

THE SAFETY PROFESSIONAL'S ROLE IN THE FIGHT AGAINST MODERN SLAVER

According to the latest figures from the UN's International Labour Organisation (ILO) and the Walk Free Foundation based in Australia, around 40.3 million people are engaged in some form of modern slavery, which is three times the figure witnessed during the transatlantic slave trade.¹ Historically, the safety professional has not been viewed as a source that can be used to address this abhorrent practice but also address something that may import risk into their business including an impact upon workplace and supply chain risk respectively.

WHAT CAN SAFETY PROFESSIONALS DO?

- Train site-based supervisory staff/inspection personnel to spot signs of Modern Slavery when engaging with contractors onsite
- Assist and provide advice when sourcing certain categories of raw material based upon supplier working practice, especially during the procurement phase
- Utilise the safety inspection regime to uncover potential signs of slavery on site
- Establish a workers employment status during near miss/accident investigation
- Participate in the due diligence process both during RFPs and supplier post work assessments – provide advice to the procurement teams on the potential of increased subcontracting or sub/subcontracting on contracts
- Confirm labour providers possess relevant licences and adhere to safe working practices
- Ensure site security processes cover all categories of worker
- Ensure that suppliers working for the company have a process for vetting and evaluating subcontract companies



¹Source: Global Slavery Index 2018; <https://www.globalslaveryindex.org/2018/findings/global-findings/>

8 WARNING SIGNS OF MODERN SLAVERY IN THE WORKPLACE

When conducting safety inspections, look to see if any of the following are present:

1. Workers appear to be under the control of someone else and are reluctant to interact with others
2. Workers don't know their home or work address
3. Workers do not have personal identification on them
4. Workers have few personal belongings, wear the same clothes every day or wear unsuitable clothes for work. They may lack appropriate clothing or safety equipment for the work they are doing.
5. Workers share items of PPE e.g., safety footwear commonly called 'hot-booting'
6. Workers don't seem to be able to move around freely
7. Workers appear frightened, withdrawn, or show signs of physical or psychological abuse
8. Workers are dropped off and collected for work always in the same way, especially at unusual times, i.e. very early or late at night.

CREATING A BETTER WORLD TOGETHER

Economically and socially vulnerable populations, like migrant workers and cross-border refugees, are more prone to exploitation. This creates a ready pool of informal, and in many cases, anonymous workers at risk of being exploited. In many cases, they can be found in the lower levels of the supply chain including working for the strategic tier 1 companies, simply because the due diligence checks were not undertaken, or they were selected based upon the lowest price. The safety professional undertakes many functions within a business, helping to spot and report issues around modern slavery and forced labour should not be underestimated as in many cases you are the eyes and ears both in the boardroom and the worksite. Together with Avetta, you can make a difference.



Supplier Prequalification
And Evaluation



Supplier
Support



Train And Educate Supply
Chain Partners



Safety Inspection And
Audit Programmes



Supply Chain
Risk Mapping



Risk Assessment –
Global Sourcing