

# HOW DO WE GO FURTHER, FASTER TO PREVENT MODERN SLAVERY?

6<sup>th</sup> September 2023



# AGENDA

<b>10.30am</b>	<b>Welcome</b> and introduction from the Chair	Paul Willgoss, MSIN Chair
	<b>KEYNOTE:</b> “Tackling Modern Slavery in Global Supply Chains”	The Rt Hon Theresa May, MP
	<b>KEYNOTE:</b> “The role of the legal system in driving change”	Caroline Haughey OBE, KC
	<b>Horizon Scanning</b> – what further modern slavery trends are we seeing?	Kevin Barker, Two Sisters Food Group
	<b>Taking action</b> – Stop the Traffik and MSIN – Powering Up: A Network Story	Neil Giles, Stop The Traffik Group
	<b>Case studies</b> – the value of MSIN so far - Greencore – “Understanding how modern slavery can go undetected - Morrisons – “The darker side of Visas for Ukrainians”	Melville Miles, Greencore Danny Miles, Morrisons
	<b>Q&amp;A</b>	All
<b>1.15pm</b>	<b>Networking LUNCH</b>	
	<b>PANEL DISCUSSION</b>  How do we go further, faster on tackling modern slavery and how can MSIN help?	David Camp, ALP and Stronger Together Ruth Dearnley OBE, Stop The Traffik Group Catherine Frayne, DEFRA Ben Greensmith, Tony’s Chocolonely Moderator: Beverly Dixon, G’s Fresh
	<b>Table discussions</b> focused on intelligence gathering and driving MSIN engagement	All
	<b>Q&amp;A</b>	All
	<b>Closing remarks</b>	Paul Willgoss
<b>4.00pm</b>	<b>CLOSE</b>	

# Horizon Scanning

## What future trends are we seeing?

**Kevin Barker**

Group Produce SME & Integrity Lead  
Two Sisters Food Group

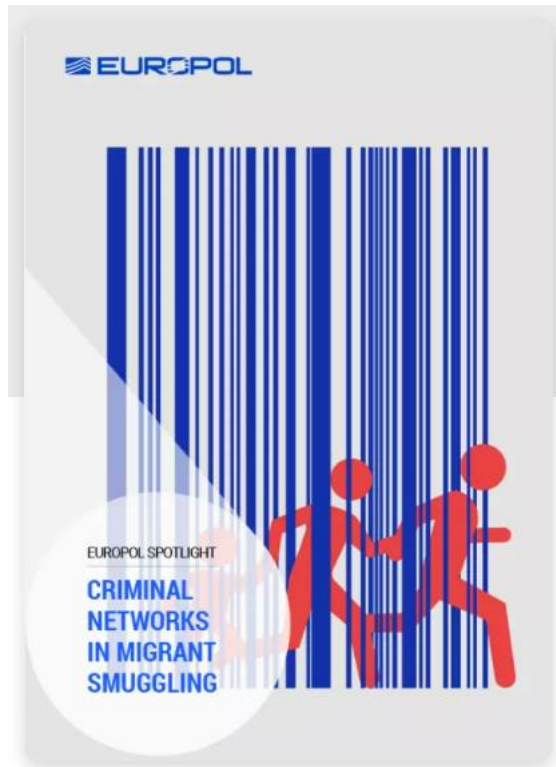
# Content

- Setting the Scene
- Risk & Threat Identification & Management
- Horizon Scanning – Information Sources
  - Geopolitical Risk
  - Climate Impact
  - Other Information Sources
- Potential Risks
- Human Rights Due Diligence
- Final Thoughts

