Summary of STOP THE TRAFFIK’s Capabilities

Improving Business Awareness and Mitigating the Risk of Modern Slavery

As a result of the Modern Slavery Act 2015, companies across all industries need to better understand the business risks and disclosure requirements associated with modern slavery and human trafficking. STOP THE TRAFFIK partners with businesses who wish to address the risk of modern slavery in their operations and supply chain.

Business partners are provided with tools and best practice guidance that is tailored to their sector and operating structure. All guidance draws upon STOP THE TRAFFIK’s experience of working in vulnerable communities, with front-line professionals, and businesses in the area of modern slavery. Partnership work completely confidential as all STOP THE TRAFFIK staff operate under non-disclosure agreements.

Although there can be a disconnect between businesses and NGOs, we pride ourselves on understanding how the private sector operates and always seek to meet business’ expectations by being open to compromise and quick to react.

STOP THE TRAFFIK can provide support to businesses in a variety of ways:

1. Providing training on the risk of modern slavery for procurement, human resources, and/or operations teams both in-person or through eLearning
2. Risk-mapping a business’ supply chain to identify high-risk sectors and suppliers and recommend best practice risk-mitigation
3. Conducting policy reviews to ensure processes and procedures concerning recruitment, employment, procurement, and grievances reflect best practice
4. Investigating policy implementation to ensure consistency across the company and remedy loopholes
5. Develop awareness raising and capacity building materials for employees, suppliers, and customers such as posters, leaflets, and best-practice handbooks
6. Host and run community capacity-building events and geo-targeted campaigns in partnership with businesses

The design of these services is flexible to meet a business’ requirements and budget, ensuring that STOP THE TRAFFIK can support all types of businesses. Each service is discussed in detail below.
1. Training

STOP THE TRAFFIK have provided comprehensive training for both frontline professionals (including law enforcement, local authorities, and social services) and companies within various industries. In the past, training has been completed with leading retail, fashion, construction, and hospitality companies which have covered various functional needs, including ethical auditing; supply chain; procurement; human resources; legal; and operations (including store and logistics).

Below are some examples of STOP THE TRAFFIK’s training achievements:

- Over 2,500 frontline professionals including police, border force, social services, and NHS have received STOP THE TRAFFIK training
- STOP THE TRAFFIK have provided training to FTSE 100 businesses, training directors, operations managers, buyers, procurement and HR team members as well as suppliers.
- STOP THE TRAFFIK have designed e-learning programmes for leading companies which have been delivered to over 50,000 frontline employees.

STOP THE TRAFFIK can offer a variety of different types of training tailored specifically to different functions and roles across the organisation. These sessions can be delivered as part of a coordinated package which promotes a culture of awareness across your business.

Modern Slavery Awareness Training - General Sessions (1 hour)
This general introduction to modern slavery covers the following topics:

- Current legislation and definitions of human trafficking, labour exploitation, and modern slavery;
- An overview of the various forms of modern slavery and trafficking and the current picture of modern slavery both in the UK and globally;
- Typical signs or key indicators of modern slavery and trafficking;
- Actions to take on uncovering modern slavery incidences, with details of the various contact points and helplines.

Bespoke Modern Slavery Training Sessions for Various Functions (90-minutes - 2 hours)
Bespoke training sessions are adapted to provide appropriate and relevant content for both the business as a whole and each team being trained. In the past bespoke sessions have been delivered to procurement, HR, and operations teams. All sessions will generally include the following topics:

- Current legislation, company policies and initiatives, voluntary frameworks and human rights compliance requirements;
- An overview of the various forms of modern slavery and trafficking and the current picture of modern slavery both in the UK and globally;
- Exploration of ways in which the business and the business’ sector, in general, is at risk of association with modern slavery with relevant case studies, and ways in which staff may come across incidences;
- Typical signs or key indicators of modern slavery and human trafficking;
• Actions to take on uncovering modern slavery incidences with details of the various contact points and helplines.
• Information on what responsibility a corporation or individual has in reporting trafficking activity and advice on how to make a report.

**Train-the-trainer Modern Slavery Awareness Sessions (2-3 hours)**
This training will provide train-the-trainer style sessions to management staff with the aim of enabling them to deliver 1-hour awareness raising sessions to their own staff. The session and supplement-teaching guide help managers to deliver this content through understanding key learning points which should be communicated within their own sessions. This includes:

• Current legislation, company policies and initiatives, voluntary frameworks and human rights compliance requirements;
• An overview of the various forms of modern slavery and trafficking and the current picture of modern slavery both in the UK and globally;
• Exploration of ways in which the business and the business’ sector, in general, is at risk of association with modern slavery with relevant case studies, and ways in which staff may come across incidences;
• Typical signs or key indicators of modern slavery and human trafficking;
• Actions to take on uncovering modern slavery incidences with details of the various contact points and helplines.
• Information on what responsibility a corporation or individual has in reporting trafficking activity and advice on how to make a report.
• Techniques and supporting material that will enable managers to impart relevant knowledge to staff.
• Role-play breakout sessions to raise the managers’ confidence in identifying and reporting modern slavery incidents

**Board Presentation**
A board briefing presentation that summarises the risks of modern slavery for businesses, covering:

• Introduces and explains issues around modern slavery and human trafficking
• Explains the obligations, risks, and opportunities presented by the Modern Slavery Act 2015 with examples of good practice
• Outlines the potential strategic implications, risks, and opportunities for global businesses
• Discusses the business’ current modern slavery policies and initiatives and presents innovative proposals for future projects

**Modern Slavery Awareness e-training**
STOP THE TRAFFIK can work closely with a business’ e-learning team to develop a practical, interactive e-learning programme that provides employees guidance on:

• The forms of human trafficking;
• Typical signs of trafficking;
• Company and employee obligations;
• Appropriate responses and the reporting process.
2. Supply Chain Risk Mapping

STOP THE TRAFFIK’s risk mapping process uses a tried and tested methodology to analyse commodities, services, and countries of operation which fall within a business’ supply chain. Both suppliers and their supply spend are ranked according to their risk of human trafficking and modern slavery. This context-setting piece of analysis provides a starting point for a business, informing their subsequent risk-mitigation by understanding the business’ exposure to modern slavery and prioritising high-risk suppliers.

