FT
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TOGETHER WE CAN STOP SLAVERY IN THE SUPPLY CHAIN

The UK is leading the global fight to prevent the trafficking of people by bringing the issue to the boardroom. Thanks to recent legislation, companies doing business in the UK with a turnover of more than £36m are now required to publish evidence that they are not reliant on slavery in their supply chains, wherever they are based.

However, to truly prevent the global crime of human trafficking, other countries must adopt similar legislation. In order to assist policy makers, leading lawyers across the world have prepared draft laws for consideration in 27 countries, demonstrating how legislation around this topic could easily be integrated into legal frameworks. The principal elements of these laws are imbedded into the design of this page.

For full text, visit www.stopthetraffik.org

GERMANY: German Commercial Code (HGB) : Section 289 para. 3 German Commercial Code: (3) Bei einer großen Kapitalgesellschaft (§ 267 Abs. 3) gilt Absatz 1 Satz 3 entsprechend für nichtfinanzielle Leistungsindikatoren, wie Informationen über Umwelt- und Arbeitnehmerbelange, soweit sie für das Verständnis des Geschäftsverlaufs oder der Lage von Bedeutung sind. Die nichtfinanzielle Erklärung muss das Risiko von Sklaverei und Menschenhandel bei den Unternehmen, die die Kapitalgesellschaft im Sinne des Satz 1 mit der Erbringung von Werk- oder Dienstleistungen, beauftragt sowie bei einem Nachunternehmer oder eines von dem Unternehmer oder einem Nachunternehmer beauftragten Unternehmen (Zulieferer) aufzeigen. Sie muss die Maßnahmen beschreiben, die die Gesellschaft ergriffen hat, um Sklaverei und Menschenhandel in den in Satz 2 lit a) und b) genannten Bereichen zu

