

STOP SLAVERY

A W A R D



THOMSON REUTERS
FOUNDATION

BACKGROUND INFORMATION

The **Stop Slavery Award** is an initiative from the Thomson Reuters Foundation. The Award recognizes the “best in class” of the corporate sector: companies that are leading the fight against modern slavery in their supply chains. Conferred for the first time in November 2016 at the annual Trust Conference, the Award honors corporations that go above and beyond their peers in the effort to eradicate forced labor, the worst forms of child labor, and other forms of slavery.

The **Stop Slavery Award** aims to create a virtuous cycle or positive paradigm by demonstrating that businesses can indeed play a critical role in stopping the tragedy of modern slavery worldwide. Slavery is illegal everywhere. Yet, slavery NGO Walk Free estimates that there are currently 40.3 million people trapped in modern slavery in the world today, but likely very many more than that. This is the largest number of slaves in history. The global demand for cheap labor is fueling the slave trade. Market forces create both the supply and the demand for slaves. This is why corporations need to take the lead in the fight.

The **Stop Slavery Award** helps guide consumers’ and customers’ decisions on what goods they decide to buy or use, and raise awareness about the issues of forced labor, the worst forms of child labor, and other forms of modern slavery, inspiring more companies to investigate and improve the working conditions of those at the bottom of their supply chains.

We have chosen to use the term ‘slavery’ for the purposes of the Award to fully encapsulate both the UK Modern Slavery Act’s ‘modern slavery’ definition and the US Federal Acquisition Regulation (FAR) ‘trafficking in persons’ definition, which include all forms of slavery, servitude and forced or compulsory labor, human trafficking, and child labor. Examples of ‘slavery’ include the following, with the full definition set out later in this document:

- Forced labor includes all work or service that is exacted from any person under the threat of penalty and for which the worker has not offered himself voluntarily including debt bondage and other forms of servitude;
- Other forms of servitude include any practice in which an individual exerts ownership or control over another in such a way as to significantly deprive that person of his or her individual liberty, with the intention of exploiting that person through his or her use, profit, transfer or disposal; and
- The worst forms of child labor, including the ownership, sale, trafficking or forced labor of children; the use, procuring, or offering of children for prostitution, pornography or illicit activities; or the use of children in work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children as a consequence.

WHY THE THOMSON REUTERS FOUNDATION?

The Thomson Reuters Foundation is an independent charity promoting socio-economic progress globally.

The Foundation stands for free, independent journalism, human rights, women’s empowerment, and the rule of law.

The Thomson Reuters Foundation provides free services to inform, connect, and ultimately empower people around the world: free legal assistance for NGOs and social enterprises (TrustLaw), coverage of some of the world’s under-reported stories, media development, and the Trust Conference, which has quickly become the world’s anti-slavery leading forum.

STOP SLAVERY

A W A R D



THOMSON REUTERS
FOUNDATION

The Foundation is uniquely placed to tackle many of the issues surrounding modern slavery, as demonstrated by the several high-profile partnerships forged with thought leaders in the anti-slavery and human trafficking community.

HOW DOES THE AWARD WORK?

In collaboration with global law firm Baker & McKenzie, and in consultation with leading actors in the anti-slavery space, the Thomson Reuters Foundation has developed a series of questions for nominees to consider. The goal is to recognize those corporations who can be considered “best in class,” based on the policies and the processes they have in place to limit the risk of slavery in their supply chain, as well as on the role they are taking as key agents in the global fight against slavery. Winners will be able to hold up the **Stop Slavery Award** in their campaigns to articulate their successes in their industries and regions. Based on feedback from the first two years of the Award, in 2018 the Thomson Reuters Foundation is launching updated versions of the questionnaire. It is a simplified application with consolidated questions and, taking into account the range of companies which have applied in the previous two rounds, it is available in two tailored versions - one for Service Companies and one for Goods Companies.

Companies nominate themselves for the Award. They respond to a series of tailored questions, depending on whether they determine themselves to be Service Companies or Goods Companies, which are designed to highlight best practices relating to different elements of corporate behavior and transparency. The Questionnaires focus on corporate commitment; accountability and transparency; responsible recruitment; supplier, customer and business partner engagement; feedback mechanisms; monitoring and corrective action; stakeholder engagement; and innovation. These standards are intended to ensure that anti-slavery policies and procedures are embedded throughout entrants’ behavior, operations and supply chains.

Nominees are also asked to respond to questions that allow them to demonstrate how they are a leader in the global fight against slavery: taking an active role in influencing policy, working on high impact anti-slavery initiatives, and being a thought leader in terms of commercial activities. The Questionnaires focus to a great extent specifically on the supply/value chain and operations of the entrant.

A judging board of global leaders, led by the Thomson Reuters Foundation, will select the **Stop Slavery Award** winner(s) based on the information provided.

The Role of the Judging Board

The Judging Board is responsible for selecting the winning nominee(s) based on nomination submissions and any related policy documentation provided to the Thomson Reuters Foundation.

