERN SLAVERY AND RELATED LABOUR EXPLOITATION: CORE PRINCIPLES	10
RESPONSE AND REMEDIATION FRAMEWORK	12
<i>An outline of actions that can be taken to facilitate remedy in situations where a company is involved in exploitative labour practices or modern slavery.</i>	
Step One: Investigate & Verify.....	13
Step Two: Remediate Harm to Workers.....	15
Step Three: Mitigate & Prevent Future Harm.....	17
Step Four: Escalation.....	19
Step Five: Incident Reporting & Tracking.....	20
Step Six: Review.....	21
EXAMPLE SCENARIOS	22
<i>Table of Example Scenarios that require remediation, and sample responses.</i>	
APPENDIX: COUNTRY CONTACT SHEETS	33
<i>Country contact sheets for Argentina, Australia, Canada, China, Colombia, Singapore, South Africa and the United States.</i>	
ENDNOTES	52

INTRODUCTION

This Modern Slavery Response & Remedy Framework (the Framework) has been designed in collaboration with Minderoo Foundation's Walk Free initiative and the Human Rights Resources and Energy Collaborative (HRREC). HRREC is a group of Australian companies in the energy and resources sector that are collaborating to share knowledge and develop practical tools to identify and address modern slavery in supply chains.¹ Walk Free, an initiative of the Minderoo Foundation is a human rights group working to accelerate the end of all forms of modern slavery.

The HRREC acknowledges business' internationally recognised responsibility to respect human rights under the UN Guiding Principles on Business and Human Rights (UNGPs), which includes acting to prevent, mitigate and, in certain circumstances, remedy instances of modern slavery and related exploitation that occur in their global operations and value chains. As per UNGP Principle 17, one aspect of human rights due diligence is communicating how harms are addressed.

The HRREC views the responsibility to "know and show" how they respect human rights as critical to building trust to ensure the future sustainability of their industry and delivering shared value to stakeholders.

In the Australian context, the *Modern Slavery Act 2018 (Cth)*, requires certain companies including HRREC members to report annually on steps they are taking to assess and address risks of modern slavery in their global operations and supply chain, including their due diligence and remediation processes.² Companies may also be required through other national laws or regulatory frameworks to report on their remediation process or participate in judicial processes that provide access to remedy.

When an instance of modern slavery or related exploitation is identified, a company's approach will likely depend on the severity of the harm (or potential harm) and how the company is involved in the harm – that is, they identify whether they have caused, contributed to or are directly linked to the harm within the meaning of the UNGPs.

This Framework is designed to provide guidance and practical steps for companies to assist their response to any instances of modern slavery or related exploitation they identify that they have caused, contributed to or are directly linked to and to provide for, or cooperate in, remediation to harmed workers. However, it is important to note that remediating modern slavery harm is context specific and an appropriate response will depend on the circumstances of each case. Companies are encouraged to use the Framework to inform their own company policies and procedures, including developing supplementary guidance as appropriate

Key Terms

Modern slavery:

Modern slavery covers a set of specific legal concepts including forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking. Although modern slavery is not well-defined in law, it is used as an umbrella term that focuses attention on commonalities across these legal concepts. It refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.

Forced labour:

A form of modern slavery. All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily.

Debt bondage:

A form of modern slavery. A person's labour is pledged to pay off a loan or debt that is excessive, or the labour is unlimited and undefined.

UN Guiding Principles on Business and Human Rights:

The UNGPs are the global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity. They state that companies have a responsibility to avoid infringing on the rights of others, providing for remediation through legitimate processes if they find that they have caused or contributed to harm. Companies are also expected to establish or participate in effective operational-level grievance mechanisms for individuals and communities that may be adversely affected.³

Remedy & Remediation:

Remedy for human rights harm refers to both the processes of providing remedy for an adverse human rights impact and the substantive outcomes that can counteract, or make good, the impact.⁴ Remediation involves responding to individuals that have been harmed and, preventing and mitigating potential harms.

Grievance mechanism:

Any routinised, State-based or non-State-based, judicial or non-judicial process through which grievances concerning business-related human rights abuse can be raised and remedy can be sought.⁵

UNDERSTANDING REMEDY

What is remedy?

Remedy may involve a range of actions, such as facilitating access to health, legal or psychosocial services, repatriation, financial compensation and taking actions to prevent future harms. Ultimately remedy should “make good” the harm that has occurred, such as modern slavery. These actions may be taken unilaterally by a company, or in cooperation with other stakeholders, such as suppliers, customers or other companies involved in the harm. The type of remedy provided should be informed by workers who have experienced the human rights violation.

Risk to People v Risk to Business

Both the Government’s Guidance to reporting under the Australian Modern Slavery Act and the UNGPs are clear that in assessing human rights or modern slavery risks, businesses should consider the risk to people, rather than just the risk to the business. While often these will overlap, protecting victims (rather than protecting a business’ reputation) must be one of the priorities in any response to an incident of modern slavery or exploitation.

Where the harm has been caused by a supplier or third party, the first instinct might be to end the business relationship. However, this is rarely the best approach as it may leave victims in a situation where harm is likely to reoccur.

Instead, companies should work with the third party to improve their practices, protect workers and consider whether they should remediate or encourage other parties including their business partners to remediate any harm caused. This may involve a corrective action plan which includes short-term actions and longer-term actions to prevent future harms in addition to remediation provided to victims.

If a supplier remains uncooperative, companies should consider how they can use their leverage to lead the company towards taking action.

In some cases the business relationship should be severed. In such cases, the priority should be to protect workers to ensure they are not disadvantaged by the breakdown in the supplier relationship, engaging third parties (such as civil society or law enforcement) to support wherever possible.

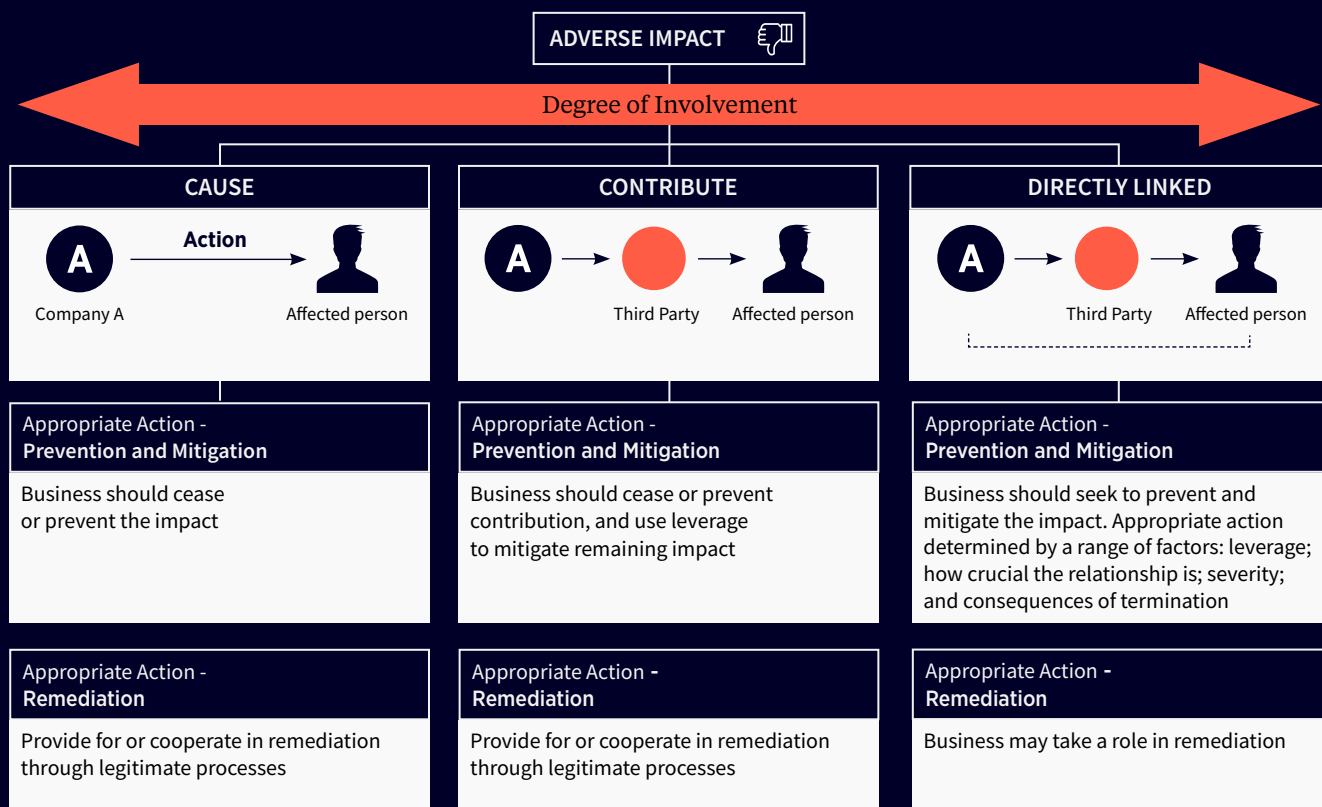
What is my company's responsibility?

The UNGPs framework provides guidance on how a company should respond depending on its relationship to the harm – that is, whether it has caused, contributed to or is directly linked to the harm.

- **CAUSE:** A company causes harm when its activities (or omissions) in and of themselves result in harm. **For example, a company's mine site uses forced labour.**
- **CONTRIBUTE:** A company contributes to harm when its activities (or omissions) significantly facilitate, enable or incentivise a third party to cause harm. **For example, a company engages a low-cost cleaning contractor to service staff accommodation that does not pay their workers adequately.**
- **DIRECTLY LINKED:** A company is directly linked to harm caused by a third party if the harm is directly linked to its products, services or operations through its business relationships. **For example, an energy company purchases cables manufactured using components from a supplier that exploits their workers.**

Depending on where a company sits on this “continuum of involvement”, the action seen to be appropriate in response will differ as set out in the table below.⁶

Note that a company is not directly linked to all human rights harms perpetrated by another business it has a relationship with; the harm must be directly linked to a company's products, services or operations. For example, some crews provided by a third-party contractor to a shipping charter company are exploited, but these crews are not used on any of the vessels hired by the mining company. In this situation, the company is not directly linked to the harm, although in some situations may still be able to use leverage in a positive way.



Using leverage

Leverage exists where a company has the ability to influence the behaviour of others to effect change.⁷

To increase leverage in a situation where harm has occurred, consider whether you can:

- Collaborate with other stakeholders to build a shared understanding of the harm and identify opportunities for a collective response. For example, if an incident occurred at a supplier's factory, a group of buying companies could together apply pressure to insist that the factory remedies the incident and changes practices that enabled the harm to occur.
- Take collective action to strengthen standards. For example, by participating in specific industry groups that seek to improve labour conditions.
- "Pool" leverage to bring in the reach of multiple stakeholders. For example, by joining an industry group or working with investors, governments, unions or civil society if appropriate.

To help build leverage into business relationships:

- Integrate expectations around addressing modern slavery (such as providing effective grievance mechanisms and making commitments to remediate harm) into negotiations and contracts with suppliers and partners. This should be done as early in the relationship as possible, for example as part of

