

# ANTI-SLAVERY WEEK 2024

14TH-19TH OCTOBER 2024

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**Modern Slavery Awareness**

Digital pack



## Introduction

# ANTI-SLAVERY WEEK RESOURCES

Thank you for your interest in using Anti-Slavery Week 2024 to raise awareness among your staff, customers, clients, or partners about the devastating issue of modern slavery and labour exploitation.

This pack contains a wide variety of downloadable resources and graphics for you to use in the weeks before the event and during Anti-Slavery Week itself.

Slave-Free Alliance partners closely with Hope for Justice to fight human trafficking and modern slavery. As part of Hope for Justice, we empower businesses to identify and eliminate slavery risks within their supply chains. Our work on prevention through ethical practices complements Hope for Justice's efforts to bring freedom to victims, provide restorative care, and advocate for systemic change. Together, we deliver a powerful, unified approach that addresses both the root causes and immediate impacts of exploitation,

striving to create a world free from modern slavery. All profits from Slave-Free Alliance are invested into Hope for Justice to bring freedom from modern slavery.

Feel free to be creative with how you use the resources in this pack – you could choose a single set of materials, or you may decide to use multiple resources across different days during Anti-Slavery Week. If you would like to discuss your requirements, or talk through your ideas, we would love to hear from you.

# MODERN SLAVERY STILL EXISTS.



There are **49.6 million**  
trapped in slavery worldwide.  
This is an increase of nearly  
**10 million in 5 years**

Source: International Labour Organisation



SLAVE-FREE  
ALLIANCE

## Introducing your audience to the issue of modern slavery

This may be the first time that your audience is hearing about the issue of modern slavery, so using this shocking statistic can be a highly effective conversation opener.

Why not use this resource to engage your audience and then as a jump-off to explore the issues further, with support from the resources in this pack.

[Link to download graphics](#)

## Breaking down the definition

These graphics go into more detail, including the legal definitions, and so are aimed at audiences who may already have a higher awareness level or who have already seen the introductory graphics in another context.

They also explain more about forms of trafficking that are less common in the UK but are a significant problem globally, including domestic servitude and forced marriage.

[Link to download graphics](#)

# WHAT IS MODERN SLAVERY & HUMAN TRAFFICKING?

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### Human trafficking is a type of modern slavery.

They often mean the same thing.

**Modern slavery** is the severe exploitation of other people for personal or commercial gain

### Human trafficking has three elements:

**The Act (WHAT is done)**  
recruiting, selecting, transporting, transferring, harbouring a person

**The Means (HOW it's done)**  
through force, fraud or coercion

**The Purpose (WHY it's done)**  
for forced labour, domestic servitude, sexual exploitation, forced marriage or removal of organs

### Types of Human Trafficking:

- forced labour: 27.6 million
- forced marriage: 21.9 million
- forced sexual exploitation (adults): 4.6m
- forced sexual exploitation (children): 1.7 million
- domestic servitude: 1.4m

### Definitions:

**Forced labour**  
Forcing a person to work against their will, under threat of punishment.

**Forced marriage**  
Marriage without consent and the option to leave. This includes most child marriages.

**Domestic labour**  
Forced domestic service provided as live-in help without the freedom to leave.

**Sexual exploitation**  
Trafficking a person to provide sexual services, under threat and coercion.

**Organ harvesting**  
Trafficking a person to harvest their organs or tissues, without consent, to be sold.

MODERN SLAVERY

# IT'S A FACT

77% of business leaders surveyed said they expect to find modern slavery in their operations or supply chains

Anti-Slavery Week - modern slavery awareness with





MODERN SLAVERY

# IT'S A FACT

Modern slavery is estimated to generate \$236bn\* (£184bn) in illicit profits every year, globally  
\*That's more than the GDP of 130 countries

Sources: International Labour Organisation and International Monetary Fund

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MODERN SLAVERY

# IT'S A FACT

**One in four** victims of modern slavery globally are children. 12 million children are thought to be in slavery. That's 1 in 10 children globally

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MODERN SLAVERY

# IT'S A FACT

|            |     |
|------------|-----|
| British    | 25% |
| Albanian   | 24% |
| Vietnamese | 6%  |

In 2023, the British Government received 17,004 referrals of potential victims of modern slavery - the highest since the current system began. Referrals included 4,088 females and 7,432 children. Both are sadly the highest on record.

