

A person wearing a white protective suit, a white cap, and a face mask is seen from behind, spraying a field of green crops. The person is holding a long, orange hose that extends across the field. The background is a vast, green field under a hazy sky.

THE CONSUMER GOODS FORUM

Sustainability Pillar



400 members
across **70** countries

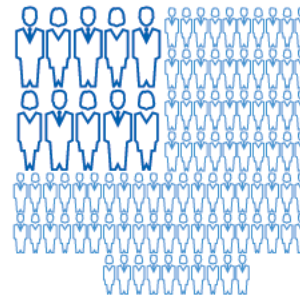
retailers, manufacturers, service providers
of the consumer goods industry

**CGF member
companies**



combined sales of

€2,5 trillion



CGF member companies
directly employ nearly
10 million people,
with a further
90 million related jobs

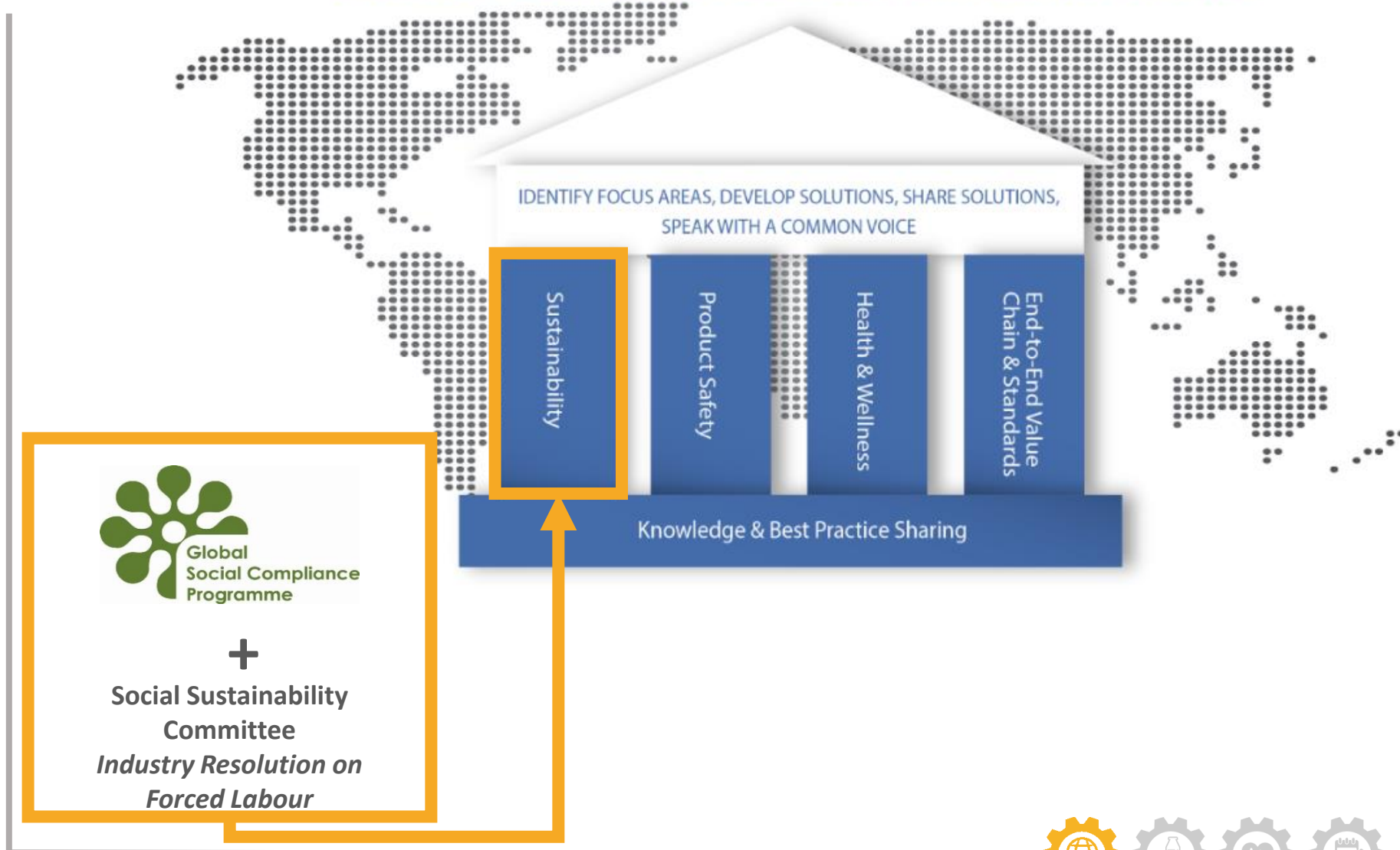
30 events
per year *from*
workshops and study tours
to large conventions