sumo
das politicas e procedimentos
adoptados pela sociedade de forma a
monotorizar a cadeia de fornecimento da sociedade, com objectivo de assegurar que direitos humanos não foram violados e/ou detectar situações de risco."
GREECE Law 2190/1920 (on Societe Anonyme Companies as amended and codified) Article 43a: Άρθρο 43α) .... 3) ....β) στην Έκθεση διαχείρισης αναφέρονται: εε) Μια συνοπτική καταγραφή των μέτρων που έχουν ληφθεί από την εταιρεία για τον έλεγχο της
Commercial Code numbered 6102 MADDE 516 / ARTICLE 516: Yönetim kurulunun yıllık faaliyet raporu MADDE 516: (4) Yukarıda 2'nci fıkrada sayılan hususlara ek olarak; 398'nci maddenin dördüncü fıkrası uyarınca Bakanlar Kurulu Kararı ile bağımsız denetime tabi olan şirketlerin faaliyet raporunda, ilgili şirketin tedarik zincirinde yer alan gerçek ve tüzel kişilerin faaliyetleri de göz önünde bulundurulmak üzere, kölelik ve insan ticareti kaynaklı insan hakları ihlallerinin engellenmesi için şirket tarafından alınan önlem ve uygulanan politikaların özeti de yer alacaktır. Bu kapsamda, olası ihlalleri önlemek ve/veya en aza indirgemek için, verilen eğitimler, yapılan detaylı incelemeler, kabul edilen Şirket politikaları ve denetlenmesine ilişkin olarak, yöne tim kurulu üyelerinin sorumluluğuna dair 553'üncü ve denetçilerin sorumluluğunu düzenleyen 554'üncü madde hükümleri saklıdır. UKRAINE The Commercial Code of Ukraine as of January 16, 2003 Section II Chapter 7 Article 69. Social activity of the company: Додати пункт 9 такого змісту: «Органи управління підприємства зобов'язані надавати власникам звіт, який повинен включати перелік заходів з моніторингу дотримання прав людини та виявлення можливих загроз і порушення у всесвітній мережі постачальників підприємства» MALTA A BILL Entitled AN ACT to amend the Companies Act, Cap. 386 (EXERPT): "slavery and human trafficking" means conduct which constitutes an offence under any of the following: (i) Article 54C (2)(c) of the Criminal Code; (ii)Article 248A (1) and (2) of the Criminal Code; (iii)Article 248E (1) of the Criminal Code; (iv) First Schedule Article 7 of the International Criminal Court Act. "slavery and human trafficking statement" means a statement issued by a commercial organisation for each financial year wherein the commercial organisation shall: a.disclose the steps the commercial organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in: (i) in any of its supply chains, and (ii)in any part of its own business; or b. disclose that the commercial organisation has not taken any such steps during the financial year . AUSTRALIA: Corporations Act 2001 (Cth) Proposed new section 299(1)(g): The directors' report for a financial year must- (g) give details of the measures taken by the entity during the year to: (i) monitor labour standards, social and ethical issues including human rights compliance, in respect of the operations of the entity; and (ii) identify human rights risks (including slavery and human trafficking) in the supply chain of the entity regardless of the jurisdiction in which any supplier in that chain is incorporated, registered or trading. INDIA Companies Act, 2013 and the Companies (Accounts) Rules, 2014: "a summary of measures taken to monitor human rights compliance and identify human rights risk in the global supply chain of the company" Rule 8 of the Companies (Accounts) Rules, 2014: Rule 8 (3) (D): "(D) Slavery, bonded labour, human trafficking and human rights (i)statement of the steps the organisation has taken during the financial year to ensure that slavery, bonded labour and human trafficking is not taking place (a) in any of its supply chains, and (b) in any part of its own business; (ii) policies to monitor human rights compliance and identify human rights risks, within the organisation, and global supply chain; and (iii) other steps adopted by the organisation in this respect." Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015: Business responsibility report under Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015: "6. Has the Company taken any steps during the year to ensure that slavery, bonded labour and human trafficking is not taking place (a) in any of its supply chains, and (b) in any part of its own business? 