

WHITEPAPER



# PREVENTING MODERN SLAVERY IN THE SUPPLY CHAIN

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# EXPOSURE TO MODERN SLAVERY IS A GROWING RISK FOR BUSINESSES IN A GLOBALISED ENVIRONMENT

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Slavery may feel like a topic that should be confined to the history books and the past, but unfortunately it is a very real issue in the present for all UK businesses whatever their size. It's one that needs their attention and action if they are not to be complicit in allowing it to prosper. Those who fail to tackle it are rightly being identified, suffering losses and damage to trust in their reputations.

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With supply chains now able to span an increasingly interconnected globe, this brings a heightened risk of exposure to poor working conditions and compliance gaps, making it more likely that unethical practices can go undetected. The fight against modern slavery is just beginning. As such, businesses need to take action to protect victims and make sure they actively audit, investigate and reduce exploitation, which will go a long way to pushing modern slavery out of legitimate supply chains.

**GEMMA ARCHIBALD**  
Chief Executive Officer,  
Alcumus Supply Chain Division

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Exposure to exploitation and modern slavery is a very real risk for vulnerable workers throughout the UK and across international supply chains. With complex trading relationships spanning the globe, this brings an equally real risk of compliance gaps for businesses without the right processes, checks and information visibility in place.

Modern slavery is a broad term, and while forced labour is its most common form, there are many wider abuses that fall within modern slavery legislation. These include failure to pay the minimum wage, depriving workers of facilities to wash, rest, eat and drink, demanding excessive hours, domestic servitude, harassment, assault and unpaid wages.

# DOING WELL BY DOING GOOD

Despite the UK abolishing slavery in 1833, the exploitation of individuals has continued in different forms. The stark reality is that slavery deprives victims of their most basic human rights – an inhumane practice which holds no place in any modern society. Recognising the misery caused by these issues, the UK's Modern Slavery Act came into force in 2015, with a zero tolerance for its associated abusive labour practices.

Amongst many provisions, the Act requires businesses and their supply chain partners to act together to operate responsibly and eradicate unethical practices, unsafe or abusive working conditions and forced labour in their supply chain. From due diligence to risk assessments, businesses and their suppliers need to show that they're safe to work and partner with, and be transparent about how they're managing their operations.

In its most recent report, the '2021 UK Annual Report on Modern Slavery', the Home Office stated: "Eradicating modern slavery is a moral imperative and a continued priority for the UK Government... Businesses as well as public bodies must take responsibility for eliminating modern slavery in their supply chains – and we have stepped up our work with businesses and the public sector to root it out."

We've formed partnerships with **Unseen** – a UK-based anti-slavery charity – and the **Supply Chain Sustainability School** to help tackle these issues. Our Senior Vice President of Global Supply Chain Compliance, on behalf of Alcumus is also involved with the UN Global Compact to support eradicating modern slavery from supply chains, especially child labour. These activities help to increase awareness, support business accreditation and improve data visibility through technology to demonstrate compliance.

Although modern slavery is clearly not a challenge that can be eradicated overnight, a steady shift in cultural practices and an increased awareness of its issues offers hope for a brighter future.

**With 50 million people worldwide in modern slavery, 28 million of which were in forced labour and 3.3 million of those children (International Labour Organization),** there has arguably never been a better time for businesses to ensure that they are operating responsibly to protect the people in their organisation and supply chain.



## ANTI-SLAVERY ORGANISATIONS:

There are a number of organisations that can provide support and guidance to Enterprises and SMEs, helping to raising awareness of modern slavery, both within businesses and wider supply chains. These include: Unseen, Supply Chain Sustainability School, Anti-Slavery International, Coalition to Stop Slavery, Justice & Care and Hope for Justice.

# TACKLING MODERN SLAVERY

Modern slavery is a serious crime being committed across the UK, in which victims are exploited. Because of its complex and hidden nature, the signs are not always obvious. However, everyone has an important role to play in recognising slavery has not gone away, the situation is not improving and action needs to be taken.

