

End Modern Slavery

Marshalls Modern Slavery Country Profiling

2019



Marshalls

Creating Better Spaces

Marshalls Modern Slavery Country Profiling

Marshalls has undertaken, for the third 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 & human trafficking risks.

TOP 6 Countries According the Marshalls Modern Slavery Risk Mapping & Country Profiling

1. Egypt (Risk Score 0.53)
2. Vietnam (Risk Score 0.50)
3. India (Risk Score 0.47)
4. China (Risk Score 0.46)
5. Brazil (Risk Score for both 0.42)
6. Turkey (Risk Score 0.41)

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

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.

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 dividend 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.

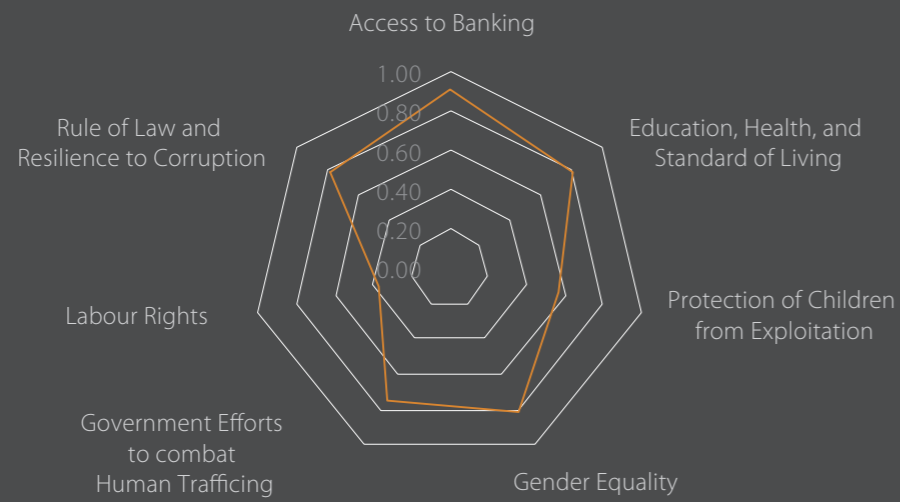


Modern Slavery Risk Mapping by Country (Alphabetical)

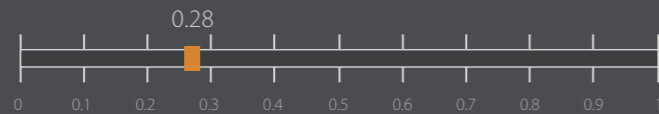
Belgium
Brazil
Czech Republic
China
Denmark
Egypt
France
Germany
India
Ireland
Italy
Japan
Netherlands
Norway
Poland
Portugal
Spain
Sweden
Turkey
UK
USA
Vietnam

New Supplier Countries since last Report

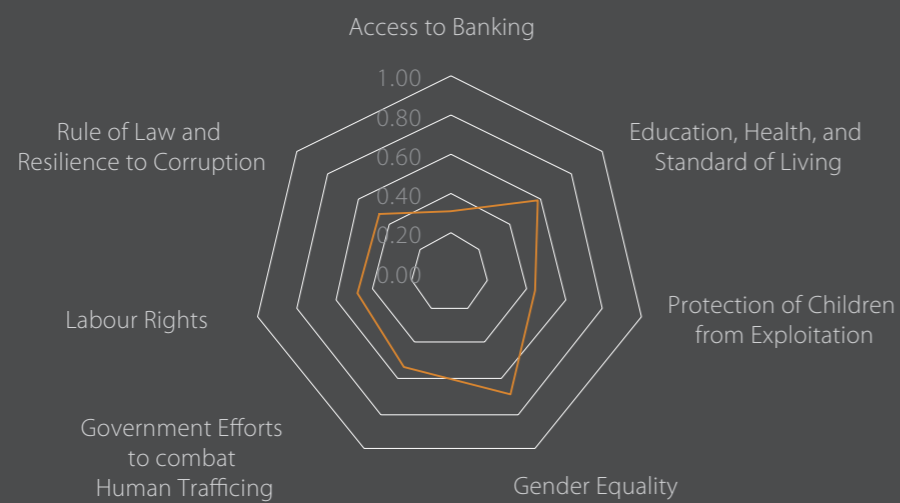
United States of America
0 (Low Scoring): 1 (High Scoring)



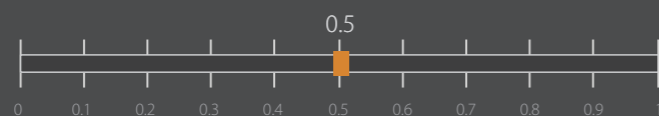
0 (Lower Risk):1 (Higher Risk)