7. Does the Company have any policies to monitor human rights compliance and identify human rights risks, within the organisation, and global supply chain?" State-specific legislation applicable to shops and commercial establishments: "Slavery, human trafficking and human rights (i) statement of the steps the employer has taken during the financial year to ensure that slavery, bonded labour and trafficking is not taking place (a) in any of its supply chains, and (b) in any part of its own business; (ii) employer's policies to monitor human rights compliance and identify human rights risks, within the factory, and global supply chain; and (iii)other steps adopted by the employer in this respect." Factories Act, 1948 "Slavery, bonded labour, human trafficking and human rights (i) statement of the steps the employer has taken during the financial year to ensure that slavery, bonded labour and human trafficking is not taking place (a) in any of its supply chains, and (b) in any part of its own business; (ii) employer's policies to monitor human rights compliance and identify human rights risks, within the factory, and global supply
adopted by the employer in this respect." SPAIN Real Decreto Legislativo 1/2010, de 2 de julio, por el que se aprueba el Sociedades de Capital Titulo VII; Capitulo III; Articulo 262: Articulo 262. Contenido del informe de gestión:-1. ...En la medida que la evolución, los resultados o la situación de la sociedad, este análisis incluirá tanto indicadores clave financieros como, cuando proceda, de carácter no financiero, que sean pertinentes respecto de la actividad empresarial concreta, incluida información sobre cuestiones relativas al medio ambiente, al personal y al respeto de los derechos humanos. Se exceptúa de la obligación de incluir información de carácter no financiero, a las sociedades que puedan presentar cuenta de pérdidas y ganancias abreviada.... 3. El informe de gestión deberá incluir información sobre el respeto de los derechos humanos dentro de la estructura organizativa y la cadena de producción de las sociedades que provean bienes o servicios, siempre y cuando: a.Tenga más de 500 trabajadores, o b.Tenga una facturación global anual igual o mayor a 100 millones de euros. La información sobre el respeto de los derechos humanos dentro de la estructura organizativa y la cadena de producción reflejará, entre otros, los siguientes extremos: a.Una breve descripción del modelo de negocio de la sociedad, su estructura organizativa y la cadena de producción; b. Las políticas adoptadas en relación con el respeto de los derechos humanos dentro de la estructura organizativa o la cadena de producción; c.Los procesos de comprobación y auditoría efectuados en relación con el respeto de los derechos humanos dentro de la estructura organizativa o la cadena de producción; d.La identificación de los riesgos de situaciones de vulneración de derechos humanos dentro de la estructura organizativa o la cadena de producción y las medidas llevadas a cabo para paliar tales riesgos; e.Los resultados obtenidos de la hora de erradicar derechos humanos en la estructura organizativa o su cadena de producción de la sociedad. aspectos de contenido mínimo que ya se hayan mencionado en otros apartados de los informes de gestión de las sociedades o secciones caso que la sociedad no aplique ninguna política en relación con el respeto a los derechos humanos, a las sociedades que explicen las razones por las que no aplican política en relación con dichos derechos humanos. ISRAEL The Israeli Securities Law Regulations (Periodic and Immediate Chapter B: Periodic Report - Date of Filing and Particulars to be Included Therein: חוד יתפוקתה חודל ץרצי דיגאת :האבה הנקתה 1970-ל"שתה, (מיידיימו מיתפוקת תוח"וד) ررع יתנשה חודב. ("מדא ינבב רחסו תודבע תעינמ רבדב יתנש חוד") מדא ינבב רחסו תודבע תעינמ רבדב ,חווידה דיגאתה תוינידמ טרופת :מיאבה מיניינעל תוסחייתה ,רתיה ויב ,אבות מדא ינבב רחסו תודבע תעינמ רבדב לש תויוליעפל רשאב יוליג ץתניי ;דיגאתב וזכ תמייקש לככ ,מדא ינבב רחסו תודבע תעינמ מע רשקב דיגאתה טקונ מהב מידעצל וכז ,מדא ינבב רחס וא/ו תודבע מויקל ששח ץהילא סחיב מייק רשא דיגאתה תויוליעפה תרגסמב מדא ינבב רחס וא/ו תודבע תוצוזיהל ומכיסה תא תא רעזמל הרטמב חווידה תנש ץלהמב דיגאתה טקנש מיעצמאה וטרופי ;תומואה מדא ינבב רחס וא/ו תודבע מימייקתמ אלש חיטבהל תנמ לע הרהצה חודה לוליכ ,ויפולחל .ויקסעו ותוליעפ תרגסמב רבדב יוליג ץתניי;רומאכ מיעצמאב טקנ אל דיגאתה היפל חוקיפו תוקידב עוציב לע דיגאתב הנוממה יטרפו תוהז ויקסעו ותוליעפ תרגסמב מדא ינבב רחסו תודבע ויינעב תוסחייתהה תוריד תעינמ רבדב יוליג ץתניי ;דיגאתה לש תעינמ לש תוינוסל דיגאתה ץוירוטקריד לש לעופב יתנשה חודה ;דיגאתב מדא ינבב רחסו תודבע לע רשואי מדא ינבב רחסו תודבע תעינמ רבדב ל"כנמ ידי לע מתחייו הרבחה ץוירוטקריד ידי הרבחה ץוירוטקריד ר"ע ידי לע ץכו הרבחה.

