

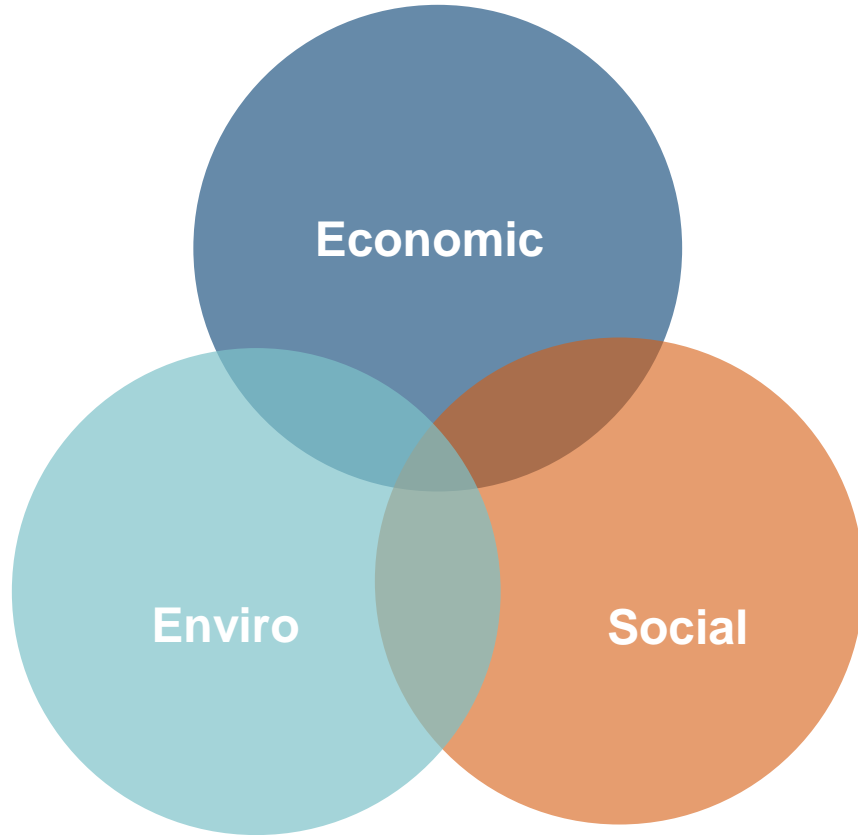
# Impacts of Modern Slavery on the native fruits industry

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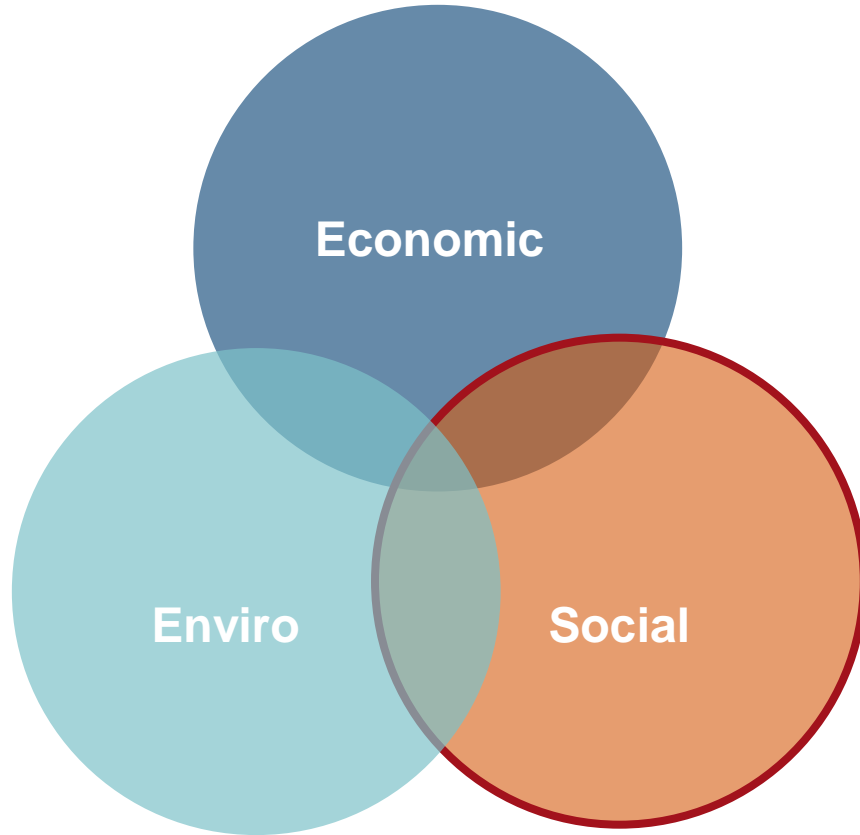
Max Van Biene  
Principal Consultant



## Addressing the forgotten element of the 'triple bottom line'



## Addressing the forgotten element of the 'triple bottom line'





# What is 'Modern Slavery'

## Evolution of slavery





## So what does the term 'Modern Slavery' actually mean?

Modern Slavery is used as an umbrella term to refer to cases of **human exploitation**, where the victim **can't refuse or leave**, and the new legislation defines modern slavery as including eight types of serious exploitation: **trafficking in persons, slavery, servitude, forced marriage, forced labour, the worst forms of child labour, debt bondage and deceptive recruiting for labour or services.**

Forced labour is defined in the International Labour Organisation convention No.29 as **“Work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily”.**



# Almost every country in the world has laws against modern slavery.

But very few governments have sought to hold business to account.