# Europol – Spotlight Report

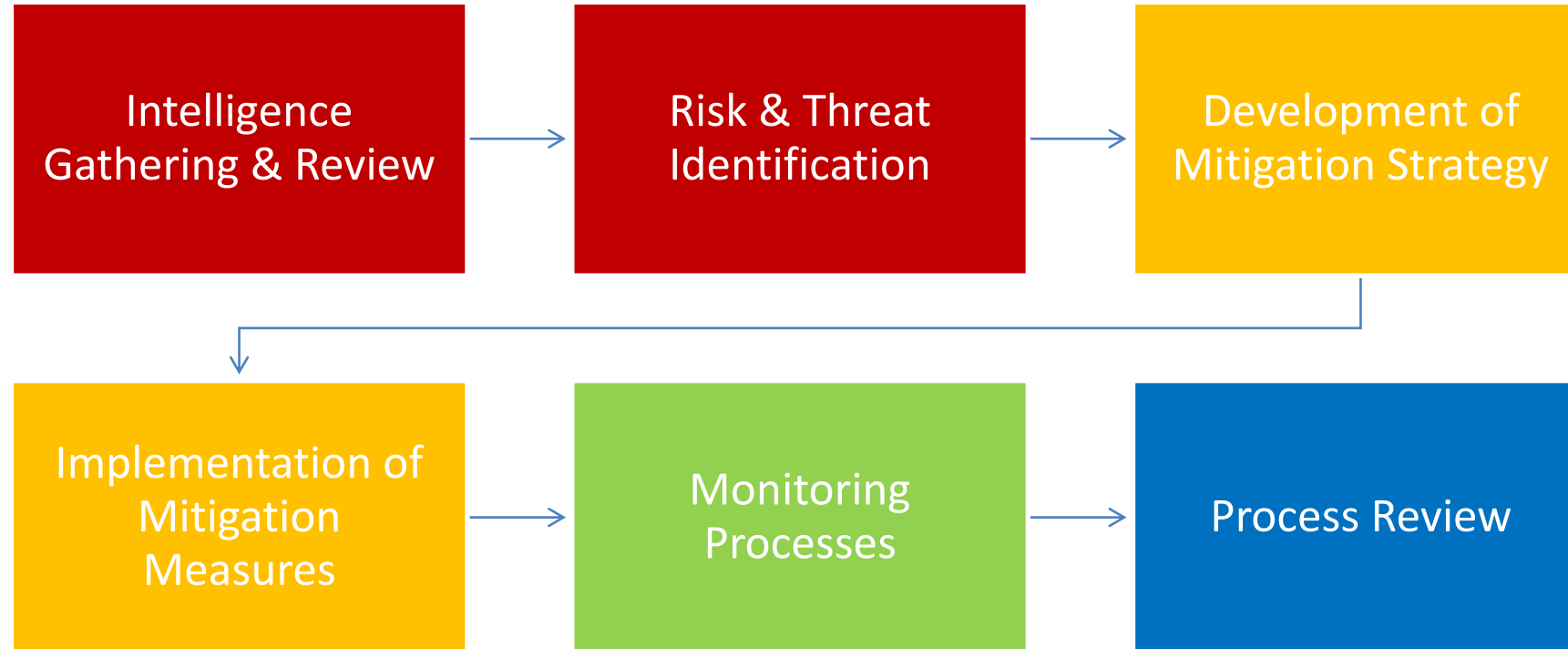
## Criminal Networks in Migrant Smuggling - Summary

- Key drivers - economic recessions, environmental emergencies, conflicts and demographic pressure. Stability and steady labour demands.
- Migrant smuggling networks have proven to be agile, adapting quickly to changes in irregular migration's dynamics and evolving law enforcement activities.
- The criminal process of migrant smuggling comprises recruitment and transportation of irregular migrants as core activities.
- The migrant smuggling business model is characterised by cooperation, which may be ad hoc or permanent.
- Criminal networks can be complex and consist of various roles, including leaders, middlemen and low-level facilitators.
- Criminal networks rely on several tools to facilitate migrant smuggling.



**Global, Dynamic, Collaborative and Agile**

# Risk & Threat Identification & Management



# Horizon Scanning - Information Sources

- Established data sources MSIN Members, STT, FNET, SEDEX, etc.
- Government, enforcement (UK, Europe, Global) etc.
- Deeper dive into information issued by organisations such as the UN, WHO, World Bank, etc. and NGO's.
- Geopolitical – Blackrock, Atradius, etc.
- Environmental, Climate, Sustainability, Agricultural & Food Fraud information sources



# Geopolitical Risk

**BlackRock**



## Geopolitical Risk Dashboard – July 2023

1. US China strategic competition
2. Russia – NATO conflict
3. Major cyber attack
4. Global technology decoupling
5. Gulf tensions
6. Major terror attack
7. Emerging markets political crisis
8. North Korea conflict
9. Climate policy gridlock
10. European fragmentation