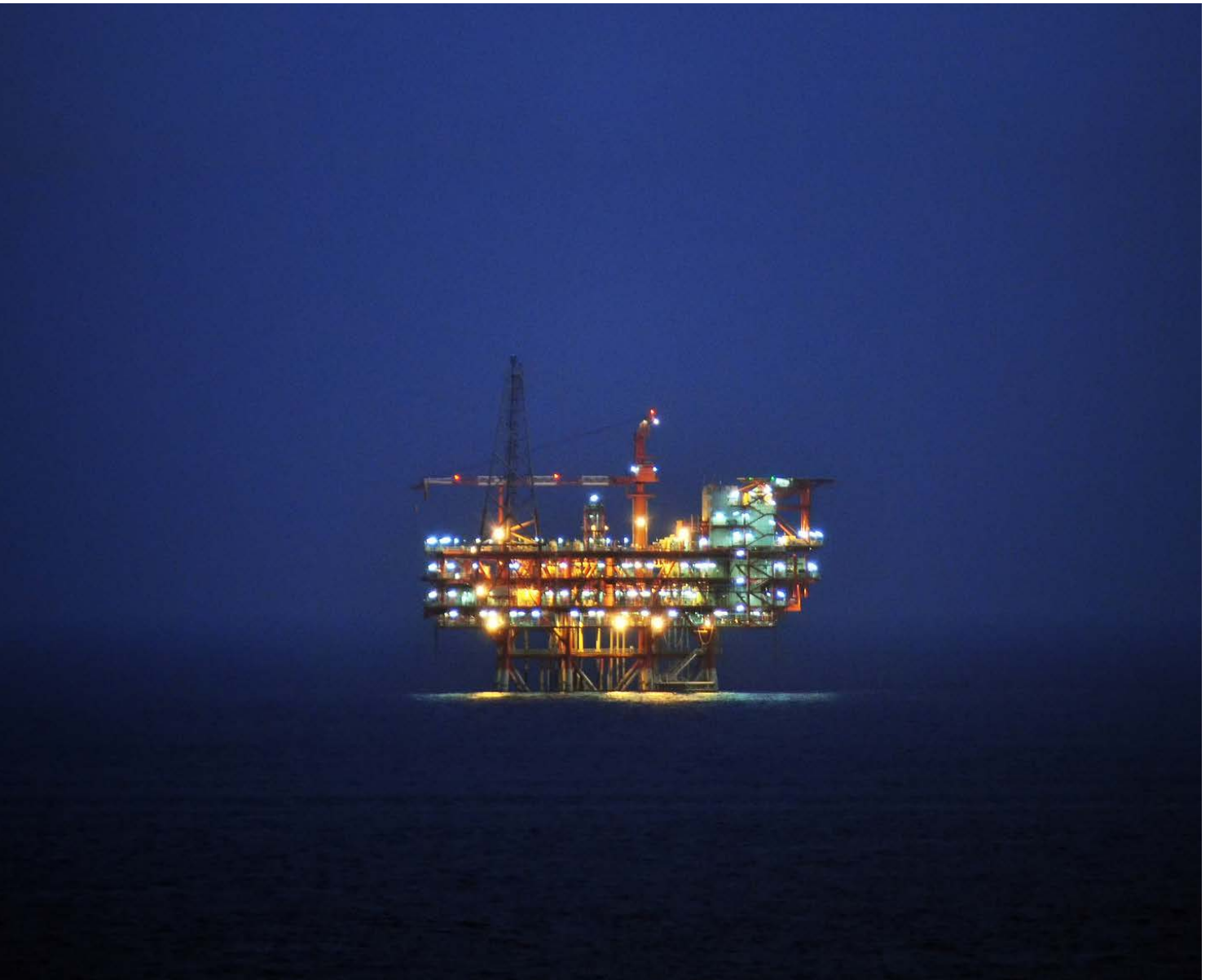
the tender process, to demonstrate the priority this takes within your company. Understanding your supplier or partners' practices, by reading their modern slavery statement and asking to see evidence of their policies should also be done at the beginning of the relationship.

- Communicate regularly to raise awareness of modern slavery risks, including through training and by sharing your annual Modern Slavery Statement.
- Collaborate and build long-term relationships to address systemic challenges that may contribute to the risk of modern slavery occurring. This may include extending contract terms to allow time to build capacity, co-designing risk processes with suppliers and improving awareness within supplier workforces. Where possible, consolidating supply chains to use fewer suppliers can help build longer-term relationships and leverage.
- Introduce commercial incentives such as favoured suppliers and procurement contract awards for strong sustainability performance.

Where your company lacks sufficient leverage to mitigate risks of harm, you might consider ending business relationships, but should only do so after taking measures to minimise the potential harm to workers.

Case study example: pooling leverage⁸

In response to an allegation involving physical, sexual and verbal abuse and coercion, a company coordinated with the facility's four biggest buyers to implement corrective actions. The supervisors responsible for the harassment were removed from the facility and a worker grievance hotline was instated. The group of companies continued to convene a remediation group that met every two weeks and engaged with the supplier every month to monitor progress.



Approaching Remedy: Questions for Companies

A company may like to work through the below questions to help frame its response to remediation.

1. Who has made the complaint?
2. What human rights have been violated or criminal offence has been committed?
3. How is the business connected to the human rights violation or offence (i.e. cause, contribute, directly linked)?
4. Is the violation or offence salient?
5. How can the company gather further information (i.e. from the complainant(s) and other stakeholders)?
6. What should the company do in response to remedy the harm?
7. What should the company do to prevent it happening in future?



An Offshore Wellhead cum processing Plant in the east coast KG basin during dusk near Kakinada shores, Andhra Pradesh, India. Photo credit: Puneet Vikram Singh/Getty Images.

REMEDIATING MODERN SLAVERY AND RELATED LABOUR EXPLOITATION: CORE PRINCIPLES

In this section we examine how remediation fits into the corporate responsibility to respect human rights, including freedom from slavery. The below “Modern Slavery Core Principles” reflect different categories of harms that may be linked to modern slavery. These principles are not an exhaustive list of harms but, rather, are intended to provide an overview of some of the most common harms linked to modern slavery and related labour exploitation. The principles are informed by the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the ILO Core Conventions on Labour Standards and the United Nations Global Compact.

Where a harm linked to modern slavery or related labour exploitation has occurred, companies should consider their role in providing or cooperating in remedy depending on their connection to the harm. For information on degree of involvement, refer to *What is my company’s responsibility?* in Section 1.

1. No forced labour.

Work should be freely chosen without threat of penalty or abuse. No worker should be forced or coerced to work to repay a debt. Workers should be free to leave their employment and their movement should not be restricted (including by controlling identity papers, holding money deposits or unreasonably restricting movement in other ways).

2. No worker should pay for a job.

Fees and costs associated with recruitment and employment should be paid by the employer.⁹ Workers should not be charged recruitment fees or other costs associated with their migration or employment.

3. Workers should be treated and paid fairly for the work they do.

Workers should be treated and paid fairly without any kind of discrimination and in accordance with all local laws, including those relating to minimum wage, leave entitlements and other benefits. Employers should take steps towards paying workers a living wage (defined as the minimum income necessary to meet their basic needs, including some discretionary income). Overtime hours should not be excessive and should be compensated appropriately.

4. Preventing the worst forms of child labour.¹⁰

No workers are under the age of 15 years or under the local legal minimum age for work or mandatory schooling age, whichever is the higher. Young workers under the age of 18 years, regardless of the local legal minimum age, must not do work that is mentally, physically, socially, or morally dangerous or harmful. Work should not interfere with children’s schooling, or their ability to benefit from it.

5. Respect rights of workers to freedom of association.

All workers are able to choose whether to form and join trade unions, to bargain collectively and to engage in peaceful assembly (as well as choose to refrain from such activities).

6. Workers should be able to raise grievances safely.

Workers should have access to an effective grievance mechanism to raise concerns, which allows for confidential and anonymous reporting and protects workers from reprisal. Companies should support the appropriate development of effective grievance mechanisms within their supply chain. There must be transparent processes for investigating and reporting on the issues raised through the grievance mechanism.¹¹



THE DEBT TRAP: THE LINK BETWEEN RECRUITMENT FEES AND DEBT BONDAGE

Migrant workers are often required to pay recruitment costs related to their employment. This applies to workers travelling internationally for work and those moving within a country (internal migrants).

These may include:

- Passport and visa fees and associated documentation charges such as medical certificates and security clearance;
- Service fees paid to the recruitment agency;
- Airfares and other transport costs; and
- Commissions or other facilitation payments or bribes.

These costs can amount to thousands of dollars, with fees of up to US\$8,000 being common in some migration corridors. In cases of deceptive recruitment, migrant workers can experience sudden inflation to agreed debts, usually on arrival to the destination country or region.

Most migrant workers must take on debt to pay their fees, with many borrowing from informal money lenders at exorbitant interest rates. This can lead to situations of debt bondage, a form of modern slavery, in which the worker is forced to work for little or no pay until their loan is repaid.

Some employers will keep pay deliberately low to trap workers in debt. This may be accompanied by threats of violence towards the worker or their family, or threats that the loan will be transferred to their family if they leave before it is paid.

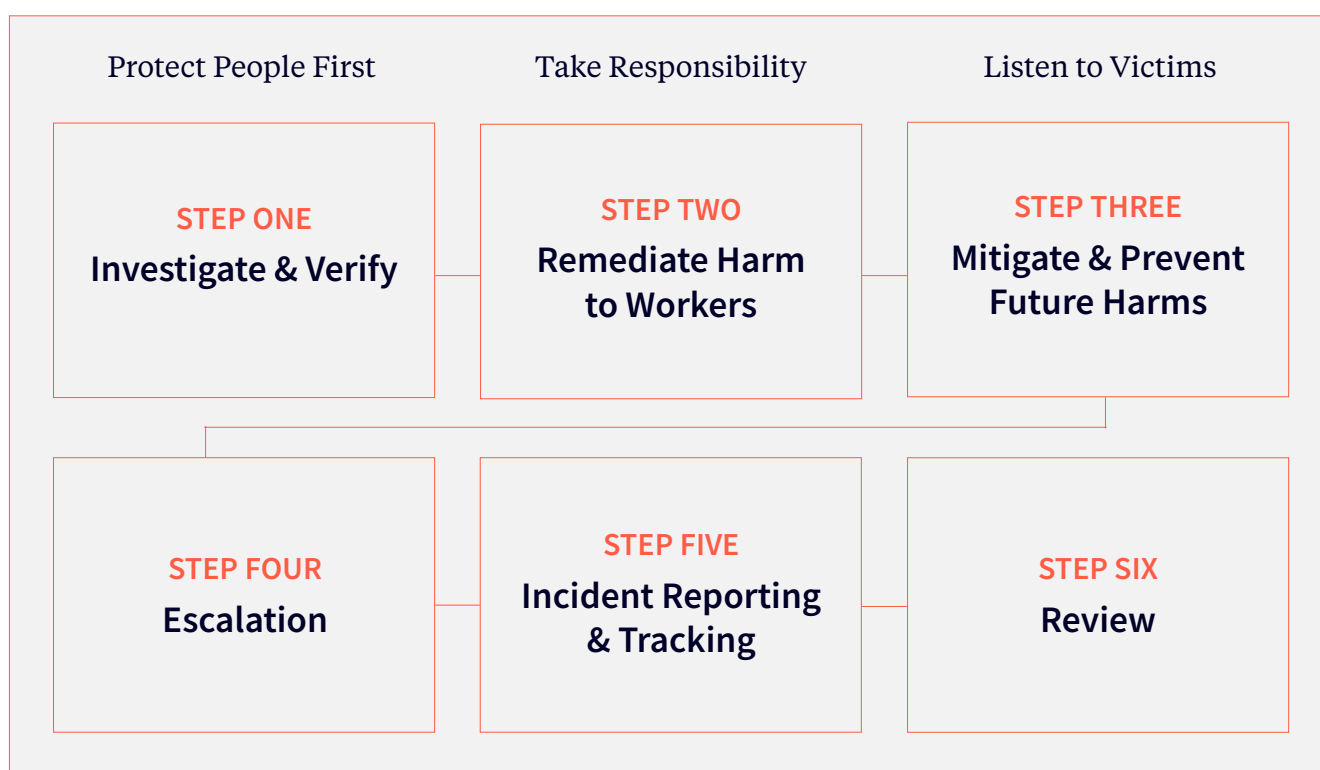
Companies should specifically seek to understand whether workers, including supply chain workers are required to pay recruitment fees so that they can address this risk. Due diligence, which might include social audits and other fact-finding tools and promoting the use of grievance mechanisms can help identify and address this risk.

^
This photo taken on September 23, 2018 shows Myanmar migrant workers handling cotton thread spools in a textile factory in Pathum Thani province. - A "mafia" of recruitment agents is trapping Myanmar migrants to Thailand in debt bondage despite a 2017 law meant to fight exploitation in the kingdom's notoriously shadowy job market, activists and workers say. Photo credit: Lillian Suwanrumpha/Afp Via Getty Images)

RESPONSE AND REMEDIATION FRAMEWORK

The example steps set out in this section are designed to assist companies where they have identified an actual or potential case of modern slavery or related labour exploitation. The steps consist of check points that can be considered to make sure responses are victim-centred.¹²

In taking these steps, companies should always bear in mind three key principles: protect people first, take responsibility, and listen to victims.



Immediate actions to address harms

Intervening in a situation before it is fully understood can risk exacerbating the existing harm. However, there are some urgent circumstances where companies may deem it necessary to take immediate action. For example, if an immediate threat to life, severe harm to an individual or a humanitarian concern (a lack of food, water or safety) is discovered.

In urgent circumstances:

1. Notify relevant internal personnel according to your company's Crisis Management Plan.
2. Where appropriate, seek support from trusted partners, government, and civil society organisations.
3. Protect the safety of harmed workers.
 - If the allegation comes from a victim of the harm, treat the allegation seriously and monitor their safety while conducting further investigations.
 - Consider whether direct communication with workers can be safely established to determine the actions they wish to see and what concerns they have about involving other parties, such as law enforcement.
4. Take care to prevent any further risk to harmed workers by withholding names and other identifiers from internal incident or management reporting.

STEP ONE

Investigate & Verify

A company should take steps to investigate where it receives an allegation that workers have been harmed, or it identifies that there is a risk to workers.

Reports of harm or potential harm can be received through various channels including directly from workers through a grievance mechanism, internally by a team member conducting due diligence, or from a third party such as a social compliance auditor, contractor, civil society organisation, trade union representative, news reporter, researcher, or a member of the community.