Global Findings

Government Response Data



# Unravelling the numbers

**71%**  
Female



**40.3 million**  
people in modern slavery in 2016



**29%**  
Male

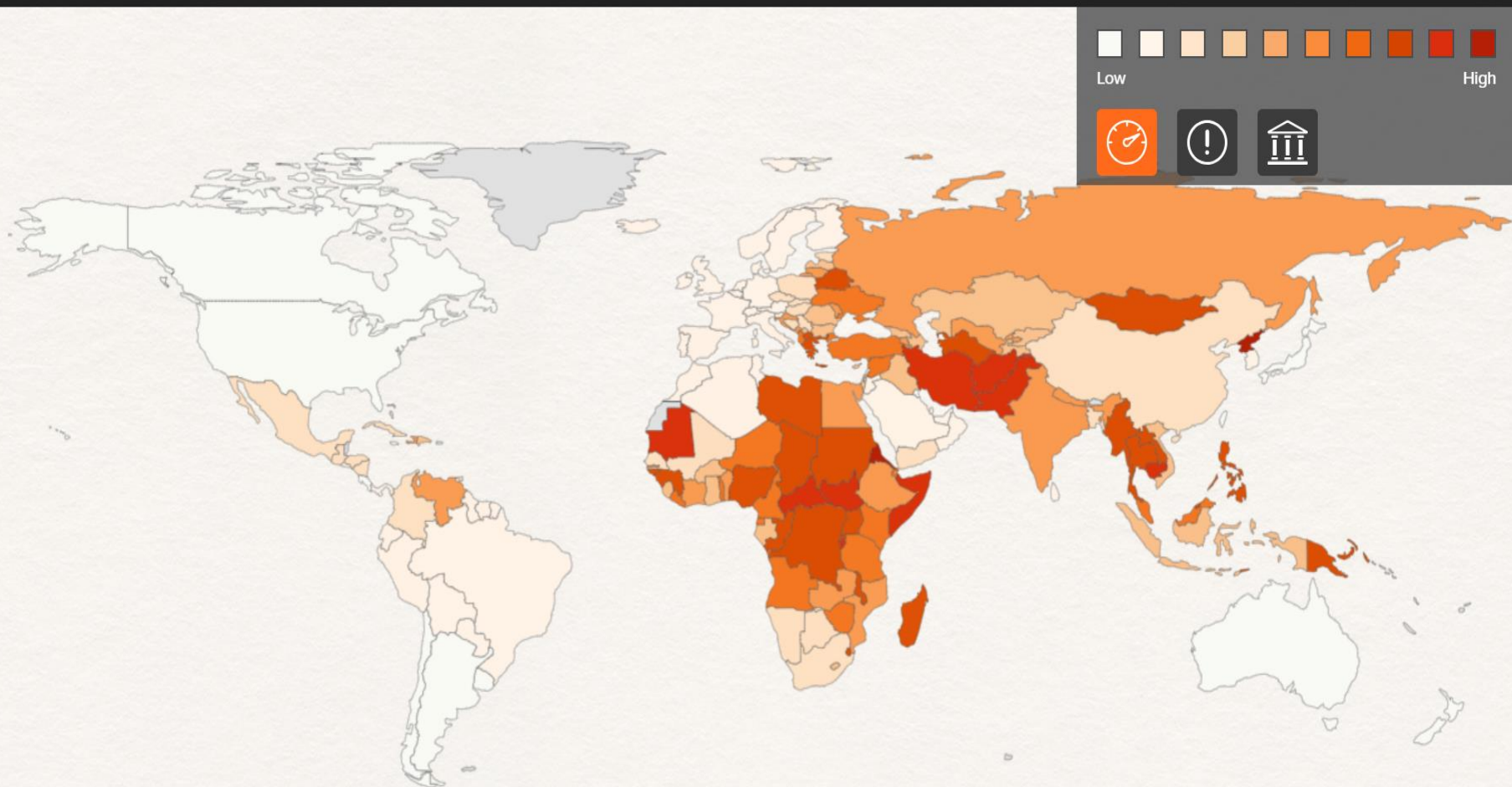
**15.4**  
million in forced marriage



**Prevalence**  
of modern slavery







# AMERICAS

REGION HIGHLIGHTS



Estimated Number of People in Modern Slavery

1,950,000

Regional Proportion of Global Estimate

5%

Forced labour percentage

66%



Forced marriage percentage

34%



Average Vulnerability Score



Average Government Response Score

AAA

AA

A

BBB

BB

B

CCC

CC

C

D



---

Mario, 26, Peru











# Modern Slavery in Chile

Table 4 continued.

Rank	Country	Estimated prevalence (per 1,000 population)	Estimated absolute number of victims	Population
106	Guatemala	2.9	47,000	16,252,000
107	Nicaragua	2.9	18,000	6,082,000
108	Czech Republic	2.9	31,000	10,604,000
109	Senegal	2.9	42,000	14,977,000
110	South Africa	2.8	155,000	55,299,000
111	China**	2.8	3,864,000	1,397,029,000
112	Barbados	2.7	<1,000	284,000
113	Colombia	2.7	131,000	48,229,000
114	Mexico	2.7	341,000	125,891,000
115	Algeria	2.7	106,000	39,872,000
116	Guyana	2.6	2,000	769,000
117	Jamaica	2.6	7,000	2,872,000
118	Peru	2.6	80,000	31,377,000
119	El Salvador	2.5	16,000	6,312,000
120	Portugal	2.5	26,000	10,418,000
121	Morocco	2.4	85,000	34,803,000
122	Italy	2.4	145,000	59,504,000
123	Ecuador	2.4	39,000	16,144,000
124	Spain	2.3	105,000	46,398,000
125	Suriname	2.3	1,000	553,000
126	Tunisia	2.2	25,000	11,274,000
127	Slovenia	2.2	5,000	2,075,000
128	Oman*	2.1	9,000	4,200,000
129	Bolivia, Plurinational State of	2.1	23,000	10,725,000
130	Sri Lanka	2.1	44,000	20,714,000
131	Iceland	2.1	<1,000	330,000
132	United Kingdom	2.1	136,000	65,397,000
133	Panama	2.1	8,000	3,969,000
134	Germany	2.0	167,000	81,708,000
135	Belgium	2.0	23,000	11,288,000
136	France	2.0	129,000	64,457,000
137	Korea, Republic of (South Korea)*	1.9	99,000	50,594,000
138	Saudi Arabia*	1.9	61,000	31,557,000
139	Bahrain*	1.9	3,000	1,372,000
140	Norway	1.8	9,000	5,200,000
141	Jordan*	1.8	17,000	9,159,000
142	Brazil	1.8	369,000	205,962,000
143	Netherlands	1.8	30,000	16,938,000
144	Austria	1.7	15,000	8,679,000
145	Lebanon*	1.7	10,000	5,851,000
146	Switzerland	1.7	14,000	8,320,000
147	Ireland	1.7	8,000	4,700,000
148	United Arab Emirates*	1.7	15,000	915,400
149	Finland	1.7	9,000	5,482,000
150	Denmark	1.6	9,000	5,689,000
151	Paraguay	1.6	11,000	6,639,000
152	Sweden	1.6	15,000	9,764,000
153	Qatar*	1.5	4,000	2,482,000
154	Luxembourg	1.5	<1,000	567,000
155	Kuwait*	1.5	8,000	3,936,000
156	Hong Kong, China**	1.4	10,000	7,246,000
157	Argentina	1.3	55,000	43,418,000
158	United States	1.3	403,000	319,929,000
159	Costa Rica	1.3	6,000	4,808,000
160	Uruguay	1.0	4,000	3,432,000
161	Mauritius	1.0	1,000	1,259,000

Rank	Country	Estimated prevalence (per 1,000 population)	Estimated absolute number of victims	Population
162	Chile	0.8	14,000	17,763,000
163	Australia	0.6	15,000	23,800,000
164	New Zealand	0.6	3,000	4,615,000
165	Taiwan, China**	0.5	12,000	23,486,000
166	Canada	0.5	17,000	35,950,000
167	Japan**	0.3	37,000	127,975,000

\*Substantial gaps in data exist for the Arab States region and Gulf countries in particular. These gaps point to a significant underestimate of the extent of modern slavery in this region. As a result, the country-level estimates presented here are considered very conservative and should be interpreted cautiously.