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## Infographics

This set of graphics contains more visual elements and thought-provoking facts and comparisons to get your audience and stakeholders talking and thinking about the issue of modern slavery. They also raise awareness of the extent to which trafficking and modern slavery affects not just foreigners but also British nationals (especially children and teenagers).

The first graphic makes clear that human trafficking is not just about the sex trade; it is very much about exploitation in the supply chains of large, reputable companies.

[Link to download graphics](#)

## Additional Infographics

These infographics expose the hidden realities of modern slavery, showing how exploitation affects both foreign nationals and British citizens, including children and teenagers. They highlight that trafficking extends beyond the sex trade, infiltrating supply chains of major companies.

The Exploitation Spectrum showcases the range of labor abuses from unsafe working conditions to forced labor. By raising awareness, these graphics aim to spark conversations and encourage action to combat exploitation and uphold human rights globally.

[Link to download graphics](#)

### WHAT MAKES SOMEONE VULNERABLE TO EXPLOITATION?

- Migrant workers
- Seasonal/agriculture workers
- Contract and agency workers
- Women
- Young workers
- Children
- Refugees
- Marginalised groups
- Domestic and services workers

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### THE EXPLOITATION SPECTRUM

- POOR HEALTH AND SAFETY
- BULLYING
- ILLEGAL DEDUCTIONS FOR EQUIPMENT OR CLOTHING
- DISCRIMINATION
- EXCESSIVE WORKING HOURS
- VIOLENCE AND INTIMIDATION

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It's important to address all issues of labour exploitation, to prevent, mitigate, identify and remedy modern slavery and human rights violations.

- UNSANITARY AND CRAMPED LIVING CONDITIONS
- LATE PAYMENT OF WAGES
- NON-PAYMENT OF WAGES
- WITHHOLDING PASSPORTS
- BREACH OF CONTRACT
- FALSE IMPRISONMENT
- FORCED LABOUR

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# GLOBAL REACH

**\$236BN**  
**IN ILLEGAL PROFITS  
GENERATED EACH YEAR BY  
HUMAN TRAFFICKING**

Modern Slavery is a global issue and requires a global response, particularly for businesses operating in challenging and changing contexts.

This year we will explore the need for international collaboration to develop robust responses, including geography-specific legislation to address the risks of exploitation in global business operations and supply chains.

**86%**  
**FORCED LABOUR CASES HAPPEN  
IN THE PRIVATE ECONOMY.**



# **3.9 MILLION** **PEOPLE FORCED TO WORK** **BY STATE AUTHORITIES**

The next two slides explain more about some of the challenges faced by businesses around the world and the current and emerging legislation that aims to protect businesses and individuals from the effects of labour exploitation.

By recognising the risks from these challenging contexts and ensuring compliance with legislation is a high-priority within their operations, businesses can begin to work towards exploitation-free supply chains.

# **29.3 MILLION** **PEOPLE IN MODERN SLAVERY** **IN ASIA AND THE PACIFIC.**

# **GLOBAL** **CHALLENGES**



## What is a challenging context?

According to the **Office of the High Commissioner for Human Rights** (OHCHR), there are three types of challenging context where heightened due diligence may be required to ensure RBC (Risk-Based Capital).

