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# Briefing Note:

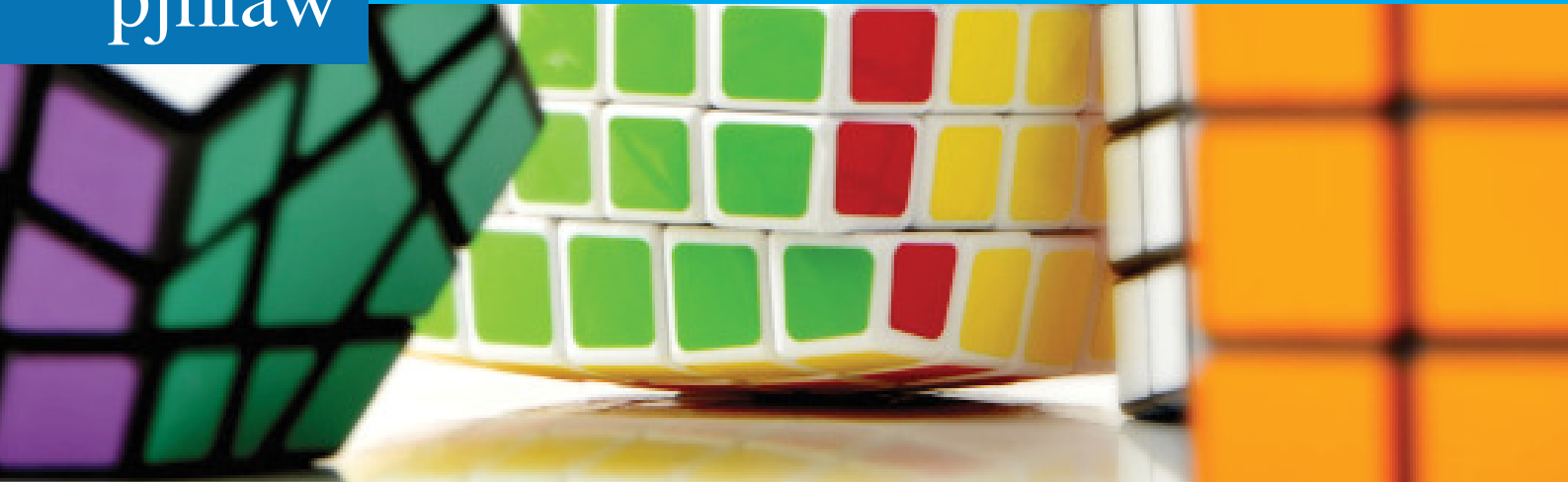
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## The UK Modern Slavery Act 2015



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## Q. Who does it apply to?

A commercial organisation that supplies goods and or services and has a turnover of £36 million or more.

## Q. What duty does the Act impose?

A commercial organisation must prepare a slavery and human trafficking statement for each financial year.

## Q. What must the statement include?

A statement of steps taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its business. If no steps have been taken, then the organisation must make that statement.

## Q. Any other requirements?

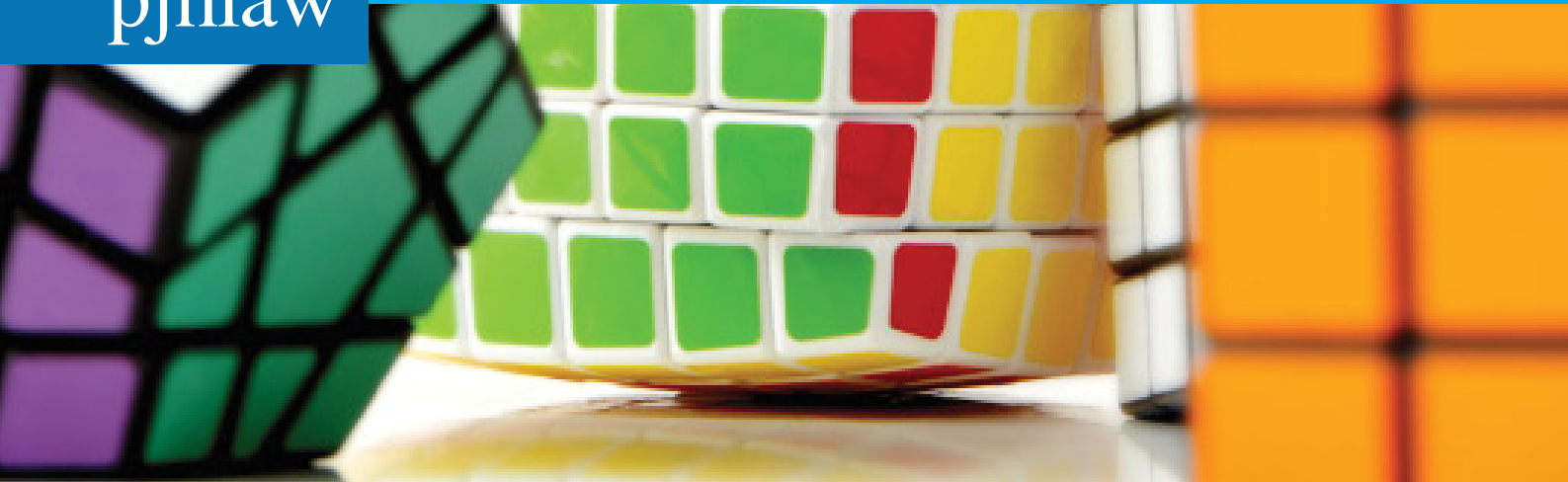
The statement must be approved by the board.

## Q. Does the statement have to be published?

If the organisation has a website, the statement must be published there and there must be a link from the homepage.

## Q. What if the organisation does not have a website?

The organisation must provide a copy of the statement within 30 days to anyone who makes a written request.



## Q. What else may go into the statement?

Information about :

- (a) Business structure and supply chains.
- (b) Policies on slavery and human trafficking.
- (c) Its due diligence process in relation to slavery and human trafficking.
- (d) Any parts of the business where there is a risk of slavery and human trafficking.
- (e) Steps taken to assess and manage the risk.
- (f) The performance of the business in ensuring that slavery and human trafficking is not taking place in its business or supply chains as measured against KPIs.
- (g) The training about slavery and human trafficking available to staff.

## Q. When does the law commence?

October 2015. Businesses whose financial year ends in October will be given some leeway.

## Q. How will the law be enforced?

The Secretary of State can apply for High Court injunction for specific performance of this statutory duty.

## Q. What should the business be doing?

- (1) Await the guidance from HMG.
- (2) Consider which function owns the responsibility.
- (3) Draft a policy on the requirement.
- (4) Consider what KPIs to put in place.
- (5) Consider who to train in your organisation.
- (6) Assess current risks.

## Q. Can PJH Law help with training?

PJH Law is developing an elearning package. Please contact [enquiries@pjhlaw.co.uk](mailto:enquiries@pjhlaw.co.uk) for further details.

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