\*\*Substantial gaps in data exist for the Central and East Asia subregions where, with the exception of Mongolia, surveys cannot be conducted for reasons such as (i) survey is only delivered face-to-face, (ii) survey is delivered only in the main language which many migrant workers do not speak, or (iii) national authorities would not, or were unlikely to, consent to the module on modern slavery. Unlike several countries in Western Europe where no surveys were conducted, none of the countries in these subregions were identified as sites of exploitation by respondents in the 48 countries where surveys were implemented.

*Children working in a ship propeller making factory in Dhaka, Bangladesh in May, 2018. A new report by Overseas Development Institute found that child labourers living in slums worked an average of 64 hours each week, many in supply chains connected to the world's most popular brands.*

*Photo credit: Zakir Hossain Chowdhury / NurPhoto via Getty Images*

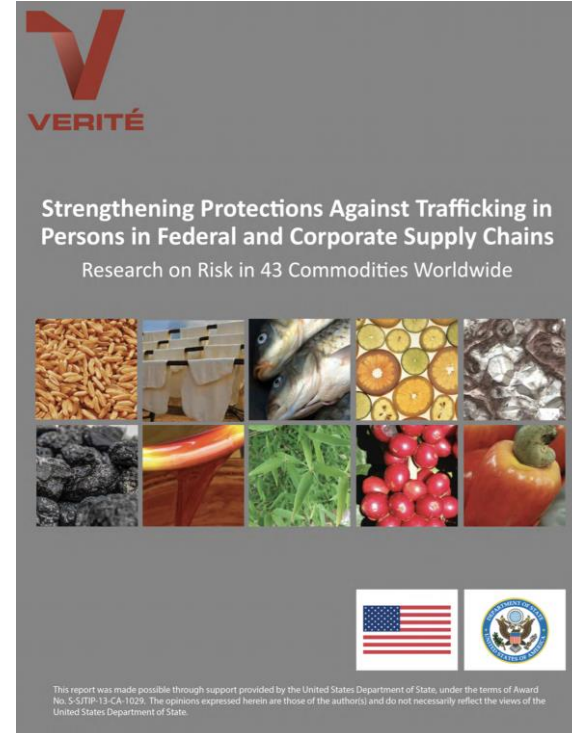








# At risk sectors



# Modern Slavery found in our common commodities

- **Construction:** Forestry, bricks, copper, granite and other stone, gravel and crushed stone, steel.
- **Agriculture, fishing & aquaculture:** Bananas, Cattle, Citrus, Cocoa, Coffee, Corn, Flowers, Melons, Nuts, Palm Oil, Pineapple, Rice, Strawberries, Sugar, Sunflowers, Tea, Tobacco, Tomatoes, and Wheat.
- **Electronics & manufacturing:** Extractives, mining, basic metal production, coltan, tungsten & tin, copper, silver and gold.
- **Textile & apparel:** Cotton, leather, silk and wool.
- **Transportation and Warehousing:** Transport service workers, transport equipment manufacturing, warehousing services.



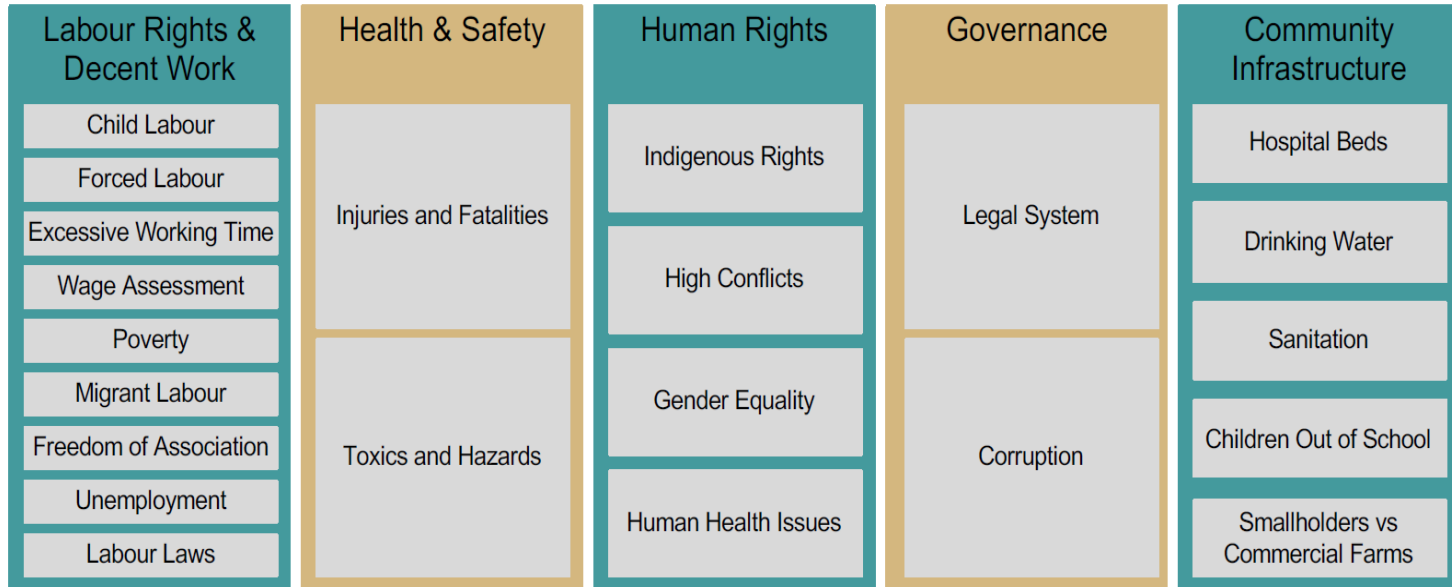
# Social hot-spot database



Stone Insulation Plasterboard Glazing Aluminium Plastics Timber Steel Concrete Construction activities

Figure 7 - Heat map of level of Labour rights risk per materials and construction activity when sourced within Australia for Arts & Culture Building

# Modern slavery indicators





# At risk sectors of Chile



Copper is reportedly produced with forced labor (FL) and/or child labor (CL) in the following countries:	Top ten countries that export copper worldwide (UN Comtrade 2015): <sup>243</sup>	Top ten countries that import copper worldwide (UN Comtrade 2015): <sup>244</sup>
Democratic Republic of Congo (DRC) (FL, CL) Zambia (FL)	1. <b>Chile</b> 2. Germany 3. United States 4. Japan 5. China 6. Zambia 7. Russia 8. South Korea 9. Italy 10. Taiwan	1. China 2. Germany 3. United States 4. Italy 5. South Korea 6. Taiwan 7. France 8. Belgium 9. India 10. Malaysia