Assessing and tackling modern slavery risks that prevent, identify, and mitigate modern slavery should be based on the five factors that create the enabling environment to eradicate modern slavery. All five factors are important – Government legislation and enforcement, Responsible recruitment, Freedom of movement, Effective grievance mechanisms and Remediation.

From a legal perspective, there are key changes taking place globally that could affect organisations, regardless of their operational location, strengthening the rules around modern slavery in the supply chain. The increasing scope for company obligations is become a driving change for improved human rights regulation in many countries, including Europe, Canada, New Zealand, Australia and the US. The key changes in 2023 are:

## GERMAN SUPPLY CHAIN DUE DILIGENCE ACT

Effective from January 2023, this act imposes extensive new obligations on companies based in Germany to identify, prevent and address human rights and environmental abuses within their own and their direct suppliers' operations. If a business supplies companies that will have to comply with this new law, they may start to receive more requests for information from these companies.

## THE EUROPEAN COMMISSION (EC) FOR A CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE

The Directive was passed by the European Parliament in March 2021. The proposed Directive would see larger EU companies, as well as non-EU companies that are active in the EU, taking greater action on human rights, the environment, and governance in their operations and business relationships, including suppliers and sub-contractors.

## EU SUPPLY CHAIN LAW

The draft act requires EU companies for the first time to audit suppliers along the entire global supply chain, including all direct and indirect business relationships with the aim to ensure compliance with applicable human rights standards and environmental protection as well as responsible corporate governance.

## UK PROCUREMENT BILL

The draft bill aims to establish a single legal framework for the award of public contracts. Contracting authorities will be subject to broader transparency obligations and will have enhanced powers to exclude suppliers from procurement contracts. Key changes include, the introduction of a central list of debarred suppliers and broader rights to exclude suppliers for prior poor performance.

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All businesses – whether large enterprises or SMEs – need to work together to eradicate any cases of forced labour, unsafe or abusive working practices and modern slavery. This is a complex issue, which no business can solve on its own. Indeed, it's only by working together in mutual partnerships, supported by technology, that organisations can tackle this problem and meet the expectations of their customers and society.

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### ANTHONY HANLEY

SVP of Supply Chain Compliance at Alcumus





# TACKLING MODERN SLAVERY

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Proactive due diligence is a key step towards tackling modern slavery in supply chains. Why?

- Even in the UK, there is a growing trend of child labour which needs to be eradicated from supply chains.
- The International Labour Organization currently estimates that there are 50 million people worldwide in modern slavery; 28 million of which were in forced labour and 3.3 million of those children.
- More than 130,000 people in the UK estimated to be in modern slavery - at a cost to the UK of £33 billion per year (Anti-Slavery International).
- Construction is one of the most at risk sectors with 18% of global forced labour victims working in the industry (Supply Chain Sustainability School).
- The UK is one of the biggest destinations in Europe for trafficking of workers for labour exploitation (Gangmasters and Labour Abuse Authority).
- The Bureau of International Labor Affairs (ILAB) maintains a list of goods and their source countries which it has reason to believe are produced by child labour or forced labour. In 2022, the list comprised 159 goods from 78 countries.
- In 2022, Tony's Chocolonely reported that it had found 1,700 incidents of child labour in its supply chain.
- In 2022, the UN's top expert on slavery said in a report it is "reasonable to conclude" that forced labour of members of minority groups has taken place in China's western Xinjiang region.
- In 2021, at least 82 global brands in the technology, clothing and automotive sectors were linked to forced Uighur labour in a report published by the Australian Strategic Policy Institute.
- In 2020, Channel 4's Dispatches filmed children under 13 working on farms in Guatemala linked to Starbucks and Nespresso.
- In 2019, some of Britain's best-known supermarkets and retailers were exposed to selling goods from supply chains that used workers from the biggest human trafficking network yet exposed in the UK.
- Following serious allegations of labour exploitation, unsafe working conditions and illegal employer practices in the Leicester textiles industry, Operation TACIT found evidence in July 2020 of workers not being paid the national minimum wage, as well as inadequate welfare.