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

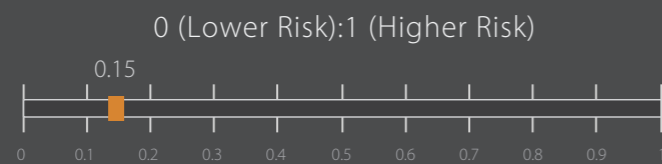
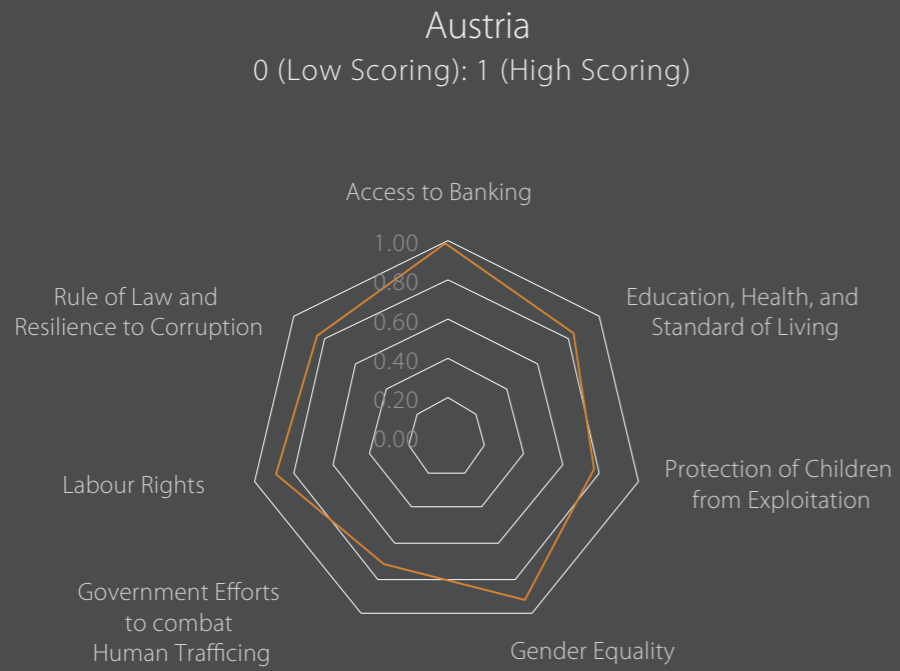


Vietnam
0 (Lower Risk):1 (Higher Risk)



