



UK Parliament Modern Slavery & Human Trafficking Policy

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Contents

Contents	2
1. Introduction	3
2. Proactive Approach	3
3. Definitions	3
4. Policy Aims	3
5. Responsibilities and Accountabilities	4
6. Contractor Responsibilities	4
7. Awareness and Training	5
8. Assurance and Transparency	5
9. Workplace Equality Network Support	6
10. Non-Compliance, Reporting and Victim Support	6
11. Policy Review	7

1. Introduction

1.1 Modern slavery is an umbrella term that encompasses a wide spectrum of crime, including human trafficking, slavery, servitude, and forced labour. The term refers to situations of exploitation that a person cannot leave due to coercion, use of force, abuse of vulnerability, deception or other means. It is the illegal exploitation of people for personal or commercial gain and is a violation of fundamental human rights.

1.2 Some estimates suggest that there are approximately 50 million people living in slavery across the world, many of whom will be working to produce the goods and services which are bought and sold every day.

1.3 Worldwide, the International Labour Organisation estimates hundreds of billions of illegal profits are generated by traffickers per year. Unscrupulous businesses who use slave labour undercut businesses and if this horrendous crime is to be eradicated from the UK and the rest of the world, government and businesses must work together.

2. Proactive approach

2.1 At the UK Parliament, we have adopted a proactive approach to mitigating modern slavery and all forms of corruption and bribery, directly and indirectly, associated with these criminal acts. While no such abuse is tolerated, an open and transparent approach is required by Parliament and our suppliers, to ensure we take steps to identify and tackle any instances of modern slavery in our supply chain.

2.2 Modern slavery is so pervasive that it is likely to exist in the supply chains of the goods and services purchased by public bodies. Parliament is committed to ensuring that taxpayers' money does not inadvertently fund this criminal activity and is committed to protecting vulnerable workers in its own supply chains from exploitation or harm.

2.3 Parliament fully supports the government's objectives to eradicate modern slavery and human trafficking.

2.4 Parliament believes that everyone has a right to be treated with dignity and respect at all times and under all circumstances. Parliament's Behaviour Code states that everyone working for Parliament, at Westminster or elsewhere, is responsible for ensuring Parliament meets the highest ethical standards of integrity, courtesy and mutual respect.

3. Definitions

3.1 Modern slavery is the term used within the UK to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking and the associated criminal offences are defined within the Modern Slavery Act 2015 (the 'Act').

3.2 Human trafficking is where a person arranges, or facilitates, the travel of another person with a view to that person being exploited.

4. Policy Aims

4.1 This policy provides a framework to ensure:

- All members of the Parliamentary Community (as defined in section 5.3) understand and are aware of their responsibilities in relation to modern slavery.
- The development of a strategic approach to identifying and tackling any modern slavery within Parliament's supply chains.
- The implementation of robust, transparent and proportionate governance and assurance processes.
- Reporting of instances (or concerns) of modern slavery.

5. Responsibilities and Accountabilities

5.1 Parliament recognises that it is responsible for promoting ethical business practices and policies that protect workers from being abused or exploited.

5.2 The prevention, detection and reporting of modern slavery in any part of Parliament or its supply chain is the responsibility of all those working for us or on our behalf. Any passholder must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

5.3 Therefore, this policy applies to all persons working for Parliament or on behalf of Parliament, in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents and contractors.

5.4 The House of Commons Executive Board and the House of Lords Management Board have overall responsibility for ensuring this policy complies with Parliament's legal and ethical obligations, and that all those under our control comply with it. The Social Sustainability Team currently has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any related queries, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

6. Contractor Responsibilities

6.1 Parliament requires all organisations with whom it is engaged to ensure that their goods, services, materials and labour-related supply chains:

- Fully comply with the Act.
- Are clear, transparent, accountable and auditable.
- Are free from ethical ambiguities.

6.2 Parliament expects that its contractors operate to the highest level of ethical standards and will hold their own suppliers to the same high standards.

6.3 All contractors must pay their dedicated staff working in London at least the London Living Wage, or the UK Living Wage for dedicated staff working outside London. Paying a Living Wage is a protective mechanism against exploitation as it ensures staff members are paid sufficiently to meet their basic needs.

6.4 Contractors who supply goods or services deemed to be at particular risk of modern slavery (or have a high contract value with Parliament) may be invited to complete the Government [Modern Slavery Assessment Tool](#). Parliament may also encourage contractors that do not fall within the scope of the Act to complete this assessment.

6.5 This assessment will help Parliament to assess the capacity of the contractor to manage and prevent the risks of modern slavery. It will also support Parliament to work in partnership with contractors to improve protections and reduce the risk of exploitation of workers in their supply chains.

6.6 Parliament acknowledges that contractors may be at different stages of their journey towards having more ethical supply chains but expects to see them demonstrate continuous improvement in how modern slavery risks are mitigated.

6.7 Parliament may require contractors who engage workers through a third party to obtain that third party's agreement to adhere to this policy and demonstrate how they seek to tackle any modern slavery within their supply chain.

6.8 Consistent with this approach, Parliament may require employment and recruitment agencies, and other third parties supplying workers to teams in either Administration, to demonstrate their compliance with this policy.

7. Awareness and Training

7.1 Parliament will raise awareness of this policy (and the Act) by notifying contractors, suppliers and other organisations with which we regularly engage.

7.2 The policy will be published on the UK Parliament website and the intranet.

7.3 Parliament will look for opportunities to raise awareness of modern slavery and human rights abuses throughout the Parliamentary community. Appropriate training and guidance will be provided for all staff of both Houses.