Strawberries are reportedly produced with forced labor (FL) and/or child labor (CL) in the following countries:	Top ten countries that produce strawberries worldwide (FAOSTAT 2012):	Top ten countries that export strawberries worldwide (UN Comtrade 2012):	Top ten countries from which the US imports strawberries (UN Comtrade 2012):
Argentina (CL) United States (CL)	1. United States 2. Mexico 3. Turkey 4. Spain 5. Egypt 6. South Korea 7. Japan 8. Russia 9. Germany 10. Poland	1. Spain 2. United States 3. Mexico 4. Netherlands 5. Belgium 6. Greece 7. Egypt 8. Morocco 9. Turkey 10. France	1. Mexico 2. Canada 3. Peru 4. <b>Chile</b> 5. Netherlands 6. Spain 7. Belgium 8. Italy



Citrus fruits are reportedly produced with forced labor (FL) and/or child labor (CL) in the following countries:	Top ten countries that export citrus fruits worldwide (UN Comtrade 2012):	Top ten countries from which the US imports citrus fruits (UN Comtrade 2012):
Belize (CL) Turkey (CL) United States (FL, CL) <sup>122</sup>	1. Spain 2. South Africa 3. Turkey 4. China 5. United States 6. Mexico 7. Egypt 8. Netherlands 9. Morocco 10. Argentina	1. Mexico 2. Chile 3. Spain 4. South Africa 5. Peru 6. Morocco 7. Australia 8. Guatemala 9. Dominican Republic 10. Israel



Top 20 fishing countries categorised according to risk of modern slavery in their fishing industry<sup>245</sup>

## ● HIGH RISK

China  
Japan  
Russia  
Spain  
Korea, Republic of (South Korea)  
Taiwan, China  
Thailand

## ● MEDIUM RISK

**Chile**  
India  
Indonesia  
Malaysia  
Mexico  
Morocco  
Peru  
Philippines  
Vietnam

## ● LOW RISK

Iceland  
Denmark  
Norway  
United States



Why is this important to you?

Modern Slavery Legislation

# Modern Slavery legislation



## **Modern Slavery Act 2018**

**No. 153, 2018**

**An Act to require some entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, and for related purposes**

# Australia's Modern Slavery Act's reporting criteria

Entities will be required to report against the following seven criteria:

1 What the 'entity' actually is

2 The entity's structure, its operations and its supply chains

**You understand your supply chain**

3 The Modern Slavery risks present in the entity's operations and supply chains

**You understand the risks**

4 Policies and process to address Modern Slavery risks in its operations and supply chains

**You have a plan**

5 Describe how the reporting entity assesses the effectiveness of such actions (to assess risks)

**You're measuring your progress**

6 Describe the process of consultation with entities the reporting entity owns/controls

7 Any other relevant information





## What will be required from tier 1 & tier 2 suppliers (like you)

Expect your clients to come to you asking for proof that you:

1. That you **understand** your supply chain.
2. That you have **appropriately assessed** your supply chain of modern slavery risk.
3. You have put an **action plan** in place to mitigate that risk.



# Modern Slavery Supplier Assessment portal

Property Council of Australia

Acceptance

Supplier Details

Organisational Governance

General Understanding

Education, Training and Partnerships

Current Approach

Policies and Procedures

Supply Chain Visibility

Level of Engagement

Worker Dialogue

External Review and Oversight

Performance and Remediation

Employees or Workers from Overseas

**Supply Chain Visibility**

Organisations that have greater visibility of their operations and supply chains are more likely to operate efficiently, have better working relationships, and be able to assess and address the risks of modern slavery.

Organisations can be defined as activities undertaken by the organisation to pursue its business objectives and strategy in Australia or overseas.

Supply chain can be defined as the individuals, organisations, products and services that contribute to the organisation's own products and services. This includes labour, products and services sourced in Australia or overseas and extends beyond direct suppliers (known as Tier 1 suppliers) to those suppliers' suppliers and sub-contractors (known as Tier 2 suppliers) and beyond.

Organisations may include:

- Direct employment of workers
- Processing and production
- Provision and delivery of products or services
- Construction
- Internally managed financial lending and investments
- Managed or operated joint ventures
- Licensing of property, products and/or services
- Research and development
- Charitable activities
- Distribution, purchasing, marketing and sales
- Religious activities.

Supply chains may include:

- Products provided to the entity by direct suppliers
- Services provided by direct suppliers
- Products and services used in the organisation's supply chains

In mapping your supply chains you are encouraged to access these resources and promote them to employees, clients and suppliers:

- Australian Government
- Anti-Slavery Australia
- Supply Chain Sustainability School

Thinking about your suppliers, how well does your organisation know its supply chains? \*

Over the last five years, organisations have reported a change in the stage at which they engage their suppliers. In 2018, 54% of industry organisations reported said they have:

[https://www.supplychainreportcard.org.au/about/news/132-Results-of-the-Schools-2018-Annual-Meeting-Survey](#)

Select which answer is most accurate:

☐ We have mapped our tier one suppliers (Tier one suppliers are direct suppliers)

☐ We have mapped our tier one and tier two (our suppliers' suppliers)

☐ We have mapped as far as we can find the information

☐ We have mapped our entire supply chain (All suppliers throughout the lifecycle of the product or service)

☐ We have mapped our entire supply chain and had the outcomes independently verified or audited

☐ Not have mapped our supply chains but we plan to do so within the next 12 months

☐ We haven't done anything yet

Would you agree to sharing the contact details of your suppliers so that we can share this questionnaire with them?

Please use this CSV template to upload their details

Drop files here to upload

Do you have visibility over your suppliers' sub-contractors or third parties? \*

☐ Yes, sub-contracting by our suppliers without our knowledge and permission is prohibited by a procurement policy/vendor code of conduct or similar

☐ Yes, we know our suppliers sub-contract or use third parties and we request information from them / have knowledge about their practices

☐ No, we don't have any level of oversight over our suppliers' use of sub-contractors

☐ No, we don't have any level of oversight over our suppliers' use of sub-contractors

☐ Other

Acceptance

Supplier Details

Organisational Governance

General Understanding

Education, Training and Partnerships

Current Approach

Policies and Procedures

Supply Chain Visibility

Level of Engagement

Worker Dialogue

External Review and Oversight

Performance and Remediation

Employees or Workers from Overseas

**Performance and Remediation**

It is also important to be transparent about previous human rights performance, remediation of impacts, and improvement over time.

The UN Guiding Principles make it clear that organisations which find that they have caused or contributed to modern slavery should provide for, or cooperate in, the remediation of that impact. This means that you should try to 'make good' the adverse impact by restoring the victim to the situation they would be in if the adverse impact had not occurred.