### Conflict, political instability, or systemic violation of human rights

- 'Conventional' armed conflict
- Military occupation
- Mass atrocities
- Violence by non-state actors, e.g. terrorist groups
- Severe human rights violations during peacetimes
- Systemic human rights violations by state actors

### National law aligns with recognised human rights standards, but protection in practice is limited

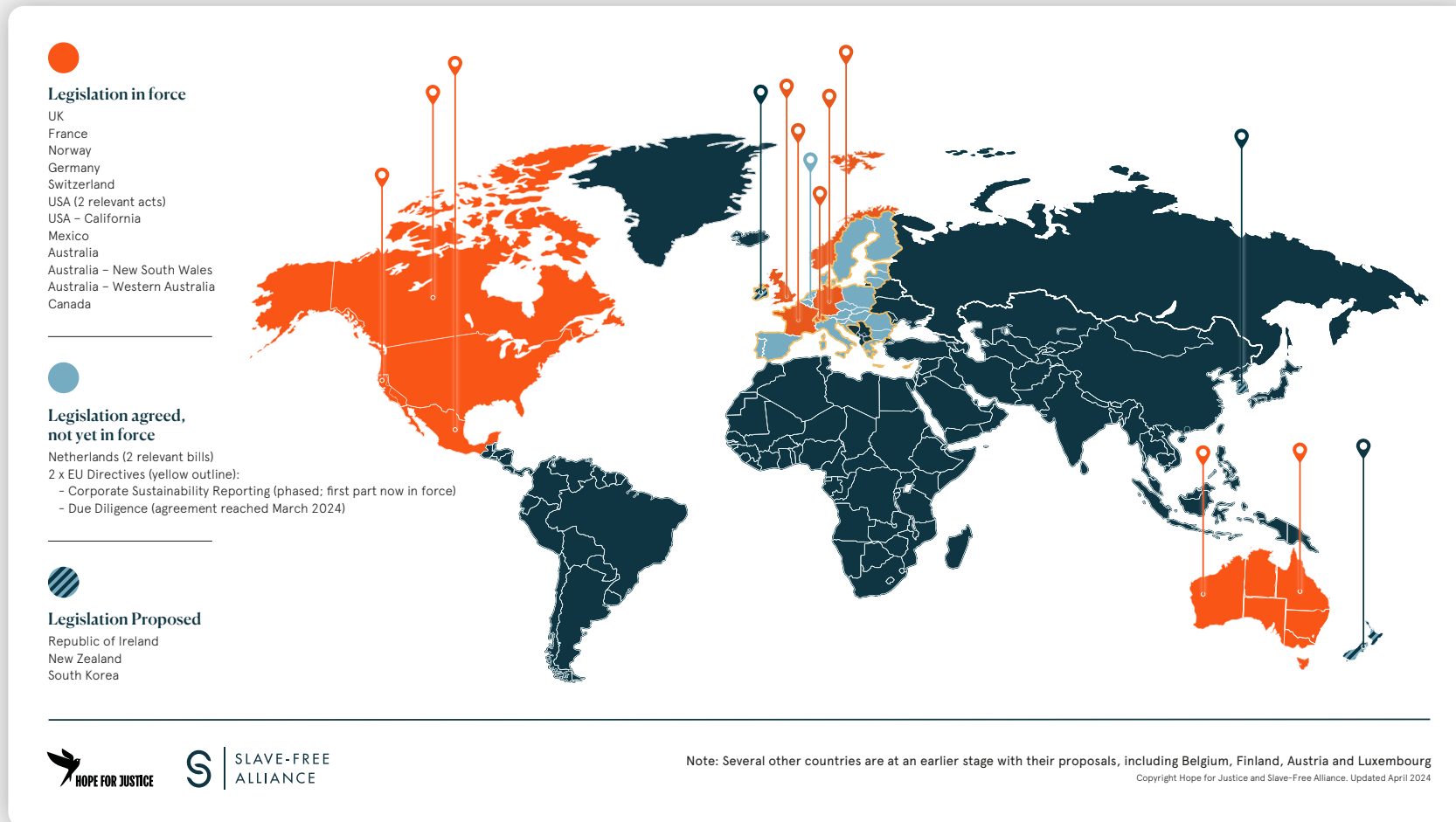
- Weak law enforcement
- Weak governance and rule of law
- Corruption
- Widespread poverty
- Limited government resources
- Poor infrastructure
- Systemic human rights violations by state actors