## Country Risk Map – Q2 2023

### Very High-Risk Countries

Belarus  
Venezuela  
Mali  
Libya  
Sudan  
South Sudan  
Somalia  
Democratic Republic of the Congo  
Zimbabwe  
Syria  
Iran  
Iraq  
Afghanistan  
Yemen  
Myanmar



# Climate Impact

## JRC Monitoring Agricultural Resources (MARS) Bulletins – Europe – August 23

- In Italy, during a long-lasting heatwave from 5 to 25<sup>th</sup> July, with maximum temperatures exceeding 40 °C in several places in the south.
- In Bulgaria and southern and north-eastern Romania, a long period of maximum daily temperatures exceeding 30 °C raises concern for summer crops.
- In Spain, the period of review ranks among the 5 hottest since records began for all agricultural provinces.
- In central Poland, Czechia, and parts of Austria, rainfall deficit during the first 20 days of July negatively impacted on summer crops.
- Torrential rains in the beginning of August caused floods and widespread damage to crops in Slovenia.
- Localised severe thunderstorms and hailstorms in Croatia, Slovenia, and northern Italy.

Issued: 23 August 2023  
JRC MARS Bulletin Vol 51 No 6

European Commission  
JRC MARS Bulletin  
Crop monitoring in Europe  
August 2023

**Rain hampers harvesting in the north**  
Limited impacts of heatwaves on yield expectations at EU level

This month's review period was marked by frequent rains in large parts of north-western, northern central, and northern Europe, while heatwaves were a common feature in the south. At EU level, impacts of these events on yield expectations have been limited. Our yield forecast for softwheat was revised upwards, mainly due to better-than-expected conditions in Spain and France, which offset the yield effect of worsened conditions in Bulgaria.

Abundant rain in frequent events, in many parts of north-western, northern central, and northern Europe, benefited summer crops, but caused delays to the harvesting of winter crops. Most seriously affected are north-western France, the Benelux countries, and large parts of Germany. Negative impacts are expected to mainly concern grain quality (see text box on page 5).

Heatwaves and drier-than-usual conditions particularly impacted summer crops in Bulgaria, southern and eastern Romania, Czechia and central Poland.

Torrential rains, and localised but numerous thunderstorms and hailstorms caused substantial damage to crops in northern Italy, Slovenia and Croatia. In Slovenia, torrential rains in the beginning of August caused floods and widespread damage to agricultural land.

**AREAS OF CONCERN - CROP IMPACTS**

Crop	Avg. 1991-2020	July 2023	2023	
			2023	% diff. 2023/2022
<b>Total cereals</b>	544	546	544	+0
<b>Total wheat</b>	538	539	538	-0
Soft wheat	578	580	578	-0
durum wheat	936	939	943	+1
<b>Total barley</b>	489	474	474	-1
Spring barley	419	422	420	-1
Winter barley	577	501	500	-1
<b>Corn maize</b>	748	755	748	-1
Maize	398	412	412	+1
Teff maize	422	420	420	-1
<b>Rape and turnip rape</b>	310	320	319	-1
<b>Peas/beans</b>	941	944	944	+1
<b>Sugar beet</b>	720	713	713	-1
<b>Sunflower</b>	221	212	218	-2
<b>Soybeans</b>	276	286	282	-1
<b>Green maize</b>	407	405	403	-1