7.4 Training will include how to identify the risks of modern slavery and ensure that suspected instances are handled correctly.

7.5 Supplementary training will be made available for commercial and procurement staff. This training will be mandatory for contract managers responsible for high-risk or high-value contracts.

7.6 Parliament will provide modern slavery information, advice and guidance to contractors. Where feasible, Parliament may also extend modern slavery training to contractors (however, contractors will remain responsible under the Act and retain their overall responsibility for providing training internally to their staff).

7.7 Parliament will maintain records of all members of the Parliamentary community who have completed modern slavery training.

8. Assurance and Transparency

8.1 Parliament has committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within either Administration or in any of Parliament's supply chains.

8.2 Parliament takes a risk-based approach to its procurement, contract management and supply chain management processes in relation to modern slavery and keeps them under continuous review.

8.3 As part of ongoing risk assessment and due diligence processes, Parliament will consider whether circumstances warrant the auditing of contractors to demonstrate their compliance with this policy.

8.4 To supplement this policy, Parliament will voluntarily publish an annual Modern Slavery Statement for each financial year, which will include details of activities undertaken by Parliament and its supply chains to combat modern slavery.

8.5 The Statement will be published on the [UK Parliament website](#) and the Modern Slavery Registry within 6 months after the last financial year end.

8.6 Action in support of this policy will be regularly reported to the House of Commons Executive Board and the House of Lords Management Board.

9. Workplace Equality Network Support

9.1 Parliament will work closely with the Workplace Equality Networks (WENs) to consider how workers in their supply chain may be more vulnerable to exploitation.

9.2 ParliGENDER, ParliREACH and ParliON will be engaged in particular, as workers may be more vulnerable due to their immigration status, gender, ethnicity, age or levels of educational attainment. Workers on temporary and seasonal contracts are also associated within being at higher risk due to the additional risk of exploitation through labour intermediaries.

10. Non-Compliance, Reporting and Victim Support

10.1 If any member of the Parliamentary Community (as defined in section 5.3) is discovered to have breached this policy, then appropriate action will be taken.

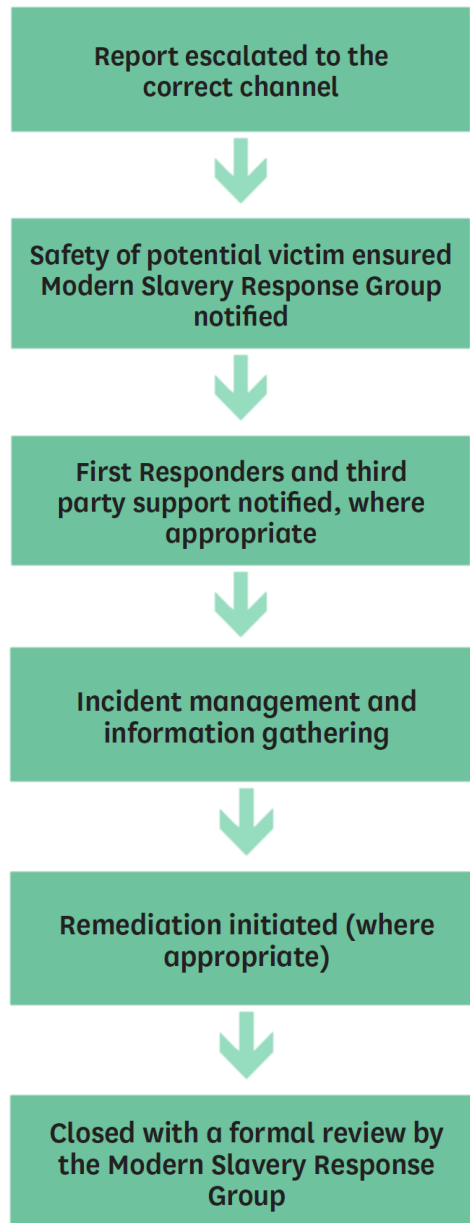
10.2 If any contractor is found to have breached this policy, then appropriate action will be taken; this may range from considering the possibility of breaches being remediated, to terminating agreements.

10.3 Individuals who have reasonable suspicion or evidence of modern slavery or non-compliance with the Act must immediately report their concerns on 020 7219 5311 following Parliament's Modern Slavery Escalation & Remediation Process (E&R). See an overview of the E&R process on page 7.

10.4 If the incident has a high level of threat or risk of harm, individuals must always refer the case to the emergency services on 999 as a first port of call. Children should always be referred into the authorities immediately.

10.5 In line with our Remediation Principles (as set out in the E&R process), Parliament will take a victim-centred approach in order to protect any victims of modern slavery from further harm or vulnerability. We will always act on a case-by-case basis, considering individual circumstances. We aim to follow a collaborative approach with our supply chain, only terminating contracts as a last course of action. Finally, we commit to working with partners through a multi-stakeholder approach and continuously learning and adapting based on our experiences. We require suppliers to act in accordance with these Remediation Principles where supply chain incidents require remediation.

Overview of the E&R process:



10.6 If you would like to raise a concern about a suspicion you have outside of work (at home or in your community):

- Contact the UK Modern Slavery Helpline on 080 0012 1700 or [report it online](#)
- Contact the Victim Support Helpline on 080 8168 9111
- Visit the [Victim Support website](#)

11. Policy Review

11.1 This policy will be reviewed on an annual basis, to establish whether Parliament's approach continues to follow best practice by:

- Assessing and interpreting any recent or emerging case law and best practice.
- Benchmarking Parliament's activities against statements and action plans undertaken by similar public and private organisations.
- Re-evaluating the risk of non-compliance as part of our annual risk management and assurance processes.