The risk mapping process combines the experience of STOP THE TRAFFIK, data published by governments, international institutions, and other NGOs, and the intelligence produced by STOP THE TRAFFIK’s Centre for Intelligence-Led Prevention to inform a qualitative assessment of modern slavery risk across geographies, commodities, and individual suppliers.

The Centre for Intelligence-Led Prevention (CfILP) sits at the heart of STOP THE TRAFFIK. Developed in close partnership with technology leaders and intelligence specialists, the CfILP collects and analyses vast quantities of data and builds intelligence on human trafficking and modern slavery hotspots and trends on a global scale. This intelligence is then shared directly with vulnerable communities.

Real-time trafficking and modern slavery data is collected from numerous sources. These include reports made through our Stop App, partner data, open source intelligence, and community intelligence. This broad range of data is fed into a database, hosted securely in the cloud, and analysed by our team of intelligence and analytical specialists, with expertise in law enforcement, human intelligence and anti-money laundering. Using state-of-the-art big data analytical tools – utilised globally by the most advanced law enforcement and intelligence services – we build a richer picture of where and how modern slavery and human trafficking is taking place.

If chosen, the risk mapping process can separate the supply chains for Goods-for-Resale and Goods-Not-for-Resale. Business partners can decide if they wish to analyse both supply chains or focus only on one.

Depending on how the business’ procurement data is structured, the findings of the risk-mapping process can include the following:

- Each supplier-category or subcategory characterised by low, medium, and high risk
- All suppliers ranked by low, medium, and high risk in relation to modern slavery
- Procurement spend categorised by low, medium, and high risk
- A breakdown of the risk ranking for each of the business’ brands, assessed by both supplier and procurement spend risk distribution
- An explanation for why each supplier-category has been characterised as medium or high risk
- A detailed assessment of all the business’ high-risk suppliers to determine which have risk-mitigation procedures in place and which should be prioritised for future attention
• Recommended actions to ensure that best practice is followed in each high-risk supplier-category

The results of the analysis will be presented to the business, provided in PowerPoint and as a written report that explains the methodology, key findings, and recommendations.

3. Policy Design Reviews

STOP THE TRAFFIK can use its experience and knowledge of modern slavery mitigation to conduct reviews of the business’ policies and procedures. In the past, STOP THE TRAFFIK has conducted reviews of both recruitment practices, internal reporting models, and prevention of child sexual exploitation in the hospitality sector.

Although these reviews are bespoke to which policy is being assessed, the size and structure of the business, and the agreed scope of the review; they all follow a methodology which is based on the following steps:

• Establishing best practice through both primary and secondary research. A variety of sources are consulted, including national legislation and government guidance, international institutions, NGOs, trade unions, other businesses within the same sector, and STOP THE TRAFFIK’s previous experience.
• Assessing the current policies and procedures through critical reading of the documents, and conversations with key team members.
• Conducting gap-analysis to compare the difference between the current policies and best practice. Identifying shortcomings and areas of heightened risk.
• Recommending changes to the policy which improves both content and implementation with the aim of minimising the business’ exposure to the risk of modern slavery.

4. Policy Implementation Audits

On completion of a Policy Review, customers often request that STOP THE TRAFFIK undertake an independent review to determine how effectively a given policy is being implemented across their organisation. This exercise involves undertaking confidential employee interviews across the company’s facilities.

These interviews not only highlight potential gaps and issues with policy implementation but also enable the company to better understand the risk profile of its business. Similar independent interview programs can be undertaken with key suppliers.
5. Awareness Raising and Capacity Building Materials

STOP THE TRAFFIK has extensive experience of designing posters and leaflets, targeted at both employees and customers, which highlight the indicators of modern slavery and the appropriate methods of supporting suspicions. These bespoke materials include the company's brand, indicators relevant to the sector of operations, and, if applicable, the company's internal escalation procedure for reporting. Materials can be provided in a variety of languages to ensure they are accessible to the audience.

STOP THE TRAFFIK has also produced capacity building materials such as best practice handbooks for suppliers or reporting guides for human resources teams who are responsible for responding to internal reports. These enable actors, who may want to act in compliance but do not have the know-how, to meet companies’ code of conduct.

6. Community Campaigns and Events

Supporting businesses is only one element of STOP THE TRAFFIK, we also work closely with communities to help them become resilient to human trafficking and modern slavery. Drawing on our evidence from the Centre for Intelligence-Led Prevention, we identify communities and sub-populations that are particularly vulnerable to modern slavery both in the UK and abroad. Through geo-targeted social media posts, we then raise awareness of the relevant typologies of modern slavery within these communities, encouraging the public to report their concerns and referring potential victims to local groups on the ground. The impact of these campaigns is measured by our MEL specialist, addressing both the reach and change in behaviour.

Businesses are given the chance to partner with STOP THE TRAFFIK when campaigns are run in locations where the company has an impact either through their operations or supply chains. Partners are encouraged to run events for their employees or customers within the area simultaneously to the online campaign in order to provide a greater impact.

As a result of these partnership campaigns, companies can both benefit from knowing the community where they operate or supply from is more resilient to modern slavery and can demonstrate that they are an ethical leader which is willing to take proactive action to tackle exploitation.