

# Slavery and Human Trafficking Fact Sheet



It is imperative that Sparex suppliers are able to recognise and combat slavery and servitude, forced labour and human trafficking within its supply chain. These three acts are all referred to in this fact sheet as “modern slavery” as they all involve one person depriving another person of their liberty in order to exploit them for personal or commercial gain.

Modern slavery is no longer restricted to buying and selling of people, with people physically held in chains. Modern forms of slavery are more commonly controlled through far more subtle mechanisms.

If an Sparex supplier or any member of its supply chain, including recruitment agencies used by the supplier to engage workers, carry out any of the activities listed below, the Sparex supplier would be in breach of Sparex’s Supplier Code of Conduct.

## **1. Contracts which restrict freedom of movement**

Requiring a worker to sign a contract which does not provide them with the ability to terminate the relationship at any time (subject to giving a reasonable period of notice).

## **2. Debt Bondage**

Requiring an individual to perform work in order to repay a debt which the individual owes to you.

## **3. Documentation confiscation**

Confiscating or withholding worker identity documents or other valuable items such as work permits and travel documentation.

## **4. Recruitment fees**

Charging workers fees for recruitment including any costs associated with travel, processing documents or applying for visas.

## **5. Minimum wages**

Failing to pay workers the minimum wage according to the applicable law and applying wage deductions which are not permitted by law and with the full consent of the worker. Using wage deductions as disciplinary measures or to keep the worker tied to the job.

## **6. Working hours**

Requiring workers to provide their services for more than the maximum hours prescribed by law.

## **7. Mandatory residence in employer’s facilities**

Requiring workers to live at premises owned or controlled by the employer.