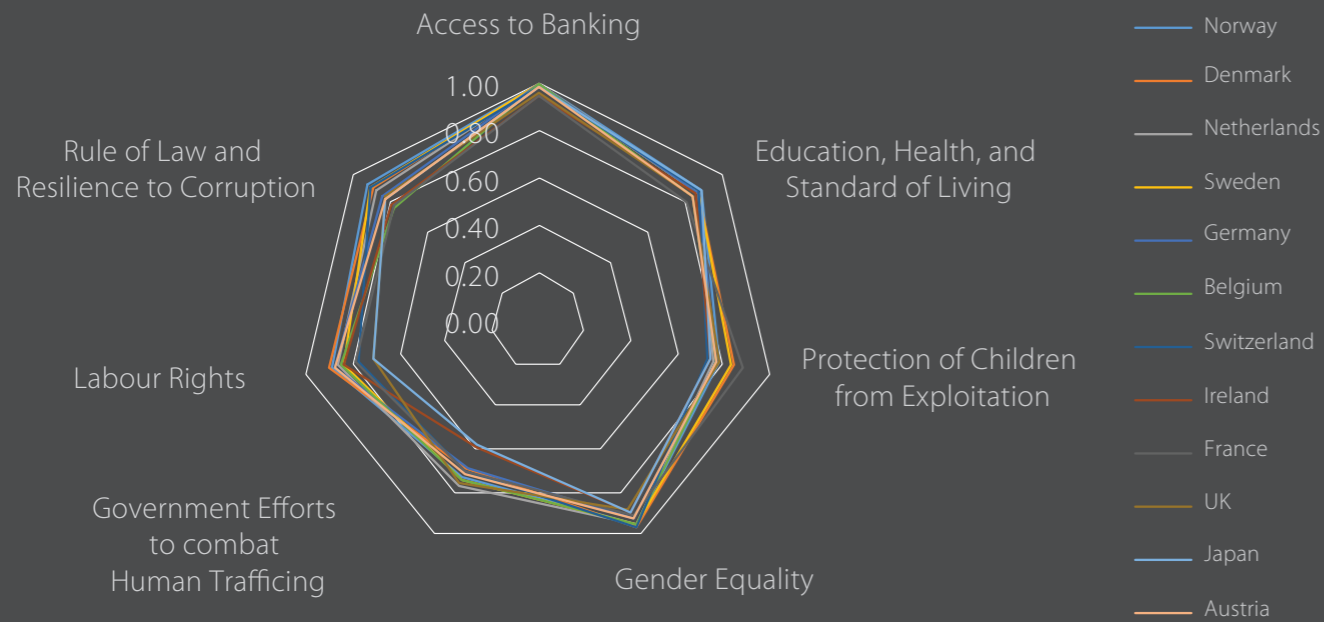
Austria

Comparison Risk Maps

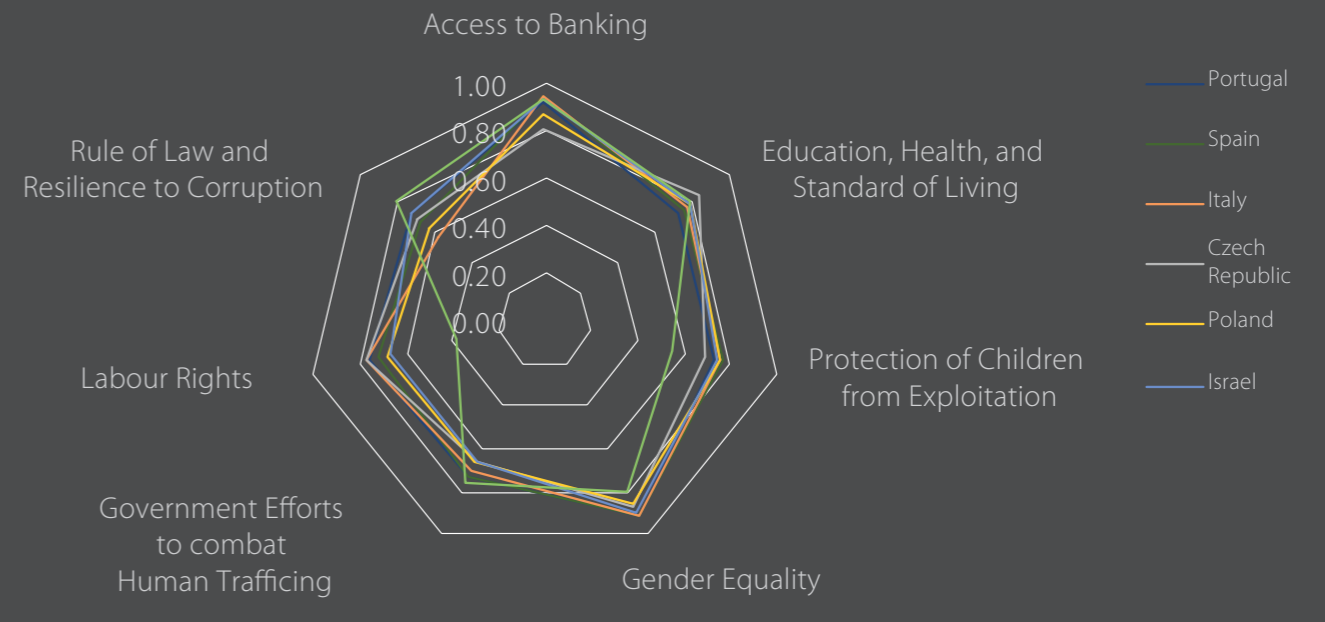


-
- Countries Below 0.2 Risk Rating
 - Countries Above 0.4 Risk Rating
 - Countries Between 0.2-0.3 Risk Rating
 - Drivers of Modern Slavery Comparison for Goods For Resale Supply Chain
 - Drivers of Modern Slavery Comparison of Indirect Purchases Supply Chain