# WHY SHOULD ORGANISATIONS ADDRESS MODERN SLAVERY?

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Expectations and pressures on companies to tackle modern slavery are increasing, driven by a greater understanding of the scale and scope of the issue, policy debates and evolving legislation. However, despite the heightened focus, confusion remains as to what modern slavery is, how to spot it, and what actions and remedial steps should be taken once it has been identified.

Confusion is no defence of course, and there are compelling moral, legal and commercial reasons for businesses to address modern slavery. It should not be about consequence management, but about doing the right, creating change for the better:

- **LEGAL COMPLIANCE** – Alongside the Modern Slavery Act, there are also the Human Trafficking and Exploitation Act (Northern Ireland) and the Human Trafficking and Exploitation Bill (Scotland). UK legislation requires companies with a minimum annual turnover of £36 million to prepare a slavery and human trafficking statement for each financial year. This must report on the steps they are taking to implement due diligence and manage the risk of slavery in their supply chains. Businesses that fail to publish annual modern slavery statements face potential financial penalties in the UK and new measures will also extend the reporting obligations to include public sector bodies such as government departments and agencies.
- **COMPLIANCE WITH INTERNATIONAL CONVENTIONS, LAWS AND STANDARDS** – Nearly all countries have ratified key International Labour Organization provisions and Declaration on Fundamental Principles and Rights at Work, most notably the Forced Labour Convention (C29), the Abolition of Forced Labour Convention (C105) Child Labour Convention (C182). In addition, companies should follow the ETI Base Code and the Global Social Compliance Programme Reference Code.
- **UNITED NATIONS GLOBAL GOALS** – The UN's goals for Sustainable Development include a target to “eradicate forced labour, end modern slavery and human trafficking and end child labour in all its forms by 2025.” Commitments should also include the UN Women's Empowerment Principles, the UN Environment Programme's Right to Clean, Healthy and Sustainable Environment, responsible business conduct standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact and the Children's Rights and Business Principles.
- **STANDARDS AND ACCREDITATION** – In addition to national laws that address modern slavery, public and private sector organisations can also include voluntary standards or accreditation which cover labour practices and human rights in tenders for new contracts.



## SLAVERY IN THE UK:

The UK is one of the biggest destinations in Europe for trafficking of workers for labour exploitation with more than 130,000 people estimated to be in modern slavery in at a cost to the UK of £33 billion per year.





- **RIISING SOCIAL INEQUALITY AND LABOUR SHORTAGES** – Global crisis have increased the potential for modern slavery to take place much more now as a result of the situation in countries such as Ukraine and Afghanistan, coupled with significant shortages in labour. All of which means organisations need to be highly mindful of the risks each brings that increases the likelihood of human trafficking and forced, bonded and child labour.
- **PROTECTING BRAND AND MEETING STAKEHOLDER REQUIREMENTS** – Ethical operations are increasingly a key factor in purchase decisions. Consumer businesses face new and growing expectations that their products and services will comply with social and human rights criteria.
- **NEGATIVE PUBLICITY** – Media coverage about slavery and forced labour in a business or its supply chain can seriously damage brand reputation, which may rapidly lead to a loss of investor and wider public confidence, falling shareholder value, potential fines and risks customers buying elsewhere.
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- **ACCESSING NEW MARKETS OR FINANCE** – Failure to properly manage modern slavery risks can make it harder for companies to access markets or secure investment. In some cases, addressing modern slavery risks may become a condition to tender for government contracts or other commercial projects.
- **IMPORT AND EXPORT OF GOODS** – In some countries, trade regulations prohibit the import and export of goods produced by forced or trafficked labour. In these jurisdictions, allegations can result in confiscation of goods by public authorities or disruption to trade and production schedules.

