Good Business Practices to Address Human Trafficking

22 April, 2013 – 10:00 AM EST

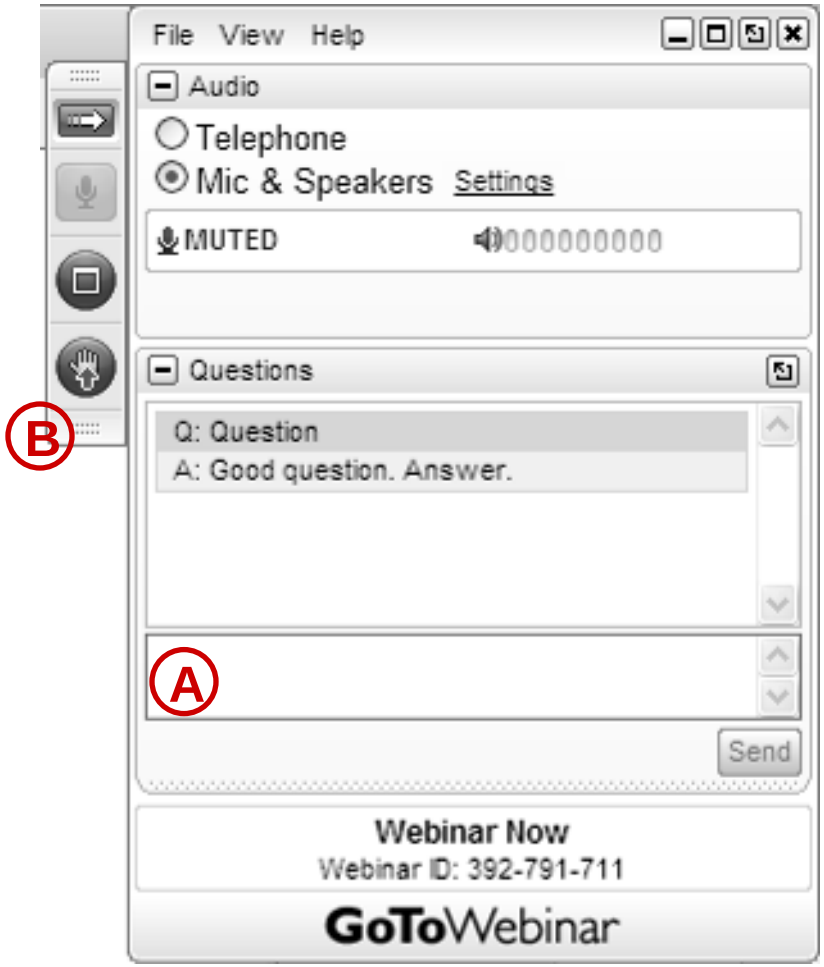
United Nations Global Compact

Questions

<u>Technical Difficulties</u>: If you have technical issues, please let us know by typing a message in the Questions pane (A). You can raise your hand (B) if we do not respond.

<u>Q&A</u>: We will be taking questions on content at the end, but you can send them to us throughout the webinar by using the Questions pane (A). Please specify to whom the question should be directed.

Example: *Question for John Doe: What is Human Trafficking?*



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Agenda

Opening by UNGC Moderator: 2 Minutes

***Matthew Daly**, Human Rights, UN Global Compact*

Introduction by End Human Trafficking Now: 5-10 Minutes

***Ivana Schellongova**, Senior Program Manager, End Human Trafficking Now*

Business Examples: 12 Minutes Each

***Carl Graziani**, Senior VP, Supply Chain, Safeway*

***Tristan Forster**, CEO, FSI Worldwide*

***Jeffrey Avina**, Citizenship & Community Affairs Director for Middle East and Africa, Microsoft*

Q & A: Remaining Time

United Nations Global Compact

GOOD BUSINESS PRACTICES TO END HUMAN TRAFFICKING

UN Global Compact – EHTN Webinar Series

1st Webinar
22 May 2013, 10 am EDT

Business & Human Trafficking

- Managing risks: legal, financial and brand damage
- Enhancing brand value
- Strengthening business partnerships
- Building strong investor relations
- Ensuring market access and attracting new business opportunities
- Being identified as a leader in your industry and in community

End Human Trafficking Now

Combating human trafficking by mobilizing the business community as a strategic partner to put this illicit trade out of business by:

- Helping businesses **understand** what human trafficking is, how is it relevant and what to do about it;
- **Raising awareness about action** taken by the business community to combat human trafficking;
- **Recognizing and honoring business leaders** engaged in combating human trafficking;
- Helping businesses to **assess and mitigate potential risks** of trafficked labor in their supply chain(s);
- Developing documented industry-specific case studies to show the **good business practices** in combating human trafficking.