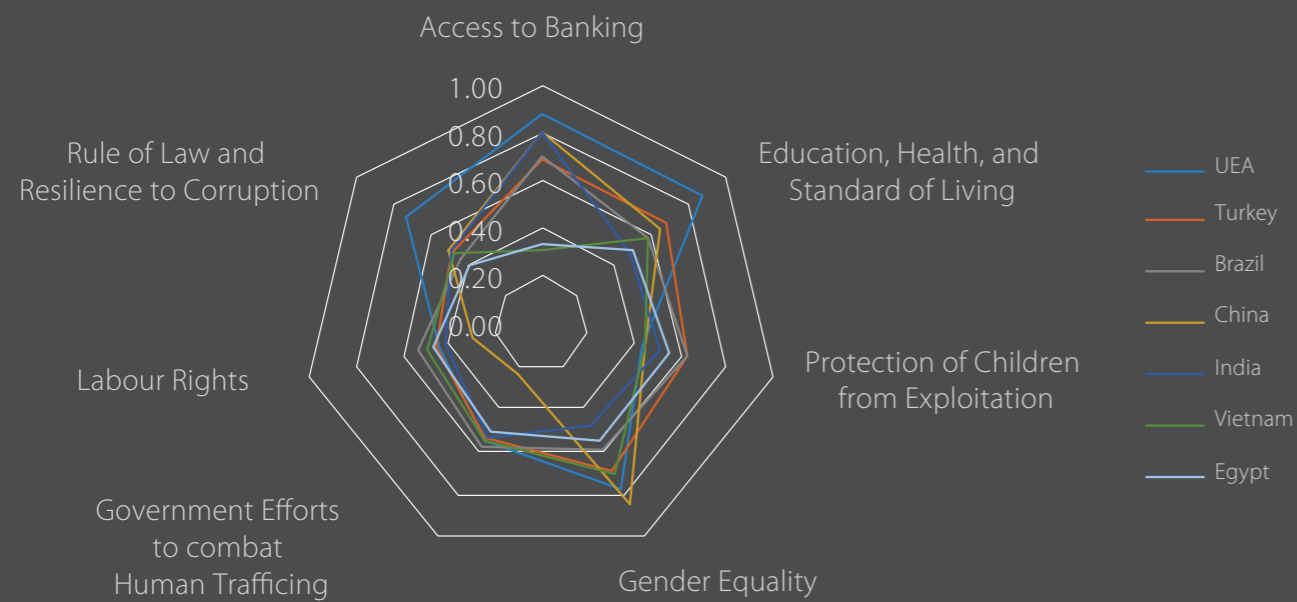
Countries Below 0.2 Risk Rating



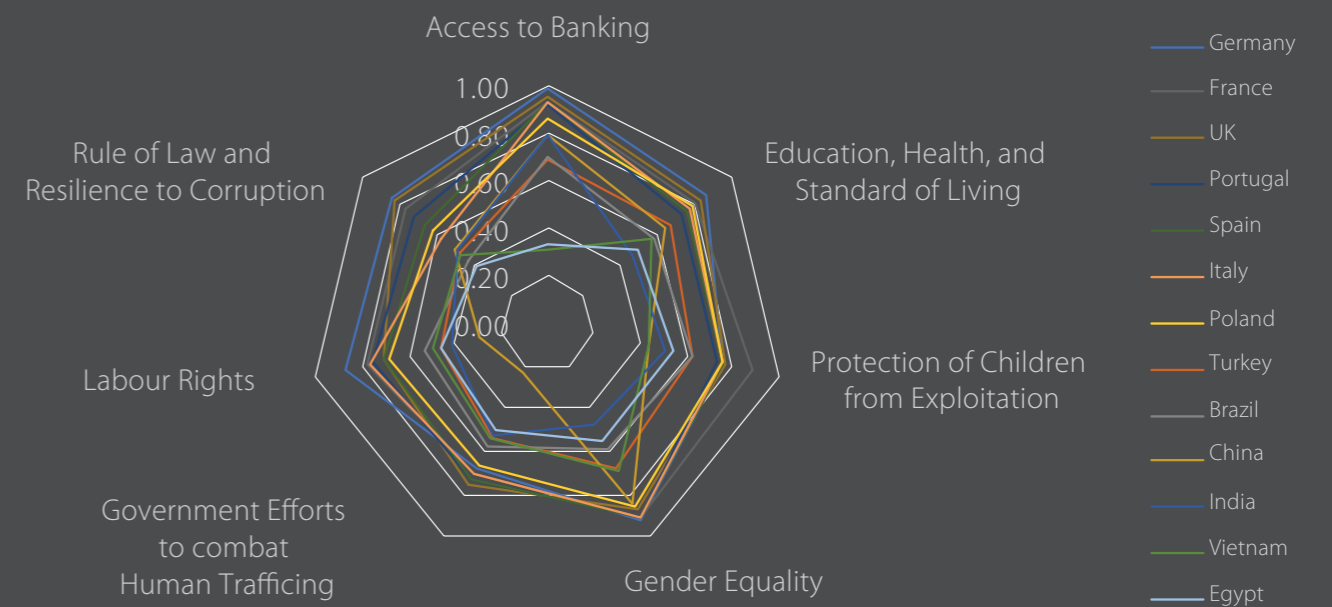
Countries Between 0.2-0.3 Risk Rating



Countries Above 0.3 Risk Rating

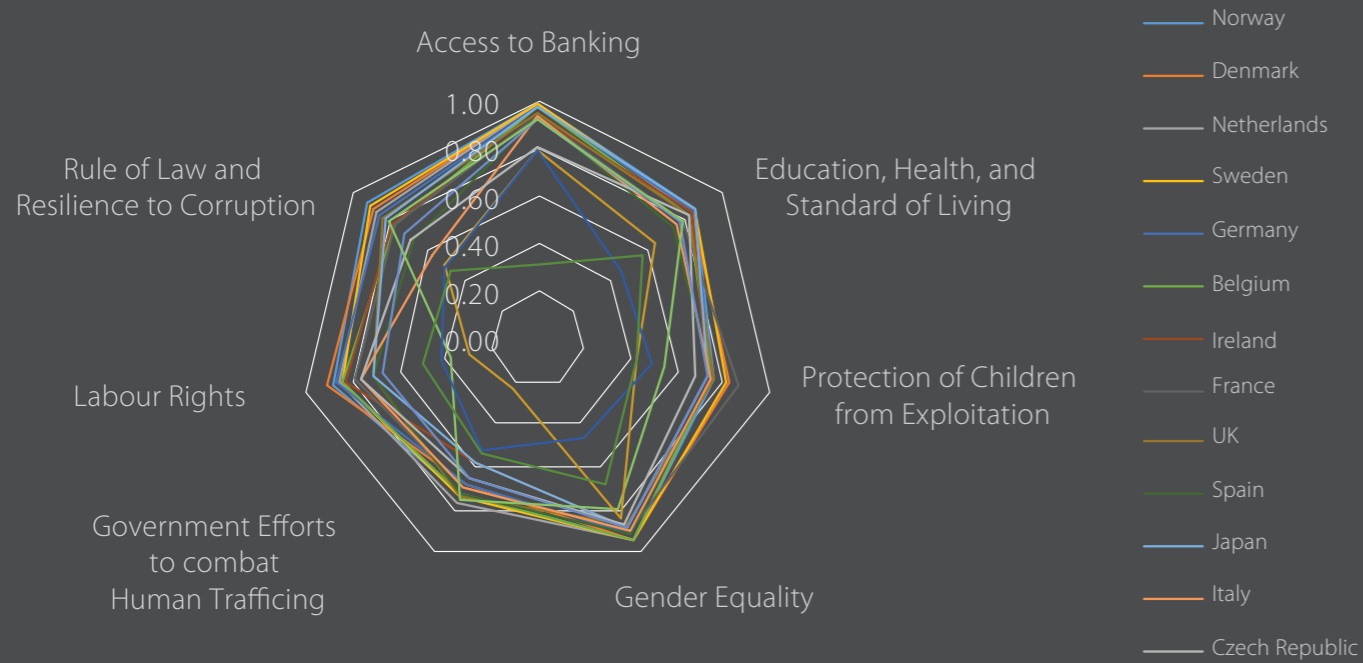


Drivers of Modern Slavery Comparison for Goods For Resale Supply Chain

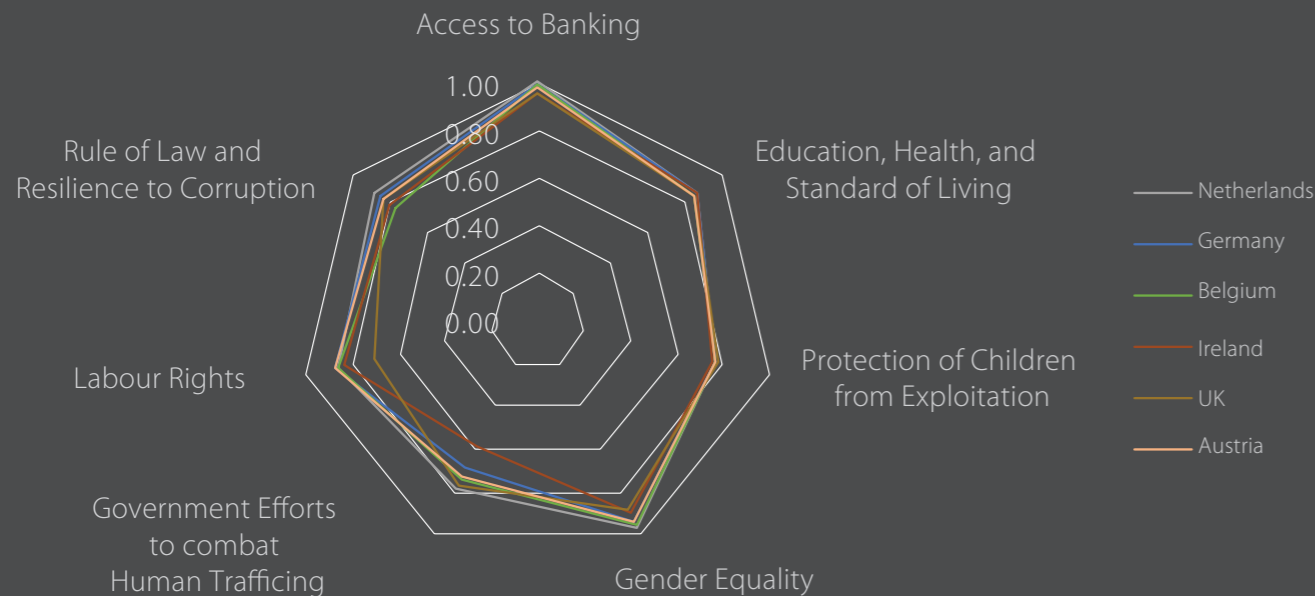


Modern Slavery Risk & Supply Chain Graphs