**Contents:**

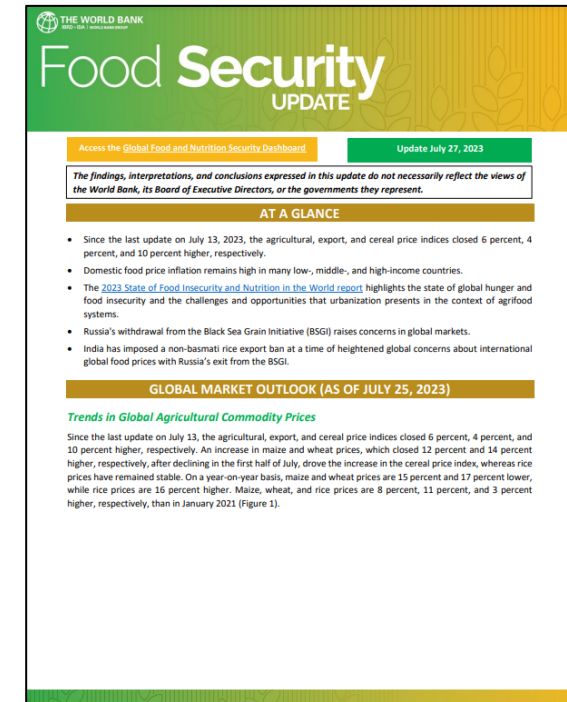
1. Agrometeorological overview
2. Remote sensing – observed canopy conditions
3. Grassland and fodder monitoring
4. Country analysis
5. Crop yield forecast
6. Atlas

Covers the period from 1 July until 13 August  
Issue 6 August 2023

# Information Sources – World Bank

## World Bank Food Security Update – 27<sup>th</sup> July 2023

- Agricultural, export, and cereal price indices closed 6 percent, 4 percent, and 10 percent higher, respectively (based on the previous report on 13<sup>th</sup> July)
- Domestic food price inflation remains high in many low-, middle-, and high-income countries.
- The FAO 2023 State of Food Insecurity and Nutrition in the World report highlights the state of global hunger and food insecurity.
- Russia withdraws from the Black Sea Grain Initiative (BSGI).
- India imposed a ban on the export of non-basmati rice.

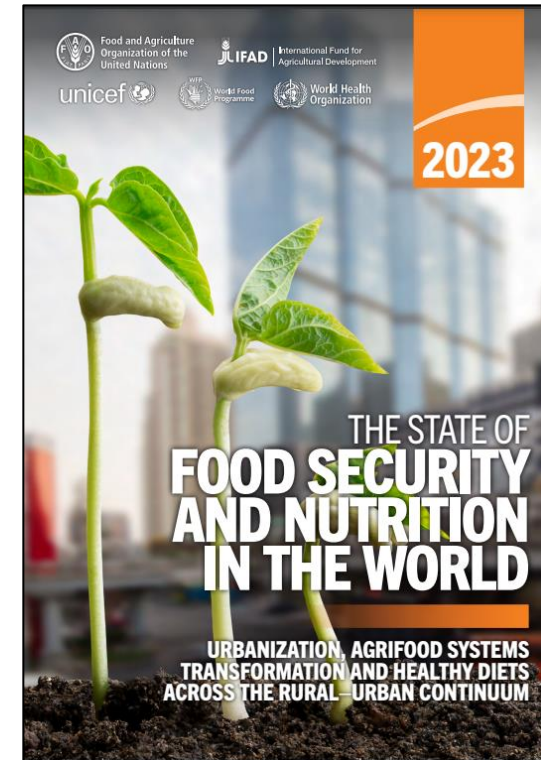


Country	Real Food Inflation (%YoY)
Zimbabwe	80
Egypt	30
Lebanon	26
Turkey	16
Rwanda	15

# Information Sources - FAO

## The State of Food Security & Nutrition in the World

- Global hunger, remained relatively unchanged from 2021 to 2022 but is still significantly higher than before the pandemic
- Approximately 9.2% of the world's population faced hunger in 2022, compared with 7.9% in 2019.
- Moderate or severe food insecurity affected 29.6% of the global population (2.4 billion people) in 2022, with 11.3% being severely food insecure.
- Food insecurity disproportionately affects women and people in rural areas.
- More than 3.1 billion people worldwide (42%) were unable to afford a healthy diet in 2021 (134 million more than in 2019).