The submissions will be reviewed initially by the Thomson Reuters Foundation, in order to select a roster of shortlisted entrants. Judging Board Members will have access to an electronic repository of all applications submitted to the Thomson Reuters Foundation in a given year.

Nomination Questions

There are two different versions of the Questionnaire – one for Service Companies and the other for Goods Companies. For the purposes of the Award, “Service Companies” are those that sell services or intangible goods and products and do not rely on manufacturing or industrial processes in their supply chain and operations. “Goods Companies” are companies that have commodities, or manufacturing, production or industrial processes in their supply chains or operations, or otherwise

STOP SLAVERY

A W A R D



THOMSON REUTERS
FOUNDATION

rely on manual labor. For the avoidance of doubt, all companies that are not Service Companies are considered Goods Companies for the purposes of the Award.

Each Questionnaire is divided into eight sections: Corporate Commitment, Accountability and Transparency, Responsible Recruitment, Supplier/Customer/Business Partner Engagement, Feedback Mechanisms, Monitoring and Corrective Action, Stakeholder Engagement and Innovation. The questions seek to determine whether corporations meet minimum standards regarding policies and procedures, the extent to which they strive to implement best practices and how their policies and procedures are operationalised. The questions are designed to illustrate how the nominee is taking a leading role in combating slavery around the world.

Entrants are encouraged to provide concise explanations or examples, where additional information is requested. To the extent that the explanations or examples can be found in the entrant's corporate documents (e.g., in their human rights or supply chain policies, sustainability report, Code of Conduct, annual reports, etc.), nominees will be encouraged to upload a full copy of the document at the end of the process, but refer to specific sections of the relevant documents as appropriate when answering the relevant Questionnaire.

The questions are designed to encourage organisations to do more to try to eradicate slavery from their operations and supply chain. The bar has intentionally been set very high, and we do not expect or require that nominees are able to respond affirmatively to every question or to have instituted policies relating to each issue highlighted. We welcome nominations from every organisation, irrespective of how comprehensive their activities have been to date, and through the Stop Slavery Awards will look to reward innovative and high impact approaches to a complicated global problem.

Companies are invited to download the appropriate Questionnaire from the Stop Slavery Award website. The Questionnaires are in the form of an editable PDF and should be completed in full offline. Once complete, entrants can upload their Questionnaire, together with relevant accompanying documents via the link on the Stop Slavery Award website.

For further information please contact the Stop Slavery Award team at stopslaveryaward@trust.org.

Applications for the Stop Slavery Award are open until 5 August 2018.

Names of entrants are strictly confidential and only shortlisted companies will be announced to the public.

In the interests of encouraging the sharing of learning amongst companies working to combat slavery in their supply chains and operations, we will share best practice examples of the different questionnaire sections from submissions received from the entrants for the Award. Examples will only be shared with prior approval from the relevant entrants.

Finalists will be invited to attend the annual Trust Conference on 14 November 2018, when the winner(s) will be announced.

Definition of Slavery

The definition of "slavery", for the purpose of the Stop Slavery Award, is the use of:

The term, 'slavery', as used in the Stop Slavery Award Questionnaire encompasses the UK Modern Slavery Act and the US Federal Acquisition Regulation (FAR) definitions for (I) 'modern slavery' and (II) 'trafficking in persons', respectively.

- I. Modern Slavery, as defined in the UK Modern Slavery Act, means when a person:
 - a) holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or

STOP SLAVERY

A W A R D



THOMSON REUTERS
FOUNDATION

b) requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

The definition of Slavery and Servitude Slavery, according to the 1926 Slavery Convention, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. Since legal 'ownership' of a person is not possible, the key element of slavery is the behaviour on the part of the offender as if he/ she did own the person, which deprives the victim of their freedom. Servitude is the obligation to provide services that is imposed by the use of coercion and includes the obligation for a 'serf' to live on another person's property and the impossibility of changing his or her condition.

Forced or compulsory labour is defined in international law by the ILO's Forced Labour Convention 29 and Protocol. It involves coercion, either direct threats of violence or more subtle forms of compulsion. The key elements are that work or service is exacted from any person under the menace of any penalty and for which the person has not offered him/her self voluntarily.

II. Trafficking in Persons in all severe forms, as used by the US Federal Acquisition Regulations (FAR) is defined as:

a) Sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or

b) The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

Under the UK's Modern Slavery Act, the offence of human trafficking requires that a person arranges or facilitates the travel of another person with a view to that person being exploited. The offence can be committed even where the victim consents to the travel. This reflects the fact that a victim may be deceived by the promise of a better life or job or may be a child who is influenced to travel by an adult. In addition, the exploitation of the potential victim does not need to have taken place for the offence to be committed. It means that the arranging or facilitating of the movement of the individual was with a view to exploiting them for sexual exploitation or non-sexual exploitation. The meaning of exploitation is set out here: <http://www.legislation.gov.uk/ukpga/2015/30/section/3/enacted>.