Drivers of Modern Slavery Comparison of Indirect Purchases Supply Chain

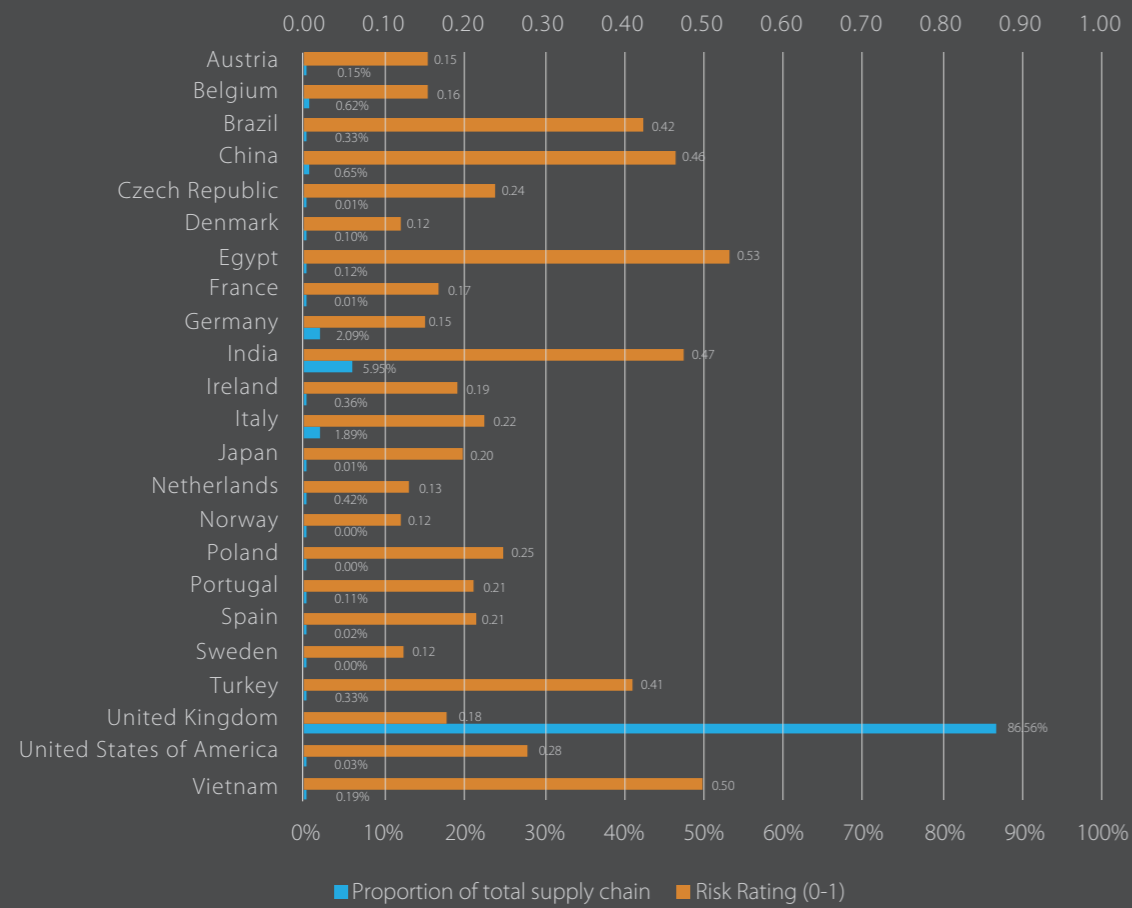


Drivers of Modern Slavery Comparison of Raw Materials Purchases Supply Chain

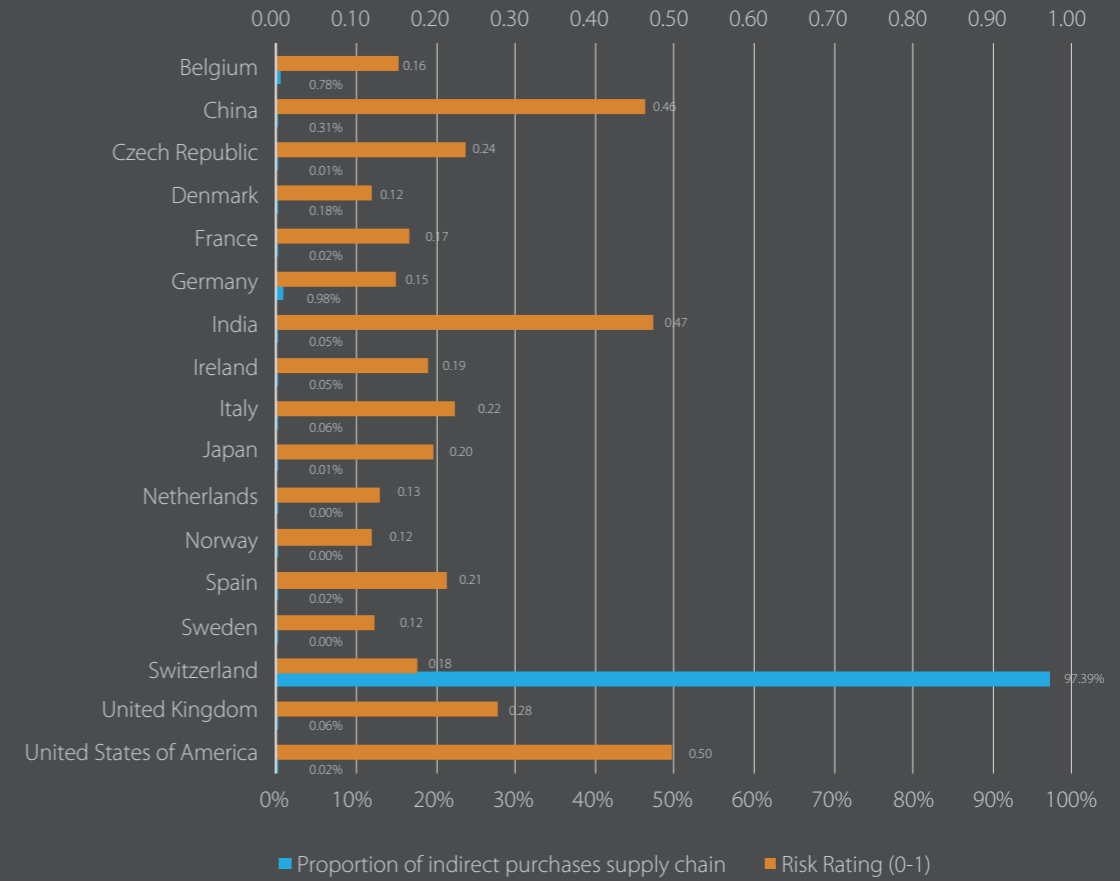


- Total Supply Chain (05/18 - 05/19) Supply Chain and Slavery Risk
- Goods For Resale (05/18 - 05/19) Supply Chain and Slavery Risk Total
- Indirect Purchases (05/18 - 05/19) Supply Chain and Slavery Risk