# SLAVERY AND HUMAN TRAFFICKING STATEMENT

Currently, there is no legal obligation to take any steps to make sure that modern slavery is not taking place. The minimum that large companies must do is to publish a statement on their website – the Slavery and Human Trafficking (SHT) statement – and share on the government modern slavery statement registry detailing the processes and due diligence they have undertaken to ensure that their business and supply chain are slavery-free. However, there are still many companies who are failing to identify obvious risks or are simply making vague assurances – with 12% of 100 companies listed on the London Stock Exchange’s main market not providing a modern slavery statement, failing to comply with s.54 and only a third of statements considered “clear and easy to read”.

There is no prescribed form for the statement, but it needs to include details which cover:

- The organisation’s structure, business and its supply chains.
- Policies in relation to slavery and human trafficking and child labour.
- Due diligence processes in relation to slavery and human trafficking in their own business and supply chains.
- The areas of risk in its business and supply chains where modern slavery, human trafficking could take place, and the steps taken to assess, prevent and manage that risk.
- The effectiveness in making sure that slavery, human trafficking and child labour is not taking place in its business or supply chains, measured against performance indicators considered appropriate.
- The training it provides about modern slavery, human trafficking and to staff.

The statement must be approved by the company’s board and signed by a director.

The complex nature of global supply chains makes it challenging to identify hot spots for potential modern slavery. In developing effective anti-slavery business initiatives and good practice, responsible businesses need to place tackling modern slavery at the heart of their activities by:

- Demonstrating their commitment to tackling modern slavery.
- Taking proactive measures in their own operations and supply chains to reduce the risk of modern slavery.
- Investing in programmes that address specific commodities or sectors where forced labour or extreme exploitation has been found.
- Proactively managing incidences where they occur.
- Supporting employees and suppliers to protect and prevent against exploitation.



**unseen**

Unseen’s quarter two 2022 Helpline insights highlighted the nature and scale of labour abuse in the UK – the total number of modern slavery cases reported in Q2 increased by 25%.





# MANAGING SUPPLY CHAINS

Supply chains are invariably multi-layered across many tiers, dealing with multiple suppliers, contracts and processes, all of which creates 'blind spots' – often a result of subcontracting through the value chain to a point of limited visibility, control and processes.

Of the 28 million estimated global victims of modern-day slavery or forced labour, 17.3 million are exploited in organisations linked to the supply chains of international businesses.

These complex supply chains make it difficult to oversee who is working where and under what conditions.



An additional clause (clause 6) was added retrospectively to the Modern Slavery Act 2015 and requires organisations to report on the processes and due diligence taken to ensure that their supply chains are slavery free.

While legislation and initiatives can improve business responses to these risks, much remains to be done to overcome the key challenges, which include:

- The difficulty of detecting and uncovering less visible forms of modern slavery.
- The inability to exercise significant influence or control over third party contractors and their respective suppliers, especially as individual companies.
- Coming to terms with the sheer complexity and scale of supply chain ecosystems and the difficulty of mapping and policing them.
- The lack of regulatory oversight and enforcement in many source countries, including the UK, with many companies still yet to produce a modern slavery statement despite meeting the requirements of the Modern Slavery Act.

Leading organisations are embracing their obligations under the UN guiding principles on business and human rights, and are taking deliberate steps to help prevent abuses by:

- Gaining greater visibility of modern slavery compliance in the supply chain by having a robust vetting process in place that captures modern slavery policies, reviewing and monitoring them on a regular basis.
- Promoting greater awareness among their supply chain.
- Implementing effective standards, codes of conduct and action plans which support the elimination of forced labour in their supply chains.
- Requiring contractual commitments and other measures from their suppliers that support regular monitoring, auditing and reporting of their labour conditions, with a specific focus on eliminating the potential for trafficking and forced labour within their supply chain.