Companies should seek to understand who the complainants are; what human rights have been violated or are at risk of being violated; whether a criminal offence has been committed; how their company is connected to the violation or offence and whether the violation or offence is salient.

Investigation steps may include but are not limited to one or more of the following:

1. Initiate investigation and verification.
 - Notify all relevant internal personnel to help investigate allegations. This may include sustainability, health & safety teams, risk & compliance teams, legal, procurement, human resources, external affairs or media teams as well as the relevant business unit representatives that are connected to the supplier or partner.
 - Consider engaging with civil society organisations and trade unions or worker groups to help conduct the investigation.
 - Once you have identified key stakeholders, assign responsibility for their roles in the investigation, with anticipated timelines and deadlines for each stage.
 - Develop a communication strategy that protects the privacy and security of harmed workers.
2. Gather information.
 - How many workers have been, or could be harmed?
 - Is this a systemic issue, or a one-off?
 - Who are the stakeholders involved? This may include mapping other companies connected to the harm, industry groups, civil society organisations and relevant authorities.
 - Consider whether it is appropriate to gather information directly from the source.
- Consider engaging with other related companies to exchange non-commercial or sensitive information.
- Where appropriate to do so, communicate with site manager/supplier to gather information. Companies should exercise caution so as not to cause alarm or trigger a 'witch hunt' leading to further harm.
- You may choose to conduct interviews (either directly or via an independent auditor or specialist) with workers, management, local community members and leaders, subcontractors, recruitment agents, government authorities, NGOs and/or local trade union members.
3. If the complaint concerns a supplier, review contractual terms and requirements to identify parties' obligations around modern slavery, potential breaches and any mechanisms that could be used to support the response. For example, audit agreements may allow an inspection of other supplier facilities to check if the allegation is a one-off or systematic exploitation.
4. Determine relationship to harm. The investigation should determine if the company has caused, contributed to, or is directly linked to the harm, which will inform the response to remedy. You may choose to consult experts to help determine this. For information on degree of involvement, refer to *What is my company's responsibility?* in Section 1.
5. At this point it may be appropriate to pass the case on to a National Referral Mechanism (if available) or civil society organisation. For a list of contact points that can provide assistance to victims in Australia, Argentina, Canada, China, Colombia, Singapore, South Africa or USA, please refer to the HRREC country contact sheets.



Communicating with harmed workers

Consider how to best communicate with harmed workers to understand their needs. Consider carefully who is best placed to respond and the workers' preferred method of communication. Do not make assumptions about who they may feel comfortable communicating with or through. You may need to work with a specialist translator and a trusted third party, for example a community leader or a civil society organisation that specialises in working with victims.


STEP TWO

Remediate Harm to Workers

When the investigation is complete, a response and proposed remedy should be determined internally and agreed with complainants and other stakeholders where appropriate.

Steps taken to remedy the harm may include, but are not limited to one or more of the following:

1. Respond to the needs of harmed workers. This may include for example facilitating access to medical support, counselling or temporary accommodation; facilitating the repayment of owed wages or fees paid by workers in the recruitment process, and/or providing financial assistance including for transportation or repatriation costs.
 - If wages were withheld, the wages returned should be assessed based on either a living wage calculation or the wage set out in their contract, whichever is higher.
 - Other fees commonly charged to workers by recruiters or employers include recruitment costs, bonds for uniforms, transport and accommodation costs, visa and registration fees and unlawful interest payments.
 - Any compensation, if it is something the worker is seeking, should be negotiated with the responsible party (supplier, third party or recruitment agent) on a case-by-case basis.
 - Engage with other parties, including trade unions or worker groups where appropriate. You may choose to include peers that source from the same factory, supplier or vessel.
 - It is advisable for companies to be aware of what protection frameworks are in place in countries of operation. Knowing the protections that are available for victims, such as temporary visas, financial support and legal advice, will help to expedite and streamline the remediation process.
2. Consider providing access to aftercare services for victims such as counselling and trauma services. Assist them in accessing legal support. If unsure of where to refer harmed workers, an NGO in your country may be able to make a referral to a reliable health or legal service provider in another country.
3. Consider providing an apology to workers that were harmed. This may be issued together with a supplier or third party.
4. Consider if you need to report the incident to authorities because a crime has been committed or is suspected. Noting that in some situations, such as with state-backed forced labour, reporting the crime will not be appropriate. If possible, ask the workers that were harmed what they prefer and what, if any, concerns they have about notifying law enforcement.
 - In Australia, in an emergency call the national emergency line Triple-0 (000). The Australian Federal Police can be alerted in cases of forced labour, human trafficking or other forms of modern slavery. The police and/or the Fair Work Ombudsman may be notified of illegal activity or non-compliance with Australian workplace laws. If there is not an emergency situation, if practicable refer the suspected victim to confidential legal advice before making a referral to the Australian Federal Police or the Fair Work Ombudsman so that the person can receive advice about all their options, including in relation to visa status.
 - Outside of Australia, notify authorities as per the law of the country you operate in. See note the on following page on *Involving Law Enforcement*.
5. Confirm that workers are satisfied with the remedy provided, ideally in partnership with an organisation that specialises in working with victims.


Bonginkosi Mhlangas axe pick gets stuck to the wall of coal at the abandoned Goldview coal mine in Ermelo, South Africa, on April 20, 2021. After skidding down 82 steps and making his way through a narrow tunnel, Bonginkosi reached a black vein in the rock some two meters wide where he would remain overnight breaking off and collecting coal, rarely allowing himself to withdraw from labour. Bonginkosi amongst other men scrape a living by chipping away at abandoned mine shafts previously exploited by mining conglomerates. Photo credit: Emmanuel Croset/AFP via Getty Images



Involving law enforcement

In Australia

Modern slavery offences are serious crimes and where allegations occur in a jurisdiction with trusted law enforcement, then the authorities should generally be involved. For example (noting we are not providing legal advice), a company aware of a modern slavery allegation in Australia should engage with the Australian Federal Police (AFP) and not doing so or delaying may have legal ramifications for the company and company staff involved (as not referring any other serious crime would).

However, balancing reporting to the AFP with the privacy and protection of victims is important. If a member of the Australian Federal Police assesses a person as a possible victim of modern slavery, the person may be entitled to receive visa support (if necessary) and material support, including safe accommodation, healthcare and other emergency support, through the government funded Support for Trafficked People Program administered by the Australian Red Cross. Following the 45 day-period, further support is contingent on whether the victims is willing and able to cooperate with the criminal justice process. In some cases, the Australian government has prioritised repatriating migrant workers that were harmed when it is not clear that this is in their best interest and could leave them vulnerable to re-trafficking.

It may be helpful to consult with NGOs. For example, the Salvation Army Australia provides independent assessment, support and referrals for victims and people at risk of modern slavery. If a company suspects a case, they can contact the Salvation Army's Safe House for advice. They will assess the circumstances and assist with a referral to AFP if that is determined to be the best course of action. Further, the lawyers at Anti-Slavery Australia provide independent, free and confidential legal advice and representation and referrals to any person (regardless of migration status and whether or not they want to engage with law enforcement) who may have experienced modern slavery in Australia and to organisations who may be concerned about a potential modern slavery case. Refer to the country Contact Sheet for Australia for further suggestions.



Overseas

The decision to involve law enforcement in certain countries can be incredibly complex. For example, due to high levels of corruption, law enforcement may be vulnerable to being bribed. In other situations, law enforcement may actually be involved or complicit in the exploitation. There may be a weak judiciary and/or a lack of understanding about the nature and complexity of human trafficking and without adequate training, law enforcement could respond in a manner that can put victims in further harm instead of directing them to the support services they need. For example, a law enforcement officer will typically ask to see identification documents of victims, and where either these documents have been withheld or victims are in the country illegally, law enforcement officers may immediately deport, arrest or charge the victim, putting them in further danger.

Caution should be exercised when requesting intervention from law enforcement in countries that take a more punitive approach. This will include reviewing whether the Government has a specialised modern slavery legal framework, adequate resourcing, specialised teams, support programs for victims or training for law enforcement to identify victims. Work with a trusted NGO partner for advice on how to avoid causing harm. Businesses may also start by consulting their nearest consulate or embassy to help them liaise and/or report to local authorities.

STEP THREE

Mitigate & Prevent Future Harm

Part of providing an effective remedy includes correcting the cause of harm and preventing the harm from re-occurring.

Steps to address the cause of the harm and mitigate and prevent future harm may include one or more of the following:

1. Develop a corrective action plan with clear timelines and priority actions for development. Prioritise the most urgent actions, from the perspective of risks to people.
 - Corrective actions could include supporting staff to improve their human rights due diligence practices, training suppliers to clarify expectations or suspending or terminating specific staff or relationships.
 - If a corrective action plan is developed for a third party, agree reasonable timelines and monitor closely until the corrective action plan is met.
 - You may choose to work with a third party or explore opportunities for partnerships to design and implement sustainable solutions.
2. Leverage relationships and influence with responsible parties to seek to prevent or mitigate the harm.
3. Review whether existing grievance mechanisms are effective and will enable the identification of future harm (are they legitimate, accessible, predictable, equitable, transparent, rights-compatible, promote continuous learning, and based on engagement and dialogue).¹³
 - Do stakeholders know, trust and use them? Low usage does not confirm there is not a problem; it is more likely a symptom that workers either don't know they can use it or do not feel safe about using it.
4. Assess your practices, policies and systems to determine if changes should be made. For example, unnecessarily short production timelines could place pressure on a supplier to subcontract or employ a labour hire agency to fill short-term staffing needs for surge orders.
5. Review local laws to understand where gaps may have occurred and if actions can be taken to address the cause of the harm or area of concern.
6. Share learnings to help build capacity. This could include:
 - Sharing non-sensitive and non-commercial findings with relevant stakeholders including the HRREC or other industry forums.
 - Disclosing incidents and their remediation in your annual modern slavery statement, either anonymised or with permission from the workers that were harmed and other stakeholders.
 - Preparing a report on the circumstances and forwarding to the relevant country's Fair Work Ombudsman or equivalent labour or migration department. (Noting this could lead to further investigation in some jurisdictions.)
7. Update contracts, codes of conducts, supplier terms and training tools to address any potential gaps and lessons learned. This may include amending policies or procedures and reassessing business models and purchasing practices.



STEP FOUR

Escalation

If a third party has caused or contributed to the harm, but is uncooperative and makes little or no effort towards remediating harm (for example, meeting the requirements of an agreed corrective action plan), or you suspect they are being deliberately deceitful or withholding information, consider next steps including:

1. Arrange a meeting with senior members of the company and/or legal team.
 - Discuss the issue and try to understand barriers or concerns.
 - Seek to arrive at an arrangement where corrective action is met.
 - This may involve extending the timeline of the corrective action plan or engaging further support.
2. If there is no improvement, issue a written warning or breach notification, re-iterating contract terms, policy, code of conduct or Core Principles (if communicated). Assess if there are opportunities to pool leverage with other stakeholders. Refer to Using Leverage in Section 1.
3. If there is no further cooperation, begin working towards a responsible exit strategy that considers human rights harms and end the business relationship with the supplier or third party.
4. Consider alerting police to illegal practices. The decision to do so will depend on the country in which the harm is taking place, and the legality of such practices in this jurisdiction. See *Involving Law Enforcement* note on page 16.
5. Consider sharing appropriate information with peers or expert organisations to make other parties aware of the scenario.
6. If the relationship is crucial, and no reasonable alternative exists, your company should demonstrate its own ongoing efforts to mitigate harm for as long as it remains in the relationship with the other party, noting that it may face other consequences of staying in the relationship. The severity of the harm should be assessed in deciding how long to continue a relationship. For example, if criminal activity is involved then there may be no choice but to leave.
7. Even where a third party refuses to take action, your company should still meet its own responsibility to provide or cooperate in the provision of remedy to those who have been harmed.

14 years old Md Shamim shows off his oil smeared hands from the work at an Aluminium cooking pot manufacturing factory in Dhaka, Bangladesh 15 November 2020. Due to the social-economic impacts, the vulnerability of children is at a high risk of child labour, child marriage, child trafficking, sexual exploitation and recruitment into criminal groups. Photo credit: Md Manik/SOPA Images/LightRocket via Getty Images.



Protect People First

Take Responsibility

Listen to Victims

STEP FIVE

Incident Reporting & Tracking

Human rights harms should be recorded in your company system of record and/or incident management systems.

Privacy and data protection considerations should be made, especially with regards to recording sensitive personal or confidential information of harmed workers.

1. Include the following details where possible:

- Detail and verification of the grievance.
- Outcome of investigation, and monitoring of response.
- Whether the company has assessed that it caused, contributed to or was directly linked to the incident.
- Actions taken to support the workers that were harmed.
- Remedy provided, and any ongoing work to provide remedy, including timeframes and deadlines.

