

Forced Labour Policy

28 million people are victims of forced labour

Forced labour in the private economy generates \$150 billion per year

Private individuals, business or state authority can impose forced labour and can incur in any industry.

Any forms of forced labour are strictly prohibited in JD's supply chain. JD commits to implement measure which respect and fulfil this policy

What is Forced Labour?

Forced labour is but not limited to, situations where the worker has been coerced by violence or intimidation, it also includes more subtle means of control.

Abuse of Vulnerability

Taking advantage of dependant and vulnerable workers i.e. language barriers, few livelihood options, disabled, ethnic minority.

Deception

Deceptive recruitment practices and false promises

Restrictions of Movement

Prohibited to move freely, guards and surveillance cameras, locked in factories/ dormitories.

Isolation

Prohibiting contact with family/ friends, remote locations, with no transport, confiscation of communication devices

Physical and Sexual Violence

Subjecting worker, their family members or friends to physical or sexual violence, controlling through drugs or alcohol

Intimidation & Threat

Intimidation and threats when workers complain or wish to quit. Physical coercion by insulting and undermining

Retention of Identity/ Travel Documents

Retention of passports, ID's that limit workers access to obtain other jobs, travel or access essential services

Withholding of Wages

Systematically and deliberately withholding wages to compel workers to continue working for the employer

Debt Bondage

Wage advances or loans for recruitment/ transport costs, childcare or excessive wage deductions

Abusive Working and Living Conditions

Degrading, humiliating, hazardous, overcrowded or dirty conditions with a lack of privacy

Excessive Overtime

Forced to work overtime under some form of threat. Cannot earn at least the minimum wage without working overtime. Delaying access to amenities like hot water or cooking facilities at the end of the working day. Restricting transport facility to travel home making overtime the only option.

State Imposed Forced Labour

Compulsory Labour by Citizens/ Work carried out by prisoners/ detainees

Supply Chain Responsibility

All business partners should address forced labour rules in their supply chains and implement management systems. Appropriate measures include;

- Robust recruitment practices (which can be found on our 3rd party labour providers document)
- Training all relevant staff on managing forced labour topics.
- Establishing clear policies and code of conduct
- Maintaining formal process for reporting and handling any findings.

Any systems in place must be regularly evaluated and assessed on effectiveness with changing environments and be adapted as required.

Remediations

JD will seek to work in partnership with Suppliers to develop a responsible solution that is in the best interest of the worker and to mitigate the risk to the worker. Consultations will be conducted with the worker, their needs and wishes will be respected.

Damages should be compensated and further abuse prevented for other workers. Authorities and NGO's will be notified.

Reporting Incidents

Unseen UK

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JD Compliance

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