Organisations of all sizes should also prepare for the possibility of modern slavery in their business and supply chains, deciding what their response would be if it is found. The key is to be realistic about what can be achieved and to create an action plan.

# TRANSPARENCY IN THE SUPPLY CHAIN



It's essential we have a comprehensive approach to tackling forced labour in businesses and supply chains. That means a fundamental change in approach - addressing the root causes of modern slavery. The way businesses can do this is by demonstrating that they're compliant, ethical, sustainable and managing the risks of vulnerability to exploitation. With the power of technology, data and responsible business practices, we can enable worker voices to be heard much more easily. And this will only help us in our mission to end slavery for good.

## ANDREW WALLIS OBE

CEO of Unseen and Co- Chair of the Home Office Modern Slavery Strategy and Implementation Group - Transparency in Supply Chains

Organisations can be implicated in modern slavery both directly and indirectly. This could be through their own operations, their global supply chains and their involvement with business partners. The use of temporary workers via third-party agencies also increases risk.

Although it may happen inadvertently, organisations have a responsibility to make sure no slavery has been used throughout their supply chain to produce the goods they sell. To achieve this, businesses must start by asking their contractors and suppliers the right questions around human rights, working conditions, employment contracts, child labour, diversity and freedom of association.

Many companies often take an audit-led approach to supplier due diligence; however, an audit on its own can lead to risks in identifying instances of modern slavery. Building relationships and trust with the people you work with is just as crucial when it comes to increasing transparency and accountability that will help to prevent and identify incidences of modern slavery.







## 12 STEPS TO TACKLE MODERN SLAVERY

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To implement good practice, organisations should consider the steps outlined below:

- 1** Produce a comprehensive Modern Slavery Statement that reflects the actual steps taken and incorporates deliverable actions.
- 2** Have a commitment from senior leadership to tackle modern slavery, with board level responsibility.
- 3** Document publicly what they want to achieve in preventing modern slavery in their business and supply chain.
- 4** Conduct due diligence checks with both new and current contractors and suppliers, backed up by unannounced site visits, worker interviews and detailed document reviews.
- 5** Host regular contractor and supplier meetings, which includes reiteration of the criteria of expected standards.
- 6** Implement Code of Conduct agreements requiring either a signed copy or the completion of a questionnaire according to the content of a Supplier Code of Conduct.
- 7** Embed interconnected systems and data for a closed loop of compliance and stop payments and work instructions if failing short on modern slavery compliance.
- 8** Apply across All 1, 2, 3, 4 tier suppliers and contractors and ensure they also conduct due diligence with their own suppliers and provide organisations one true view of visibility
- 9** Training and support for contractors and employees on how to implement policies and identify forced labour to spot the signs that may indicate worker exploitation.
- 10** Train employees in procurement processes to recognise, prevent and report forced labour and other hidden third-party labour exploitation.
- 11** Put in place good robust checks for the company's own employees.
- 12** Develop good workplace monitoring practices and encourage managers to talk informally to employees to understand whether any are experiencing issues.



# WHY ADDRESSING MODERN SLAVERY IS IMPORTANT FOR SMEs

While the concept of slavery and human trafficking may not seem relevant to many smaller businesses (SMEs), the issue cannot be ignored. Even though SMEs are less exposed to modern slavery risks, due diligence and appropriate policies are becoming conditions for winning business (particularly in the public sector, which has now come into scope of the Modern Slavery Act) and to show that they are ESG minded organisations.

SMEs are an essential part of large enterprise supply chains, helping businesses to effectively meet the needs of their end customers. Although the Modern Slavery Act itself currently applies only to larger organisations, its intent still embraces SMEs because those larger companies will seek assurances from the businesses in their supply chains – and evidence to demonstrate compliance. That is now evolving with changing regulations for organisations to take full responsibility for compliance of their contractors and suppliers.

