

End Modern Slavery

Marshalls Modern Slavery Country Profiling

2020



Marshalls

Creating Better Spaces

Marshalls Modern Slavery Country Profiling

Marshalls has undertaken, for the fourth year running and will do so annually, extensive modern slavery risk mapping for all countries where it has business operations, sources goods or has supply chains. Whilst we utilise this information as part of our due diligence process for new goods, materials or services, we also put this alongside internal data and information to help us to better understand modern slavery and human trafficking risks, direct our efforts and resources most effectively, develop engagement programmes with key suppliers in high risk environments and to make plans with our anti-slavery partners regarding remediation for victims. It helps us to clearly identify areas of risk, set clear priorities and to have effective dialogues with a range of key actors regarding the wider systemic change which is necessary.

Marshalls publishes this information to be transparent about the countries from which it sources and also so that it might be easily referenced by others to help identify modern slavery and human trafficking risks.

MARSHALLS RESPONSE TO COVID-19 IN TERMS OF MODERN SLAVERY

This county profiling information should be read alongside our most recent Modern Slavery Statement. We have taken the opportunity to publish our annual Modern Slavery Statement a month later than we would normally in order to undertake a review of our business and human rights activities through the lens of Covid-19 and to understand whether these could be amended or enhanced in the wake of our growing sense of the scale of the virus's impact. This also allowed us time to have detailed conversations with our partner organisations, such as the ILO Child Labour Platform, and the International Organisation for Migration, to understand from their perspective the immediate impact upon workers, their families and communities. In addition we engaged with our peers across sectors and the globe through the United Nations Global Compact and Thomson Reuters Foundation platforms to share and learn in real-time from other international and transnational organisations responding at speed with both the immediate and long term implications and issues as a result of the pandemic. This work is ongoing, but what we can share is that we have brought forward programmes that were in the pipeline for later in 2020.

TRAFFIK ANALYSIS HUB

Marshalls has just committed to being the first in the construction sector, and one of the first globally, to be a private sector participant in Traffik Analysis Hub. Traffik Analysis Hub is a true collaboration across multiple sectors – law enforcement, third sector, finance, private sector, governments - all united by a common goal to prevent human trafficking and the harm that it does; to individuals, communities, regions, countries, commerce and to humanity. We absolutely recognise that technology has a unique role to play in disrupting human trafficking and that we can only increase transparency by sharing any information that we have, working with a wide range of stakeholders and by developing a deep understanding of the contexts in which our supply chains sit. Private sector must be at this table not only to gain greater insight into the context in which its business operations and supply chains take place, but also to contribute to the data in order to increase transparency. The recent Operation Fort Report*, launched recently by the IASC office highlights the need for an intelligence led collaborative response. It's time to gear up, shake up the approach, collaborate, share and learn in new and superfast ways. We're leading the charge from the construction sector, leveraging our extensive network and engaging with our sector and encouraging them to come to this table.

EVERYONE'S BUSINESS APP

Marshalls is accelerating the introduction of an innovative tech solution - Everyone's Business – to enable all employees to speedily flag any concerns regarding modern slavery, health & safety, ethical sourcing and the environment. The Everyone's Business app is concise and easy to use with quick read information on the local context with prompts on how to spot potential risk. The wealth of information generated from both our own UK operations and our suppliers and supply chains can be viewed in real time and acted upon promptly.

Whilst there is an ongoing programme of activity devoted to helping suppliers provide decent working conditions and respect human rights, in addition many staff visit suppliers' sites and our own network of UK operational sites frequently. Everyone's Business captures their valuable views and perceptions.

Everyone's Business is currently being used successfully by four leading UK retail brands, and a version for the pharmaceutical industry is in the advanced stages of development. Marshalls will be the first in the construction sector to use this technology and our version of Everyone's Business is being adapted to include a geo-locate function – which is particularly important for our natural stone supply chains where quarries are always in very rural locations across the globe – and also to allow us to include all of our own business sites in the UK.

SAFECALL

In addition to both Traffik Analysis Hub and the Everyone's Business app, we are extending the use of the whistleblowing hotline, Safecall, to supplier operations in India, China, Vietnam and Brazil. This will enable workers and other local stakeholders to report issues relating to the working environment and operations in a safe and secure way via phone and web. Marshalls already has Safecall in place in the UK giving employees, contractors, suppliers and other stakeholders a voice; helping to enhance a culture of openness, demonstrating that malpractice is taken seriously and dealt with at the highest level. This additional overseas service will ensure that those within our supply chains have a voice and will provide yet more information upon which we can act decisively.

*Source: <http://www.antislaverycommissioner.co.uk/news-insights/launch-iasc-review-on-operation-fort/>

Top 5 Countries According the Marshalls Modern Slavery Risk Mapping & Country Profiling

1. Egypt (Risk Score 0.47)
2. Vietnam (Risk Score 0.49)
3. India (Risk Score 0.53)
4. China (Risk Score 0.54)
5. Brazil (Risk Score 0.58)

Risk Score is rated 0 - 1. The higher the score the lower the risk.