Organisations that do not claim or contribute to harm, but which are directly linked to adverse impacts like modern slavery by a business relationship, are not responsible for remediation of the impact. However, they may play a role in doing so and should still use their leverage to work with the organisation that caused the impact to prevent or mitigate the harm and its recurrence. If this is unsuccessful, entities should consider ending their business relationship with the entity that caused the impact.

Remediation can take many forms, including steps to ensure the harm cannot recur, formal apologies, compensation, or stopping certain activities.

The UN Guiding Principles expect that your organisation develops processes to enable remediation, but you do not need to have a remediation process focused solely on modern slavery. For example, your organisations and your suppliers may already have general remediation processes in place to address a range of adverse human rights impacts, including modern slavery.

Does your organisation have an established process for remediation in the event that a human rights incident or modern slavery is discovered in your supply chain or operations? \*

☐ Yes

☐ No

☐ No, but we plan to do so within the next 12 months

If an instance of modern slavery was discovered in your supply chain by your employees or by your suppliers, does your organisation have sufficient internal resources and capability to implement a remediation process? \*

☐ Yes

☐ Yes, if we had support from outside of our organisation

☐ No

☐ No, but we plan to establish sufficient resources within the next 12 months

Has your organisation previously been identified by your own staff or a third party as having instances of modern slavery in its operations or supply chains? \*

☐ Yes

☐ No

☐ Not sure

Does your organisation monitor, measure or report the effectiveness of efforts and controls for finding or preventing modern slavery in your operations or supply chains? For example, not including formal Modern Slavery Statements, does your organisation do any internal or external reporting on labour practices, human rights or modern slavery to monitor performance over time? \*

☐ Yes

☐ No

☐ No, but we plan to do so within the next 12 months

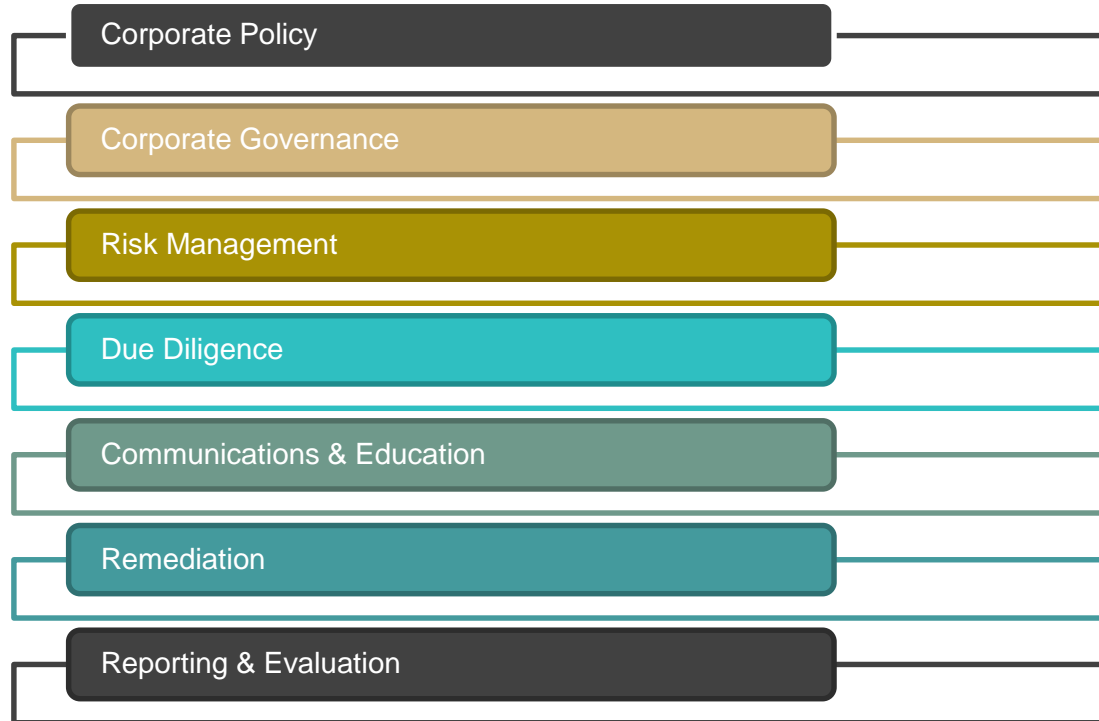
Please add any additional comments or feedback here:

PREV

NEXT

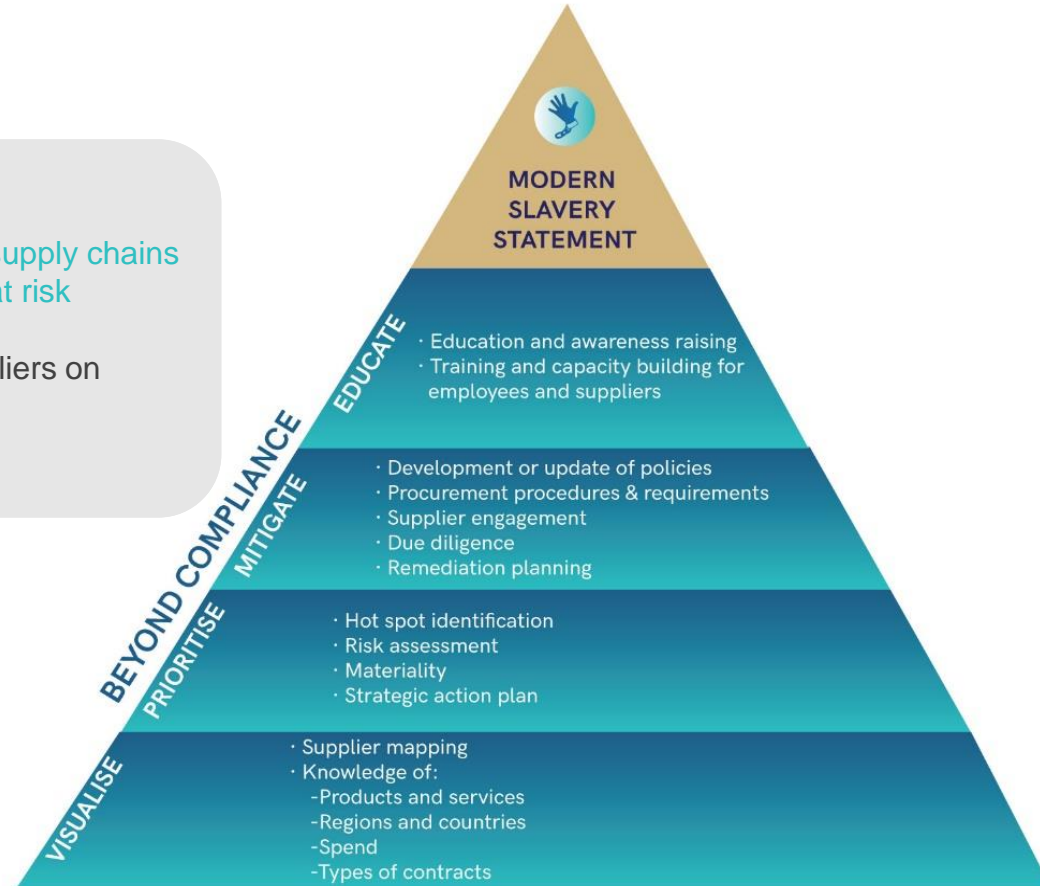
This form can only be submitted once all mandatory questions have been answered.