- Feedback received from harmed worker/s, including whether they were satisfied with the remedy provided.
 - Contact details of key stakeholders, and record of key communications (subject to confidentiality and privacy considerations).
 - Any changes that were implemented internally to prevent similar harm from reoccurring.
 - Time taken to reach a resolution.
2. Consider how your company can use this data to identify risks and mitigate future harms and, where appropriate, to disclose in your Modern Slavery Statement or Sustainability Report.



Protect People First

Take Responsibility

Listen to Victims

STEP SIX

Review

1. Conduct a review of the remedy provided.
 - This should include monitoring the workers that were harmed if it is appropriate to do so.
 - Capture lessons learned and opportunities for continuous improvement of process and systems.
 - You may employ a third party to conduct an external review.
2. Share learnings and provide feedback on the remediation process undertaken by your company.



EXAMPLE SCENARIOS

Core Principle

1. No forced labour.

Examples of Harm

- Employer physically restricts workers' movement.
- Employer restricts movement by withholding identity or travel documents or threatening to turn workers in to immigration authorities if they leave.
- Employer perpetrates or threatens physical or sexual violence.
- Employer coerces workers to complete work without pay by threatening to fire uncooperative workers.
- Employer uses blackmail to coerce workers to work without pay.
- Workers required to work excessive overtime, beyond legal limits.

Remediation

Responding to workers that have been harmed.

- Assist workers to leave the workplace. Work with local groups especially NGOs to provide harmed workers with a safe place to stay and link them to needed services (including legal services, housing, health and other support services).
- Remedy should offer opportunities for redeployment where possible either within the company or possibly to another company.
- Law enforcement should be approached only when sure workers will not be criminalised for their actions.
- Facilitate access to their original identity documents. Reimburse full wages and benefits due.

Remediation

Preventing and mitigating potential harms.

- Conduct thorough due diligence before engaging in business relationships. This may include pre-screening suppliers through a self-assessment questionnaire or audit to help identify harmful practices for example, whether suppliers are routinely removing identity documents from workers or restricting their freedom of movement.
- Consider security measures and in particular, the role and responsibilities of security personnel. Consider whether guards are inappropriately used to restrict workers' movement inside or outside the workplace and accommodation.

Additional Resources

- Institute for Human Rights and Business (IHRB) 2017, *Migration with Dignity: A Guide to Implementing the Dhaka Principles*. Available from: ihrb.org/dhaka-principles/implementation-guidance. [24 May 2022].
- International Labour Organization (ILO) 2016, *Checkpoints for Companies: Eliminating and Preventing Forced Labor*. Available from: ilo.org/global/publications/WCMS_460489/lang--en/index.html as either a mobile app or pdf. [24 May 2022].



Case Study:

- Human Rights and Business Dilemmas Forum. Explore dilemmas and case studies on: forced labour, living wage, non-discrimination and minorities; working hours and other areas. Available at: hrbdf.org/dilemmas/

Phuket, Thailand. A migrant worker unloading fish on the mainland in Phuket. It is not just men who work in the fishing industry, women and girls are involved in activities including sorting, peeling, and canning to produce the final product. Photo credit: Jonas Gratzner/LightRocket via Getty Images

Core Principle

2. No worker should pay for a job.

Examples of Harm

- Workers have paid recruitment fees or other unreasonable costs associated with migration or employment.
- Workers forced to work without pay or for minimal wages until they have “paid off” their debt (often recruitment fees they had to pay to get to the job). This debt may incur interest at excessive rates.
- Workers threatened with violence to themselves or family or further financial penalty if they leave before paying their “debt” to employers/recruitment agents.

Remediation

Responding to workers that have been harmed.

- Identify the amounts outstanding. To assist, you may choose to partner with an NGO to conduct a review of historic recruitment fees typical to specific migration corridors.
- Facilitate reimbursement of fees to workers.
- Assess if workers have suffered related physical or psychological harm, ideally by communicating with workers through a trusted third party. For example, they may have been forced to work in hazardous environments or under threats for months or years to pay off debt.

Remediation

Preventing and mitigating potential harms.

- Provide training to help suppliers, recruitment agents and workers understand the Employer Pays Principle. Acknowledge that this may result in higher costs for your company and/or the supplier.
- Ensure there is an effective grievance mechanism, onboarding or interview process for workers to report payment of fees.
- Require suppliers to provide evidence that they have paid the cost of recruitment (e.g. Agreements with recruitment agencies, receipts for expenses, purchase orders).
- Stop working with recruiters if they continue charging workers fees in conflict with your policy.

Additional Resources

- IHRB 2017, *Responsible Recruitment: Remediating Worker-Paid Recruitment Fees*. Available from: ihrb.org/focus-areas/migrant-workers/remediating-worker-paid-recruitment-fees. [24 May 2022].



Case Study:

- Woolworths Group 2020, *2020 Modern Slavery Statement* provides examples of remedial action taken when forced labour was identified in supply chains (p 23). Available from: [woolworthsgroup.com.au/page/community-and-responsibility/corporate-responsibility-reports/2020-reports/](https://www.woolworthsgroup.com.au/page/community-and-responsibility/corporate-responsibility-reports/2020-reports/). [24 May 2022].
- A company discovered that workers at a suppliers' factory had paid illegal recruitment fees. The company agreed a corrective action plan with its supplier, who reimbursed fees to all permanent workers. The supplier revised its recruitment policy to specify that workers will not be charged for gaining employment. All new workers are now interviewed to ensure this policy is followed.

Workers walk to mix the cocoa seeds to be dried at Mendoá plant about 20 km from Ilheus, Bahia Brazil, on Friday May 29th, 2015 (Photo by Paulo Fridman/Corbis via Getty Images)

Core Principle

3. Workers should be treated and paid fairly for the work they do.

Examples of Harm

- Employer or recruiter withholds workers' pay or assets or threatens financial penalties.
- Workers are underpaid or are not paid in a timely manner.
- Workers not paid for overtime or not provided other benefits to which they are entitled (leave, sick leave or other entitlements).
- Workers promised types of work, working conditions, contract terms, housing or living conditions, job locations, employers or wages/earnings that do not materialise.

Remediation

Responding to workers that have been harmed.

- Work with third parties involved to reimburse wages to workers.
- Assess if workers have suffered related physical or psychological harm, ideally by communicating with workers through a trusted third party. Facilitate additional support if necessary.
- If workers were deceived into work and want to return to their home country, work with third parties to facilitate repatriation.
- If workers were deceived but wish to stay, consider covering costs for migration advice and support to help workers regularise their status.

Remediation

Preventing and mitigating potential harms.

- To prevent future harms, conduct an investigation and work with suppliers to improve labour and working conditions, including supporting suppliers to build capacity to review their management systems, develop processes and procedures and communicate these changes to workers.

For example:

- If harm was caused because of a misunderstanding of expectations, consider providing training;
- if a mistake was made, consider whether additional support could be provided;
- if wages were withheld due to lack of liquidity, consider whether shortening payment terms could help; and
- if wages were withheld knowingly, issue warning and consider long term business relationship.

Additional Resources

- Coles Group, Human Rights, provides a number of its ethical sourcing resources, including its Wages and Benefits Remediation Supplier Requirements. Available from: colesgroup.com.au/sustainability/?page=human-rights. [24 May 2022].
- International Organization for Migration (IOM) 2018, *Remediation Guidelines for Victims of Exploitation in Extended Mineral Supply Chains*. Available from: iom.int/resources/remediation-guidelines-victims-exploitation-extended-mineral-supply-chains. [24 May 2022].



Case Study:

- South 32 2020, *2020 Modern Slavery Statement* provides a case study of preventing/mitigating harm in partnership with one of its suppliers (p. 13). Available from: south32.net/sustainability-approach/modern-slavery. [24 May 2022].

◀ *Hawassa, Ethiopia, October 2019. Workers operating sewing machines in a garment factory at the Industrial Park in southern Ethiopia. They work eight-hour shifts, six days a week with low pay (US\$35 a month). Ethiopia's vision of constructing a national network of industrial parks to attract foreign investment, foster a robust manufacturing sector, and provide badly needed jobs for its young workforce is under threat. While the parks have created tens of thousands of jobs, reports of poor conditions have drawn criticism at home and abroad, and thousands of employees have walked out. Photo credit: Eyerusalem Jiregna/ AFP via Getty Images.*

Core Principle

4. Preventing the worst forms of child labour.

Examples of Harm

- A child under the age of 15 years or under the local legal minimum age for work or mandatory schooling is found to be working.
- Note: if the child is aged between 13-15 years, some companies may permit them to complete light work as per the ILO Minimum Age Convention (C138).

Remediation

Responding to workers that have been harmed.

- There are many reasons children can end up working instead of attending school and receiving an education.
- It is important to engage an expert child rights organisation (such as *The Centre for Child Rights and Business*) to facilitate:
 - removing the child from work;
 - ensuring the child is in a safe place;
 - understanding their needs, and;
 - communicating with the child's family to create a plan for the child to return to quality education including provisions for monitoring progress.

Remediation

Preventing and mitigating potential harms.

- Review records (or cooperate with supplier or contractor and review their records) to understand if there could be any other child labourers in the workplace.
- Work (together with third parties, if applicable) to improve age verification systems so that child workers are not hired in future. This may include, for example, implementing a policy on minimum age, requiring workers to show their ID or improving record keeping procedures.
- Assess whether a living wage is being paid to adult workers as paying below a living wage contributes to the need for children to work.

Additional Resources

- Impactt 2008, *Operational Procedures for Remediation of Child Labor in Industrial Contexts*. Available from: impacttlimited.com/services/child-labour-remediation/. [24 May 2022].
- ILO 2020, Supplier Guidance on Preventing, Identifying and Addressing Child Labour. Available from: ilo.org/ipecc/Informationresources/WCMS_792211/lang-en/index.htm. [24 May 2022].
- Nestlé 2019, *Tackling Child Labor*. Available from: nestle.com/sites/default/files/2019-12/nestle-tackling-child-labor-report-2019-en.pdf. [24 May 2022].

Core Principle

5. Respect rights of workers to freedom of association.

Examples of Harm

- Workers are prevented from forming or participating in trade unions.
- Migrant workers are prohibited from joining local unions.
- Union members and representatives are harassed or intimidated to withdrawing membership or stopping advocacy.

Remediation

Responding to workers that have been harmed.

- Work with suppliers to remove any restrictions on workers to form, join and participate in trade unions.
- Investigate if union members or representatives have been harassed or intimidated and how it can be remediated.

Remediation

Preventing and mitigating potential harms.

- Inform workers of their right to freedom of association.
- Where migrant workers are banned from joining local unions, discuss amending the law with government and explore providing migrant workers with interim channels for making representations.

Additional Resources

- Responsible Jewellery 2019, *Code of Practices: Guidance, contains, inter alia, guidance for members to achieve freedom of association and collective bargaining* (pp. 179-184). Available from: responsiblejewellery.com/wp-content/uploads/SD_RJC_COP-guidance-V1.3-December-2020.pdf. [24 May 2022].

Core Principle

6. Workers should be able to raise grievances safely.

Examples of Harm

- No effective grievance mechanism is available to workers.
- Workers are intimidated or otherwise prevented from reporting their concerns.
- A grievance mechanism exists, but certain workers are unable to access as it requires access to Wi-Fi, or is not in their own language or culturally appropriate.

Remediation

Responding to workers that have been harmed.