PRACTICAL TIPS ON WHAT TO DO IF YOU SOURCE GOODS FROM THESE COUNTRIES

Be smart and analyse

Use internal data alongside publicly available modern slavery mapping, trends and analysis. Look at this in the light of your own procurement data and financial information, goods categorisation and anything else that you have that is useful. Use this to help focus your efforts by identifying top priorities; it can be overwhelming otherwise.

When you can, get out into your supply chain often

Walk your supply chain, map your supply chain, don't rely on audits; do them by all means but do other things as well. Nothing beats seeing things for yourself, repeatedly.

When you can't get out to walk the supply chain for yourself make sure you have robust relationships and innovative processes

Make a point of building strong in-country relationships and networks with a wide range of trusted actors, so that you can call on them when you need to. Engage fully with innovative IT platforms working with all key stakeholders to collect and share information regarding modern slavery and human trafficking; make a point of contributing to the data as well as utilising the analysis. Use a wide range of IT solutions to keep the conversations going and keep visibility of what's happening on-the-ground.

Educate, engage and empower employees as a priority

They are the eyes and ears. When they understand the issues and how to spot and report they have the means and heart to do what is right. They will ultimately be the ones to keep slavery out of business operations. Make it simple for them to report in the best way and keep themselves and the victim safe in the process.

Engage with suppliers in a meaningful way - but remember one size absolutely does not fit all

Re-framing modern slavery is often necessary; in India it may be about working with the sector to ensure that it is world class; in Vietnam, focusing upon forced labour and making industry more competitive as a result is a key driver. You will find that the language of modern slavery will need to be adaptable in order to get traction.

Find & fix

There is a window for applying a 'find & fix' approach so use it! A dogged and investigative approach pays dividends and talking to different and new partners in sourcing countries brings fresh thinking. Put down your framework, tool kits and protocols – you know enough - get out into business operations and supply chains; discover through active engagement, asking searching questions and challenging, where and how you can find leverage. Make it count at grass roots level; learn from mistakes and try new measures. Be prepared to roll-up your sleeves.

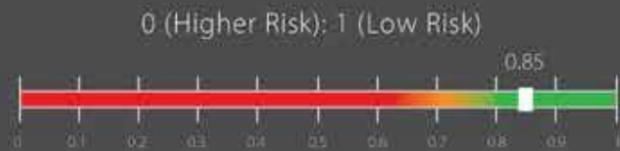




Modern Slavery Risk Mapping by Country (Alphabetical)

Austria
Belgium
Brazil
China
Czech Republic
Denmark
Egypt
France
Germany
India
Ireland
Italy
Netherlands
Poland
Portugal
Spain
Sweden
Turkey
UK
USA
Vietnam

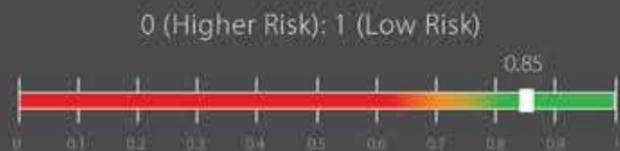
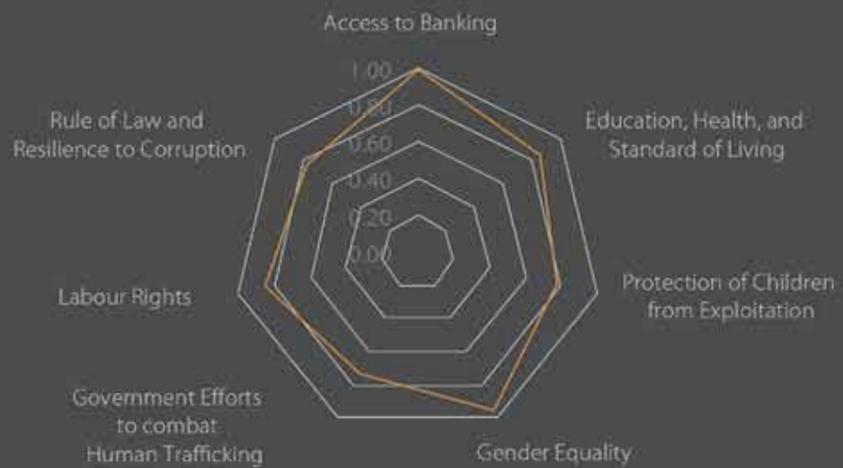
Austria
0 (Low Scoring): 1 (High Scoring)



Brazil
0 (Low Scoring): 1 (High Scoring)



Belgium
0 (Low Scoring): 1 (High Scoring)



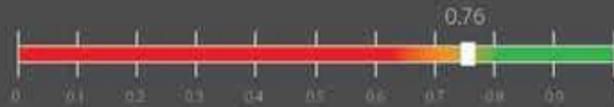
China
0 (Low Scoring): 1 (High Scoring)



Czech Republic
0 (Low Scoring): 1 (High Scoring)



0 (Higher Risk): 1 (Low Risk)



Egypt
0 (Low Scoring): 1 (High Scoring)



0 (Higher Risk): 1 (Low Risk)