# Information Sources - Europol

## 19 arrests for smuggling migrants within the EU

The suspected traffickers were part of a larger network smuggling migrants from Syria via Libya, Tunis and Algeria to Spain, Germany and Norway

## End of the road for 6 suspects smuggling migrants in rental cars

Criminals applied for Portuguese residence permits on behalf of irregular migrants

## 62 transcontinental migrant smugglers arrested

Over 5000 migrants smuggled from Cuba via Serbia into the European Union for EUR 9 000 per person

## 21 arrested for labour exploitation and 261 victims identified

Authorities target food and delivery services, beauty salons, and transport and construction sectors during EU-wide Joint Action Days

## Syrian gang leader arrested with 14 other suspects in Spain

The criminal network smuggled Syrian nationals through Sudan, Libya and Algeria to the EU

# Potential Risks

## Tunisia

### Geopolitical

- Tunisia's structurally weak economy has fallen deeper into crisis since Russia's invasion of Ukraine sharply increased food and energy prices.
- Political instability continues to block the ratification of a much-needed IMF reform programme, increasing the risk of sovereign default and a balance of payments crisis

### Climate & Crop

- A compromised season is confirmed. High probabilities of crop failure are faced in the northern inland regions.
- A marked negative anomaly is also shown for the agricultural regions of central Tunisia (e.g., Le Kef and Siliana), where dry conditions and exceptionally high temperatures hampered crop growth during the vegetative and flowering stages.

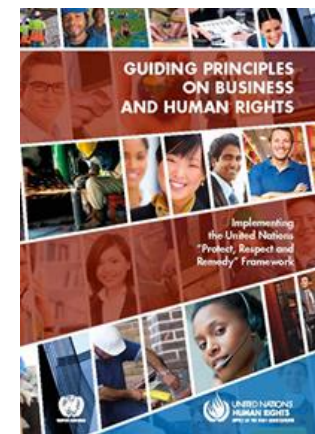
**Other Countries** – Mali, Gabon, Niger, Turkey, Bangladesh

# Human Rights Due Diligence

Human rights due diligence is a way for enterprises to proactively manage potential and actual adverse human rights impacts with which they are involved. It involves four core components:

- Identifying and assessing actual or potential adverse human rights impacts that the enterprise may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships;
- Integrating findings from impact assessments across relevant company processes and taking appropriate action according to its involvement in the impact;
- Tracking the effectiveness of measures and processes to address adverse human rights impacts in order to know if they are working; and
- Communicating on how impacts are being addressed and showing stakeholders – in particular affected stakeholders – that there are adequate policies and processes in place.

Enterprises should identify and assess risks by geographic context, sector and business relationships throughout own activities and the value chain.



# Final Thoughts.....

There is the tendency within many companies and stakeholders to seek greater control over and protection of information as risks increase, in reality, enhanced transparency is critical for success.

Collectively we have the ability to be

**Global, Dynamic, Collaborative and Agile**



# STOP THE TRAFFIK and MSIN

Powering Up – A network story

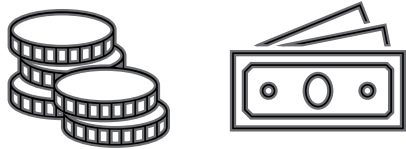
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Neil Giles, Director Intelligence



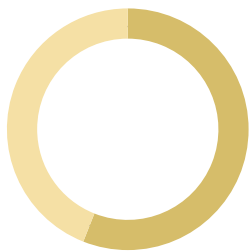
# The Issue

A Breakdown

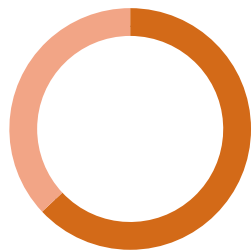


**\$150** Billion

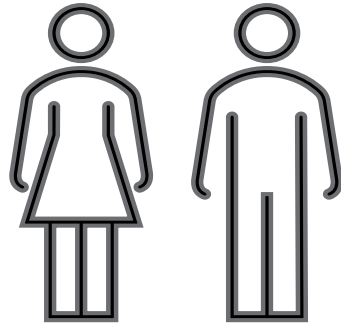
Generated Profit to Traffickers



Of MSHT victims are recruited in their country or place of origin



Of the Global total for forced labour is accounted for in the Asia-Pacific region