### National law is inconsistent with human rights standards

- Employment law obligates discrimination against certain groups
- Freedom of association suppressed in law
- Little protection from forced labour or child labour in law

# Current and emerging legislation

[Link to download graphic](#)



## Spot the signs of modern slavery

The poster on this page goes into detail about some of the common signs of modern slavery, focusing on the indicators of forced labour in particular. These signs are the kind of thing that could be seen from a distance, without needing to know about a worker's individual circumstances, pay or living conditions.

Note: Hope for Justice also has a large selection of posters available in a variety of languages that detail some of the common signs of modern slavery using simple and easy-to-grasp words. Those posters are suitable both for the general public, and for the most at-risk communities. For digital or printed versions of those posters, email: [supporters@hopeforjustice.org](mailto:supporters@hopeforjustice.org)

[Link to download graphics](#)

**S** SLAVE-FREE ALLIANCE

### SPOT THE SIGNS OF MODERN SLAVERY

|   |  |
|---|--|
| <b>HOUSE</b><br><ul style="list-style-type: none"> <li>Overcrowded accommodation</li> <li>Unsafe/unclean conditions</li> <li>Sleeps on the work premises</li> <li>Unknown address</li> </ul>  | <b>WELLBEING</b><br><ul style="list-style-type: none"> <li>Threats to the person or their family</li> <li>In fear of someone</li> <li>Isolated from others</li> <li>Signs of abuse/mistreatment</li> </ul> |
| <b>MONEY</b><br><ul style="list-style-type: none"> <li>Little or no pay</li> <li>Money controlled by someone else</li> <li>Money owed to someone else</li> <li>No access to personal bank account or shared with other workers</li> </ul> | <b>TRAVEL</b><br><ul style="list-style-type: none"> <li>Transported to and from work by others</li> <li>Travel to UK paid and organised by someone else</li> <li>Recruitment 'fee' demanded</li> </ul>     |
| <b>WORK</b><br><ul style="list-style-type: none"> <li>False job promises</li> <li>Very long shifts</li> <li>No equipment or PPE provided</li> <li>No contract/payslip</li> </ul>  | <b>ID AND DOCUMENTS</b><br><ul style="list-style-type: none"> <li>No ID</li> <li>ID taken by someone else</li> <li>Fake ID given</li> </ul>  |

**Your org's logo here**

You may have seen one or more of these signs. To report a concern, no matter how small, or to find help, please contact:  
**Dave Smith,**  
 dave.smith@company.com  
 07123 456 789  
 Alternatively call the Modern Slavery Helpline (24/7): 08000 121 700

Scan to find out more

**IF YOU HAVE REASON TO BELIEVE A PERSON IS IN IMMEDIATE DANGER CALL 999 FIRST**

**HOPE FOR JUSTICE**

### SPOT THE SIGNS OF MODERN SLAVERY

|   |  |
|---|--|
| <b>WORK</b><br><ul style="list-style-type: none"> <li>False job promises</li> <li>Very long shifts</li> <li>No equipment provided</li> <li>No contract/payslip</li> </ul> | <b>WELLBEING</b><br><ul style="list-style-type: none"> <li>Threats to the person or their family</li> <li>In fear of someone</li> <li>Isolated from others</li> <li>Signs of abuse/mistreatment</li> </ul> |
| <b>MONEY</b><br><ul style="list-style-type: none"> <li>Little or no pay</li> <li>Money controlled by someone else</li> <li>Money owed to someone else</li> </ul>          | <b>HOUSE</b><br><ul style="list-style-type: none"> <li>Too many people</li> <li>Bad conditions</li> <li>Unknown address</li> </ul>   |
| <b>TRAVEL</b><br><ul style="list-style-type: none"> <li>Transported to and from work</li> <li>Travel to UK paid and organised by someone else</li> </ul>                  | <b>ID AND DOCUMENTS</b><br><ul style="list-style-type: none"> <li>No ID</li> <li>ID taken by someone else</li> <li>Fake ID given</li> </ul>  |

**TO REPORT A CONCERN, CALL MONDAY - FRIDAY (9AM - 5:30PM)**

**0300 008 8000**

Alternatively call the Modern Slavery Helpline (24/7): 0800 121 700

If you think you may have encountered a victim of human trafficking, contact Hope for Justice and let us know as much information as possible.