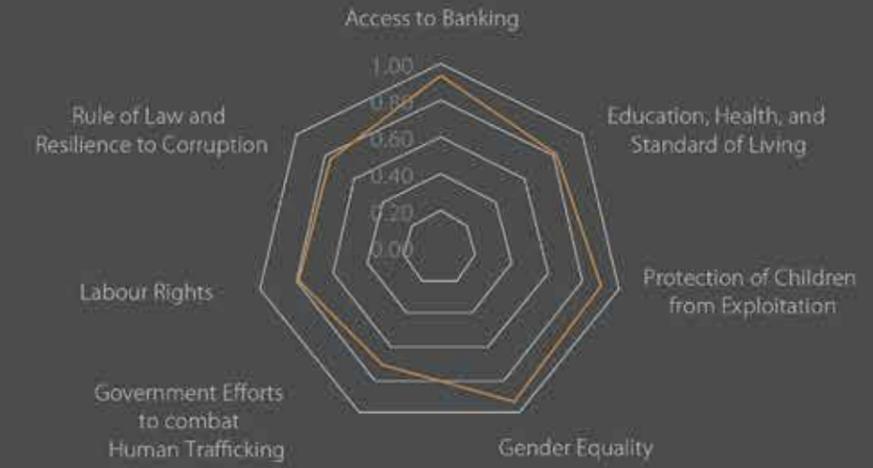
Denmark
0 (Low Scoring): 1 (High Scoring)



0 (Higher Risk): 1 (Low Risk)



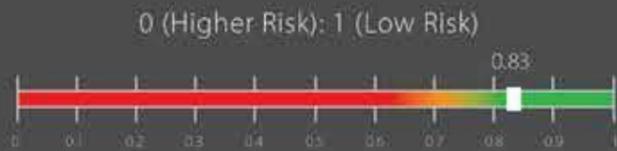
France
0 (Low Scoring): 1 (High Scoring)



0 (Higher Risk): 1 (Low Risk)



Germany
0 (Low Scoring): 1 (High Scoring)



Ireland
0 (Low Scoring): 1 (High Scoring)



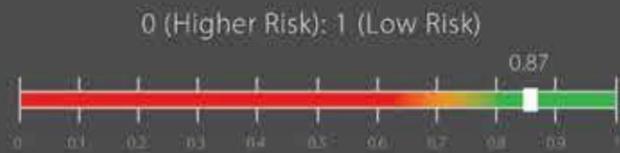
India
0 (Low Scoring): 1 (High Scoring)



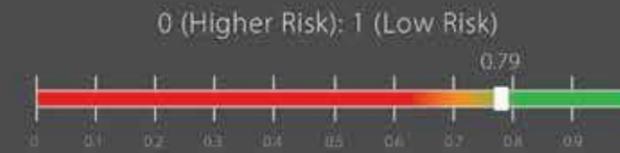
Italy
0 (Low Scoring): 1 (High Scoring)



Netherlands
0 (Low Scoring): 1 (High Scoring)



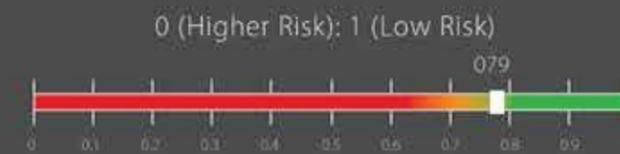
Portugal
0 (Low Scoring): 1 (High Scoring)



Poland
0 (Low Scoring): 1 (High Scoring)



Spain
0 (Low Scoring): 1 (High Scoring)



Sweden
0 (Low Scoring): 1 (High Scoring)



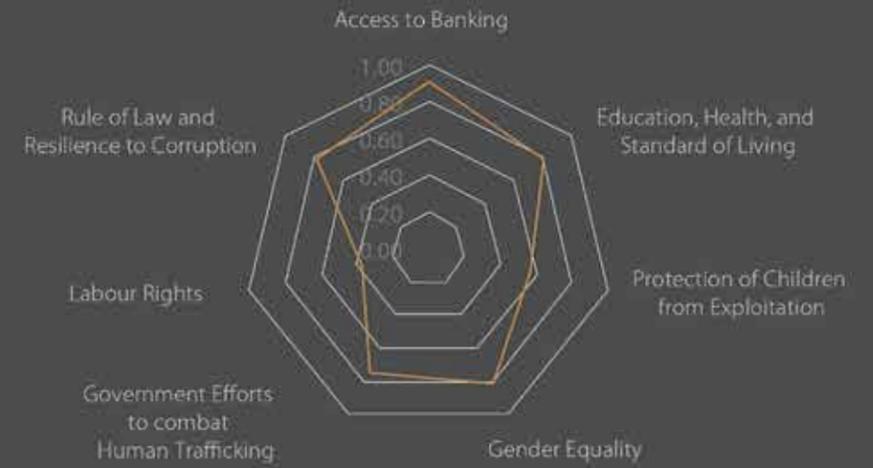
United Kingdom
0 (Low Scoring): 1 (High Scoring)



Turkey
0 (Low Scoring): 1 (High Scoring)



United States of America
0 (Low Scoring): 1 (High Scoring)