Business Leader's Award to Fight Human Trafficking

Encourage and stimulate businesses to make the fight against human trafficking "their business" and to challenge them to adopt ethical business standards;

Raise awareness among business leaders and employees on human trafficking;

Set quality standards and benchmarks by showcasing and promoting some of the breakthroughs made by business leaders in combating human trafficking; and

Create a responsive platform that acknowledges good practices and spurs action.

Webinar series on business & human trafficking

Showcase nominated business initiatives of the Business Leader's Award cycles, in order to:

- share good practices, challenges and lessons learnt in preventing and mitigating risks of human trafficking within company's operation and supply chains;
- explore innovative business approaches contributing to elimination of human trafficking in the companies and communities.

Speakers

- **Mr. Carl Graziani**, Senior Vice President, Supply Chain, **Safeway**: "Addressing human trafficking in complex supply chains"

- **Mr. Tristan Forster**, CEO, **FSI Worldwide**: "Ethical labor supply and manpower management"

- **Mr. Jeffrey Avina**, Citizenship & Community Affairs Director for Middle East and Africa, **Microsoft**: "Empowering managers and employees through the E-Learning Tool for Businesses on Human Trafficking"

Carl Graziani

Senior VP, Supply Chain, Safeway

Carl Graziani began his Safeway career in 1972 as a courtesy clerk In 2010 Carl was appointed SVP Supply Chain Strategies and Services. Currently the scope of his responsibilities includes; Procurement, Strategic Sourcing, Global Sourcing, Supply Chain Strategies and Working Capital.

SAFEWAY

Safeway operates more than 1,600 retail supermarkets across North America, selling more than US$ 40 billion in merchandise each year.

Tristan Forster
CEO, FSI Worldwide

Tristan Forster is the founder, CEO and major shareholder of FSI Worldwide (FSI). He also heads the FSI Foundation and is the Chairman of Trustees the UK charity 'Freedom Matters', a non-profit organization focused on the rescue and rehabilitation of Nepali Children who have been victims of human trafficking.

FSI WORLDWIDE

FSI specializes in the recruitment, leadership and management of labour for sectors including security, construction, facilities management, oil and gas, and hospitality. FSI's focus is on migrant workers, ensuring their protection from all forms of exploitation.

Jeffrey Avina

Citizenship & Community Affairs Director for Middle East and Africa, Microsoft

Jeffrey Avina is the Director of Citizenship & Community Affairs for Microsoft Middle East and Africa, a region covering 79 countries. He and his team promote Microsoft in its desire to spread the benefit of IT throughout all communities. His principal counterparts are government ministries, international development agencies, and international and national NGOs.

Microsoft is the world's largest software maker based on its annual revenues of more than US$ 70 billion.

heart of SAFEWAY

Combating Human Trafficking - Safeway's Response

Creating better lives, vibrant neighborhoods, and a healthier planet.

Supply Chain Transparency Act

- On January 1, 2012, retail sellers and manufacturers doing business in the state of California were required to disclose their efforts to remove slavery and human trafficking from their direct supply chains for tangible goods offered for sale

- CA Senate Bill 657

Supply Chain Mission Statement

- Provide Best in class on-shelf product availability for our customers at the lowest cost and with the most efficient and ethical use of inventory, human and natural resources.

