

# CONFERENCE 2023



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

6<sup>th</sup> September 2023,

Tesco HQ, Welwyn Garden City

## KEY MESSAGES

A range of speakers, including The Rt Hon Theresa May, and Caroline Haughey OBE, delivered impactful messages including:

- Modern slavery represents the greatest human rights risk of our time, and the issue is growing, driven by global inequality and instability, increasingly exacerbated by climate change which will drive greater risk and increase the vulnerabilities of the poorest.
- There is a lack of political leadership on the topic, particularly in the UK, so business must fill the void and continue to apply pressure on government to develop better policy and effective law enforcement, and to join up across government departments on this issue. The role of the Anti-Slavery Commissioner is enshrined in UK law and must be filled.
- A new Global Commission on Modern Slavery will be launched in October by Mrs May in order to work towards filling this leadership void. It will focus on increasing the visibility of modern slavery leadership, gathering a compelling evidence base of trends and vulnerabilities and identify which policy and enforcement is most effective and how governments can collaborate effectively.
- Supply chain due diligence will be fundamental – businesses will be held responsible for exploitation in their supply chains, and turning a blind eye is not a defence in a court of law. Best practice guidance will be key, particularly to bringing SMEs on the same journey as the larger companies.
- Intelligence, to build issue and trend mapping, will be critical, including all that shared by MSIN members and additionally engagement with survivors to understand gaps and flaws in the system of exploitation and the 'red flags' to look out for.

## THE ROLE OF MSIN

- MSIN is at a watershed moment in its development and the next phase must focus on building strong collaboration and trust between all parties; the more intelligence shared, the more disruptive the industry can be to traffickers.
- For those already members of MSIN, our intelligence sharing is starting to pay off, with case studies shared by members over the day. However, there is more we can do. In breakouts we heard that MSIN should consider:

### Intelligence & Information gathering:

1. **Work with survivors**, and ensure legal protection for whistleblowers - but how do we make it easier and safer for them to share without repercussion?
2. **Share best practice guidance on the platform**, including external (non-member) insights, made useful to wider member audience – the more detail, the better. Guidance should also include what to do/when to engage MSIN when an issue is discovered, legal issues of indemnity and GDPR and who to involve from authorities when there is an issue (e.g. police). Members should receive regular training

on using the platform and regularly updated resources reflective of new/changing methods of exploitation.

- 3. Increase membership and publicise MSIN** – especially by SMEs and smaller growers, through supply chains, to increase insights shared, and encourage better government (Home Office and GLAA) involvement/interaction.
- 4. Develop a strategic focus on the most at-risk geographies** – to target our resources better

#### **Engagement:**

- 1. Develop strategic collaborations** with existing food industry information sharing networks such as FNET, SEAA, FIIN and other industry trade associations such as NFU.
- 2. Develop better links to law enforcement agencies** within MSIN: Police, Border Force, Home Office, NCA (particularly focused on visa issues).
- 3. Long term engagement with victims and victim organisations** and modern slavery campaigners
- 4. Bring NGOs closer**, especially those who are touchpoints for modern slavery e.g. UNSEEN and the MS helpline, and collaborate to share key datapoints useful for longer term disruptions via MSIN.
- 5. Engage on the ground more** – are we relying too much on desktop analysis? Bring SMEs into the network and help them to build capacity to gather and share intelligence.
- 6. Consider expanding beyond the food industry** to auxiliary sectors such as care work, and construction, cleaning and hospitality which also have considerable risks of modern slavery and linking to the banking sector.

#### **NEXT STEPS, USEFUL DOCUMENTS, CONTACTS AND LINKS**

- **MSIN website** - <https://www.msin.org.uk>
- **MSIN LinkedIn page** - [\(16\) Modern Slavery Intelligence Network: Overview | LinkedIn](#)
- **Stop The Traffik** - [Home - STOP THE TRAFFIK](#)
- **MSIN general contact:** [comms@msin.org.uk](mailto:comms@msin.org.uk)

#### **NEW MEMBERSHIP CONTACT & PROCESS:**

- Expression of interest must be sent to: [comms@msin.org.uk](mailto:comms@msin.org.uk)
- Following the receipt of an expression of interest, the applicant will be contacted by MSIN to discuss the application and answer any questions.
- As appropriate following these discussions an MSIN Application Form will be issued to the applicant for completion.
- Review/recommendation is made to the MSIN Board
- The application process is followed by an onboarding process for new members. The whole process from application to onboarding will take 2-3 months.



## APPENDIX – SLIDO Questions & Answers

Below is a list of the questions which were posed during the conference but not answered in the room.

QUESTION	ANSWER										
<b>How can MSIN support the work of the new Global Commission? What would you like to see us collectively do?</b>	The MSIN Board will take this forward with the new Global Commission once formed and will aim to build a constructive relationship.										
<b>How do we ensure that conversations on modern slavery also include own operations and services such as cleaning, logistics and security?</b>	This was also called out during the roundtable discussions and will be discussed by the MSIN Technical Action Group.										
<b>Are there opportunities for producer groups to join MSIN i.e. a marketing desk and subsidiary growers?</b>	Producer Groups are welcome to join as an entity. Each individual business in the Group will also need to be a member of MSIN; membership cost is based on turnover (see below) and set at a fee level which should be affordable.										
<b>Is there a financial sector collaborative group we can feed information into?</b>	STTG Group has connections with multiple financial organisations and will perform this function in the absence of an MSIN-equivalent in the financial sector.										
<b>How can we increase awareness within the general public on this topic to help them understand that modern slavery is close to home and affects the products they buy?</b>	As businesses we all have a duty to share information and drive transparency through our supply chains. Best practice human rights due diligence and Human Rights Impacts Assessments which make public the findings will be important to drive awareness as well as support from NGOs and CSOs for the publication of this work to minimise risks to reputation. MSIN intends to engage with and influence a variety of stakeholders based on emergent intelligence.										
<b>The MSIN indemnity clause is a barrier to new members joining. What is it for and are there any plans to remove or reduce the value to remove the blocker?</b>	The Indemnity is likely to be relied on for: (a) a cyber breach affecting MSIN; or (b) the incidental costs where a member is liable for a data breach. If a member is financially able to cover the amount in the indemnity without insurance (i.e. be able to pay up to £5m if required), it may not be necessary to require prospective members to take out insurance. The level of cover required is being reviewed.										
<b>How does MSIN reach out to law enforcement representatives working abroad? Who can advise on matters of concern to the MSIN member?</b>	MSIN is in a relatively early stage of its development and will work to forge these relationships over time.										
<b>How much does it cost to join MSIN and is it only UK focused?</b>	The membership fee is set by the Board on an annual basis, and this is currently: <table border="0"> <tr> <td>£500</td> <td>Up to £5m turnover</td> </tr> <tr> <td>£1,000</td> <td>£5m to £10m turnover</td> </tr> <tr> <td>£1,500</td> <td>£10m to £25m turnover</td> </tr> <tr> <td>£2,000</td> <td>£25m to £40m turnover</td> </tr> <tr> <td>£3,000</td> <td>£40m+ turnover</td> </tr> </table> <p>At present all the members are UK-based but we will consider membership for any company or organisation which applies.</p>	£500	Up to £5m turnover	£1,000	£5m to £10m turnover	£1,500	£10m to £25m turnover	£2,000	£25m to £40m turnover	£3,000	£40m+ turnover
£500	Up to £5m turnover										
£1,000	£5m to £10m turnover										
£1,500	£10m to £25m turnover										
£2,000	£25m to £40m turnover										
£3,000	£40m+ turnover										