Comparison Risk Maps



-
- Drivers of Modern Slavery Comparison Countries with Very Low Risk Rating (>0.8)
 - Drivers of Modern Slavery Comparison Countries with Low Risk Rating (0.8 >< 0.7)
 - Drivers of Modern Slavery Comparison Countries with High Risk Rating (<0.7)

Modern Slavery Risk & Supply Chain Graphs

Total Supply Chain (04/19 - 03/20)
Supply Chain and Slavery Risk

Goods For Resale (04/19 - 03/20)
Supply Chain and Slavery Risk

Indirect Purchases (04/19 - 03/20)
Supply Chain and Slavery Risk

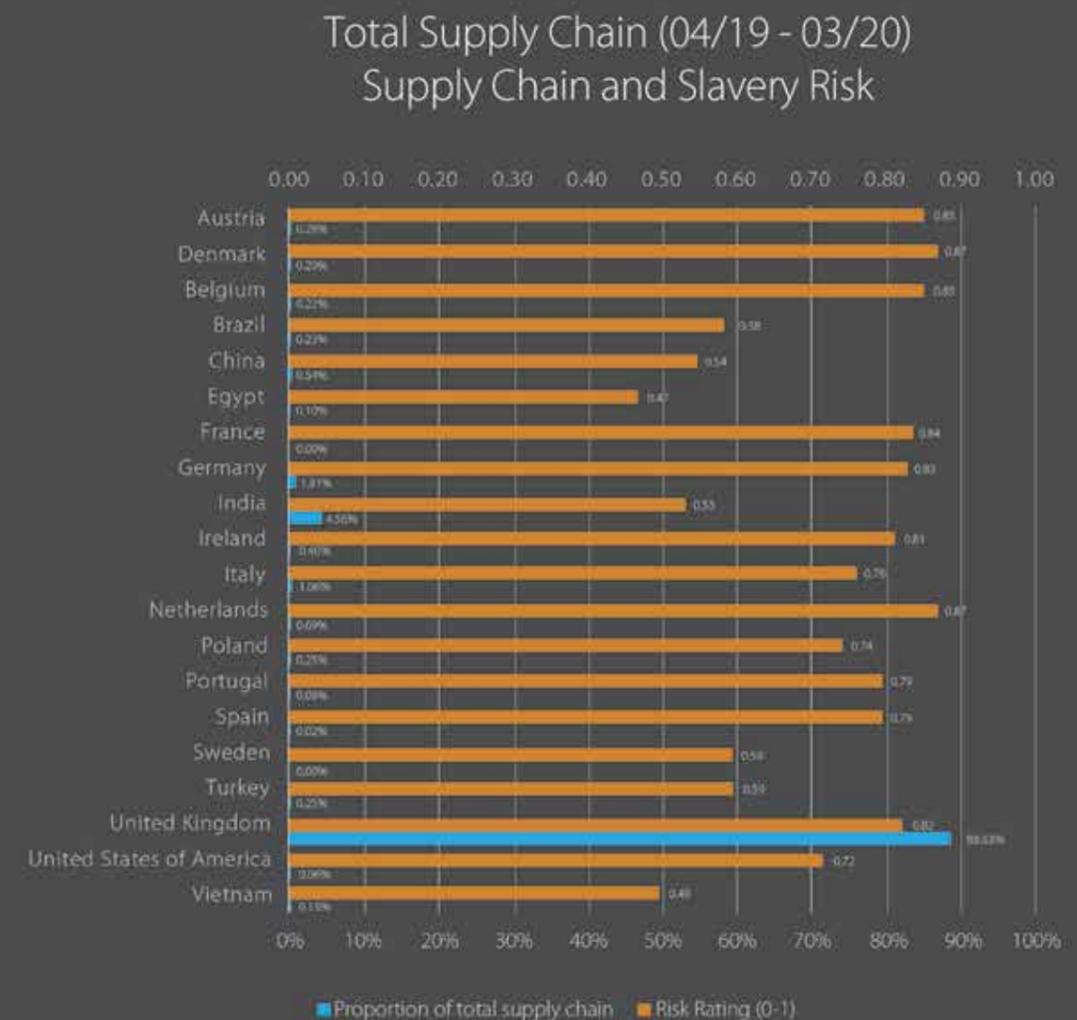
Raw Materials (04/19 - 03/20)
Supply Chain and Slavery Risk

