

MODERN SLAVERY BENCHMARKING TOOL

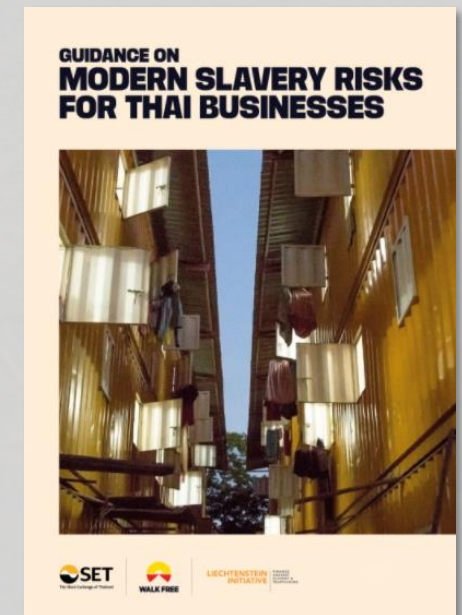
Japan Exchange Group Seminar



WALK FREE

ACCELERATE THE END OF MODERN SLAVERY

Walk Free is an international human rights group, working to accelerate the end of all forms of modern slavery.



WHAT IS MODERN SLAVERY?

A set of legal concepts including human trafficking, forced labour, debt bondage, forced marriage, slavery and slavery-like practices.