DENMARK The Danish Financial Statements Act (in Danish: 'Årsregnskabsloven') "Section 99a (2): I § 99a, stk. 2, indsættes som nyt nr. 5: "nr. 5. For så vidt angår menneskerettigheder, jf. nr. 2, skal det oplyses, hvilke foranstaltninger virksomheden har iværksat med henblik på at kontrollere overholdelsen af menneskerettigheder samt identificere risikable forhold i relation hertil både for så vidt angår virksomheden og virksomhedens globale forsyningskæde og underleverandører." Virksomheders ledelsesberetning skal indeholde følgende Oplysning om virksomhedens

ver-
hindern und/
bekämpfen sowie die
griffenen Maßnahmen
Maßnahmen ergriffen,
oder zu
Ergebnisse der
darstellen. Hat die Ge-
sind Angaben zu den
Gründen in
Section 3.8: "(g)
Transparency
garding Supply
ensure that its
has
und
er-
haft keine der in Satz
2 genannten
lärung aufzunehmen. CANADA: National Policy 58-201 – Corporate Governance Guidelines (the "Guidelines",
that its business operations, and its supply chain, are free from slavery and human trafficking." Enhanced
ent – An enhanced disclosure requirement should be added to the Proxy Circula: as follows: Policies Re-
Slavery and Human Trafficking:- (a) Disclose whether the issuer has adopted a written policy to
operations, and its supply chain, are free from slavery and human trafficking. If the issuer
ed such a policy, disclose why it has not done so. RUSSIA Federal Law #14-FZ on Limited
ity Companies dated 8 February 1998 (as amended) Article 36 item 3: «К информации
материалам, подлежащим предоставлению участникам общества
подготовке общего собрания участников общества, относятся
общества, который, помимо прочего, должен содержать
принимаемых мер по контролю над соблюдением прав
выявлению рисков нарушения прав человека в деятельности
Law #208-FZ on Joint-Stock Companies dated 26 December 1995 (as
«К информации (материалам), подлежащей предоставлению
участие в общем собрании акционеров, при подготовке к проведению общего собрания
акционеров общества относятся годовой отчет общества, который, помимо
прочего, должен содержать краткое описание принимаемых мер по контролю
над соблюдением прав человека и по выявлению рисков нарушения прав
человека в деятельности Общества...». (3) Regulations on Information Disclosure by
Issue-grade Securities Issuers (approved by the Bank of Russia on 30 December 2014, No.
454-P) Article 70.3: «Краткое описание принимаемых мер по контролю над
соблюдением прав человека и по выявлению рисков нарушения прав
человека в деятельности Общества.» (4) In addition, special section on the
recommended procedures on monitoring human rights compliance and
human rights risk for public joint-stock companies the shares and other issue-grade securities of which are publicly traded could be added to the Code of Corporate Governance (recommended by the
Bank of Russia as per the Letter #06-52/2463 as of 10 April
2014). HOLLAND Dutch Corporate Governance Code (Nederlandse Corporate Governance Code) Best practice provision II.1.2: Het bestuur legt ter goedkeuring voor aan
de raad van commissarissen: de operationele en financiële doelstellingen van de vennootschap; de strategie
die moet leiden tot
het realiseren van
de doelstellingen; de randvoorwaarden
die bij de
strategie
worden
gehanteerd,
bijvoorbeeld ten
aanzien
van de
financiële
ratio's;
en: de
voor
onderneming relevante maatschappelijke
aspecten van ondernemen,
inclusief een samenvatting
van de genomen maatregelen op
het gebied van naleving van
mensenrechten en risico's van
schending van mensenrechten in de
wereldwijde keten van toeleveranciers van
de onderneming. De hoofdzaken hiervan
worden vermeld in het jaarverslag. POLAND Ustawa z dnia 29 września 1994 r. o rachunkowości
(Dz.U.2013.330 j.t.) Art. 49 ust. 2b W przypadku spółek kapitałowych, spółek komandytowo-akcyjnych, towarzystw ubezpieczeń wzajemnych, towarzystw reasekuracji wzajemnej,
spółdzielni, przedsiębiorstw państwowych, a także tych
spółek jawnych i komandytowych, których wszystkimi
wspólnikami ponoszącymi nieograniczoną odpowiedzialność są spółki kapitałowe, spółki komandytowo-akcyjne
lub spółki z innych państw o podobnej do tych spółek
formie prawnej, których obrót roczny przekracza
kwotę określoną w odrębnych przepisach,
sprawozdanie z działalności powinno zawierać
również oświadczenie spółki dotyczące handlu
ludźmi wskazujące czynności, jakie spółka
podjęła w roku finansowym, w ramach
własnej organizacji oraz w ramach sieci
dostawców, aby zapobiec handlowi
ludźmi IRELAND The Companies
Act 2014 Section 225 (Directors' compliance statement and
related statement): (c) responsible business operating practices; "responsible business
operating practices", in relation to a company, means
the company's practices
and measures taken
to monitor human
rights compliance
and to identify human
rights risks in the
global supply
chain of the
company
PORTUGAL
Artigo 66.º
of the
Companies
Code (Decree-Law
262/86,
dated
2
Sep-
tember
1986):
Relatório
de gestão: i)
"Um re-
port on
any of its
and identify
bonded
human
ance and
year to ensure
business; (ii) employ-
chain; and (iii)other steps
texto refundido de la Ley de
necesaria para la comprensión de
la
los derechos
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over
det der
følger af lov
eller anden
regulering,
samt
infor-
mation om,
hvor disse
politikker
kan find-
es. Følger
virk-
som-
heden
ikke stand-
arder,
retningslinjer eller princip-
per for samfundsansvar, skal
grundene til dette oplyses i
ledelsesberetningen. Anvender virksom-
heden standarder, retningslinjer eller politikker
for samfundsansvar skal det oplyses i ledelsesbe-
retningen. Afviger virksomheden på enkeltområder fra de
fulgte standarder, retningslinjer eller principper, skal dette
oplyses i ledelsesberetningen, ligesom grundene hertil for
de enkelte områder også skal oplyses. SWEDEN Att infogas i avsnitt 3.1 i svensk kod för bolagsstyrning: Fastställa erforderliga riktlinjer för bolagets arbete med att
försäkra efterföljande av de mänskliga rättigheterna
och identifiera
ga rättigheter
antörer. En
över
risker för brott mot mänskli-
hos bolagets lever-
sammanfattning
vidtagna åt-
gärder ska
inklud-

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The 2015/2016 FT Seasonal Appeal partnership aims to increase knowledge and raise awareness of human trafficking. STOP THE TRAFFIK: using people, technology, law and our global imagination to prevent the buying and selling of people. To find out more, visit stopthetraffik.org.

STOP THE TRAFFIK
PEOPLE SHOULDN'T BE BOUGHT & SOLD