Goods For Resale (04/19 - 03/20)
Supply Chain and Slavery Risk

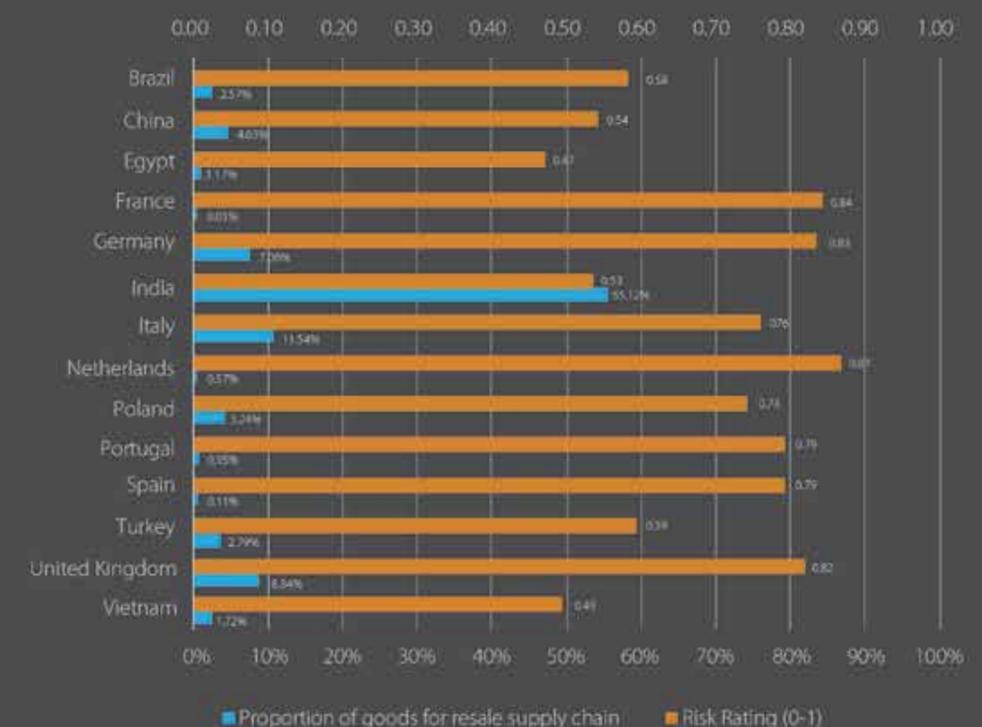
Total Supply Chain (04/19 - 03/20)
Supply Chain and Slavery Risk

Indirect Purchases (04/19 - 03/20)
Supply Chain and Slavery Risk

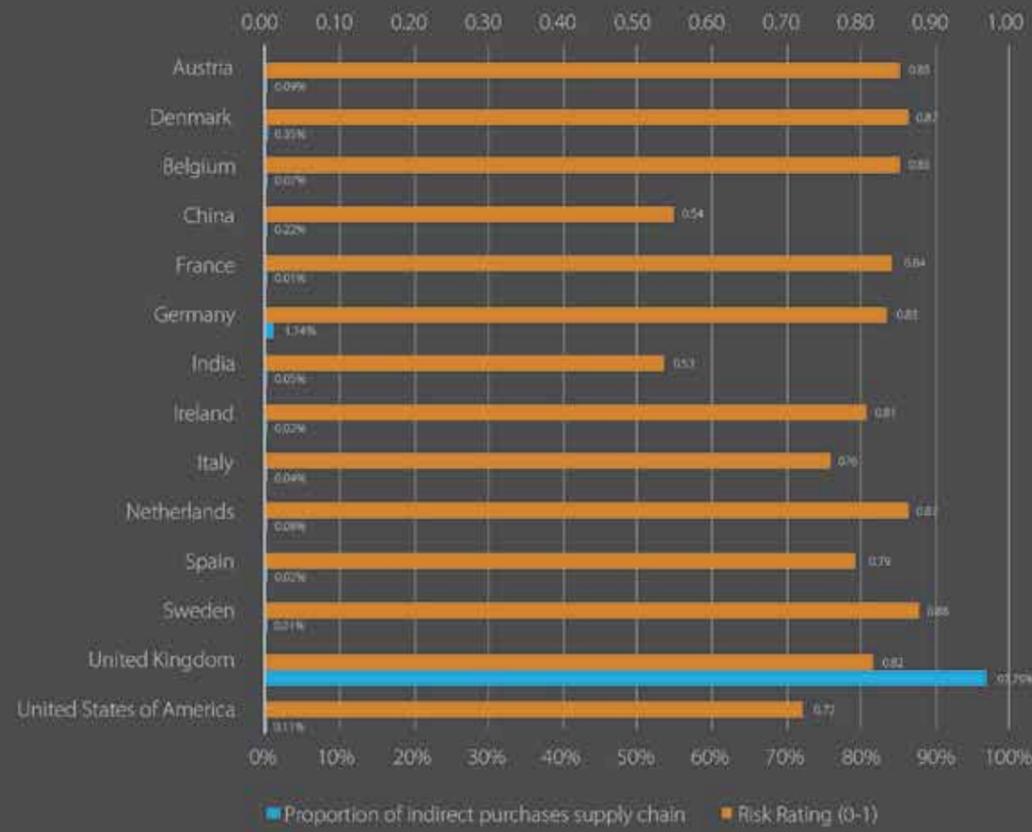
Raw Materials (04/19 - 03/20)
Supply Chain and Slavery Risk