**You may be saving someone's life.**

**IF YOU HAVE REASON TO BELIEVE A PERSON IS IN IMMEDIATE DANGER, CALL 999 FIRST**

[WWW.HOPEFORJUSTICE.ORG](http://WWW.HOPEFORJUSTICE.ORG) | [HELP@HOPEFORJUSTICE.ORG](mailto:HELP@HOPEFORJUSTICE.ORG)

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# S | SLAVE-FREE ALLIANCE

At Slave-Free Alliance, we believe that knowing how to identify and mitigate risks in supply chains is the way forward. By working with businesses using risk management tools, training, and technology,

we can take meaningful action across your operations and supply chains to address the threat of exploitation.

Slave-Free Alliance is a team of unrivalled experts dedicated to addressing modern slavery and labour exploitation in organisations and supply chains globally.

Our partners, clients and members across the UK, USA, Australia and beyond trust us to be their critical friend and deliver tailored services to make their operations and supply chains resilient to labour exploitation and to address issues safely. Slave-Free Alliance offers flexible, affordable solutions, accessible to all organisations.

To see how we can help your organisation please contact **Lara Diskus, Business Development Manager at Slave-Free Alliance**

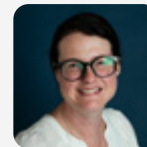
[Email here](#)



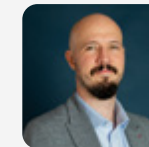
**Tim Nelson,**  
Chief Executive Officer,  
Hope for Justice



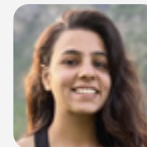
**Marc Stanton,**  
SFA Director



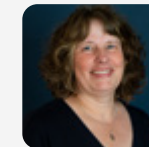
**Elenor Smith,**  
Senior Advisor – Human Rights in Supply Chains



**Gavin Heryng,**  
Senior Advisor – Learning Solutions



**Akanksha Agnihotri,**  
Account Manager



**Elaine Thompson,**  
Business Support Co-ordinator



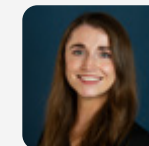
**Lara Diskus,**  
Business Development Manager



**Paul Simm,**  
Senior Advisor – Human Rights in Supply Chains



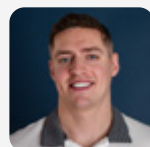
**Jessica Hadcroft-Plummer,**  
Accounts Director



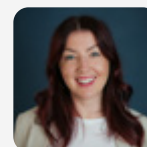
**Joanna Carson,**  
Senior Advisor – Human Rights in Supply Chains



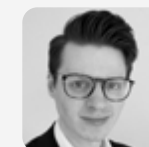
**Shirley Goodrick,**  
Senior Advisor – Human Rights in Supply Chains



**Thomas Frost,**  
Senior Advisor - Human Rights in Supply Chains



**Rachel Hartley,**  
Consultancy Director



**Robin Trenbath,**  
Senior Advisor - Human Rights in Supply Chains

## Slave-Free Alliance Services

We offer a range of bespoke consultancy and training services to help empower your business to address and mitigate the risks of modern slavery and labour exploitation in your operations and supply chains. Below are only a sample of our services.

To see how we can help your organisation please contact **Lara Diskus, Business Development Manager at Slave-Free Alliance**

[Email here](#)

### Modern Slavery Training

Our team provide courses tailored to the size, nature and sector of your business and the roles and responsibilities of the audience. We provide engaging content through facilitator-led presentations, group activities and videos. Our training can be delivered in-person or virtually.