- Work independently or with involved third parties to provide workers with effective grievance mechanisms.
- Grievance mechanisms should be legitimate, accessible, predictable, equitable, transparent, rights-compatible, promote continuous learning, and based on engagement and dialogue.¹⁴

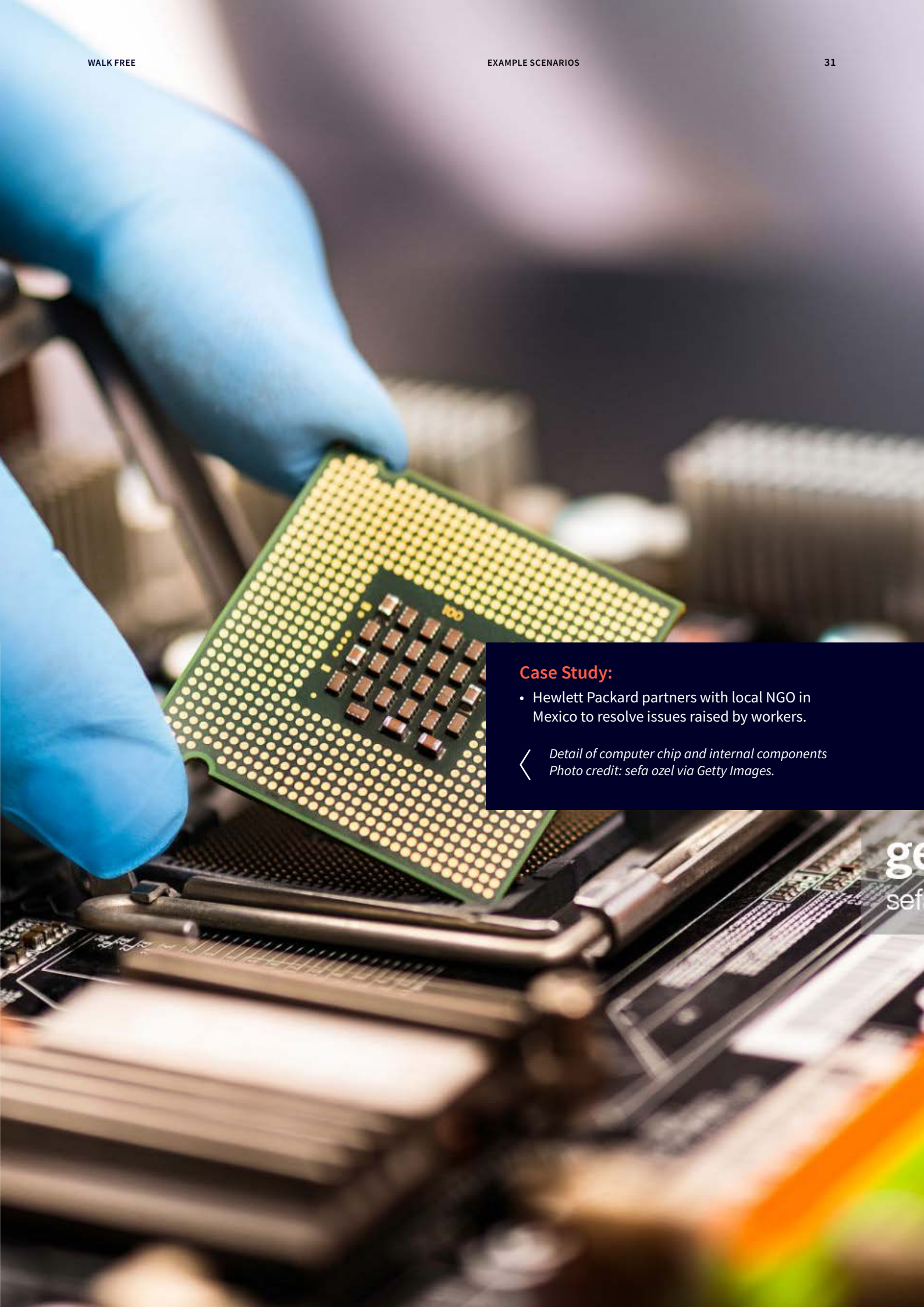
Remediation

Preventing and mitigating potential harms.

- Confirm that workers know about the grievance mechanism and how they can access it.
- Assess whether the grievance mechanism is effective (is it trusted and accessible).
- Take disciplinary actions if a supervisor or employer is found responsible for intimidation or threats that have prevented concerns from being raised through a grievance mechanism.

Additional Resources

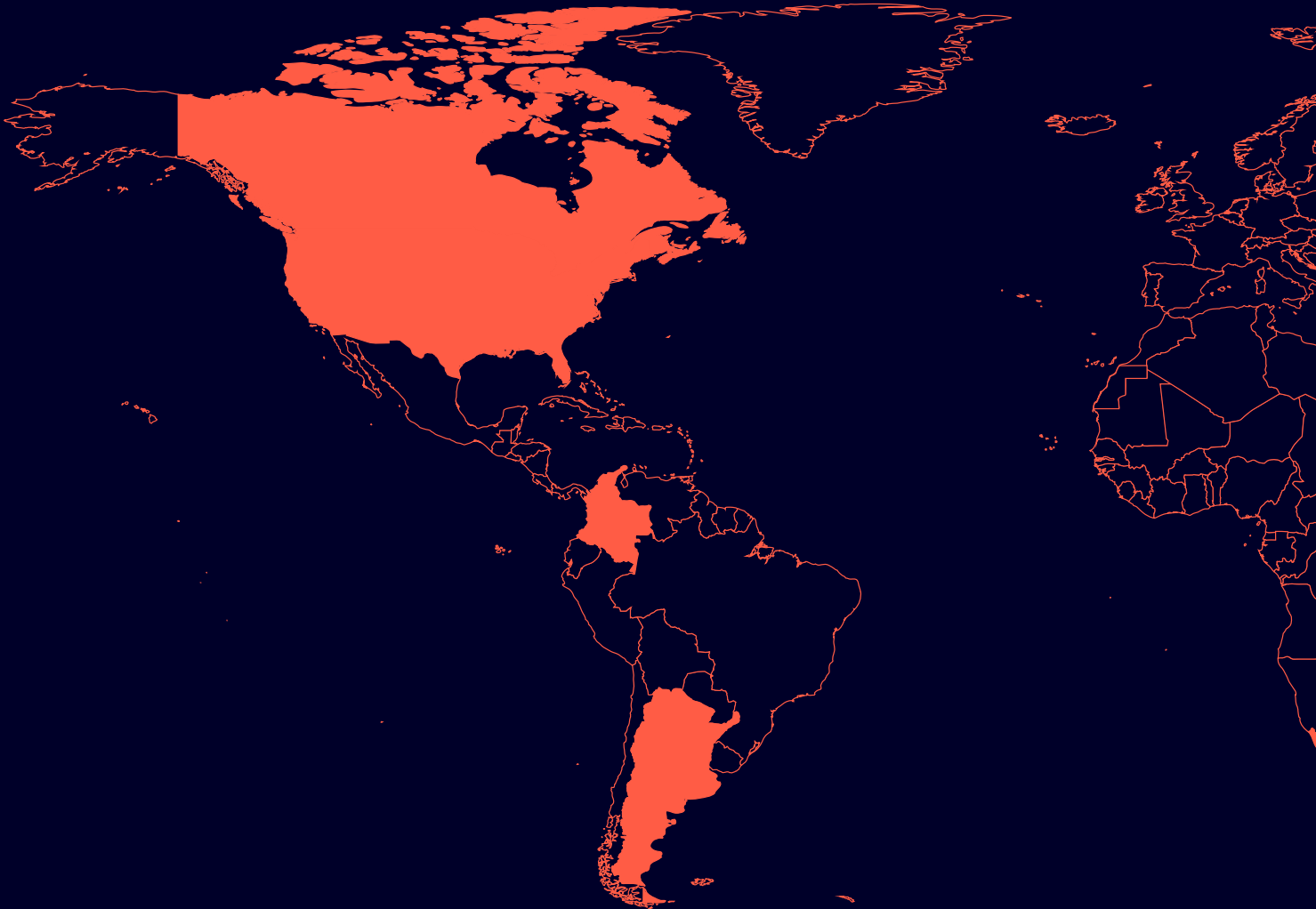
- Global Compact Network Australia 2021, *Implementing Effective Modern Slavery Grievance Mechanisms: A Guidance Note for Business*. Available from unglobalcompact.org/library/5879. [24 May 2022].
- Global Compact Network Australia 2021, *Effective Modern Slavery Grievance Mechanisms: A Case Study Publication for Business*. Available from: unglobalcompact.org/library/5884 [24 May 2022].

**Case Study:**

- Hewlett Packard partners with local NGO in Mexico to resolve issues raised by workers.



*Detail of computer chip and internal components
Photo credit: sefa ozel via Getty Images.*



APPENDIX

COUNTRY CONTACT SHEETS



This section includes contact sheets of potential stakeholders that can render assistance in selected countries should a company encounter modern slavery or related exploitation. The list of countries reflects where many HRREC member companies have operations or direct suppliers and includes **Argentina, Australia, Canada, China, Colombia, Singapore, South Africa and the United States.**

In addition to contact details, a summary of modern slavery risks in each country is included.

MODERN SLAVERY RISK BRIEF

ARGENTINA

Global Slavery Index,
Walk Free¹⁵

Estimated number of people living in modern slavery: 55,000 people, or 1.26 per 1,000 people

Vulnerability of individuals to modern slavery: 28.88/100

Government Response Rating: 7/10 or BBB

Population: 44,494,500

GDP per capita (PPP): \$20,829

Trafficking in Persons Reports 2020 & 2021,
US Department of State¹⁶

Ranking: Tier 1

Positive steps taken in 2020 include:

- Issued a new national action plan.
- Introduced legislation that mandates and funds victim restitution in criminal cases.
- Delivered specialised training courses to public prosecutors' offices on investigating and prosecuting traffickers.
- Expanded trafficking investigations database to include provincial data.
- Developed new guidelines for labour inspectors to identify victims.

Key areas of concern include:

- Official complicity in trafficking crimes remains prevalent.
- Investigated, prosecuted, and convicted fewer traffickers and identified fewer victims in 2020 than 2019.
- The government did not allocate a dedicated budget to anti-trafficking efforts or provide dedicated shelters for male victims.

High-risk industries:¹⁷

Vulnerable groups, particularly children, often from the northern provinces of Argentina, Bolivia, Paraguay, Peru and Venezuela, are exploited in forced labour in the following sectors:

- Agriculture
- Garments
- Charcoal production
- Brick production

High-risk commodities:¹⁸

- Bricks
- Cotton
- Garments
- Olives
- Garlic
- Tobacco
- Yerba Mate (stimulant plant)
- Fruit (blueberries, grapes, strawberries, tomatoes)

Snapshot of recent media reports involving human rights violations in Argentina:

- High levels of informal labour and consequently, lack of legal protections and resources for workers.¹⁹
- The use of child labour has been found in the agriculture sector in the harvesting of yerba mate.²⁰
- Child labour found within blueberry and strawberry production companies.²¹
- Brick kilns have been found to use child labour and informal employment.²²
- On June 17, the government rescued 145 victims of human trafficking for the purposes of labour exploitation. They were being exploited in sawmills and among victims were children and migrants.²³



Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
The Ministry of Justice and Human Rights	Head Office: Sarmiento 329, Ciudad Autónoma de Buenos Aires C1041AAG, Argentina Hotline: 145 Phone: +54 11 5300-4000 WhatsApp: +54 11-6546-0580 Email: comitecontralatrata@jefatura.gob.ar Website (web form): argentina.gob.ar/justicia	Services provided: Hotline, Healthcare, Psycho-Social, Legal, Accommodation <ul style="list-style-type: none"> Allows the public, including victims, to report suspected human trafficking cases and assists in responding to these calls with the Rescue Program Office.
Human Trafficking and Exploitation Prosecutor's Office (PROTEX)	Head Office: Peru 545, 2nd Floor, CA, Buenos Aires Phone: (+54 11) 3754-2921 /2922 / 4342-6021 Email: protex@mpf.gov.ar Website: mpf.gob.ar/protex/	Services provided: Legal services

Yerba Mate Production In Argentina - Montecarlo, Argentina - August 27: A rural worker also called 'Tarefero' pulls a weight sack of near 100 kilos of yerba mate after being reaped from the shrub as part of the production of the Yerba Mate herb. Photo by Ricardo Ceppi/Getty Images

MODERN SLAVERY RISK BRIEF

AUSTRALIA:

Global Slavery Index,
Walk Free²⁴

Trafficking in Persons Reports 2020 & 2021,
US Department of State²⁵

Estimated number of people living in modern slavery: 15,000 or 0.65 per 1,000 people.

Vulnerability of individuals to modern slavery: 4.27/100

Government Response Rating: 7/10 or BBB

Population: 24,992,370

GDP per capita (PPP): \$49,378

Ranking: Tier 1

Positive steps taken include:

- More than doubled funding for victim protection services.
- Updated, adopted, and funded a new five-year national action plan.
- Created a publicly available registry of annual modern slavery statements.

Key areas of concern include:

- Trafficking convictions remain low in comparison to the number of trafficking cases identified.
- Courts convicted one trafficker during the reporting year, but the trafficker received three years' probation.
- The government did not adequately screen vulnerable groups traffickers may target, including domestic workers, international students, and migrant workers.