- Supply (05/18 - 05/19) Supply Chain and Slavery Risk
- Raw Materials (05/18 - 05/19) Supply Chain and Slavery Risk
- Goods For Resale (05/18 - 05/19) Supply Chain and Slavery Risk
- Indirect Purchases (05/18 - 05/19) Supply Chain and Slavery Risk
- Raw Materials (05/18 - 05/19) Supply Chain and Slavery Risk

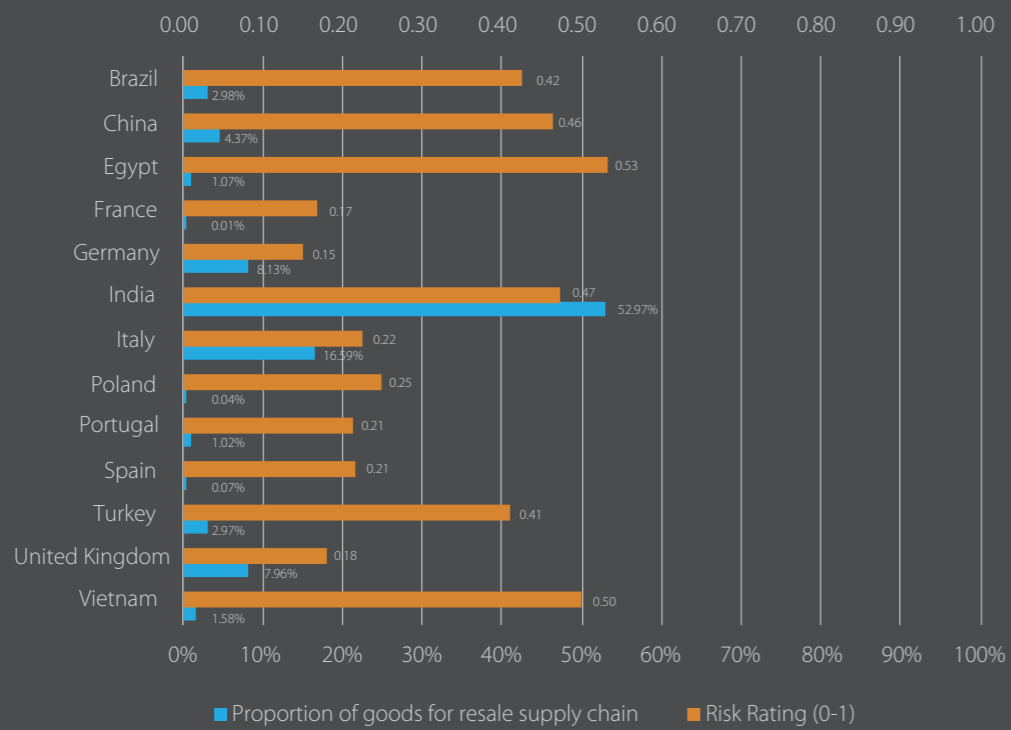
Total Supply Chain (05/18 - 05/19) Supply Chain and Slavery Risk