FREEDOM IS TAKEN BY

Threats

Violence

Coercion

Abuse of Power

Deception

71%
Female



40.3 million
people in modern slavery in 2016



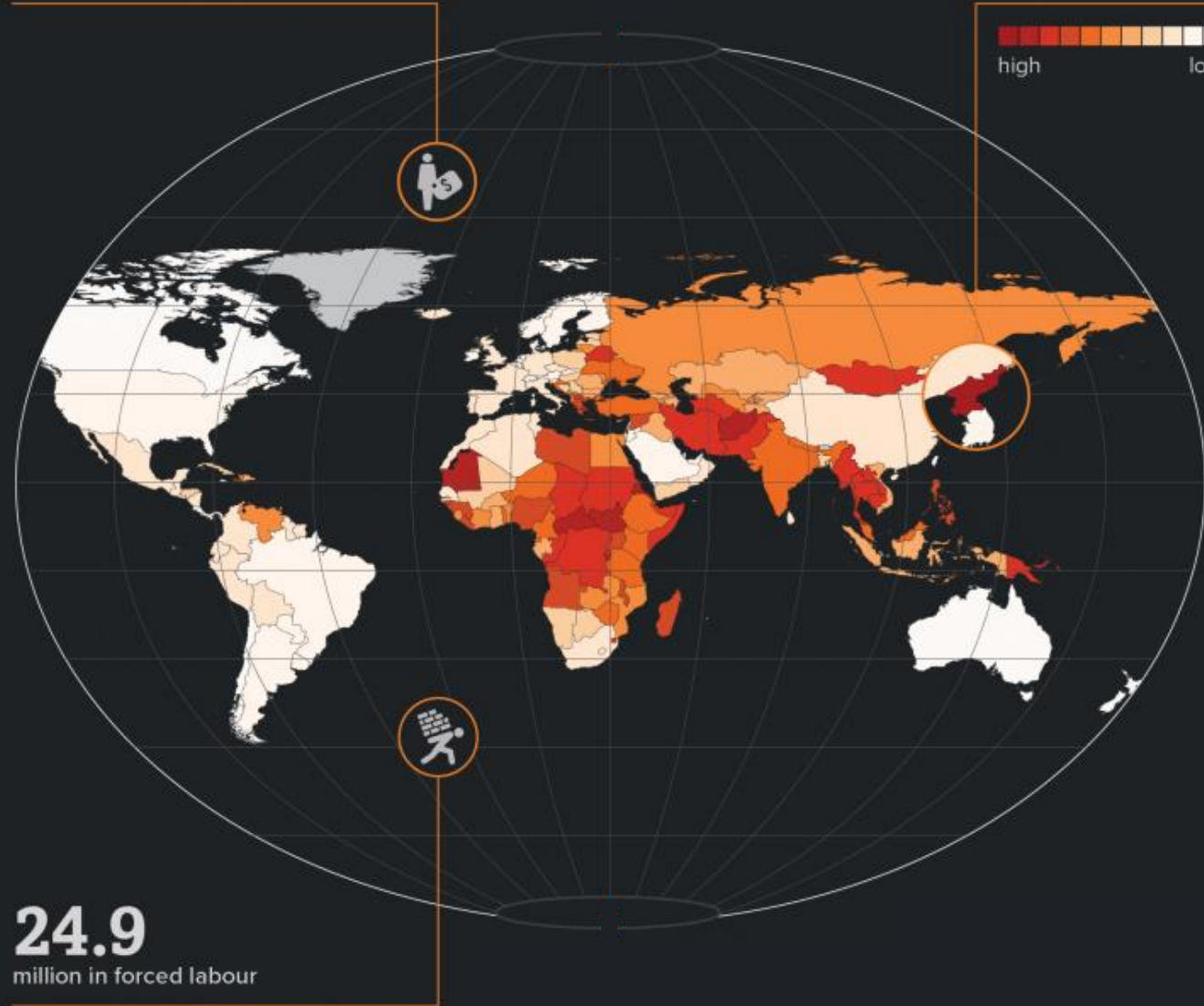
29%
Male

15.4
million in forced marriage

Prevalence
of modern slavery



THE GLOBAL PICTURE



24.9
million in forced labour

MODERN SLAVERY IN SUPPLY CHAINS





LIECHTENSTEIN
INITIATIVE

FINANCE AGAINST
SLAVERY & TRAFFICKING

Webinar "Modern slavery: Tackling the greatest human rights challenge of our time"



Serena Grant
Walk Free



Dr. Pakom Peetathawatchal
The Stock Exchange of Thailand



Dr. Seree Nonthasoot
The Stock Exchange of Thailand



Daniel Thelesklaf
Finance Against Slavery and Trafficking

Over 40 million people are living in modern slavery, 25 million are in the Asia-Pacific region.



Photo Credit: Lillian Suwanrumpha via Getty Images.

