



# MODERN SLAVERY STATEMENT GUIDE



# WHAT IS A MODERN SLAVERY STATEMENT?

**Modern slavery** is the exploitation of others for personal or commercial gain, including human trafficking, forced labour, servitude, and slavery.

A Modern Slavery Statement should set out the actions your company is taking to **understand** and **take action against all potential modern slavery risks** related to your business operations and processes.

The statement should be made **publicly available** and **updated annually**.

## DEFINITIONS

**Modern Slavery** – the exploitation of other people for personal or commercial gain including the trafficking of people, forced labour, servitude and slavery.

**Human Trafficking** – the movement of people by force, threat, deception or exploitation, into or through a country.

**Children & Trafficking** – Individuals under 18 years old are considered trafficking victims regardless of consent if they have been recruited, transported, received, or harboured for exploitation.

## MODERN SLAVERY IN THE UK

Modern slavery is very much present in the UK today. The number of people identified as victims of modern slavery has been rising year-on-year, with **over 10,000 people referred to authorities in 2019**.

The *actual* number of people trapped in slavery is estimated to be much higher than this.

Forced labour is often fueled by a drive for cheap products and services, with little-to-no regard for the human rights of those involved.



# WHO SHOULD PUBLISH A MODERN SLAVERY STATEMENT?

In 2015, the [UK Modern Slavery Act](#) introduced the obligation for UK businesses with an annual turnover of £36 million or more to publish an annual Modern Slavery and Human Trafficking Statement.

Publishing a Modern Slavery Statement is good practice for businesses of any size however, in order to demonstrate commitment to tackling issues of forced labour and human trafficking within your operations and supply chain.

## MODERN SLAVERY STATEMENT vs HUMAN RIGHTS POLICY

A Human Rights policy should set out your organisation's approach to ensuring the basic rights and freedoms of your employees, regardless of gender, age, nationality, ethnicity, religion, sexuality, colour, caste, neurodiversity or disability.

You can view our guide to writing a Human Rights policy [here](#).

A Modern Slavery Statement must describe the steps your organisation has taken during the financial year to deal with modern slavery risks in your supply chains and own business operations.

## WHAT SHOULD YOUR STATEMENT COVER?

Your statement should provide a clear and transparent account of your company's efforts to prevent modern slavery. Key areas to include:

### Organisational Structure & Supply Chain

Describe your **business operations and supply chain** structure, including the regions where you operate.

### Policies on Human Rights & Ethical Practices

List the policies that support ethical labour practices, such as:

- **Human Rights Policy**
- **Supplier Code of Conduct**
- **Code of Business Ethics**



## Due Diligence Processes

Explain how you assess and monitor your suppliers, such as:

- **Supplier audits and risk assessments**
- **Embedding ethical requirements in supplier contracts**

## Risk Assessment & Management

Detail how your organisation identifies and mitigates **high-risk activities** related to modern slavery.

## Key Performance Indicators (KPIs)

Describe how you measure the success of your **due diligence and risk management efforts**, including any **targets or progress indicators**.

## Training & Awareness

Explain how you train employees to:

- Identify **red flags** related to modern slavery
- Report concerns through the **appropriate channels**
- Stay updated on **modern slavery policies and procedures**

# THINGS TO CONSIDER

**Opening Statement:** Clearly express your commitment to identifying and addressing modern slavery risks within your operations and supply chain.

**Training and Education:** Ensure employees understand key warning signs and know how to report potential breaches.

**Review and Update:** Track year-on-year progress, showcasing improvements in tackling modern slavery risks.

# NEED MORE HELP?

As an additional service we can supply a structured template for a Modern Slavery Statement. We also offer consultancy services if you would like more comprehensive support.

Please let us know if you would like more information – we would be happy to provide a quote for either service: [team@future-plus.co.uk](mailto:team@future-plus.co.uk)