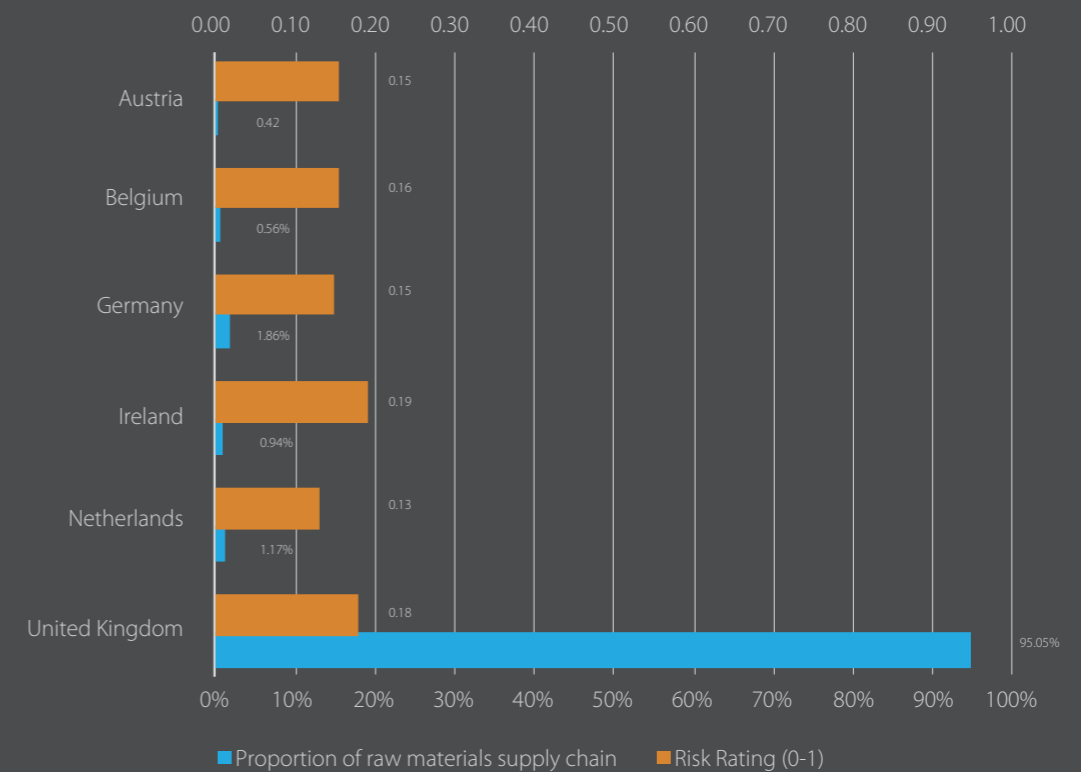
Indirect Purchases (05/18 - 05/19) Supply Chain and Slavery Risk



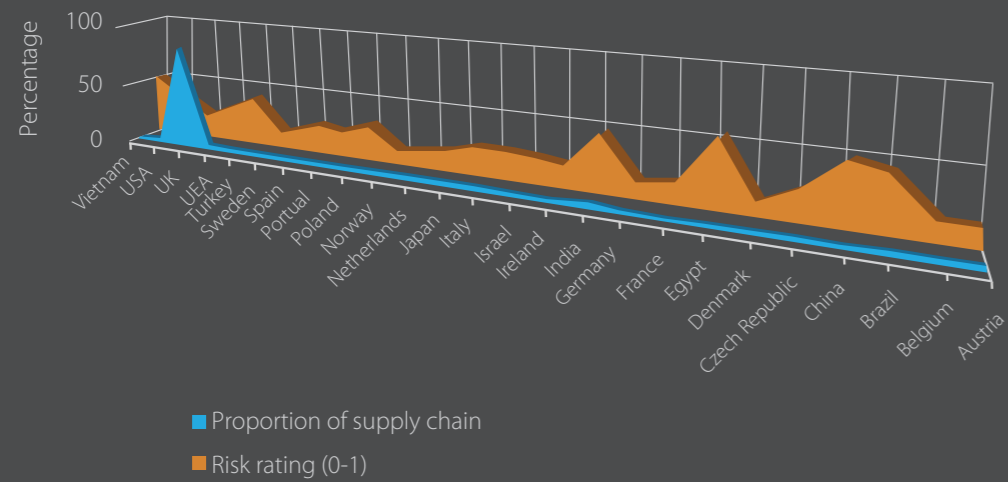
Goods For Resale (05/18 - 05/19) Supply Chain and Slavery Risk



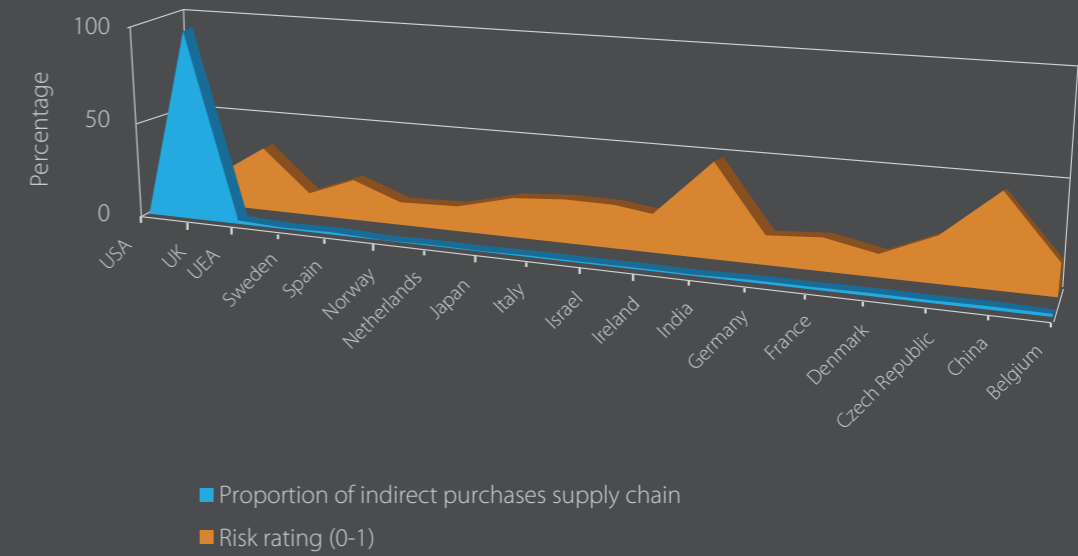
Raw Materials (05/18 - 05/19) Supply Chain and Slavery Risk