35 projects
& working groups
with **1500** experts



WORKING TOGETHER EFFICIENTLY FOR POSITIVE CHANGE





Gareth Ackerman
Pick n Pay

Retailer College



Denise Morrison
Campbell Soup

Manufacturer College



Why act on Forced Labour?



**California
Transparency in
Supply Chain Act**

Modern Slavery
2015

Costco faces lawsuit over sale of prawns allegedly farmed by slave labor



June 2015: 1st meeting of the UN-led "intergovernmental working group for the elaboration of an international legally binding instrument on **Transnational Corporations and Other Business Enterprises with respect to human rights.**"

- » A Global Issue affecting our Industry
- » A Growing Stakeholder and Regulatory Pressure
- » A Business responsibility to act & an opportunity to grow responsibly
- » Industry collective action allows us to deliver together on positive change



First-ever Industry Resolution on Forced Labour

“As the Board of The Consumer Goods Forum, we recognise our role as responsible businesses to respect and promote human rights and decent working conditions worldwide, in alignment with ongoing efforts such as the United Nations Guiding Principles on Business and Human Rights and other international frameworks including the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the recently launched United Nations Sustainable Development Goals.

As part of our wider efforts to promote human rights and decent working conditions worldwide, we acknowledge the broad societal problem of modern slavery and we strive to eradicate forced labour from our value chains. We will also continue not to tolerate forced labour within our own operations.

To do so, we will harness the power of collective action as an industry group to identify and address issues and geographies of shared concern, enhancing the efficiency of any individual company initiatives in this area.

In areas of shared concern, we will jointly develop specific action plans supporting the eradication of forced labour, in alignment with the widely embraced guidance provided by the United Nations Guiding Principles on Business and Human Rights.

To achieve this ambitious goal, we will work closely with other industries, with governments and with civil society”.



In the CGF Resolution we said that we:

- » Acknowledge the broad societal problem of modern slavery
- » Strive to eradicate forced labour from our value chains
- » Will harness the power of collective action to identify and address issues and geographies of shared concern
- » Will continue not to tolerate forced labour within our own operations
- » Will jointly develop specific action plans in areas of shared concern
- » Will work closely with other industries, governments and civil society.

We know that:

- » Most incidents of forced labour are hidden
- » Migrant, agency and illegal workers are the most vulnerable to illegal forced labour practices and other forms of exploitation
- » Most cases exist in lower tiers of the supply chain – where visibility is harder and our individual company leverage lower
- » Traditional compliance audit approaches tend not to uncover these issues
- » Consumers assume we have much more visibility over our extended supply chains
- » Because these issues are highly unacceptable, this can make us and others in our supply chains concerned about admitting the issues publicly – which itself holds back progress



Stakeholders' Support



Successfully fighting forced labour requires collective corporate actions which go beyond traditional compliance approaches. At Anti-Slavery International we are encouraged by the CGF resolution as the first industry commitment of its kind, enabling companies to act collaboratively with each other, with civil society and with governments on the unacceptable issue of forced labour. Industry leaders can only do so much at individual company level, so such a global collaboration and commitment is crucial to helping to eradicate forced labour from value chains.

— Aidan McQuade, Director,
Anti-Slavery International



I am very encouraged by this important step by The Consumer Goods Forum. Forced labour is a global scourge, yet it appears widely in value chains across different industries. No company can eradicate the problem on its own, but a great deal can be accomplished through collective action among them—including increasing the pressure on governments to play their essential role.