# Internal policies to mitigate modern slavery risk



# Beyond Compliance

1. Structure of your supply chains
2. Identify and prioritise modern slavery risk in your supply chains
3. Plan the steps required to assess and manage that risk
4. Establish due diligence processes
5. Provide training & education to employees & suppliers on modern slavery.





The way we treat our suppliers is the way they treat their workers

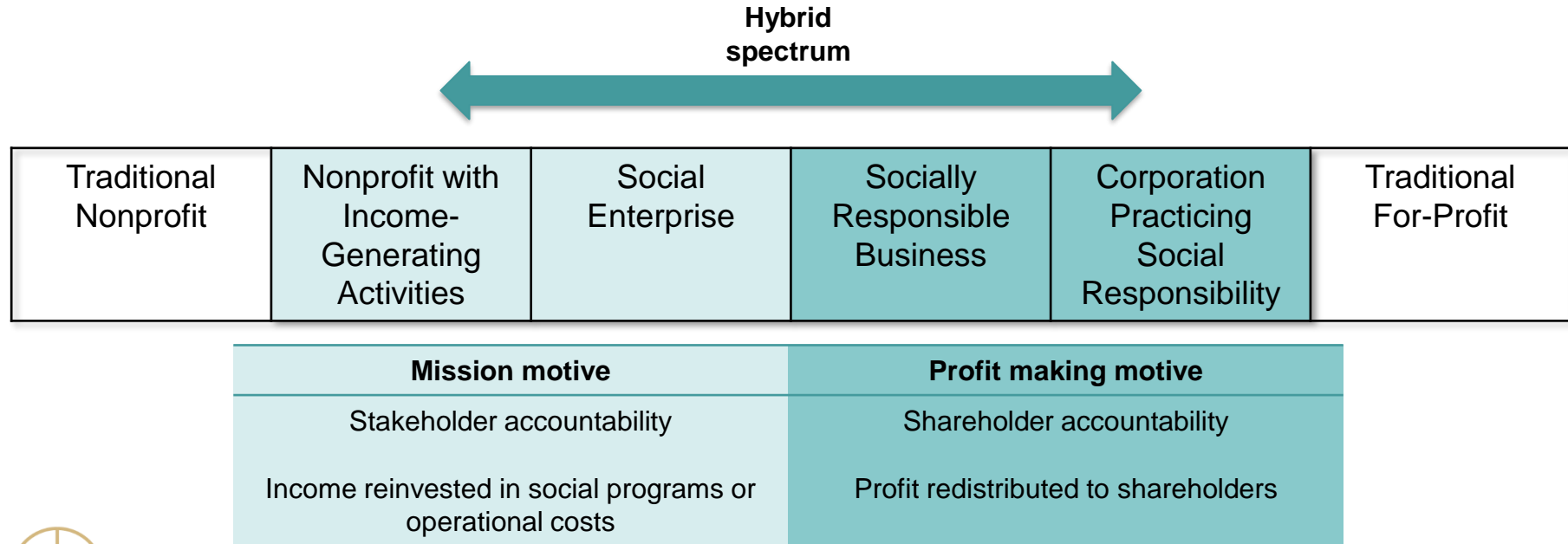


# Designing a more strategic approach to social impact

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# The changing nature of business



# How businesses are thinking about social impact

Other examples of employee led programs include fundraising, workplace giving programs including matching and employee choice community grants programs.

Business led programs focus on balancing the delivery of social impact and strategic return. These partnerships should have authentic and strong alignment to the core business.

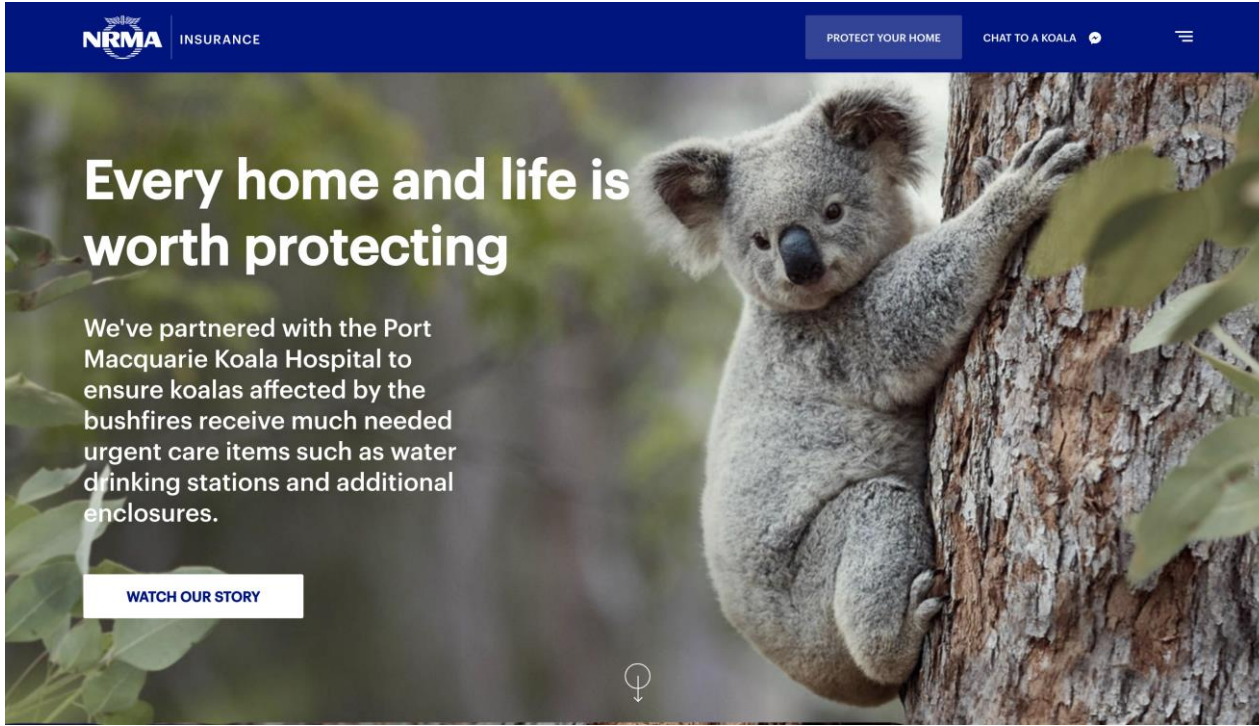




## Sponsorship - Chilean Museum of Pre-Columbian Art



# Sponsorship – Insure a koala



The image shows a screenshot of the NRMA Insurance website. The header is dark blue with the NRMA logo and 'INSURANCE' on the left. On the right, there are links for 'PROTECT YOUR HOME' and 'CHAT TO A KOALA' with a speech bubble icon, and a menu icon. The main content area features a large photograph of a koala climbing a tree. Overlaid on the left side of the photo is the headline 'Every home and life is worth protecting' in large white text. Below this is a paragraph of text: 'We've partnered with the Port Macquarie Koala Hospital to ensure koalas affected by the bushfires receive much needed urgent care items such as water drinking stations and additional enclosures.' At the bottom left of the photo is a white button with the text 'WATCH OUR STORY'. At the bottom center of the photo is a small circular icon with a downward arrow.