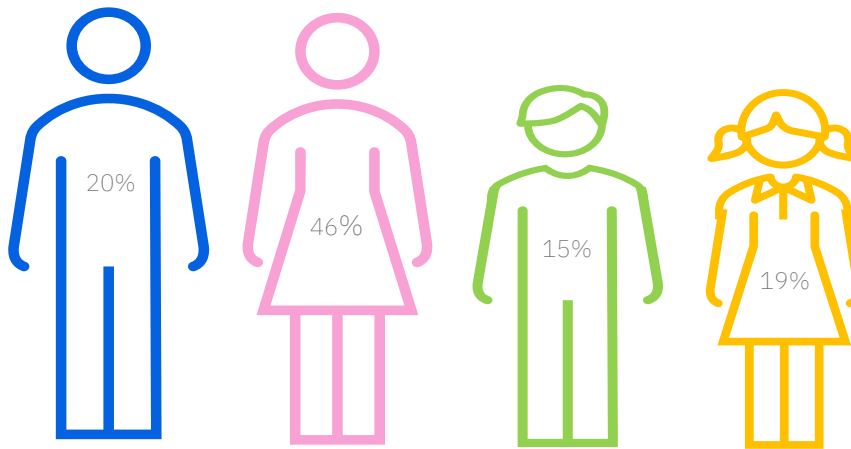
27.6 Million were exploited for labour

16 Million were exploited for labour in the private economy

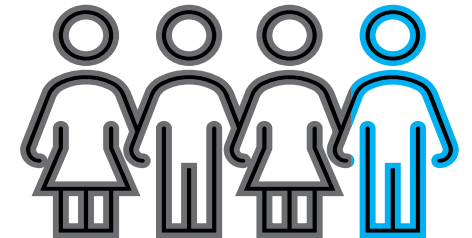
4.8 Million were victims of commercial sexual exploitation

**49.6** Million

Victims of Human Trafficking



Victims of Human Trafficking  
[www.stophetraffik.org](http://www.stophetraffik.org)



**1 in 4**

Victims are Children



UNITE. SHARE. DISRUPT HUMAN TRAFFICKING.

## Trafficking and Exploitation is a 'Market'

### Money -

Once generated, Traffickers need to access and move it

### Demand –

Traffickers need to create and maintain demand for products and services

### Recruit –

To order. Trick and coercion  
And where you are strong  
20% churn

### Control the risk –

People in exploitation  
Businesses and individuals who benefit

# STOP THE TRAFFIK



## Communicating clues and building opportunities

### Money -

Financial Sector is an audience  
Feed it with clues in a way it can  
consume them. Transactions and  
KYC

### Demand –

That's you!  
The rules on sharing / whistle blowing  
can protect the criminals. The more we  
can share – faster we win

### Recruit –

STT can identify and communicate  
with vulnerable communities –  
squeeze the pipeline of recruits

### Control the risk –

Increase sense of uncertainty  
Increase victim confidence  
Decrease trafficker opportunity

# MSIN Submissions

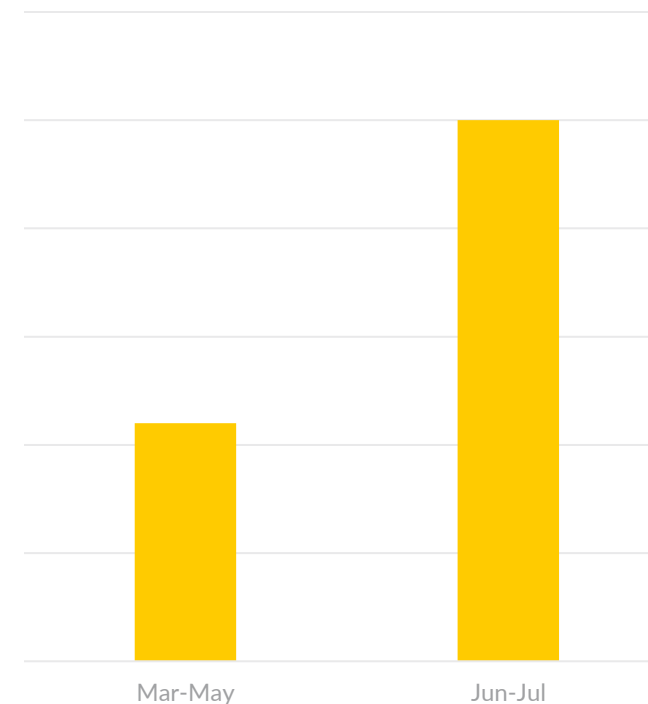
Information within the network is kept within the network, we cannot disclose details of individual cases. To protect the network and people at risk, the intelligence is anonymised.