High-risk industries²⁶

- Agriculture – Migrants, temporary workers and working-holiday visa-holders are vulnerable to exploitation in certain areas where poor labour standards have become an 'established norm'.²⁷
- Construction – Temporary migrant workers are vulnerable within the Australian construction industry, with allegations of deception in relation to work contracts and other exploitative practices identified.²⁸
- Domestic work
- Hospitality and food services

Snapshot of recent media reports involving human rights violations in Australia:

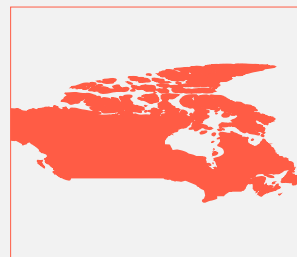
- In a nationwide investigation, the Australian Border Force exposed a syndicate of exploitation of foreign workers within the construction industry.²⁹
- The exploitation of migrant workers, including substandard accommodation and manipulation of piece rates to bypass minimum wages, has been widely reported in the horticultural and agricultural industry.³⁰
- Korean migrants on Australian construction sites building offices and residential blocks were found working without employment contracts or agreed payment terms and conditions.³¹
- Migrant workers exploited and threatened with arrest, retribution, or deportation if they complained or asked for necessities, such as water or bread.³²
- In 2019 the Australian Government's Migrant Workers' Taskforce estimated that up to half of Australia's migrant workers may be unpaid or underpaid.³³
- International students from Asia exploited in part time work.³⁴
- Unpaid wages common among migrant workers and young workers in the hospitality industry.³⁵

Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
(Red Cross) Support for Trafficked People Program	<p>Head Office: 23-47 Villiers St, North Melbourne, VIC 3051</p> <p>Phone: +61 03 9345 1800</p> <p>Email: national_stpp@redcross.org.au</p> <p>Website: redcross.org.au/get-help/help-for-migrants-in-transition/trafficked-people</p>	<p>Services provided: Healthcare, Psychosocial, Accommodation, Legal, Financial Support.</p> <ul style="list-style-type: none"> Administered by the <i>Department of Social Services</i> and delivered nationally by the Australian Red Cross. Services for victims can be accessed by contacting the Red Cross directly, or through the AFP.
Salvation Army Australia	<p>Head Office: 265 Chalmers Street, Redfern, NSW 2016</p> <p>Phone: 1300 473 560</p> <p>Email: endslavery@salvationarmy.org.au</p> <p>Website: salvationarmy.org.au/about-us/our-services/fighting-modern-slavery-exploitation/</p>	<p>Services provided: Healthcare, Psychosocial, Accommodation, Legal.</p> <ul style="list-style-type: none"> Salvation Army can provide members of the public with advice or an assessment, support and referrals for victims and people at risk of modern slavery. They can assist with a referral to the AFP if it is determined the best course of action.
Australian Federal Police	<p>Hotline: 131 237</p> <p>Emergency: 000</p> <p>Online form: forms.afp.gov.au/online-forms/human-trafficking-form</p> <p>Website: afp.gov.au/what-we-do/crime-types/human-trafficking</p>	<p>Services provided: Hotline, Healthcare, Psychosocial, Accommodation, Legal</p> <ul style="list-style-type: none"> All victims referred to the AFP receive safe accommodation, healthcare and other emergency support for 45 days. Following this period further support is contingent on whether the victim will cooperate with the criminal justice process, which may not be appropriate at the time.
Domus 8.7 Australian Catholic Anti-Slavery Network	<p>Office Locations: Level 5 Polding Centre, 133 Liverpool St, Sydney NSW 2000</p> <p>Phone: +61 (2) 9307 8464</p> <p>Website: acan.org.au/domus87</p> <p>Email: antislavery@sydneycatholic.org</p>	<p>Services provided: Healthcare, Psychosocial, Accommodation, Legal</p> <ul style="list-style-type: none"> Paid service. A 'one-stop-shop' for victims, workers or businesses to obtain support, advice and guidance on how to respond to potential situations of modern slavery and forced labour.
Anti-Slavery Australia	<p>Head Office: University of Technology, 15 Broadway, Ultimo NSW 2007</p> <p>Phone: 02 9514 8115</p> <p>Email: antislavery@uts.edu.au</p> <p>Email (Legal): ASALegal@uts.edu.au</p> <p>Website: antislavery.org.au/</p>	<p>Services provided: Legal</p> <ul style="list-style-type: none"> Non-profit organization providing legal advice and support.

MODERN SLAVERY RISK BRIEF

CANADA



Global Slavery Index,
Walk Free³⁶

Estimated number of people living in modern slavery: 17,000 people, or 0.48 per 1,000 people.

Vulnerability of individuals to modern slavery: 10.20/100

Government Response Rating: 6/10 or BB

Population: 37,058,860

GDP (PPP): \$46,510

Trafficking in Persons Reports 2020 & 2021,
US Department of State³⁷

Ranking: Tier 1

Positive steps taken include:

- Increased funding for victim services.
- Amended the Customs Tariff to prohibit the importation of goods produced by forced labour.
- Launched a five-year public awareness campaign informed by research on public awareness and attitudes on trafficking.
- Creation of a new government team to combat human trafficking in federal procurement supply chains (2020).

Key areas of concern include:

- Did not provide comprehensive data on investigations, prosecutions, and convictions during the reporting period.
- The government's efforts to identify victims, provide protections to all victims and investigate and prosecute forced labour crimes, remained inadequate.
- Inadequate anti-trafficking co-ordination between provincial and federal levels (2020).

High-risk industries:³⁸

- Agriculture
- Construction
- Food processing plants
- Hospitality
- Domestic services

Reports of human rights violations in Canada:


- In 2019, York Regional Police arrested 31 people from a large, multi-provincial human trafficking ring run by organized crime involved in sex trafficking. The overall investigation involved five police forces from Ontario and Quebec.³⁹
- Canada mining firm, Nevsun Resources, accused of forced labour abroad was sued in Canadian courts. Allegedly over 1,000 Eritreans had been conscripted through Eritrea's military into forced labour to construct Nevsun's Bisha gold, copper, and zinc mine in East Africa.⁴⁰ Though the case reached a settlement in October 2020, it sets a precedent that Canadian companies can be sued in Canada for abuses occurring in other jurisdictions.

- In recent years, significant government attention on issues relating to human trafficking has improved in Canada. This includes investment to reduce human trafficking and provide survivor support, with certain provinces offering free legal help for victims.^{41,42}
- Migrants on the 'low-skilled' temporary visa streams: Live-In Caregiver program (LCP) and the Seasonal Agricultural Workers Program (SAWP) are particularly vulnerable to exploitative practices.⁴³
- Migrant farm workers are forced to work while infected with COVID-19 and live in overcrowded bunkhouses.⁴⁴
- Workers are refused days off and expected to live in overcrowded, vermin-infested bunk beds.⁴⁵



Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
Canadian Human Trafficking Hotline	Head Office: Toronto, Ontario Hotline: +1 1-833-900-1010 Email: hotline@ccteht.ca Website (with chat function): canadianhumantraffickinghotline.ca	Services provided: Hotline, Healthcare, Psycho-social, Accommodation, Legal <ul style="list-style-type: none"> Funded by Public Safety Canada
Department of Justice	Head Office: 275 Sparks Street, 9th Floor, Ottawa, Ontario K1A 0H8 Canada Police: 911 Crime Stoppers Tipline: 1-800-222-8477 Victim Services Directory: justice.gc.ca Email: webadmin@justice.gc.ca Website: www.justice.gc.ca/eng/cj-jp/tp/help-aide.html	Services provided: Hotline, Healthcare, Psycho-social, Accommodation, Legal
British Columbia Office to Combat Trafficking in Persons	Head Office: 910 Government St, Victoria, British Colombia, V8V 1X3, Canada Hotline: +1 888 712 7974 Phone: +1 604 660-5199 Email: octip@gov.bc.ca Website: www2.gov.bc.ca/gov/content/justice/criminal-justice/victims-of-crime/human-trafficking/contact-us	Service provided: Hotline and connection to other services

 Biniam Yemesghen, 34, of Eritrea, makes tea in a tiny apartment that he is sharing with other asylum seekers in Winnipeg, Manitoba on Mar. 23, 2017.

MODERN SLAVERY RISK BRIEF

CHINA



Global Slavery Index,
Walk Free⁴⁶

Trafficking in Persons Reports 2020 & 2021,
US Department of State⁴⁷

Estimated number of people living in modern slavery: 3,864,000 people, or 2.77/1000 people

Vulnerability of individuals to modern slavery: 50.65/100

Government Response Rating: 4/10 or CC

Population: 1,392,730,000

GDP per capita (PPP): \$16,842

Ranking: Tier 3

Positive steps taken include:

- Continuing to prosecute and convict some traffickers.
- Showed co-operation with international authorities to address forced/fraudulent marriages.
- Maintained consultative mechanisms with law enforcement counterparts in other countries.

Key areas of concern include:

- Placed ethnic Tibetans in vocational training and manufacturing jobs as part of an ostensible “poverty alleviation” and “labour transfer program” that featured overt coercive elements.
- Government policy or pattern of widespread forced labour, including through the continued mass arbitrary detention of more than one million Uyghurs, ethnic Kazakhs, ethnic Kyrgyz, and other Muslims in the Xinjiang Uyghur Autonomous Region (Xinjiang).
- Decreased law enforcement efforts.
- Government did not report identifying any trafficking victims or refer them to protective services.
- Decreased efforts to prevent trafficking.
- Chinese nationals reportedly suffered forced labour in several countries in Asia, Africa, and Europe hosting Belt and Road Initiative projects.

High-risk industries⁴⁸

- International maritime
- Agriculture
- Fishing – African and Asian men reportedly experience conditions indicative of forced labour aboard Chinese-flagged fishing vessels.
- Manufacturing – Following graduation from “internment camps”, the government subjects individuals to forced labour in adjacent or off-site factories, producing garments, textiles, thread or electronics. Authorities incentivize Chinese companies to open factories in close proximity to the internment camps and to receive transferred detainees at manufacturing sites in other provinces.
- Electronics
- Garments
- Brick kilns
- Construction

High-risk commodities⁴⁹

- Artificial flowers
- Bricks
- Christmas decorations
- Cotton
- Electronics
- Fireworks
- Fish
- Footwear
- Garments
- Gloves
- Hair products
- Nails
- Textiles
- Thread/yarn
- Tomatoes
- Toys



Snapshot of recent media reports involving human rights violations in China:

- China's detention campaign in Xinjiang, separating Uyghur children from families, has arbitrarily detained over one million people since 2017, subjecting them to forced cultural assimilation and indoctrination.⁵⁰ The persecution of Uyghurs and ethnic minorities and groups involves mass detention, forced labour, torture and cultural persecution.⁵¹
- Recent submissions from the International Trade Union Confederation estimate that 1.8 million people have been detained.
- Indonesian fishermen were subject to violence, discrimination, forced labour and ultimately death on Chinese vessels.⁵²
- China's one child policy has led to numerous child abductions, increasing the vulnerability of boys, as the price of boys in the country's slave market can be as high as \$20,000.⁵³
- China's social credit system has received criticism as it interferes with individual privacy and challenges the rights of individuals and companies as it seeks to regulate their behaviour.⁵⁴
- Much of the world's shipbreaking is carried out in China. It is amongst the most dangerous of occupations often carried out in unregulated informal sectors where workers have limited access to health services, housing, welfare, and sanitary facilities, violating the workers' health rights.⁵⁵
- North Koreans are sent to China to work in forced labour conditions with little or no pay. Workers in construction often face a high risk of injuries or fatal accidents during their time abroad.⁵⁶
- Internationally, fashion retailers have cut ties with factories in Xinjiang out of concern over forced labour practises.⁵⁷
- More than 80,000 Uyghurs and other ethnic minorities were transferred out of Xinjiang, some from detention centres, to work in factories across China undergoing abusive labour practices.⁵⁸
- Tech companies, like Apple, have been found to include companies in their supply chain that use forced labour of Chinese minority groups.⁵⁹

 Fishing boats set sail in the morning to East China Sea for fishing on September 17, 2021 in Zhoushan, Zhejiang Province of China. Photo Credit: Photo Shen Lei/VCG via Getty Images

Trafficking helplines, victim support services & relevant government contacts:

Please note:

Accessing services or assistance for workers that have been harmed in China is a challenge. Companies should conduct thorough and ongoing due diligence, taking extra care to prevent and mitigate harms to workers as part of their approach to remediation.

Companies should seek to understand the legislative framework in China, including the legal rights of workers and how the law is enforced and upheld.⁶⁰ Civil society labour organisations have been largely unable to operate in China since a crackdown in the mid-2010s and several labour rights groups have faced police intimidation.^{61,62} Companies may like to seek advice from NGOs in their home country in the first instance.

Organisation	Contact Details	Information
Police	Phone: 110	
Australian Embassy	Head Office: 21 Dongzhimenwai Street, Chaoyang District, Beijing, 100600 Phone: +86 10 5140 4111 Website: china.embassy.gov.au/	The Australian Embassy may be able to provide Australian companies with advice and recommendations.
International Labor Organization (ILO)	Head Office: ILO Country Office for China and Mongolia, 1-10 Tayuan Diplomatic Office Building, Beijing 100600, P.R. China Phone: +86 10 6532 5091 Email: beijing@ilo.org Website: ilo.org/china	<p>The ILO may be able to provide advice or recommendations.</p> <p>The ILO have signed an MOU with the Ministry of Human Resources and Social Security and the ILO on promoting harmonious labour relations in China.</p>
All-China Federation of Trade Unions	Head Office: 10 Fuxingmenwai Street, Beijing, China, 100865 Phone: +86 12351 Website: acftu.org.cn	Independent unions are illegal in China and all unions must be affiliated with the All-China Federation of Trade Unions (ACFTU), a state-run body. There are 31 provincial trade union federations, 10 national industrial unions and 5.3 million grassroots trade union organizations affiliated to the ACFTU.
Ministry of Human Resources and Social Security	Head Office: Beijing, China Phone: +86 12333 Email: english@mail.gov.cn Website: mohrss.gov.cn	The Ministry of Human Resources and Social Security is responsible for labour force management and labour relations.