NRMA INSURANCE

PROTECT YOUR HOME

CHAT TO A KOALA

## Every home and life is worth protecting

We've partnered with the Port Macquarie Koala Hospital to ensure koalas affected by the bushfires receive much needed urgent care items such as water drinking stations and additional enclosures.

WATCH OUR STORY



# How businesses are thinking about social impact

Other examples of employee led programs include fundraising, workplace giving programs including matching and employee choice community grants programs.

Business led programs focus on balancing the delivery of social impact and strategic return. These partnerships should have authentic and strong alignment to the core business.



## Entel – Digital inclusion for the elderly





# Chile Education Foundation Dual



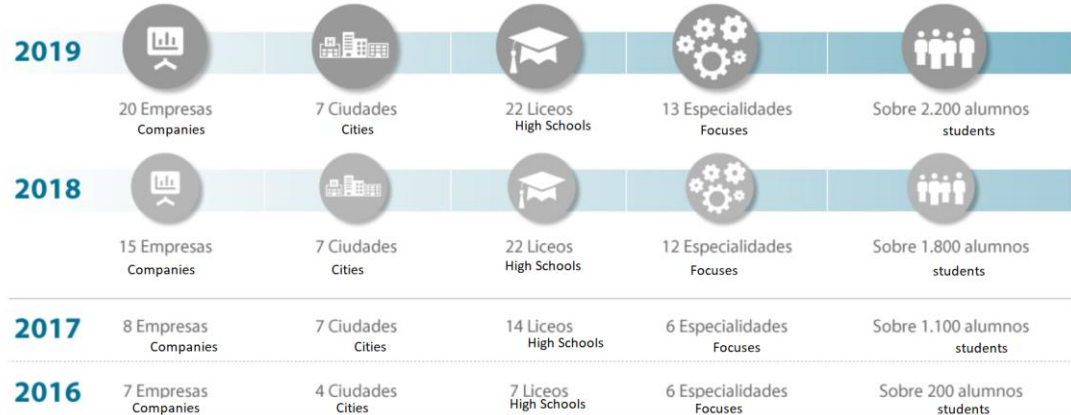
ANTOFAGASTA  
MINERALS



INGENIERIA Y CONSTRUCCION  
SIGDO KOPPERS



## INDICADORES

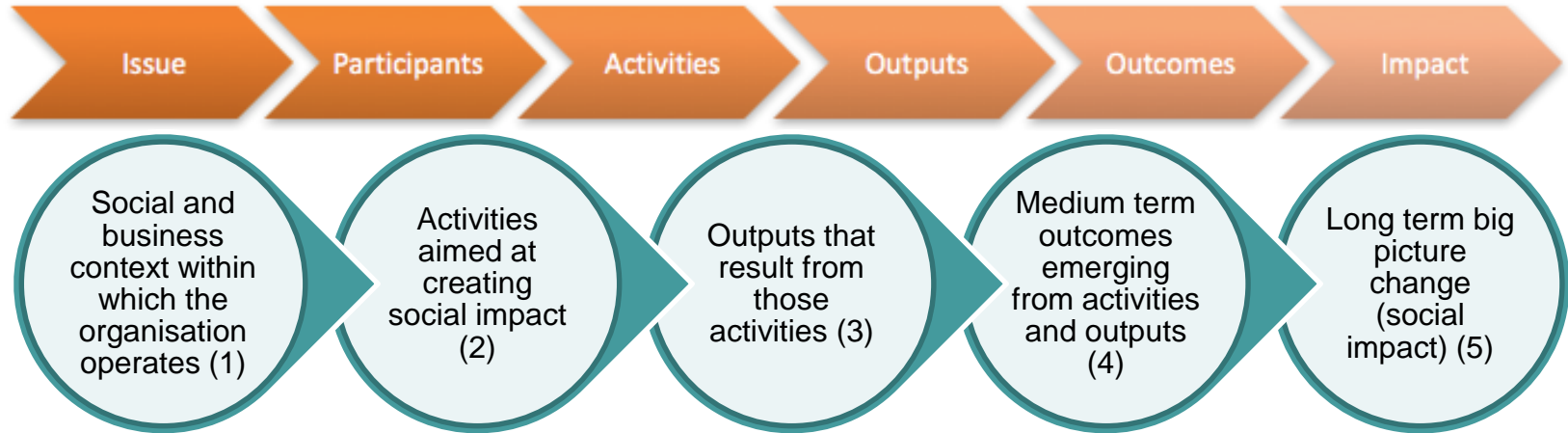




Measuring social impact

You can't manage what you can't measure

# Define Your Theory Of Change



## **A THEORY OF CHANGE IS...**

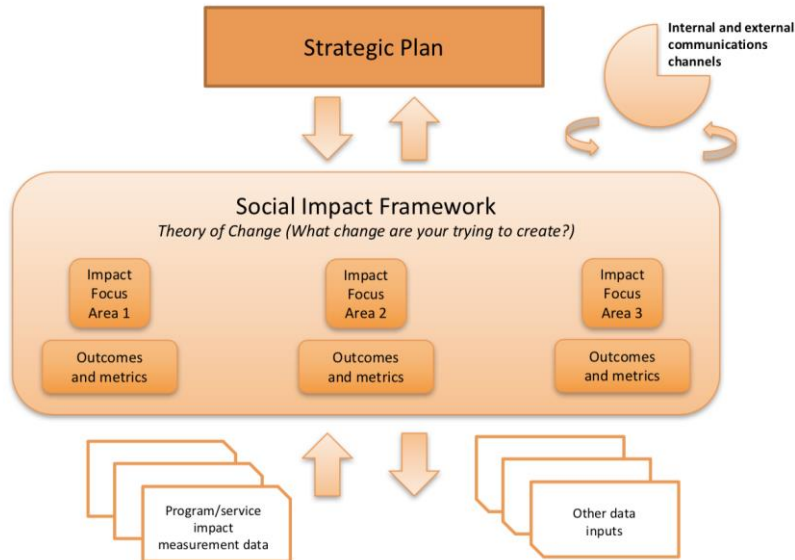


a simple tool to help you describe the need you are trying to address, the changes you want to make (your outcomes), and what you plan to do (your activities).