### Gap Analysis

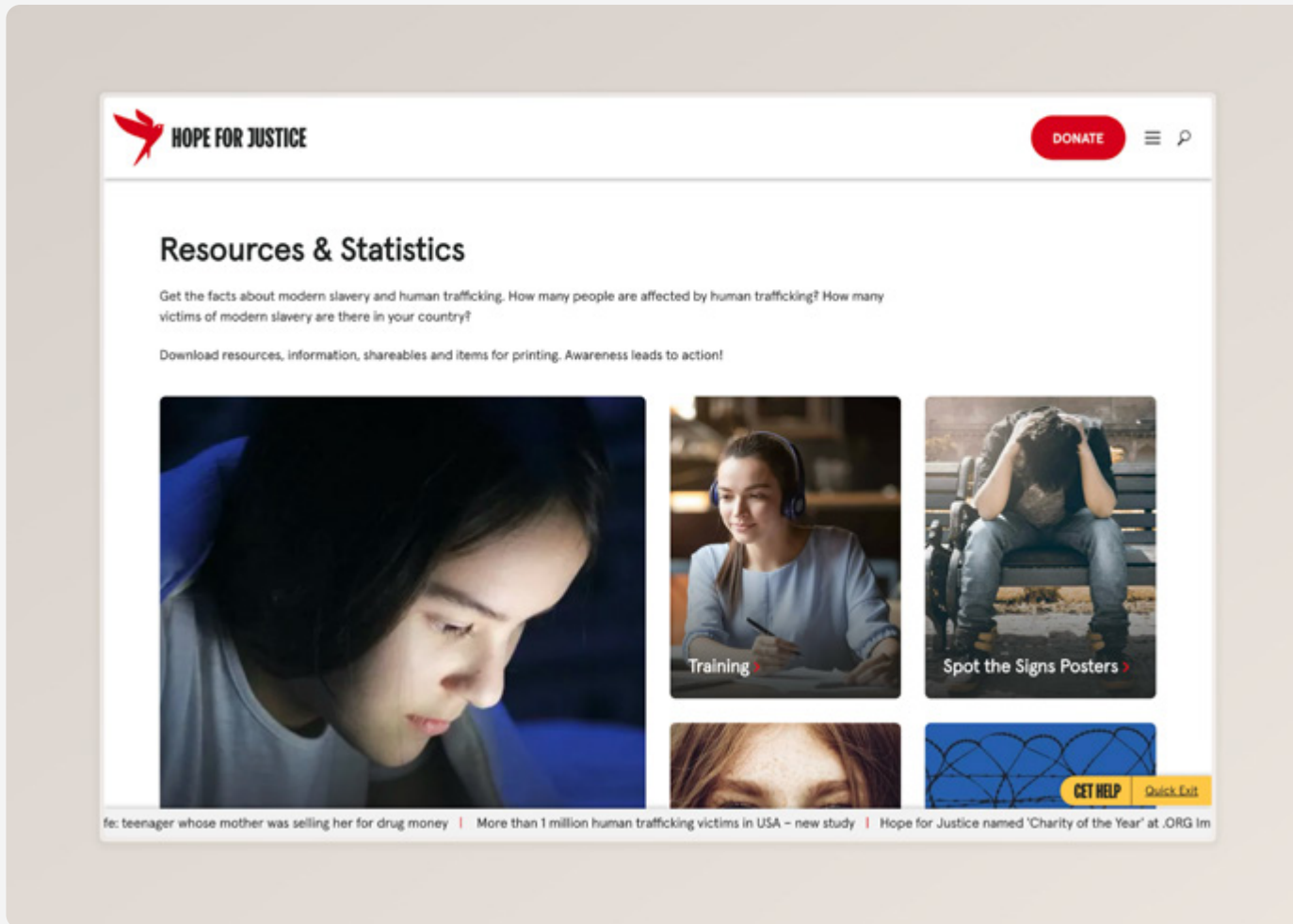
A Slave-Free Alliance Gap Analysis is an independent review of your organisation's response to its modern slavery risks. We will identify good practice and areas for improvement across your operations and supply chain. We conduct the review in view of relevant legislation and industry best practice.