Best Practice Opportunities

- Identify <u>YOUR</u> Supply Chain Risks
  - Review location/country risks
  - Review problematic product/category risks
  - Review labor type of work risks (farming, mining, etc.)
  - Create a supplier self-assessment program that includes “Red Flag” questions in your supplier assessment process

Best Practice Opportunities

- Set company standards to address human trafficking and slavery
  - Train employees on your standards
  - Share your standards and expectations with suppliers
  - Monitor and review supplier compliance against your established standards

Best Practice Opportunities

- Prioritize Risks and Create a Plan
  - Map your supply chain back to “raw materials”
  - Set up contractual obligations with your suppliers to certify supply chains
  - Validate supplier self-assessments through independent verifications/audits
  - Provide supplier training for your HIGH risk suppliers and categories

Safeway's Response

- Communicated our position to all Suppliers

November 28, 2011

Valued Safeway Supplier:

Recently, the State of California enacted legislation (The California Transparency in Supply Chains Act of 2010 – S.B. 657) that requires retailers and manufacturers doing business in California with over $100 Million in worldwide gross receipts to disclose the steps they are taking to eradicate slavery and human trafficking from their supply chains. In case you have not heard about or had a chance to review the new legislation, we have enclosed a brief recap of the new law and its requirements. The new law takes effect January 1, 2012 – less than 45 days away – so we need your swift cooperation in providing the information Safeway needs from your company to adequately address this new law.

As a retailer under the legislation, Safeway intends to make the disclosures required by the new law available to the public. Additionally, Safeway strongly supports to goals of eradicating slavery and human trafficking and supports the best practices presented by the new California legislation.

SafewayNet for Suppliers - Windows Internet Explorer

http://suppliers.safeway.com/

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COUPONS | Coupons (124) | More Coupons (257) | NEW | Recipes

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SafewayNet for Suppliers | Page | Safety | Tools

SupplierCentral
SAFEWAY

- HOME
- UNITED STATES
  - SUPPLIER HANDBOOKS (incl General Specifications)
  - NATIONAL BRANDS
  - CONSUMER BRANDS
  - SAFEWAY SUPPLY
  - SERVICE SUPPLIER
- CANADA
  - PRODUCT SUPPLIER
  - SERVICE SUPPLIER
- TRANSPORTATION /LOGISTICS (USA ONLY)
  - SCHEDULE APPT
  - DAILY TRAFFIC CONTACTS
  - CARRIER INFORMATION
  - VENDOR TRAFFIC
  - ROUTING GUIDELINES
- SITE MAP
- SAFEWAY HOME

SAFEWAY | VONS | Dominick's | Randalls | Tom Thumb | GENUARDI'S | PAVILIONS | CARRS | SAFEWAY

WELCOME

Welcome to SafewayNet for Suppliers. This site has been designed with your specific needs in mind. Whether you are a current supplier or just looking for information as a prospective supplier, you can find all the information needed to make our partnership a success.

NEW!

Vendor Delivery Compliance

Safeway is introducing a compliance program for all product deliveries to our distribution centers. Click here for information on program requirements, performance measurements, weights and definitions

NEW! Suppliers, please review page 18 of the Supplier Handbook regarding our Case Labeling Requirements for shipments into distribution centers.

SUPPLIER PROFILE UPDATE

Established suppliers Click here

ALERT

CLICK HERE FOR THE CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT OF 2010 – S.B. 657 SURVEY

Click Here for the California Transparency Survey Frequently Asked Questions & Answers

Safeway New Item Presentation Website
for details, Click Here

To obtain a current US and Canada Store List, contact your Category Director

Product Recall or Withdrawal
Phone Number
(623) 869-5101

Safeway's Response

- Manage high risk categories appropriately
  - We've engaged a third party expert in social accountability auditing
  - They will review vendor responses and prioritize based on risk
  - Currently working with leading non-profit organization to develop a risk assessment protocol in concert with the department of labor
- Develop an on-line application to allow consumers to make informed choices.
- Implemented an on-line training module for all employees
- Requiring all new suppliers to fill out transparency survey and risk assessment before on-boarding

Safeway's Online Training

Safeway's Online Training

Module 1 Knowledge Check

Which group is most at risk of becoming victims of human trafficking? Choose all that apply

- ☐ Children and young adults
- ☐ Indigenous peoples
- ☐ Workers in informal employment
- ☐ Migrant workers