— John Ruggie, Berthold Beitz Professor,
International Affairs and International Legal
Studies, Harvard University; and
Former UN Special Representative
for Business and Human Rights



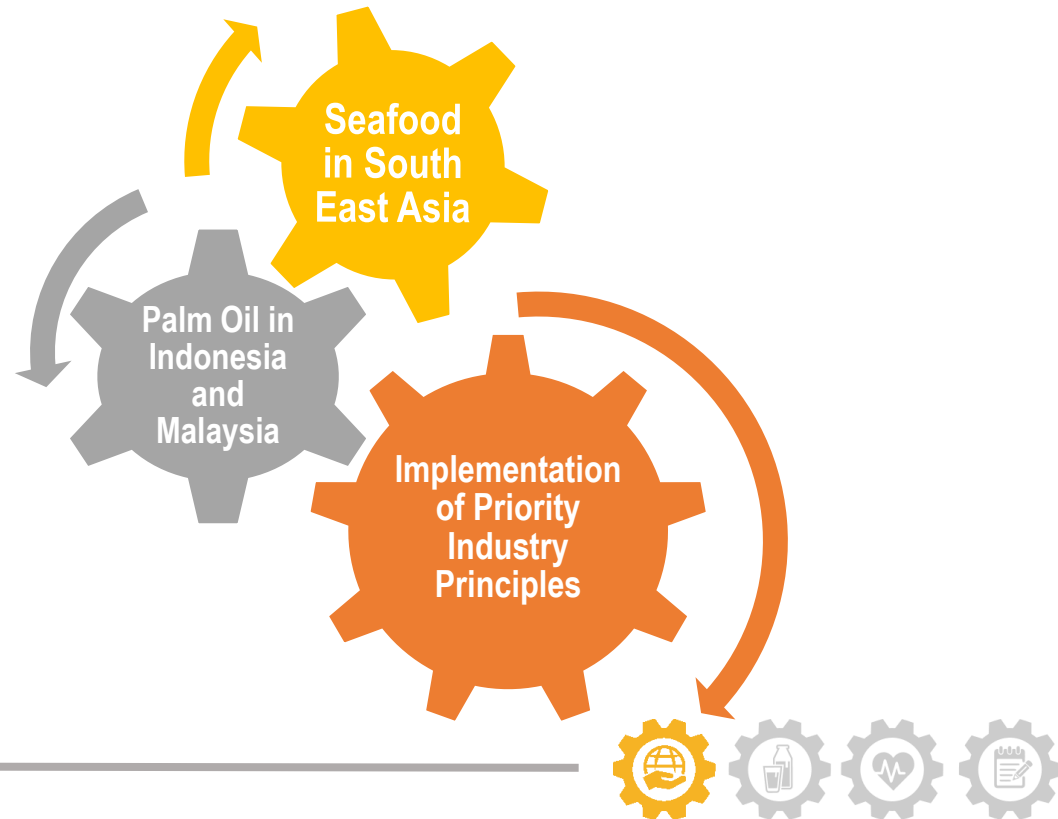
The Resolution on Forced Labour is a powerful tool that complements UK legislation and could ultimately make way for the eradication of forced labour in supply chains. No business can achieve this on its own, but through cooperation and collaboration, the Resolution allows corporates to share best practice, learn from one another and bring a change in culture. If we ever hope to see the end of modern slavery and the brutal exploitation inflicted upon its victims, we need total commitment from leading businesses and the Resolution makes way for this.