Find It

by proactively searching their supply chain for modern slavery risks

Fix It

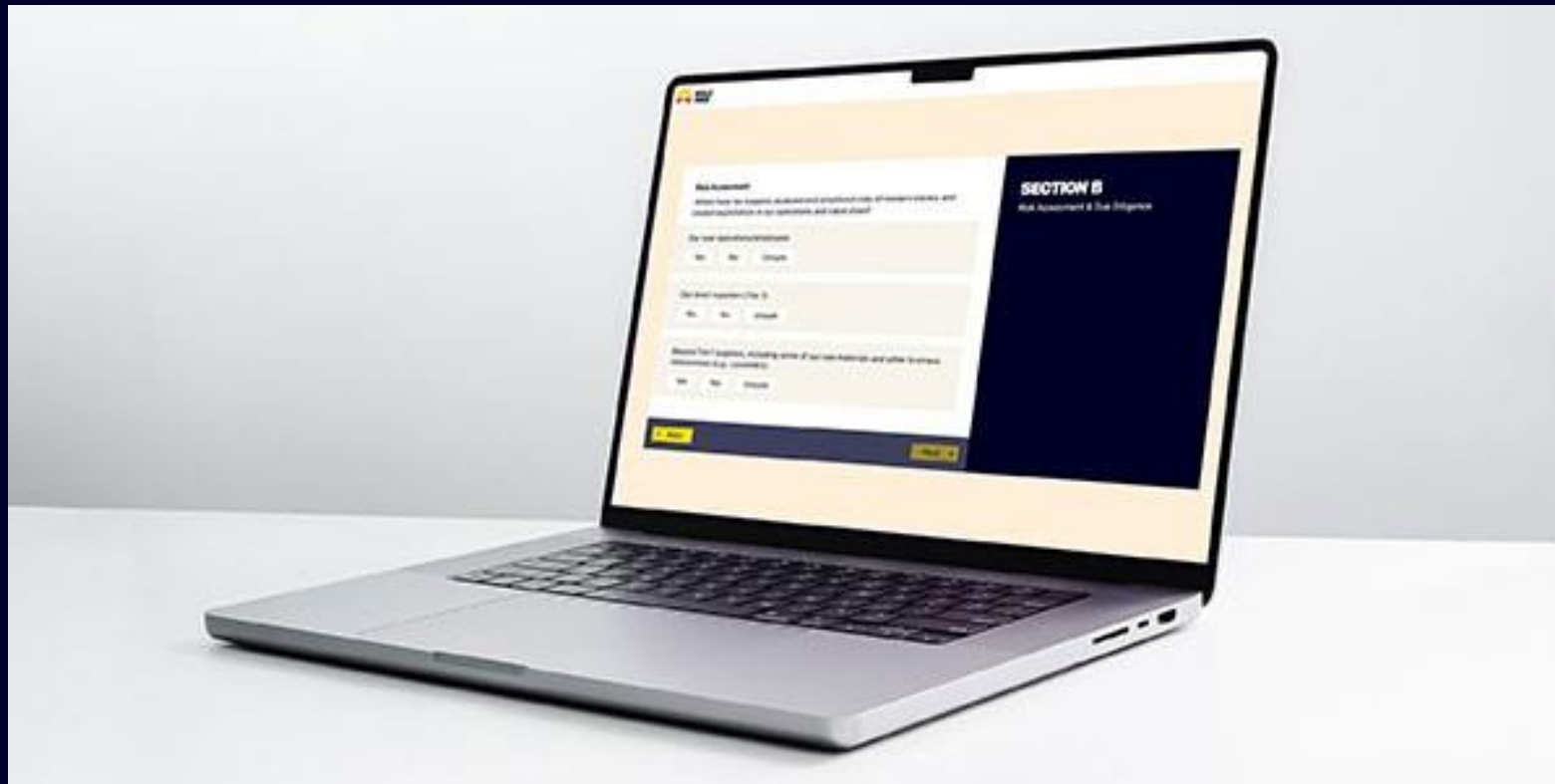
by addressing those risks and remedying harms to those affected

Prevent It

by working to ensure the situation does not continue

The initiative also aims to strengthen reporting under relevant disclosure regimes such as the Australian Modern Slavery Act. The aim is to ensure that companies report in a

MODERN SLAVERY BENCHMARKING TOOL



MODERN SLAVERY BENCHMARKING TOOL

Governance & Policy

- *Responsibility*
- *Strategy*
- *Reporting*
- *Policy Commitment*
- *Policy Implementation*

Risk Assessment & Due Diligence

- *Risk Assessment*
- *Employment Practices*
- *Supplier Engagement and Due Diligence*
- *Purchasing Practices*

Grievance Mechanisms, Response & Remediation

- *Grievance Mechanisms*
- *Response and Remediation*

MODERN SLAVERY BENCHMARKING TOOL

This tool is designed to help companies establish good practices to assess and address modern slavery risks in their operations and throughout their value chain. It provides companies with a preliminary score of their current performance and a list of steps they can take to improve it, including information that should be disclosed to their stakeholders. The tool is designed to be used as an introduction to and in parallel with the Guidance on Modern Slavery Risks for Thai Businesses released by The Stock Exchange of Thailand (SET), Walk Free and Finance Against Slavery and Trafficking (FAST), which can assist Thai-listed companies report on their actions to identify and respond to modern slavery risks for the purpose of sustainability reporting.