Organisation	Contact Details	Information
UNICEF China	Head Office: 12 Sanlitun Lu Chaoyang District 100600 Beijing, People's Republic of China Phone: +86 10 8531 2600 Email: beijing@unicef.org Website: unicef.cn/en/	UNICEF may be able to provide assistance or recommendations in cases of child labour.
All-China Federation of Industry and Commerce	Head Office: 70 West Deshengmen Street, Xicheng District, 100035, Beijing, China Phone: +86-10-58050738/ 58050795 Email: acfic@acfic.org.cn Website: chinachamber.org.cn/	<p>The All-China Federation of Industry and Commerce aims to develop and further the interests of local companies and businesses in China.</p> <p>The ACFIC's main activities are safeguarding business interests, sharing business experiences and business interests, contact with governments, civil society, local media and the press and organising trade shows and events.</p>
National Legal Service Hotline	Hotline: +86 12348 Email: hotline@moj.gov.cn Website: 12348.gov.cn	<p>Hotline run by the Ministry of Justice that operates 24/7.</p> <p>Provides legal advice to citizens, answering questions about labor relations and other topics.</p>

High angle view of workers in garment factory in Asia. Major global fashion retailers have profited for decades from paying poverty wages to workers, while the industry has been marred by human tragedy. In 2013, the collapse of the Rana Plaza garment factory in Bangladesh resulted in the death of more than one thousand workers and awoke the world to poor labour conditions faced by workers in the industry. Photo credit: Roberto Westbrook via Getty Images.

MODERN SLAVERY RISK BRIEF

COLOMBIA:



Global Slavery Index, Walk Free ⁶³	Trafficking in Persons Reports 2020 & 2021, US Department of State ⁶⁴
<p>Estimated number of people living in modern slavery: 131,000 or 2.73/1000</p> <p>Vulnerability to modern slavery: 51.62/100</p> <p>Government Response Rating: 6/10 or B</p> <p>Population: 49,648,680</p> <p>GDP per capita (PPP): \$14,503</p>	<p>Ranking: Tier 1</p> <p>Positive steps taken include:</p> <ul style="list-style-type: none">• Increased prevention efforts, and anti-trafficking efforts.• Convicted traffickers for the forced recruitment of children, including a member of the National Liberation Army (ELN).• Adopted the 2020-2024 anti-trafficking national strategy.• Adopted new territorial plans for the fight against trafficking in 21 departments.• Opened 37 investigations under the Special Jurisdiction for Peace related to child recruitment. <p>Key areas of concern include:</p> <ul style="list-style-type: none">• Government did not provide minimal adequate services for victims and did not have shelter available for adult victims.• Decreased the number of investigations, prosecutions, and convictions for trafficking crimes.• For the fourth year in a row, authorities did not provide information on sentences given to traffickers.• Law enforcement were deficient in addressing forced labour and active victim identification.

High-risk industries:⁶⁵

- Extractive industries - Colombian nationals are often exploited into forced labour for the extraction of coal, alluvial, gold and emeralds.
- Agriculture - Research indicates the agricultural industry, specifically coffee and palm production, is produced with forced labour and child labour.⁶⁶
- Floriculture

High-risk commodities:⁶⁷

- Coal
- Alluvial
- Gold
- Emeralds
- Bricks
- Coffee
- Palm oil
- Sugarcane
- Fruits
- Cocoa

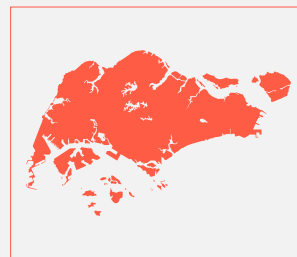
Snapshot of recent media reports involving human rights violations in Colombia:

- Child labour has been documented in agricultural work, coffee, and panela sugar cane production, within a family economy scenario.⁶⁸
- An increase has been seen in the recruitment of minors into armed groups amidst coronavirus pandemic fallout.⁶⁹
- In response to 1.3 million Venezuelans crossing the border into Colombia, Colombia is training elite inspectors to expose cases of labour trafficking and exploitation.⁷⁰
- Food imported to Canada from Colombia allegedly involved the use of child labour.⁷¹
- Criminal groups recruit and exploit victims of the Venezuelan crisis across the Colombia-Venezuela border.⁷²
- The beauty industry is under the spotlight as the demand for sugarcane packaging is fuelling child labour.⁷³
- In May-June 2021 widespread national protests took place in Colombia. Several NGOs including Amnesty International, Temblores and Human Rights Watch alleged that excessive force was used by security forces, with several dozen people killed. The InterAmerican Human Rights Commission sent a delegation in early June to investigate these claims, which extend to indigenous and minorities groups.⁷⁴

Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
National Toll-Free Line Against Human Trafficking	<p>Head Office: Carrera 8 No. 7-83. Bogotá, DC, 111711 Colombia</p> <p>Hotline: +57 01 8000 52 2020</p> <p>Phone: +57 601 1 242 74 00</p> <p>Email: lineatratadepersonas@mininterior.gov.co</p> <p>Website: tratadepersonas.mininterior.gov.co/sala-de-prensa/noticias/linea-gratuita-nacional-contra-la-trata-de-personas-01-8000-52-20-20</p>	<p>Service provided: Hotline</p> <ul style="list-style-type: none"> • Hotline for reporting suspected or actual trafficking in persons. The public can call for information and guidance and, if appropriate, to refer the alleged case to the relevant authorities for prevention, care, investigation and/or prosecution. • Operated by the Ministry of the Interior.
LibertApp	<p>Mobile Application: LibertApp (Google, Apple)</p> <p>Email: derechoshumanos@migracioncolombia.gov.co</p>	<p>Service provided: Hotline</p> <ul style="list-style-type: none"> • Developed by Migration Colombia and IOM. A mobile application focussed on informing, preventing and reporting cases of human trafficking.
Police	Phone: 123	

MODERN SLAVERY RISK BRIEF

SINGAPORE:

Global Slavery Index,
Walk Free⁷⁵

**Estimated number
of people living in
modern slavery:**
19,000 people, or
3.43 per 1,000 people.

**Vulnerability of
individuals to modern
slavery:** 13.41/100

**Government response
rating:** 4/10 or CCC

Population: 5,638,680

GDP per capita (PPP):
\$94,105

Trafficking in Persons Reports 2020 & 2021,
US Department of State⁷⁶

Ranking: Tier 1

Positive steps taken include:

- Convicted one sex trafficker under its trafficking law and one under the Women's Charter.
- Provided grants to NGOs for awareness-raising campaigns.
- The Ministry of Manpower (MOM) increased prosecutions of unlicensed recruitment agencies.
- The Government identified more trafficking victims and increased dialogue and cooperation with NGOs.
- Trained law enforcement and immigration officials on victim identification and trafficking legislation enforcement.

Key areas of concern include:

- Singapore did not take steps to eliminate recruitment fees charged to workers by Singaporean labour recruiters.
- Some potential unidentified victims were subject to punishment or deportation due to a lack of understanding by authorities on the impact indebtedness and psychological coercion has on a trafficking victim.

High-risk industries:⁷⁷

Singapore has a large migrant workforce who often migrate willingly for work in the following sectors and assume large debts to recruitment agents in the process, which often leads to debt bondage.⁷⁸

- Construction
- Domestic services
- Commercial sex industry
- Performing arts

High-risk commodities:

- Seafood

Snapshot of recent media reports involving human rights violations in Singapore:

- Domestic workers are vulnerable to forced labour, with reports of employers using subtle forms of coercion to exploit them.⁷⁹
- Migrants workers are lured into Singapore's construction industries through means of illegal recruitment.⁸⁰
- Workers' right to freedom of speech and peaceful assembly is severely restricted.⁸¹
- The COVID-19 pandemic shone a spotlight on the treatment and poor living conditions of marginalised migrant workers in Singapore.⁸² One report describes 'prison like conditions' with some migrant workers sharing rooms with as many as 20 people.⁸³
- A Singapore couple was fined and sentenced to prison for exploiting their maids who were abused, overworked and deprived of food.⁸⁴

Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
Humanitarian Organization for Migration Economic (HOME)	<p>Office Location: 495 Geylang Road, #02-01 Singapore 389453</p> <p>Hotline (migrant workers): +65 6341 5535</p> <p>Phone: +65 6 337 1171</p> <p>Email: contact@home.org.sg</p> <p>3 https://www.home.org.sg/migrants.home@gmail.com</p>	<p>Services provided: Hotline, Healthcare, Psycho-social, Accommodation, Legal</p> <ul style="list-style-type: none"> • Provide immediate crisis intervention as well as long-term support such as education and training programmes for migrant workers.
Singapore Police Force	<p>Office Location: New Phoenix Park 28 Irrawaddy Road, Singapore 329560</p> <p>Hotline: +65 6435 0000</p> <p>Emergency phone: 999</p> <p>Emergency SMS: 71999</p> <p>Email: SPF_Report_Trafficking@spf.gov.sg</p> <p>Website: police.gov.sg/</p>	<p>Services provided: Hotline</p> <ul style="list-style-type: none"> • The Inter-Agency Taskforce on Trafficking in Persons is co-led by Ministry of Home Affairs and Ministry of Manpower, with support from the Singapore Police Force and six other government agencies.
Ministry of Manpower (MOM)	<p>Office Location: 1500 Bendemeer Road, Singapore, 339946</p> <p>Workright hotline (for enquiries and reporting infringements): 1800 221 9922</p> <p>Phone: 6438 5122</p> <p>Email: mom_fmmd@mom.gov.sg</p> <p>Website (online reporting form): mom.gov.sg/</p>	<p>Services provided: Hotline</p> <ul style="list-style-type: none"> • Enquiries can be made and employment infringements reported anonymously to MOM's website or hotline. • MOM run a separate helpline for foreign domestic workers in distress.
Association of Women for Action and Research (AWARE)	<p>Office Location: Block 5 Dover Crescent #01-22 Singapore 130005</p> <p>Hotline: (800) 774-5935</p> <p>Phone: +65 6779 7137</p> <p>Email: aware@aware.org.sg</p> <p>Website: aware.org.sg/</p>	<p>Services provided: Hotline, Psycho-social, Legal</p> <ul style="list-style-type: none"> • AWARE is primarily tailored towards supporting female victims of sexual assault, however female victims of forced labour are also able to access services.

MODERN SLAVERY RISK BRIEF

SOUTH AFRICA:

Global Slavery Index,
Walk Free⁸⁵

Estimated number of people living in modern slavery:
155,000 people,
or 2.80 per 1,000 people.

Vulnerability of individuals to modern slavery: 53.76/100

Government Response Rating: 5/10 or B

Population: 57,779,620

GDP per capita (PPP):
\$13,526

Trafficking in Persons Reports 2020 & 2021,
US Department of State⁸⁶

Ranking: Tier 2 Watchlist

Positive steps taken include:

- Continued to prosecute and convict traffickers.
- Sentenced convicted traffickers to substantial terms of imprisonment.
- Continued some investigations into officials allegedly complicit in trafficking.
- Government passed and began implementing standard operating procedures (SOPs) for referring trafficking victims to care.

Key areas of concern include:

- The government removed, and did not replace, a key official who led inter-ministerial anti-trafficking efforts.
- Corruption and official complicity among law enforcement and immigration officials
- Lack of monitoring and investigation in at-risk sectors.
- Overall low level of understanding of modern slavery issues - some law enforcement continued to inappropriately arrest and detain suspected sex trafficking victims.

High-risk industries:

- Agriculture – Reports of forced labour on fruit and nut farms, which account for 52% of country's agricultural exports.⁸⁷ Migrants and women are particularly vulnerable.
- Domestic servitude
- Fishing – Lack of regulatory oversight has resulted in abuse, forced labour and child labour.
- Construction
- Mining – A decline in diamond and gold production has resulted in unemployment and led to an increase in illegal mining activity.

