

Modern Slavery

Guidance for Toyota's Supply Chain

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Introduction

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Toyota – Modern Slavery

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Definition

- Toyota sets out its commitment to how it intends to conduct its business within the Toyota Guiding Principles and Toyota Motor Manufacturing UK's Operating Principles.
- It is committed to ensuring that the highest standards of care are met for its workforce, the workforce of its suppliers and those that contribute to the success of the company.
- This includes ensuring that its supply chain recognises the risk of modern slavery and working alongside all its partners to identify and tackle it.

- Modern slavery is defined as:
the condition of being forced by threats or violence to work for little or no pay, and of having no power to control what work you do or where you do it.
- It takes many forms and is known to be difficult to spot
- It preys on the vulnerability of an individual, and
- It is a criminality that has low risks but high rewards for the exploiter

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Why do we need to do something?

- Modern Slavery Act 2015
 - Introduces offences
 - Introduces reporting requirements
 - Operating within the UK
 - Turnover above 36m
 - Expected to report on all suppliers within its supply chain
- Opportunity to protect workers
- Similar legislation is being introduced by countries across the world

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Myths and reality

- There are myths that it only exists outside the United Kingdom, that it only exists within the black or shadow economy and that victims are entrapped by choice.
- The reality is that within the UK individuals are:
 - controlled and forced to work through coercion or mental or physical threat, putting them in fear of their safety
 - forced into debt through the provision of accommodation and transport
 - working for little or no pay with true wages being diverted to the exploiter
 - restricted in their movements and have no social contact outside the controlled environment
 - bought and sold

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It happens here

- In 2020, 10,613 potential victims of modern slavery were referred to the NRM
- 63% claimed that the exploitation occurred in the UK only
- 48% of referrals were for individuals who claimed they were exploited as adults
- The most common type of exploitation for adults was labour exploitation
- Potential victims from the UK, Albania and Vietnam were the three most common nationalities to be referred to the NRM

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Where is the risk?

- Each form of employment may present its own risk but the exploiter:
 - Often relies upon the requirements for temporary and agency labour
 - Can infiltrate legitimate supply chains
- Targets low paid jobs with a high turnover of people, often completing menial, dangerous or unattractive roles

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How does it happen?

- Potential victims are identified
- Promised opportunities of higher incomes and better lifestyle
- Transported from home to new accommodation
- Any associated costs met initially by the recruiter / exploiter
- Identity documents / passports taken
- Workers threatened, coerced or placed in vulnerable circumstances
- Bank accounts opened
- Workers taken or directed to recruitment agencies
- Registered for and placed into work
- Wages paid to accounts controlled by the exploiter

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Recommended viewing

Horse Trading - Video - Human trafficking – GLAA

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How to spot it

- There are a number of indicators of modern slavery. There is no hard and fast rule for how many of those need to be identified in a particular case.
- Indicators include:
 - Showing signs of injury, abuse and malnourishment
 - Looking unkempt, often in the same clothing and have poor hygiene
 - Being under the control and influence of others
 - Living in cramped, dirty, overcrowded accommodation
 - Having no access or control of their passport or identity documents

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Indicators <cont>

- Appearing scared, avoiding eye contact, seeming untrusting
- Being collected very early and / or returned late at night on a regular basis
- Having inappropriate clothing for the work they are performing, and / or a lack of safety equipment
- Being isolated from the local community and their family
- Having one person speaking for the rest

Spot the Signs booklet - Indicators of exploitation - GLAA

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How to report it

- Internally:
 - Appoint a lead person within your business alongside a reporting process.
- Externally:
 - The Police on 999 (only if there is an immediate threat) or 101 (otherwise), or
 - The Modern Slavery Helpline on telephone 0800 0121 700, or
 - The Gangmasters And Labour Abuse Authority – 0800 432 0804
 - GLAA How to raise suspicions: <https://www.youtube.com/watch?v=d9tN6FM28ws>

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Further guidance and information

- There are a number of free resources which can be utilised:
 - Resources - Videos - Leaflets - Labour exploitation - GLAA
 - About Us - Stronger Together : Stronger Together (stronger2gether.org)
 - Modern Slavery Information | Unseen (unseenuk.org)
 - Home Office Video https://www.youtube.com/watch?v=Jv1H_fAoOG4

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How to deal with it

- The perpetrators rely upon nothing been done or said. If you have any suspicions please report them.
- However there are some key points which need to be remembered:
 - Do not do anything to put the suspected exploited person at an increased risk
 - Do not put yourself at risk
 - Seek the help of the authorities if you have a suspicion
 - Have a process within your business for the reporting and management of any suspicions.

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Where does it fit?

- Consider how the issue of modern slavery fits into your day to day business
- Identify an individual to take the lead, whether that is with Human Resources or Health and Safety
- Can you link to other activity:
 - Staff welfare
 - Employee engagement
 - Health and Safety, or
 - Safeguarding

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Next steps

- Appoint a leading person for modern slavery in the business
- Raise awareness within the business through the introduction of modern slavery awareness material and a programme to support it
- Include modern slavery within day to day employee engagement and worker welfare checks
- Think about how questions may be asked
- Having a regular dialogue with employees, either directly employed or agency workers, will give you a better chance of identifying any issues which would cause concern

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Toyota support

- Toyota is committed to supporting you in the drive to tackle modern slavery.
- If you have any questions in the first instance please contact:
Purchasing on 01332 282733 (extension 2733) or email
TMUK_Purchasing_and_Compliance@toyotauk.com

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Next steps – supply chain

- Raise awareness with your suppliers
- Distribute this presentation if it assists in engaging with them
- Seek to understand their supply chain and risks
- Provide support to them if needed and share information
- If you need support in doing so speak to Toyota

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Remember

- To do nothing allows the perpetrators to flourish and the victims to be ignored.
- It is vital that all partners within the supply chain work collectively and in an open and transparent way to ensure that the most vulnerable are protected.

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