The most common victim nationality is Ukrainian.

Most common perpetrator nationality so far is Romanian.

Key themes: individuals being deceived or coerced into paying fees, exploiters taking advantage of international recruitment processes to deceive victims, vulnerable communities being targeted due to their specific backgrounds, such as Ukrainian, Romanian, or Turkish nationals.

Shared Intelligence



# MSIN Case Study

The aim of MSIN is to push trafficking out of the sector.

We have lots of people and organisations doing good work individually.

The challenge is that the exploiters will just drive to the next farm when they are excluded from one.

We found a case of this in Jan, when a member identified a manager using their power to exploit the people under him.

Not only was he excluded from that organisation, when he was subsequently employed by another organisation, and was later dismissed for an unrelated matter.

# Understanding how Modern Slavery can go undetected

**Mel Miles**

Head of Human Rights, Greencore Group Plc

What?  
*Where?*  
How?

# What are we looking for?

**Employer (End User) Model** – Victims carry out work for the exploiter or their business as the end user of their labour.

**Employer (Intermediary) Model** – Victims work on behalf of the exploiter or their business, completing work for a third party.

**Non-Employer Models** – Exploiters have no formal link to the victim's employment but control the victim's home and economic matters.

**Exploitation in Secluded Environments** – Exploiters force victims to carry out multiple forms of work for their own personal gain, often in isolated locations and communities.



# What does this mean in 2023?

Increased vulnerability and new risks for many people in many countries

New models of harm and criminal profit

Forced labour as an international organised criminal activity

Overlap between exploitation, trafficking, drug dealing, firearms, forced prostitution

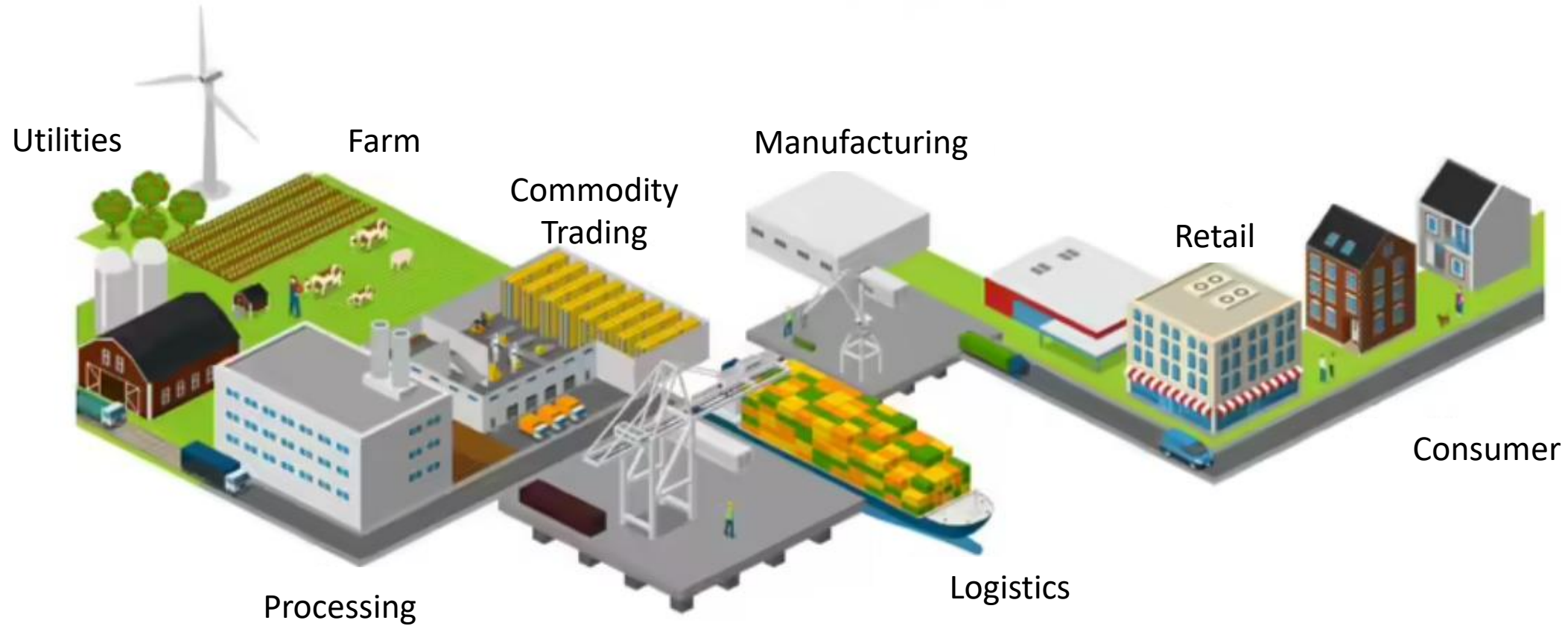
Blurred lines between victim, perpetrator, exploiter