— Kevin Hyland, the UK's First Independent
Anti-Slavery Commissioner

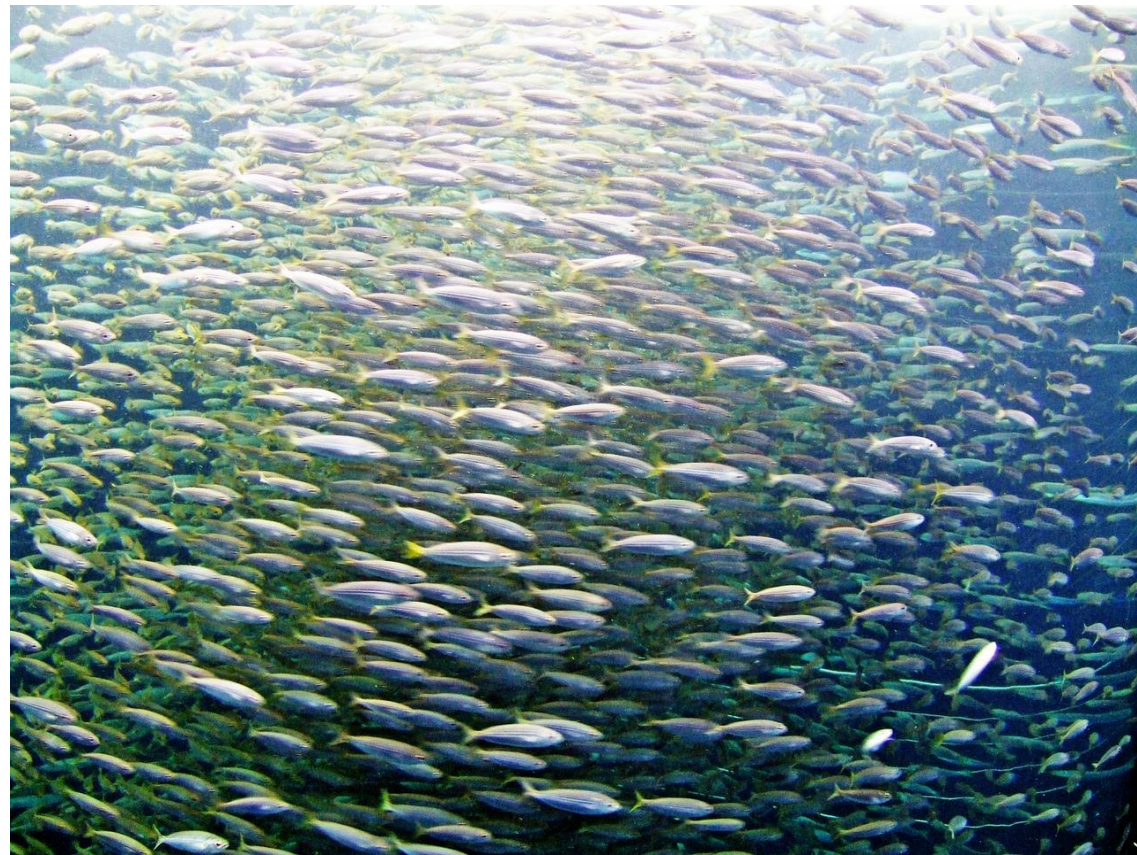
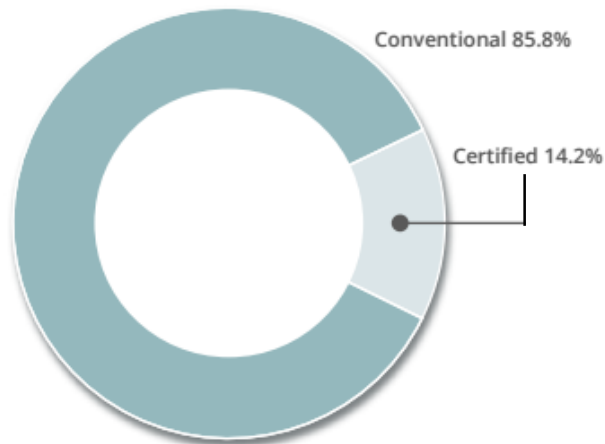
Commitment

“As part of our wider efforts to promote human rights and decent working conditions worldwide, we acknowledge the broad societal problem of modern slavery and we strive to eradicate forced labour from our value chains. We will also continue not to tolerate forced labour within our own operations”