### Escalation Process and Support

A good escalation process champions the safety of modern slavery victims, your workforce and stakeholders, and the integrity of the organisation. From scoping to development and testing, to resources and ongoing support, we provide a thorough and staged development programme with a victim-centred approach.

### Site Assessments

Our Site Assessments go beyond an audit: they appraise a site's effectiveness in addressing risks of modern slavery and labour exploitation and identify any best practice or indicators of modern slavery. Site Assessments can be carried out at one of your sites or one of your suppliers' sites. They are customisable and we can assess sites in view of internationally recognised standards, local law and our indicators of modern slavery and labour exploitation.

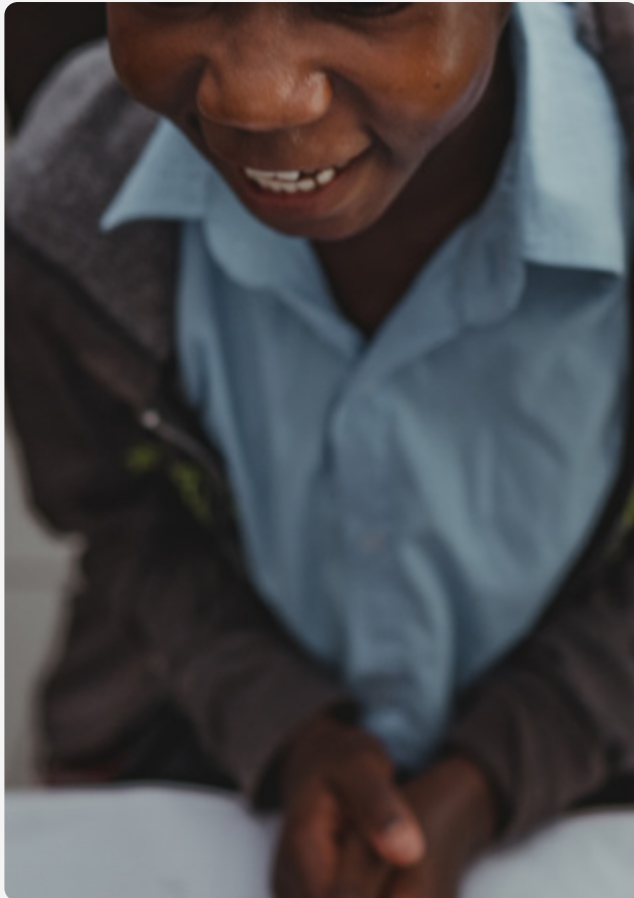


## Other materials

Hope for Justice has a wide selection of other awareness-raising materials and content available, including posters, videos, fact sheets, downloads, multilingual leaflets and more.

[Click here to see what is available.](#)





## Hope for Justice

# Bringing freedom from modern slavery

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What does bringing freedom mean to us? It means people living free from exploitation, and free from the fear of being exploited. It means survivors having the power, agency and opportunity to make choices about their own future, living in dignity. It means safer communities in

which vulnerability to human trafficking is transformed into resilience. It means improving the response, partnering with other agencies and civil society, while standing with survivors to create a world in which everyone can live free from slavery.



Our Mission Statement:

**Together, we are bringing freedom from human trafficking and modern slavery by identifying victims, supporting survivors and preventing exploitation.**



For more materials such as videos and other printed goods from Hope for Justice or for Anti-Slavery Week support and advice, email:  
[supporters@hopeforjustice.org](mailto:supporters@hopeforjustice.org)

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[hopeforjustice.org](http://hopeforjustice.org)

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