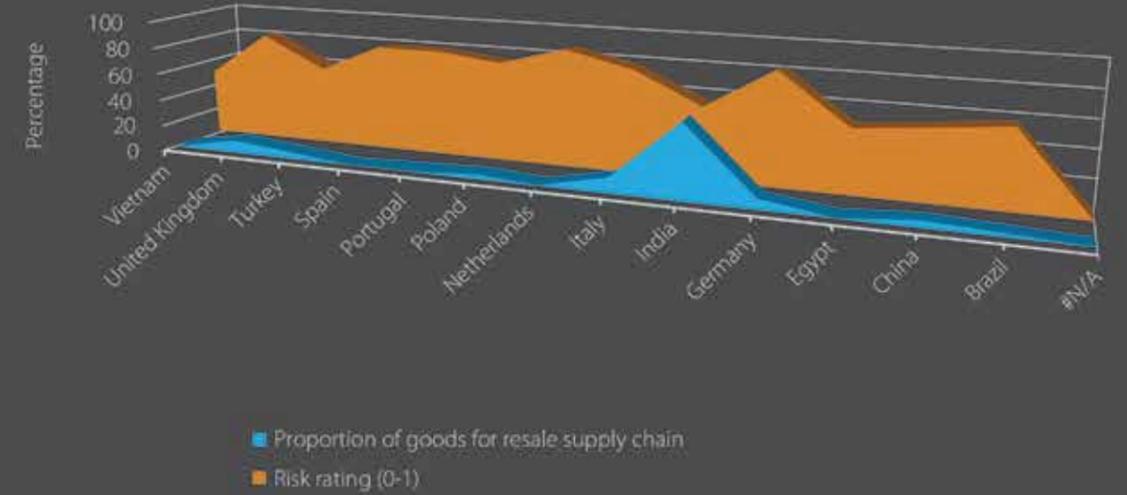
Goods For Resale (04/19 - 03/20)
Supply Chain and Slavery Risk



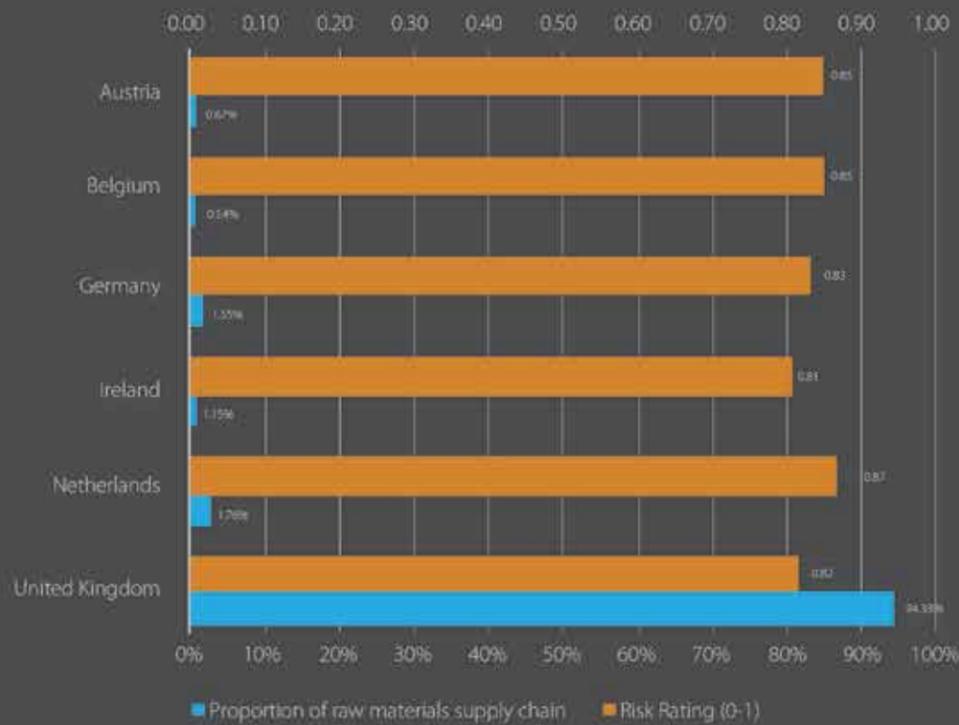
Indirect Purchases (04/19 - 03/20) Supply Chain and Slavery Risk



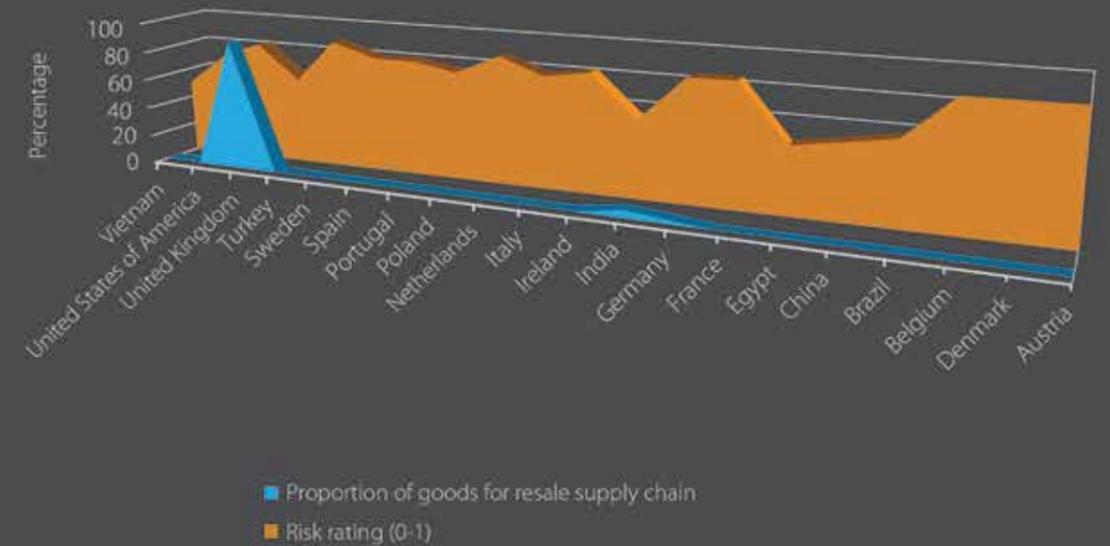
Goods For Resale (04/19 - 03/20) Supply Chain and Slavery Risk