Select language to start

English

OPEN SURVEY

ภาษาไทย

เริ่มการประเมิน

Guidance on Modern Slavery Risks for Thai Businesses

Our Guidance on Modern Slavery Risks for Thai Businesses explains what makes workers vulnerable to modern slavery, outlines specific industry risks in Thailand and provides a checklist on what businesses should do to identify, address and report on these risks.

READ NOW >

Please select the country that your company is headquartered or listed in

Japan

Please select your industry

Industrials

Information Collection

By using this tool, you may disclose certain information. This information includes the responses you submit to the questions which are asked in the tool. Your information will only be used and disclosed on a strictly anonymised basis, as set out below. Minderoo Foundation limited ACN 651 422 141, as trustee for the Minderoo Foundation Trust (ABN 24 819 440 618) (Minderoo Foundation) will be the entity collecting the information. Minderoo Foundation may use and disclose the information and may permit its related entities and its authorised third parties to do the same. Examples of such uses and disclosures include: (a) to improve, maintain or update the tool; (b) to analyse the use of the tool and the responses submitted by users; and (c) to publish research and other content based on any analysis undertaken. As noted above, any disclosure or publication based on the information will be done on an anonymised basis, so no company or individual is identified or connected with specific information. Minderoo Foundation anticipates the information collected will not include personal information. However, in the event personal information is collected, Minderoo Foundation will hold that information in accordance with its Privacy Policy (which can be accessed [here](#)).

COMPLETE THE SURVEY TO ACCESS YOUR PERFORMANCE RESULTS.

Answer each question. At the end of the survey, you will be able to view, print or download a summary of your company's performance, including what the company is doing well and steps it can take to improve. The summary will include a brief overview of why it is important for businesses to address modern slavery as well as key modern slavery risks in your company's industry.

SECTION A

Governance & Policy

Policy Commitment

Do we have policies that set out our commitment to addressing modern slavery that have been approved by the Board and are made public?

Yes

No

Unsure

< Back

Next >

SECTION A

Governance & Policy

Policy Implementation

Have we communicated our policies to key stakeholders and integrated them into our operations and practices through contractual provisions, procedures and training so they are implemented and can be monitored?

Yes

No

Unsure

< Back

Next >

SECTION B

Risk Assessment & Due Diligence

Risk Assessment

Where have we mapped, assessed and prioritised risks of modern slavery and related exploitation in our operations and value chain?

Our own operations/employees

Yes

No

Unsure

Our direct suppliers (Tier 1)

Yes

No

Unsure

Beyond Tier 1 suppliers, including some of our raw materials and other business relationships (e.g., customers).

Yes

No

Unsure

[< Back](#)

[Next >](#)

SECTION C

Grievance Mechanisms, Response & Remediation

Response and Remediation

Do we have a remediation framework that sets out:

Our responsibility to remediate harm that we have caused, contributed to or are directly linked through our business activities; and steps to take to investigate and remediate a critical policy breach or a modern slavery incident?

Yes

No

Unsure

Where incidents of modern slavery or related exploitation were identified, did we remediate or cooperate in remediation to the people harmed by our business activities?

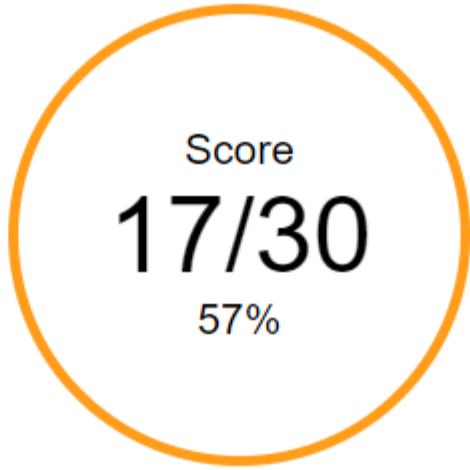
Yes

No

Unsure

< Back

Finish >



16/30	Industry average (6 Submissions)	53%
16/30	Average score overall (49 Submissions)	53%