SUBMIT

Thank You

FSI Worldwide
Ethical Manpower Provision (EMP)

Introduction

- FSI a Socially Entrepreneurial Organisation addressing Bonded Labour through Ethical Manpower Provision (EMP)
- FSI Background – The Security Industry - The Gurkhas and Nepal
- FSI Vision and Strategy – Multiple Industry's and Multiple Source Countries
- EHTN – Business Leaders Award
- ILO Project
- Qatar

Multicultural Experience

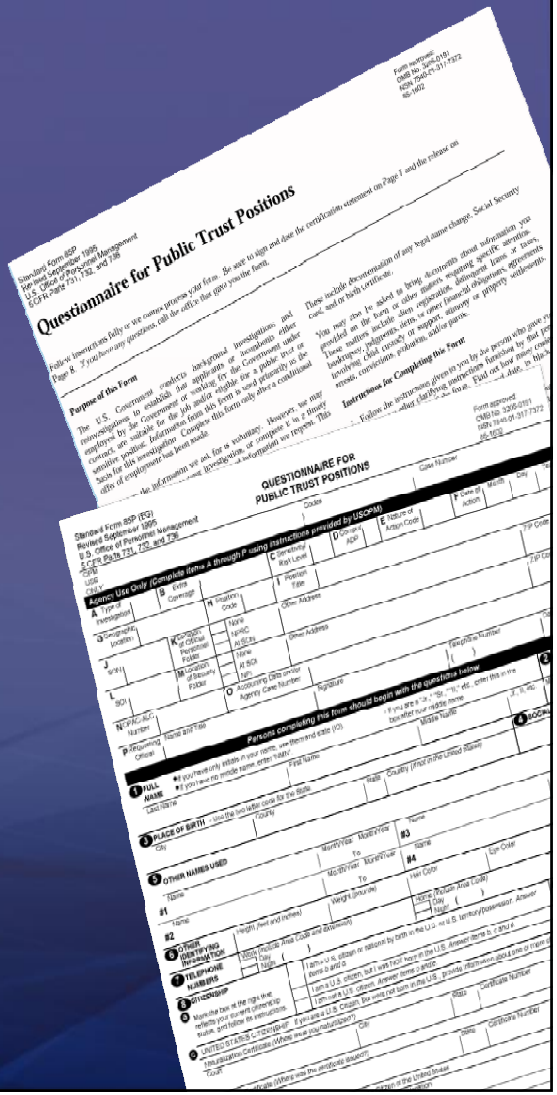
Multiple Industries

Construction Experience

Ian Reeves CBE

Challenging Environments
Exacting Clients

FSI WORLDWIDE



Standard Form 85P (EG)
Revised September 1995
U.S. Office of Personnel Management
5 CFR Parts 731, 732, and 736

Form approved:
OMB No. 3206-0191
NSN 7540-01-317-7372
85-1402

Questionnaire for Public Trust Positions

Follow instructions fully or we cannot process your form. Be sure to sign and date the certification statement on Page 7 and the release on Page 8. If you have any questions, call the office that gave you the form.

Purpose of this Form

The U.S. Government conducts background investigations and reinvestigations to establish that applicants or incumbents either employed by the Government or working for Government under contract are suitable for the job and/or for access to classified information. The information you provide on this form is used primarily to conduct the investigation. Complete this form only after a conditional offer of employment has been made.

Instructions for Completing this Form

Follow the instructions given to you by the person who gave you this form. Use black ink or type. Print or type all entries. Do not leave any blocks blank. If a question does not apply to you, write "NA" in the block. If you need more space, use the back of the form.