Raw Materials (04/19 - 03/20) Supply Chain and Slavery Risk

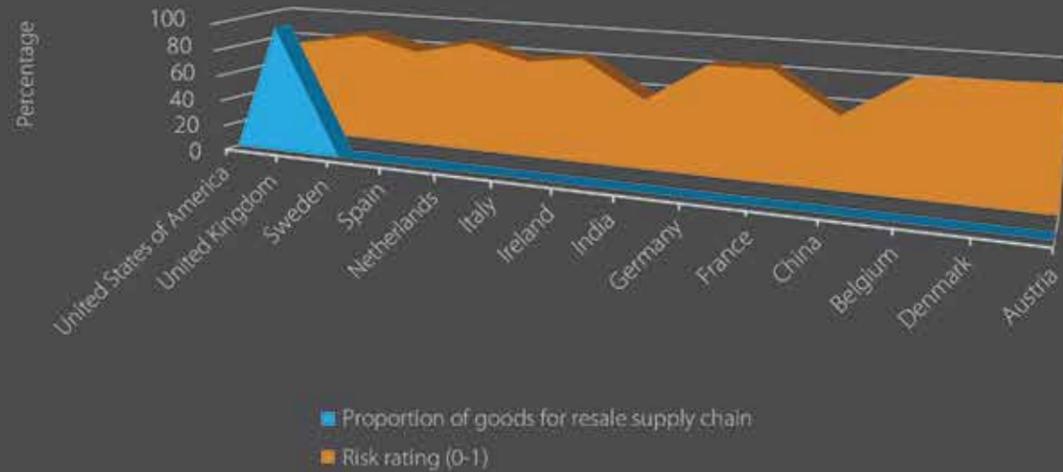


Total Supply Chain (04/19 - 03/20) Supply Chain and Slavery Risk

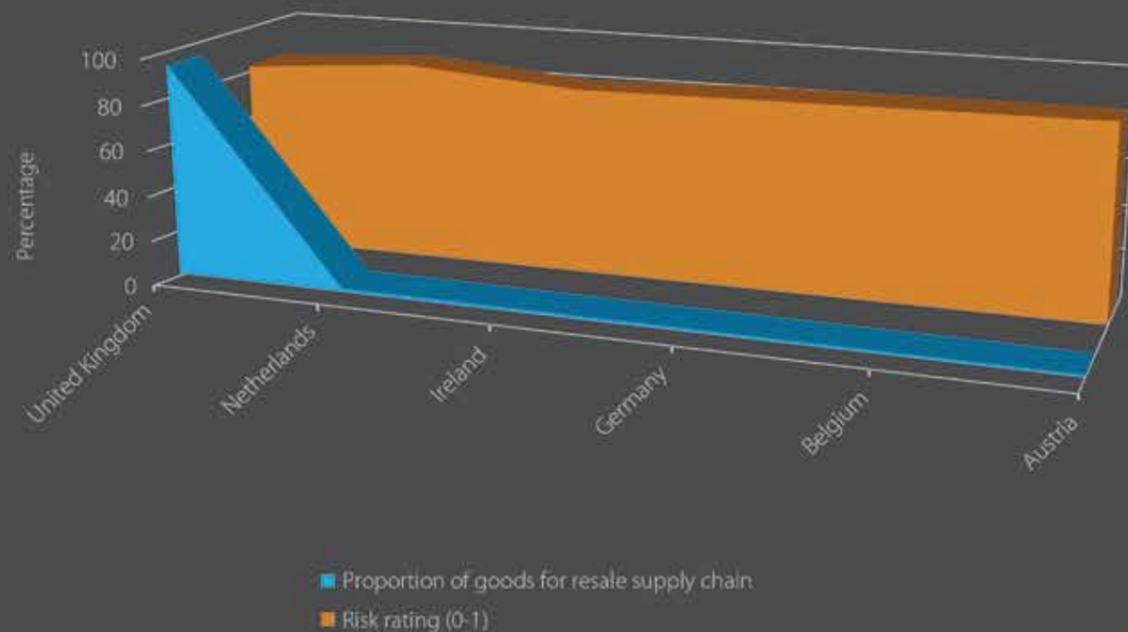


Description of Modern Slavery Risk Drivers

Indirect Purchases (04/19 - 03/20)
Supply Chain and Slavery Risk



Raw Materials (04/19 - 03/20)
Supply Chain and Slavery Risk



- Access to Banking
- Education, Health, and Standard of Living
- Protection of Children from Exploitation
- Government Efforts to Combat Human Trafficking
- Gender Equality
- Labour Rights
- Rule of Law and Resilience

Rates of modern slavery are very difficult to measure accurately. This is due to a number of factors including the hidden nature of the offence. It is possible, however, to capture the risk of modern slavery in a given country by attending to proxy measures. We have tried to do this by tracking phenomena that are strongly associated with modern slavery.