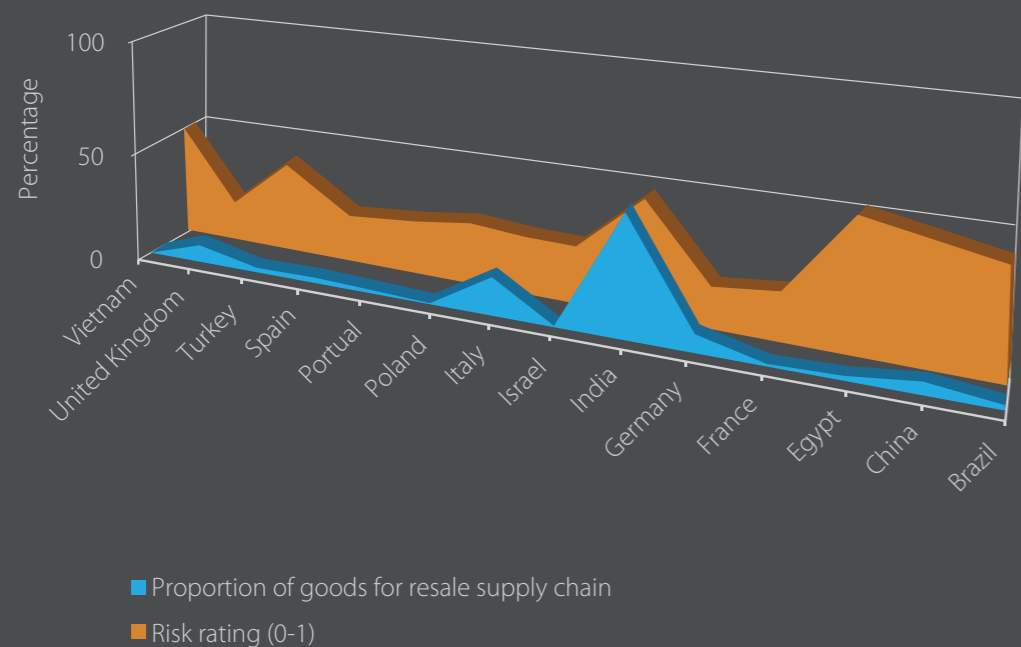
Total Supply Chain (05/18 - 05/19)
Supply Chain and Slavery Risk



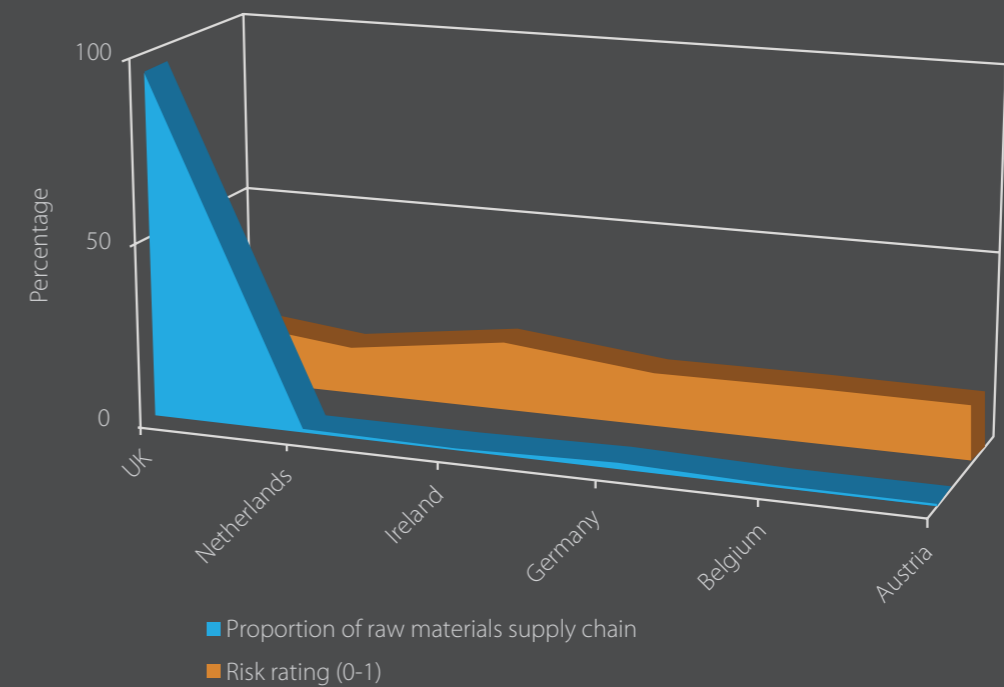
Indirect Purchases (05/18 - 05/19)
Supply Chain and Slavery Risk



Goods For Resale (05/18 - 05/19)
Supply Chain and Slavery Risk



Raw Materials (05/18 - 05/19)
Supply Chain and Slavery Risk



Description of Modern Slavery Risk Drivers



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 is 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 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[i]. 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.

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.

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>



