



As part of our vision to be a positive force for change, we've produced a series of factsheets to help our customers better understand sustainability issues, and what we're doing about them.

Overview

Modern slavery is the umbrella term used to encompass the offences of slavery, servitude, forced or compulsory labour and human trafficking.

The term extends to slavery-like practices such as debt bondage, sale and exploitation of children and forced or servile marriage. It exists in every region and every type of economy; industrialised, developing or in transition.

According to the International Labour Organisation (ILO), a staggering 28 million people were in forced labour in 2021; the number of people in modern slavery has risen significantly in the last five years.

Modern slavery occurs in almost every country in the world, and cuts across ethnic, cultural and religious lines. 52% of all forced labour can be found in upper middle income or high-income countries, with migrant workers being more than three times more likely to be in forced labour than non-migrant adult workers.

What's the problem?

Victims of modern slavery might face violence or threats, be forced into inescapable debt, or have their passport taken away and face being threatened with deportation.

Many people have fallen into this trap because they were trying to escape poverty or insecurity, improve their lives and support their families.

Jargon buster

Sedex:

Supplier Ethical Data Exchange is a non-profit organisation dedicated to improving global supply chains.

They are one of the largest collaborative platforms sharing ethical supply chain data which allows businesses to manage and mitigate ethical risks across their global supply chains and ensure responsible business practises.

What can you do?

Look at how you can integrate Sedex into your business practices and review your processes and procedures to assess the level of risk of modern slavery and exploitation within your operations.

Also, consider watching this clip to understand better how to spot signs of exploitation amongst your own workforce - [Modern Slavery - Do the Right Thing - GLAA produced video \(7 minutes\)](#). ([youtube.com](https://www.youtube.com)) - your employees' eyes and ears are a powerful tool.



Our targets and plans

At Bidfood, we recognise that modern slavery is a crime that can take many forms; we have a zero-tolerance approach to modern slavery within our own business, with our suppliers of agency labour and in our dealings with our food and non-food product suppliers.

We're committed to putting effective systems and controls in place to safeguard against any form of modern slavery within our business or our supply chains. We have policies in place along with guidelines and our 24 hour whistleblowing hotline which are given to employees during their induction.

We provide training to all employees to help them identify signs of modern slavery and remind them of the number to call if they have a concern, and we also provide more in-depth training to our employees who are in contact with our supply chain.

For our supply chain, in June 2019, we became AB members of Sedex, indicating our status as both a buyer and supplier.

We're connecting all our own brand suppliers onto the Sedex platform and require them to complete the self-assessment questionnaire which covers information on the four pillars:

- Labour rights
- Health and safety
- The environment
- Business ethics

Using the Sedex radar tool, we have identified suppliers that are higher risk and require them to provide further information and an action plan will be put in place if required.

Share your feedback

We hope you find this fact sheet helpful, we'd love your feedback using the QR code or by clicking [here](#).