DRIVER: ACCESS TO BANKING

What is captured by this driver:

This driver seeks to capture the access to banking in a given country based on the percentage of the population that owns a bank account.

Why this driver is relevant to Modern Slavery Risk?

Workers that do not have a bank account may have less control over their money than those that do. Victims of modern slavery typically have little control over their own money, a characteristic that is exacerbated by limited banking infrastructure. We acknowledge that owning a bank account is not necessarily equivalent to controlling a bank account. Instead, what we wanted to measure was the banking infrastructure of a given country, and its availability to the general population.

DRIVER: EDUCATION, HEALTH, AND STANDARD OF LIVING

What is captured by this driver:

This driver seeks to capture the quality of education and healthcare within a given country. It also seeks to capture the standards of living enjoyed by its population. Rates of inequality are also taken into consideration here.

Why this driver is relevant to Modern Slavery Risk?

A number of factors strongly associated with modern slavery are tracked by this driver. Measuring education will somewhat reflect literacy and numeracy rates, skills that help workers avoid accepting exploitative contracts. A measure of the standard of living helps to reflect the degree of poverty or deprivation in a country – factors that drive workers to risk their freedom for a chance of employment. Furthermore, this driver adjusts scores based on rates of inequality, thereby reducing a possible skew on the score by the presence of a privileged minority within the country.

DRIVER: PROTECTION OF CHILDREN FROM EXPLOITATION

What is captured by this driver:

This driver aims to measure how far a country's policies and labour laws eliminate child labour (as defined by the ILO conventions and ETI Base Code) and foster an environment in which children are not required to undertake inappropriate work to support their family.

Why this driver is relevant to Modern Slavery Risk?

Children are highly vulnerable to modern slavery. With this in mind, it seemed key to include a driver that tracked the protections afforded to them by the state and how effective these protections turned out to be.

DRIVER: GOVERNMENT EFFORTS TO COMBAT HUMAN TRAFFICKING

What is captured by this driver:

This driver aims to capture the effectiveness of measures that states have in place to identify and protect victims of trafficking and modern slavery. Also captured by this driver are state measures designed to prevent and diminish practices of trafficking and slavery occurring within a given country.

Why this driver is relevant to Modern Slavery Risk?

Without strong measures in place to combat human trafficking and support victims of this offence, traffickers can continue to exploit victims and victims continue to be at risk of returning to exploitation.

DRIVER: GENDER EQUALITY

What is captured by this driver:

This driver aims to capture the severity of gender based disadvantage within a given country.

Why this driver is relevant to Modern Slavery Risk?

Women are commonly thought to be more vulnerable to a variety of types of modern slavery than men. Capturing the inequalities between men and women in a given country will give some indication of the heightened vulnerability of women in comparison to the men of that country.

DRIVER: LABOUR RIGHTS

What is captured by this driver:

This driver aims to capture the protections offered by labour laws in a given country. Included in this driver is the state's respect for fundamental civil liberties and the freedom of workers to join and engage with trade unions.

DRIVER: RULE OF LAW AND RESILIENCE

What is captured by this driver:

This driver aims to capture the protections offered by labour laws in a given country. Included in this driver is the state's respect for fundamental civil liberties and the freedom of workers to join and engage with trade unions.

Why this driver is relevant to Modern Slavery Risk?

If workers have little or inadequate legal protection, they are more vulnerable to exploitation. As labour exploitation forms an essential aspect of many varieties of modern slavery, it seemed crucial to include some measure of the protection or lack of offered to workers by states, and the respect employers have for these rights.

LIST OF SOURCES

The World Bank – Global Findex Database: <https://globalfindex.worldbank.org/>

The World Bank – Governance Indicators: <http://info.worldbank.org/governance/wgi/index.aspx#reports>

United Nations Development Programme: Human Development Reports – Inequality-adjusted Human Development Index: <http://hdr.undp.org/en/composite/IHDI>

United Nations Development Programme: Human Development Reports – Gender Inequality Index <http://hdr.undp.org/en/composite/GII>

Children’s Rights and Business Atlas - http://www.childrensrighsatlas.org/atlas/index/unicef_elimination_child_labour/2016/

United States Department of State – Trafficking in Persons Report <https://www.state.gov/documents/organization/271339.pdf>

Global Slavery Index – Government Response Rankings <https://www.globalslaveryindex.org/findings/>

Ratification of Fundamental ILO Conventions http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:10011:0::NO::P10011_DISPLAY_BY,P10011_CONVENTION_TYPE_CODE:1,F

World Justice Project – Rule of Law Index <http://data.worldjusticeproject.org/>

International Trade Union Confederation - Global Rights Index <https://survey.ituc-csi.org?lang=en>