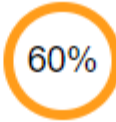
Governance & Policy: 6/10

- [Responsibility: 2/2](#)
- [Strategy: 2/2](#)
- [Policy Commitment: 2/2](#)
- [Policy Implementation: 0/2](#)
- [Reporting: 0/2](#)



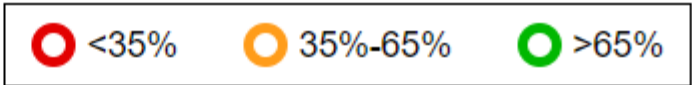
Risk Assessment & Due Diligence: 5/10

- [Risk Assessment: 2/3](#)
- [Our Employment Practices: 2/3](#)
- [Supplier engagement and due diligence: 1.25/2](#)
- [Purchasing practices: 0/2](#)



Grievance Mechanisms, Response & Remediation: 6/10

- [Grievance mechanisms: 4/5](#)
- [Response and Remediation: 2/5](#)



SECTION A

Governance & Policy

What are we already doing well?

How can we improve?

What should we disclose?

Policy Commitment

Your organization has set out its commitment to addressing modern slavery in relevant policies that are approved and published.

Please consider the below recommendations to ensure your approach aligns with best practice:

Policies that set out the organization's commitment to, and principles or standards for, addressing modern slavery are adopted and published. These may include:

- Human Rights Policy, Modern Slavery Policy and/or Forced and Child Labor Policy
- Ethical Recruitment Policy and/or Employer Pays Principle
- Procurement Policy and/or Supplier Code of Conduct (including provisions on modern slavery)
- Human Resources policies including complaints handling policy
- Grievance Mechanism and Whistleblower Policy
- Investment Policy or Framework
- Remediation Policy or Framework

Description of policies related to modern slavery and related exploitation and whether they have been approved by the Board and where they are published.

SECTION B

Risk Assessment & Due Diligence

What are we already doing well?

How can we improve?

What should we disclose?

Risk Assessment

Your organization has mapped its operations, employees, direct suppliers and value chain and assessed them for modern slavery risks.

Specific types of modern slavery risks were identified (such as forced labor, child labor, debt bondage, deceptive recruitment practices, etc.), including where it occurs in your operations and value chain, what its relevant indicators are (such as loss of freedom of movement, failure to check worker age, payment of recruitment fees, or complaints about contract substitution, etc.), and whether you cause, contribute or are directly linked to the risk.

Salient risks were prioritized for attention based on severity and likelihood.

- The severity of the impact on the people affected is assessed by considering how grave the impact would be, how widespread (i.e., how many people it would affect) and how hard it would be to remediate the resulting harm; and,
- The likelihood of risk occurring is considered (noting that the most severe risks should be prioritised even if there is a low likelihood of occurring).

Identify the specific type of modern slavery risks if possible (such as forced labor, child labor, debt bondage, deceptive recruitment practices, etc), where it occurs in your operations and value chain, what its relevant indicators are (such as loss of freedom of movement, failure to check worker age, payment of recruitment fees, or complaints about contract substitution, etc), and whether you cause, contribute or are directly linked to the risk.

Prioritize the salient risks in your modern slavery risks for attention based on severity and likelihood:

- Assess the severity of the impact on the people affected, considering how grave the impact would be, how widespread (i.e., how many people would it affect) and how hard it would be to remediate the resulting harm; and,
- Consider the likelihood of risk occurring (noting that the most severe risks should be prioritised even if there is a low likelihood of occurring).

Details of your risk assessment process including value chain mapping, risk indicators (such as vulnerable groups, and geographic, industry/product, and entity/practice risks) and risk assessment tools and/or service providers you use to assist.

Description of modern slavery risks across the company's operations and value chain, explaining which risks are salient and why and highlighting which are your priority to address.

MODERN SLAVERY BENCHMARKING TOOL

- *Identify and prevent risks from materialising*
- *Address areas of concern*
- *Protect workers*
- *Disclose progress*

www.walkfree.org/resources/modern-slavery-benchmarking-tool/



WALK FREE