

Suppliers Using 3rd Party Labour Provider - Modern Slavery 2022

40.3 million people are in modern slavery globally
There are more people in slavery today than there has ever been throughout history

What is the Modern Slavery Act (MSA)?

The modern slavery act was designed to combat modern slavery in the UK consolidating previous offenses relating to trafficking and slavery. The act introduces a defence for victims, enhances the courts ability to put restrictions on individuals, when necessary, and ensures perpetrators receive suitably severe punishments.

What is modern slavery?

Modern slavery is the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuse and exploitation including;

Forced to work through metal or physical threat

Owned or controlled by employee through mental or physical abuse

Treated as a commodity or bought and sold as property

Physically constrained or has restrictions placed on freedom of movement.






Fraudulent debt/ charges or withholding wages



What are the legal requirements of the MSA

Under new legislation which was passed by UK parliament in 2015, large businesses are required to disclose steps taken to ensure their business and supply chains are free from slavery.

Suppliers who have 3rd party labour provider must ensure...

-  Workers must not be charged a fee to find work
-  Workers do not have to hand over personal identification or travel documents which are retained by the third party
-  Workers contracts must be in a local language they understand
-  Any accommodation provided for workers must meet building regulations and be regularly inspected by third parties
-  Workers must have appropriate grievance procedure and must be given the opportunity to discuss concerns in an appropriate manner.

Reporting Incidents

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