Action

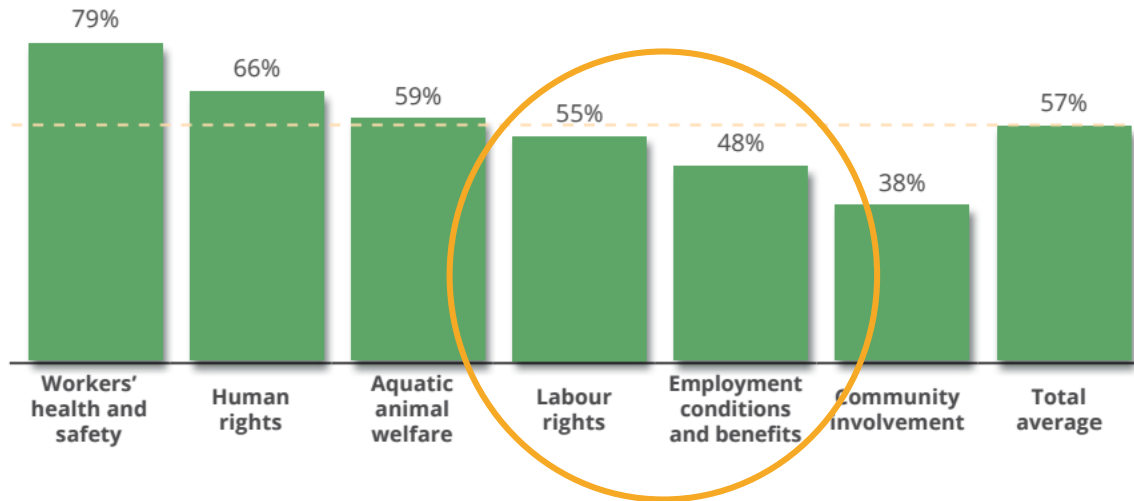


Certified vs. Conventional Seafood Production

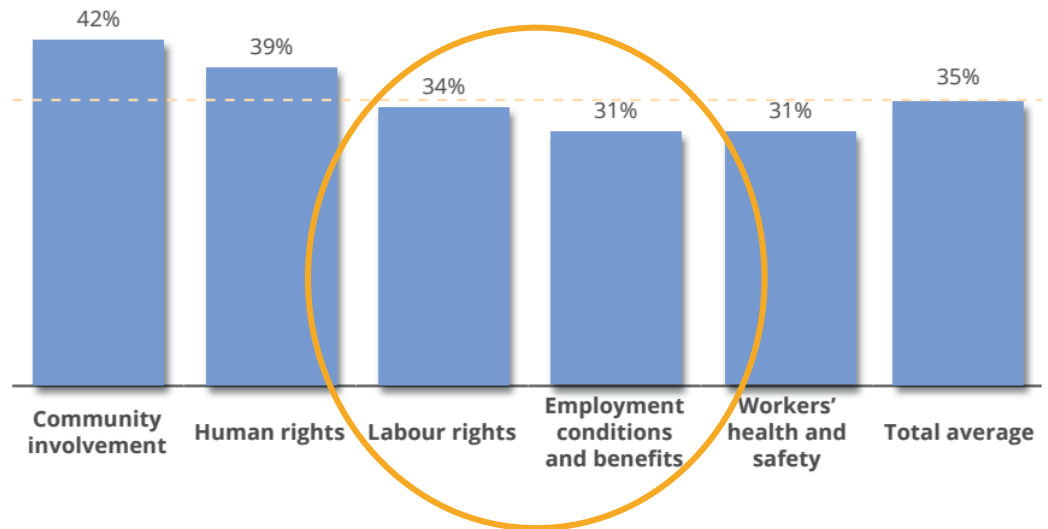


Social Requirements – Coverage

Coverage of social indicators in SSI reviewed aquaculture standards



Coverage of social indicators in SSI reviewed wild catch standards



Draft Priority Industry Principles

Preamble

Forced labour is an unacceptable human rights violation that can take multiple forms.

While certain employment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers.

We will seek to apply these Principles to cases where such practices may lead to forced labour, as part of our collective journey to positively shape global labour markets.

Employment Principles	Description
I. No worker should pay for a job.	1.1) Employers should bear the costs associated with worker recruitment and placement.
II. Every worker should have freedom of movement.	2.1) Workers' identity papers, important personal documents, and personal possessions should not be retained by the employer through coercive means. 2.2) Workers' freedom of movement should not be restricted physically, nor should they be subject to physical abuse or threats. 2.3) Employers should provide workers with relevant documentation upon request to facilitate their full freedom of movement.
III. No worker should be indebted or coerced to work.	3.1) Workers should not be indebted or coerced to work through non-payment, irregular payment or withholding of wages. 3.2) Workers should be accurately and clearly informed about their employment conditions, through written and understandable contractual arrangements, including wages, and anticipated work hours at the time of recruitment.



CGF Social Sustainability Committee



Thank you for your attention!

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