As a result, many organisations are:

- Pro-actively mitigating risks by prequalifying their contractors and suppliers for issues beyond health and safety, including modern slavery.
- Increasingly asking contractors and suppliers for additional information to demonstrate compliance.

There is often a disconnect between what enterprise organisations believe they are asking their supply chain and what SMEs in the supply chain are being asked to demonstrate with regards to modern slavery.

1/3

A third (34%) of SMEs don't understand the legal requirements the Modern Slavery Act 2015 places on organisations

64%

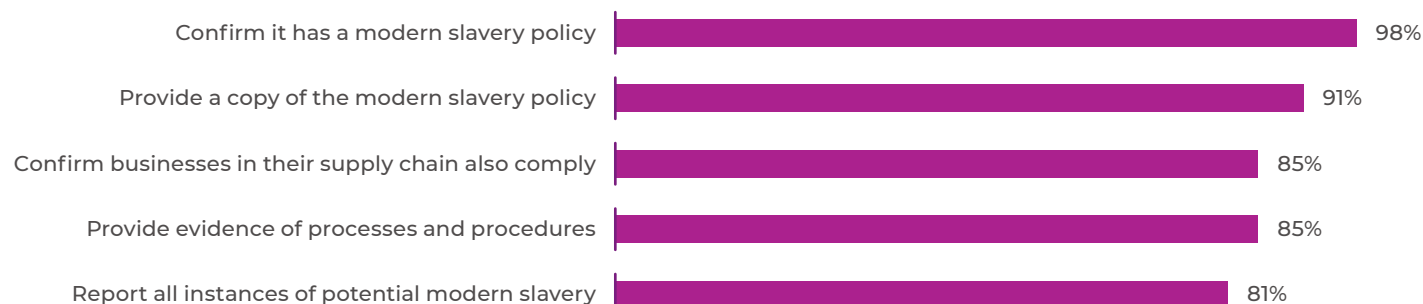
64% of SMEs don't have a company policy on their approach to Modern Slavery

56%

More than half (56%) of SMEs don't have a specific person responsible for Modern Slavery

(Alcumus research May 2021 with 505 UK SMEs)

## REQUIREMENTS ENTERPRISES PLACE ON SUPPLIERS



(Alcumus research May 2021 with 505 UK SMEs)

# WHERE DOES MODERN SLAVERY FIT INTO ESG?



**ENVIRONMENT:** Carbon reduction, sustainable use of resources, waste reduction and recycling, pollution prevention and protection of healthy ecosystems.



**SOCIAL:** Equality and diversity, working and safety conditions, social value and community integration, employee duty of care, human rights and investment in staff skills development.



**GOVERNANCE:** Robust management structures, anti-bribery and corruption, the elimination of modern slavery and compliance with all regulatory requirements.

## WHAT SMEs NEED TO CONSIDER

The extent of the actions that SMEs need to take will depend on the nature and complexity of their business and supply chain. As a starting point, it is essential to understand and face into the issue. Alcumus's independent research conducted in 2021 found that one in five (20%) UK SMEs were unaware of the Modern Slavery Act.

SMEs should review which parts of their supply chain are most at risk and put appropriate protective measures in place. This could include:

- **Developing policies, procedures and communication channels.** Employees should have a clear understanding of supplier due diligence, the modern slavery context and how to report concerns.
- **Producing a modern slavery statement.** Whilst the legislation requires only businesses with a turnover above £36 million to produce one, there is no reason why a SME cannot also create one. Home Office guidance can be found [here](#).
- **Closely managing any high-risk suppliers.** This should extend throughout other tiers of the supply chain – with expectations of the same standards.
- **Training employees.** This will increase awareness of the issues, anti-slavery contract clauses, supplier confirmations and response plans for reacting to potential concerns. This should include guidance on how to spot and report the signs of modern slavery.
- **Checking third party recruitment agencies.** Research shows that recruitment is often where workers (particularly seasonal or temporary staff) are most at risk from modern slavery exploitation, especially where third-party recruiters are involved.
- **Accreditation.** Gaining third-party accreditation or certification to demonstrate compliance to best practice standards and regulations.



