



Introduction to the Modern Slavery Act 2015

If you are a commercial organisation who:

- Supplies goods and/or services
- Has a total annual turnover of at least £36million

Then the introduction of the Modern Slavery Act impacts you.

This guide is a basic introduction to the Act & its impact on organisations, with some [useful links for further reading](#).

IF you meet the criteria above, STAR Procurement will expect your organisation to meet the requirements stipulated in the Act, and this may form part of our assessment during the tender process.

The purpose of this document is to make you aware of the Act. It is not provided as legal advice or as guidance and you should refer to your own advisers for this.

Overview

The Modern Slavery Act became law on 26 March 2015

It is designed to tackle slavery, servitude, forced or compulsory labour, human trafficking and exploitation (including sexual exploitation).

It introduces tougher penalties & sentencing rules in addition to a tough asset recovery regime; where profits made through slavery and/ or human trafficking can be seized, in addition to any vehicles, ships or aircraft used for the purposes of trafficking. The Act encourages courts to use confiscated assets to compensate victims.

The Act contains a '**Transparency in Supply Chains Clause**' which aims to encourage businesses to be more transparent about what they are doing and increase their accountability for any slavery & human trafficking within their business and their supply chain(s).

Transparency in Supply Chains Clause

Under this clause organisations with a turnover of £36 million or more must prepare and publish a 'Slavery & Human Trafficking' statement **each financial year**.

The statement should be a summary of the steps the organisation has taken during that financial year to ensure that slavery & human trafficking is not taking place in any part of the organisation or its supply chains.

The statement must be published on the organisations website, with a prominent link from the home page.

Where an organisation does not have a website; they must be able to provide a copy of their statement within 30 days of receipt of a written request.

A statement must be published regardless of whether any steps have been taken or not.

What should the Slavery & Human Trafficking statement include?

Whilst there are no specific templates to be utilised, below is a list of key items the act suggests are included within the statement:

The organisation's:

- structure, business & supply chains
- policies in relation to slavery & human trafficking
- due diligence processes in relation to slavery & human trafficking in its business & supply chains
- parts of business & supply chains where there is risk of slavery & human trafficking taking place and the steps taken to assess and manage this risk
- effectiveness in ensuring that slavery & human trafficking is not taking place in business/ supply chains- measured against performance indicators (as decided by the organisation)
- training delivered/ available to staff

The Act also advises who within each organisation should 'sign off' the slavery & human trafficking statement, [see 5 \(6\)\(a\) onwards](#)

Further reading:

[Modern Slavery Act 2015](#)

[Modern Slavery Act 2015- Transparency in Supply Chains](#)

[Transparency in Supply Chains etc. A practical guide](#)

Free resources for employers & labour providers at [Stronger Together](#)

[CMS Guide to the Modern Slavery Act](#)