Fear, violence and corruption used to protect profit

Sophisticated awareness of indicators and data used to avoid detection

Exploitation in the community not the workplace

# Where are we looking?



# How are we looking?

## Compliance... A false sense of security

A mindset and ethical management process based on audits and reporting.

Numerical data on employment practices, such as working conditions, H&S and documentary evidence.

Reassuring for stakeholders that strong controls are in place and effective.

## Disruption Model

Build intelligence picture of different relevant models of exploitation

Look for vulnerability in a range of environments

Long term worker engagement focused on welfare, support, trust, safety

Build a wide network with enforcement, NGOs, workers, consider trauma-informed training

Challenging for stakeholders as highlights risks of serious criminal harm

## Stay safe... Build a Network

# The darker side of visas for Ukrainians

**Danny Miles**

Ethical Trading Manager  
Wm Morrisons Supermarkets Ltd

# Homes for Ukraine Scheme

As of 7 February 2023

**8,054,405**

people have fled to **Europe**

As of 7 February 2023

**161,400**

have arrived in the **UK**

**As of 6 February 2023**

**114,400 arrivals** through **Homes for Ukraine**

**46,900 arrivals** via **Ukraine Family Scheme**

**7,700** in-country applications granted to **Ukraine Family Scheme**

**15,800** visas extended through the **Ukraine Extension Scheme**<sup>10</sup>

**£200** per person **£350** pcm per host (rising to **£500**)

*Source: [Fearing, fleeing, facing the future: how people displaced by the conflict in Ukraine are finding safety in the UK](#)*

# MSIN Case Detail

## Information Received (SHAREABLE)

Two Ukrainian colleagues working through an agency in East Midlands settled in the UK via the resettlement scheme. Alleged that they were being asked to clean the house, limited access to food and pay rent. Settlement officer, police and council informed. New accommodation offered.

- Provides sufficient detail for members to take action
- But protects the integrity of existing investigations
- Clearly more to it than this...

# Member Responses

- Reviewed exposure to risk & identified Ukrainian colleagues
- Enhanced pre-employment checks
- Updated e-learning modules
- Updated worker welfare questionnaires
- One to one conversations with applicable colleagues
- Training on specific risk for HR teams

# PANEL DISCUSSION

How do we go further, faster on tackling modern slavery and how can MSIN help?



# PANEL



**DAVID CAMP**

Chair, Association of  
Labour Providers and  
Stronger Together



**RUTH DEARNLEY  
OBE**

CEO - Stop The Traffik  
Group



**BEN GREENSMITH**

Lord Chocolonely iii,  
UK and Ireland  
Country Manager,  
Tony's Chocolonely



**CATHERINE FRAYNE**

Team Leader,  
Seasonal Labour and  
Visa Routes, Food  
Security and Co-  
ordination, DEFRA



**BEVERLY DIXON**

Group HR Director,  
G's Fresh

**MODERATOR**

# TABLE DISCUSSIONS

How do we gather more intelligence?  
Who should we be engaging with?

# ON YOUR TABLES - AGREE ON YOUR TOP 3 ANSWERS/SOLUTIONS IN EACH AREA...

## INTELLIGENCE GATHERING

- How can we improve?
- How do we better engage the police and border agencies?
- What are the barriers that get in our way?



LEFT HAND SIDE WINDOW

## ENGAGEMENT

- Who else should MSIN engage with to expand our knowledge?
- Is there anyone we shouldn't be engaging with?
- Any other ideas to go further and faster?



RIGHT HAND SIDE WINDOW

# Q&A