High-risk commodities:⁸⁸

- Copper
- Diamonds
- Apparel
- Fish
- Flowers
- Fruit and Nut
- Mineral Fuels
- Palm Oil

Snapshot of recent media reports involving human rights violations in South Africa:

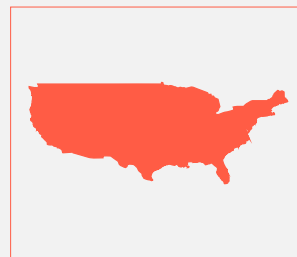
- Traffickers recruit victims from poor countries and/or poor rural areas within South Africa to urban centres, such as Johannesburg, Cape Town, Durban, and Bloemfontein. Here victims are forced into sex trafficking and domestic servitude, criminal activities, and agriculture.⁸⁹
- Male victims of labour trafficking are not correctly identified as victims in need of support and have been detained, deported and/or penalised for immigration offences.⁹⁰
- Significant human rights issues in South Africa include: unlawful or arbitrary killings by security forces; torture and cases of cruel, inhuman, or degrading treatment or punishment; harsh and life-threatening prison conditions; arbitrary arrest or detention; official corruption and the worst forms of child labour. Although some guilty officials were investigated, prosecuted, and punished, there were numerous reports of impunity.⁹¹
- Asylum seekers and refugees are denied essential rights leaving them vulnerable to precarious employment situations.⁹²
- During the immigration process workers have been found to incur debt, leaving them in situations of debt bondage where they are bound to a certain employer until they can pay back this amount.⁹³

Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact details	Information
South African National Human Trafficking Hotline	Head Office: Cape Town, Western Cape Hotline: +27 0800 222 777 Phone: +27 (0) 21 551 0971 Email: info@0800222777.org.za Email 2: info.sa@a21.org Website: 0800222777.org.za	<p>Services provided: Hotline, Healthcare, Psycho-social, Accommodation, Legal</p> <ul style="list-style-type: none"> The South African National Human Trafficking Hotline ('NHTH') is a dedicated service to support victims of human trafficking and provide advice and assistance on human trafficking issues. The NHTH is operated by A21 South Africa and is available to receive reports of suspected trafficking 24/7, as well as provide crisis intervention, information and referrals to various entities including law enforcement and community support agencies. Call Specialists are trained professionals who follow international procedures ensuring the fastest response to each case. The NHTH works in close partnership with national institutions to ensure a rapid response in reporting cases to the correct authorities or nodal point coordinators who are tasked to respond to Trafficking in Persons (TIP) and monitor the effectiveness of the response.
South African Police Services	Emergency Phone: 10111 Phone: +27 (0) 12 393 1000 Website: saps.gov.za/	<p>See this interactive map to find the location of your nearest police station.</p> <p>Interactive map available at: saps.gov.za/contacts/index.php</p>
National Freedom Network	Email: info@nfn.org.za Website: nfn.org.za/	<p>The National Freedom Network (NFN) is a central connection point for organisations working in the counter-Trafficking field in South Africa.</p> <p>NFN work closely with the Human Trafficking Hotline and Police. Their website includes a Network Directory (available at nfn.org.za/the-network/nfn-members/) of organisations active on these issues, and a Resource Library, (available at nfnresources.yolasite.com/research.php) including information about relevant legislation, articles and reports.</p>

MODERN SLAVERY RISK BRIEF

UNITED STATES:



Global Slavery Index,
Walk Free⁹⁴

Trafficking in Persons Reports 2020 & 2021,
US Department of State⁹⁵

Estimated number of people living in modern slavery: 403,000 people, or 1.26 per 1,000 people.

Vulnerability of individuals to modern slavery: 15.88/100

Government Response Rating: 7/10 or BBB*

**A country cannot receive a rating higher than BBB if they score 0 on any indicator.*

Population: 327,9167,430

GDP per capita (PPP): \$59,928

Ranking: Tier 1

Positive steps taken include:

- Increased the number of investigations.
- Increased the number of victims served by federal grantees.
- Increased enforcement of the prohibition of imports made wholly or in part by forced labour.
- Issued its first national action plan to combat human trafficking.

Key areas of concern include:

- Implemented policies that placed greater limits on access to immigration options for trafficking victims for most of the reporting period.
- The government enforced policies that further marginalized communities overrepresented among trafficking victims, increasing their risk to human trafficking.
- Continued lack of progress and sustained effort to comprehensively address labour trafficking in the United States.

High-risk industries:

- Agriculture - The absence of labour standards and regulations in the industry, alongside the increased number of undocumented migrants, increases occurrence of forced labour or exploitation on orange orchards and cattle/dairy, tomato and strawberry farms. Tobacco farms require intensive labour and are more susceptible to forced labour and exploitation.⁹⁶
- Hospitality - Victims of trafficking are most frequently found in housekeeping in businesses such as hotels, motels, resorts or casinos.⁹⁷
- Construction - Labour trafficking is common in construction industries as workers may be fraudulently recruited from outside countries and exploited on construction sites within the U.S. Victims of labour trafficking are recruited through formal job offers or misrepresented visa contracts, usually within small contracting business completing tasks such as roofing, carpentry, welding, electrical work, and masonry on large commercial construction sites.⁹⁸
- Landscaping - Landscaping is the most referenced type of labour trafficking and exploitation involving H-2B visa holders. H-2B visa holders are not eligible for federally funded legal services, making it extremely difficult to secure services for victims.⁹⁹

Snapshot of recent media reports involving human rights violations in the United States:

- The southern US-Mexico border has become a focus for human trafficking and forced labour.¹⁰⁰
- Forced labour in Xinjiang has tainted solar panel supply chains in the U.S.¹⁰¹
- U.S Federal Agents investigated a New Jersey temple after workers alleged they were lured and exploited by forced labour to build the temple.¹⁰²
- Traveling sales crews are often unregulated and informal, increasing workers' vulnerability to trafficking.¹⁰³
- U.S prisons have subjected detainees to forced labour and exploited detained immigrant labour.¹⁰⁴ Accounts of incarcerated people made to fight California wildfires.¹⁰⁵
- Undocumented migrant agricultural workers are without legal protection.¹⁰⁶



Trafficking helplines, victim support services & relevant government contacts:

Organisation	Contact Details	Information
The National Human Trafficking Hotline	<p>U.S. Department of Health & Human Services Office: 330 C Street, S.W., Washington, D.C. 20201</p> <p>Hotline: 1-888-373-7888 (Text) 233 733</p> <p>Email: help@humantraffickinghotline.org</p> <p>Website (chat and anonymous form):</p> <ul style="list-style-type: none">• humantraffickinghotline.org• polarisproject.org/	<p>Services provided: Hotline, Healthcare, Psycho-social, Accommodation, Legal</p> <ul style="list-style-type: none">• Operated by the NGO Polaris Project and funded by the Department of Health and Human Services. The hotline is central data point networked with 4000 service providers. This includes pro bono legal services and health and mental health services.• Polaris also host the Global Modern Slavery Directory, which may include further suggestions.



The worn hands of a Latino lettuce picker in Camp Toro. This job is done by mostly illegal immigrants who cross the US/Mexico border. Most of the border crossings coincide with the agricultural picking seasons in the United States. Photo Credit: Ted Soqui/Corbis via Getty Images

ENDNOTES

1. In January 2022, companies represented include Alcoa Australia, AngloGold Ashanti, Atco, BHP, Blackstone Minerals, CITIC Pacific, Fortescue Metals Group, Galaxy Resources, Goldfields, IGO, Iluka Resources, Inpex, Mineral Resources Limited, Newmont Mining, Northern Star Resources Limited, Origin Energy, Perenti Resources, Rio Tinto, South32, Synergy, Talison Lithium, Wesfarmers (WesCEF), Western Power & Woodside Energy.
2. The Australian Government's 2018 Modern Slavery Act Guidance for Reporting Entities draws heavily on the UNGPs. Available from: https://modernslaveryregister.gov.au/resources/modern-slavery-reporting-entities_guidance.pdf. [20 May 2022].
3. For further information see the United Nations Office of the High Commissioner for Human Rights' (OHCHR) 2014 Frequently Asked Questions About the Guiding Principles on Business and Human Rights. Available from: <https://www.ohchr.org/en/publications/special-issue-publications/frequently-asked-questions-about-guiding-principles>. [20 May 2022].
4. As above p. 34.
5. OHCHR 2011, [Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework](#), p. 27. Available from: <https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights>. [20 May 2022].
6. Adapted from Global Compact Network Australia's 2021 [Effective Modern Slavery Grievance Mechanisms: A Case Study Publication for Business](#). Available from: <https://unglobalcompact.org/library/5884> [20 May 2022].
7. OHCHR 2011, [Guiding Principles on Business and Human Rights: Implementing the United Nations 'Protect, Respect and Remedy' Framework](#). Available from: https://www.ohchr.org/en/publications/reference-publications/guiding-principles-business-and-human-rights_ [20 May 2022].
8. For further illustrative example, see Finance Against Slavery and Trafficking's [Leverage Practice Matrix](#). Available from: <https://www.fastinitiative.org/typology/>. [20 May 2022].
9. According to the International Labour Organization's (ILO) definition of recruitment fees and related costs in [General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs](#), pp.25-29. Available from: https://www.ilo.org/global/topics/labour-migration/publications/WCMS_536755/lang-en/index.htm. [20 May 2022].
10. Core Principle 4 reflects ILO's 1973 [Convention No. 138 on Minimum Age](#).
11. For further information on grievance mechanisms, see Global Compact Network Australia's 2021 resource [Implementing Effective Modern Slavery Grievance Mechanisms: A Guidance Note for Business](#), available from <https://unglobalcompact.org/library/5879>. [20 May 2022]. See also the International Council on Mining & Metals' 2019 [Handling and Resolving Local-level Concerns and Grievances: Human rights in the mining and metals sector](#), available from <https://www.icmm.com/en-gb/guidance/social-performance/2019/grievance-mechanism>. [20 May 2022].
12. [Access to Remedy: Practical Guidance for Companies](#) by the Ethical Trading Initiative and links to other helpful resources can be found in Walk Free's [Toolkit for Business & Investors](#), available from <https://www.walkfree.org/projects/business-and-investor-toolkit/>. [20 May 2022].
13. To assist your review, see Figure 4: 'Metrics and Questions to Measure Effectiveness of Grievance Mechanisms and Inform Continuous Learning' in [Implementing Effective Modern Slavery Grievance Mechanisms: A Guidance Note for Business](#) by Global Compact Network Australia. Available from <https://unglobalcompact.org/library/5879>. [20 May 2022].
14. As above.
15. Walk Free 2018, [Global Slavery Index: Country Data - Argentina](#). Available from: <https://www.globallslaveryindex.org/2018/data/country-data/argentina/>. [20 May 2022]
16. Office to Monitor and Combat Trafficking in Persons 2020, [Trafficking in Persons Report: Argentina](#), U.S. Department of State. Available from: <https://www.state.gov/reports/2020-trafficking-in-persons-report/> Argentina/. [20 May 2021]; Office to Monitor and Combat Trafficking in Persons 2021, [Trafficking in Persons Report: Argentina](#), U.S. Department of State. Available from: <https://www.state.gov/reports/2021-trafficking-in-persons-report/Argentina/>. [6 July 2021].
17. As above.
18. Bureau of International Labor Affairs 2020, [List of Goods Produced by Child Labor or Forced Labor](#), U.S. Department of Labor. Available from: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>. [23 May 2022].
19. Judzik, D 2021, 'The great omission of the public debate on work', *Clarín*, 1 May. Available from: https://www.clarin.com/opinion/gran-omision-debate-publico-trabajo_0_XSIjwCE1J.html. [17 June 2021].
20. Garcia, F and Lotti, F 2017, 'Child Labor in Argentina: no official figures since 2004', *Noticias*, 19 June. Available from: <https://noticias.perfil.com/noticias/general/2017-06-19-trabajo-infantil-en-argentina-sin-cifras-oficiales-desde-2004.phtml>. [14 May 2021].
21. 'The province denounced a blueberry production company for child labor', 2017, *LaCapital*, 20 January. Available from: <https://www.lacapital.com.ar/la-provincia-denuncio-trabajo-infantil-una-empresa-productora-arandanos-n1324729.html>. [14 May 2021].
22. 'Allen's brick kilns: informal employment, precarious housing and child labor behind the dream of progress', 2016, *La Nación*, 19 December. Available from: <https://www.lanacion.com.ar/sociedad/hornos-ladrilleros-de-allen-empleo-informal-viviendas-precarias-y-trabajo-infantil-detras-del-sueno-de-progresar-nid1968428/>. [14 May 2021].
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A full-page background image showing a sunset over a grassy hill. The sun is a bright white circle on the left, partially obscured by a thin cloud, casting a warm orange glow across the sky and the hill. The sky is filled with soft, wispy clouds. On the right side of the hill, two wind turbines are visible against the sunset sky. The foreground shows dry, golden-brown grass.

All human beings are
born free and equal
in dignity and rights.

Universal Declaration of Human Rights
Article 1



*Sunset at White Hill Wind Farm at Otago, South Island, New Zealand.
Photo credit: Getty Images*