Alcumus works with Unseen and the Supply Chain Sustainability School to help SMEs better understand the risks relating to modern slavery, sharing knowledge to provide support on modern slavery statements, policies and procedures.

# MODERN SLAVERY COMPLIANCE CHECKLIST

Even if your organisation or business is not legally obliged to comply with the Modern Slavery Act, responsible practices will significantly contribute to preventing modern slavery within businesses and supply chains.

The checklist provided below is a practical guide to help understand and manage the risks that modern slavery presents to your business.

WHAT TO CONSIDER	
Are you compliant with UK employment law?	
Do you check that all workers have provided documentation evidencing their right to work in the UK before they start employment?	
What is the level of modern slavery risk in your business?	
Does a senior individual have responsibility for preventing and monitoring modern slavery within your own business and supply chains?	
Is modern slavery adequately covered in existing policies?	
Do policies cover all relevant business relationships?	
Do you have an Anti-Bribery policy in place?	
Have you developed a strategy of the steps you will take if modern slavery is identified within your own business and supply chains?	
Have policies and actions been adequately communicated to key stakeholders (employees, suppliers, subcontractors and other business partners)?	
Have relevant employees and suppliers received training on the modern slavery and policies?	
Are policies relevant to your industry and where you operate geographically?	
How often are policies reviewed, who is responsible and do they have oversight controls?	
Do you have appropriate risk management processes with suppliers to monitor that the agreed expectations and standards are being complied with?	
Are formal review meetings held regularly between your business and supplier to review progress?	
Is there regular compliance tracking of suppliers' policies, processes and performance against your own expectations?	
Are there regular spot-checks on your suppliers or agency workers?	
Do you have a procedure in place which allows for suspicions to be raised concerning modern slavery practices?	
Do you regularly audit your own business processes to track their effectiveness?	



# AVOID BEING COMPLICIT

Even if your business doesn't meet the Modern Slavery Act threshold, as an employer and provider of goods or services, you still have a pivotal role to play in the fight against modern slavery, human trafficking and forced labour. Eliminating modern slavery isn't something that can be achieved overnight.

However, to protect workers from harm and unfair treatment, and improve their quality of life, businesses need to take every step they can to combat modern slavery. Here are five practical actions that any business can take, no matter the size or sector.



## A

### ASK

- Ask if there are policies, resources and areas for improvement in their modern slavery approach

## V

### VISIT

- Visit supply chain sites, premises and accommodation

## O

### OWN

- Appoint a key person but make sure everyone takes ownership

## I

### INVESTIGATE

- Investigate the approach further, go beyond face value to carry out proper checks

## D

### DOCUMENT

- Document commitments and action plans, going back round the loop to refresh the process

The free Unseen App gives you a short guide to the signs of modern slavery and enables you to report at the click of a button, helping more people out of slavery. **Visit here**



# USING TECHNOLOGY TO CREATE RESPONSIBLE AND ETHICAL OPERATIONS

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The complex nature of datapoints across extended global supply chains means that data visibility is crucial to have a coherent approach and establish 'one true view' of modern slavery risks. However, one of the biggest challenges is access to data and understanding who is in the supply chain. Without quality data, organisations have limited knowledge of compliance, increasing the complexity of what they need to address.

Through real-time insights and digitised manual processes to connect people, processes and data, a technology-led approach can help to understand what drives risk. With insight, streamlined processes and continuous improvement, organisations can drive greater control and increased visibility.