# Establish a framework to measure that change

## A SOCIAL IMPACT FRAMEWORK....

is a method to document and measure how you are delivering on your theory of change

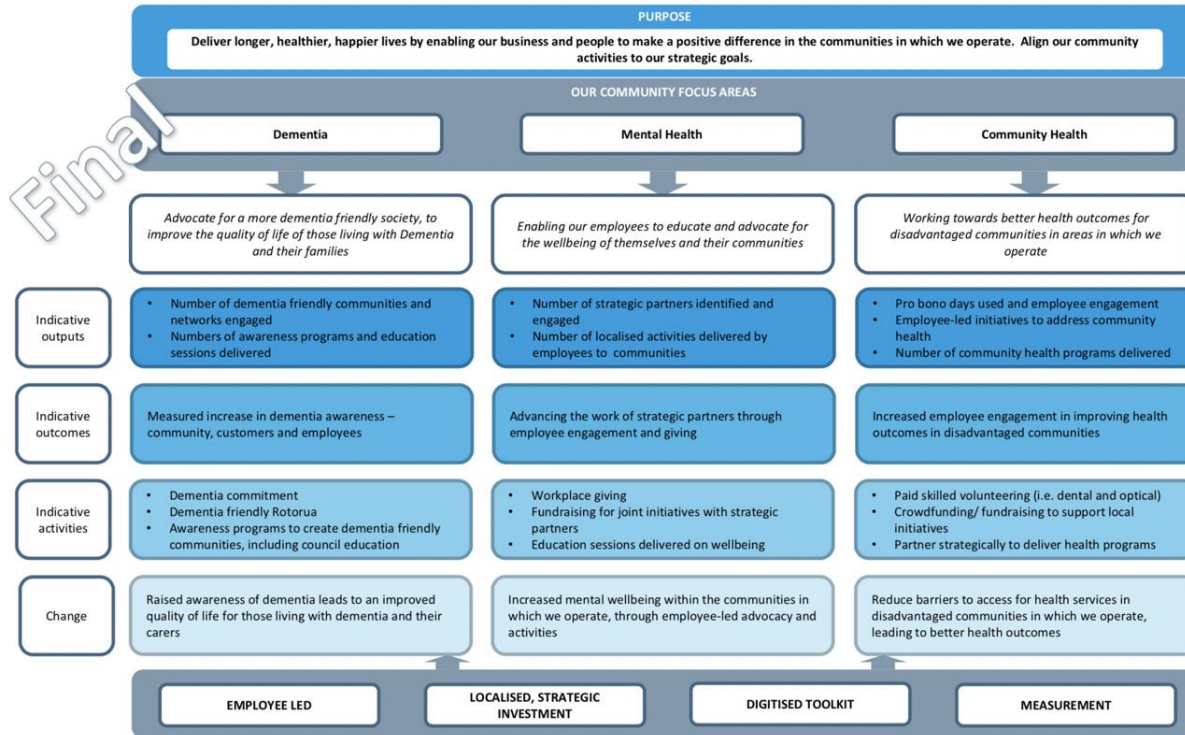


It serves to:

- Articulate your organisation's social impact focus areas in easy to understand and resonant language
- Define social outcomes that your organisation is aiming to achieve against specified time periods
- Define metrics that will be used to communicate progress against these outcomes
- Sit side by side and enhance your business value measurement (providing a "full picture" of performance)
- Support engagement and communications activities with clear demonstration of social impact, including for annual reports and Board updates



# Case Studies – BUPA's Social Impact Framework



# Case Studies – Westpac's Social Impact Framework

## Advancing the nation through social change

Setting the agenda for responsible banking and leading on meaningful social progress in Australia and beyond

1

### Helping out in times of need

Providing emergency relief to communities during disasters, and helping people recover faster and better from financial crisis

2

### Enabling more inclusive banking and building financial capability

Supporting people facing financial hardship  
Lifting inclusion through access to fair and appropriate financial services, awareness and education

3

### Investing in economic wellbeing and greater prosperity

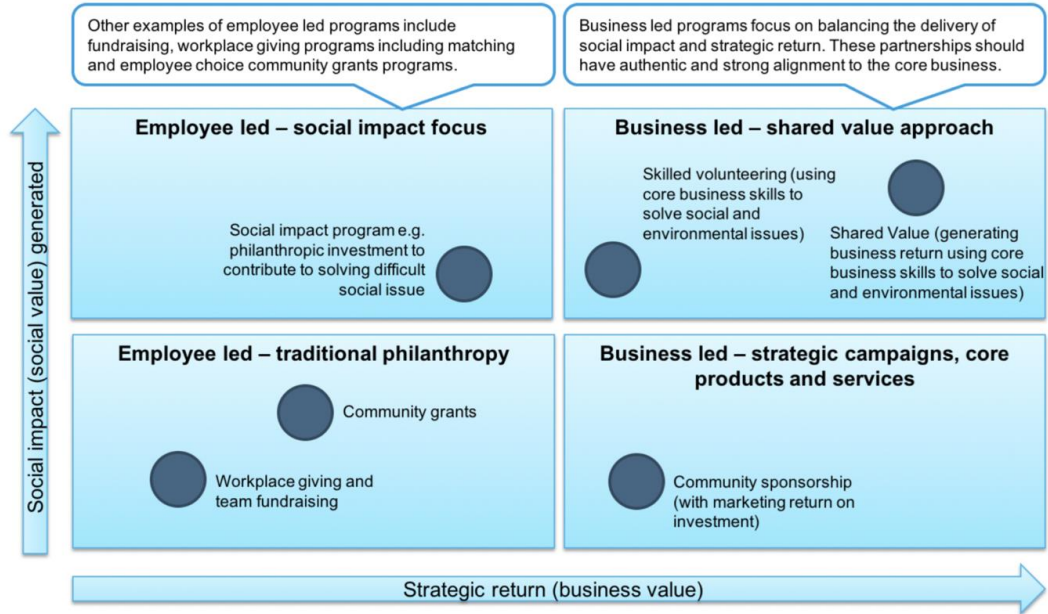
Identifying, piloting and financing innovative ideas and partnerships to create opportunities for economic participation and increase financial wellbeing and prosperity



# Define the tactics to deliver that change

When designing a social impact program it is important to:

- Find the right mix between employee led and business led initiatives (ideally one in each quadrant).
- Where possible, find long term high impact shared value opportunities.
- Be clear on your give and ask when partnering with a not-for-profit.



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Manly NSW 2095 Australia

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[edgeenvironment.com.au](http://edgeenvironment.com.au)



EDGE