## THE BENEFITS OF TECHNOLOGY

Using technology to digitise processes through scalable solutions can help to track, manage, report and improve outcomes in meeting goals such as:

- Compliance with relevant regulations and obligations
- Transparent, centralised insight, with connected data for informed decision-making
- Promoting an anti-slavery culture
- Complete visibility of compliance and non compliance and leading and lagging indicators
- Cost reduction
- Preventing financial and indirect costs of failures
- Demonstrating credibility and winning new clients
- Reducing risks around modern slavery
- Managing reputation
- Auditing continuous improvement
- Reducing administrative time



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This is obviously a complex area and Alcumus actively supports companies in addressing issues around modern slavery, forced labour and human trafficking in the supply chain. Not only do we help companies fulfil their compliance and disclosure obligations, with relevant regulations, we also help companies review their codes of practice and systems against international best practice to identify any gaps and ensure that robust supplier requirement and compliance are in place.

We also work with suppliers and contractors to help them implement appropriate safeguards so that we can help coordinate a joined up plan, where together, we can all help to reduce risks and eradicate modern slavery in the supply chains around the globe.

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**ANTHONY HANLEY**

Senior Vice President of Global Supply Chain,  
Alcumus

# UNIQUE COMBINATION OF MARKET LEADING CAPABILITIES

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To be able to accurately manage, record and compare data across large networks, organisations can realise significant benefits from digital compliance solutions that embed responsible practices, management oversight and positive checks to eradicate forced labour from their supply chains. Within those networks, their supplier and contractor partners need to be able to prove that they are taking active measures to check working conditions and to confirm that there are no exploited workers within their operations.

Alcumus helps to 'join the dots' by creating the right intelligence that brings clarity and transparency. Our unrivalled range of risk management solutions enables us to help you to demonstrate your commitment to operational excellence in the most responsible way. We don't just offer solutions for simple box ticking exercises, but instead are constantly looking for new and innovative ways to support our clients and make it easier for them to embrace new and evolving technology.

As part of our commitment to ESG and sustainability, our collaboration with Unseen will help to increase awareness of the importance of accreditation and technology to demonstrate compliance to regulations, supporting the charity's vision of a world without modern slavery.

## OUR SOLUTIONS

**SafeContractor** is one of the largest approved suppliers lists in the UK, with more than 35,000 contractor members who can be instantly sourced, anywhere, anytime through an online portal. We employ over 50 in house technical assessors with the relevant health and safety qualifications and industry experience to be able to make sound judgements about the contractors that go through the SafeContractor assessment.

If contractors can't demonstrate they're qualified and capable to conduct the project or work, they won't be approved. We're the only accreditation body in the market to take this approach as most use the SSIP core criteria only approach to assessment.

**SafeSupplier** accredits and verifies across the full breadth of health and safety, sustainability, modern slavery, data privacy, insurances, quality, and financial status for organisations in the UK. This brings greater visibility and control to Alcumus clients, connecting globally operating enterprises to a trusted community of verified suppliers across a range of sectors and trades, supplying organisations in areas with different degrees of risks.

For suppliers, the solution allows them to evidence their business credibility, demonstrating that they have the processes and documentation in place to comply with current regulation and legislation enabling Alcumus' clients to fully trust the standards of its supply chain. Major, nationwide businesses from several key sectors have signed up to use the scheme when selecting suppliers for services and make informed decisions about who they work with.





## WHITEPAPER

### ABOUT ALCUMUS

Alcumus is a leading provider of technology-led risk management solutions. It supports its International clients—many of whom are on the FTSE 100 index and Fortune 500 indexes – with a wide range of compliance and risk management services. Dedicated to helping organisations take care of their people, customers and the environment, Alcumus provides expertise and scalable technology that enables effective management through digitisation of EHSQ, supply chain, contractor and chemical management processes. The in-house team of specialists also provide HR consultancy and workplace monitoring services, training and UKAS accredited certification and accreditation support.

Our people are at the heart of our business, building strong relationships with our clients to understand their needs, minimise risks and navigate compliance through our in-depth knowledge of your sector, regulations and challenges.

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