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QUESTIONNAIRE FOR PUBLIC TRUST POSITIONS

Agency Use Only (Complete items A through P using instructions provided by USOPM)

Persons completing this form should begin with the question below:

1 FULL NAME
2 PLACE OF BIRTH
3 OTHER NAMES USED
4 OTHER PHONE NUMBERS
5 TELEPHONE NUMBERS
6 CITIZENSHIP
7 DATE OF BIRTH

The Problem
The Traditional Model

The traditional model supports an entire chain of brokers who add no value and cause friction and corruption – they steal from the candidate and the client

The FSI Model

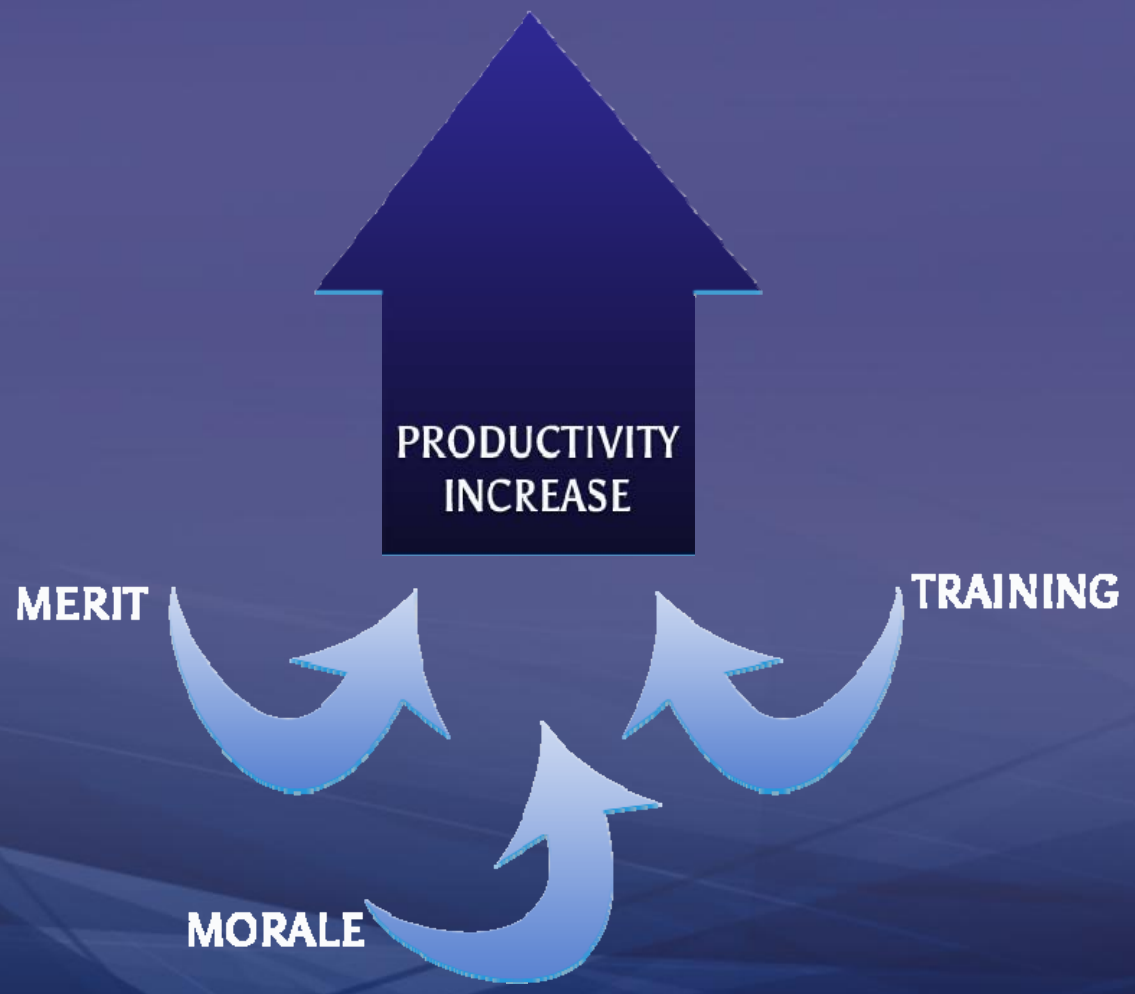
What - FSI forms the link between the candidate and client, adding ethical recruitment and management best practice in place of corruption and inefficiency

Why - Because it is right & because it is more productive

Ethics and Productivity

- Construction - quantity rather than quality of workers
- Research 50% - 200% productivity increase

Why will productivity increase?



How

- Right Values, Right People, Right Process
- Investing in the quality of people enhances productivity, morale and safety
- How to achieve Quality

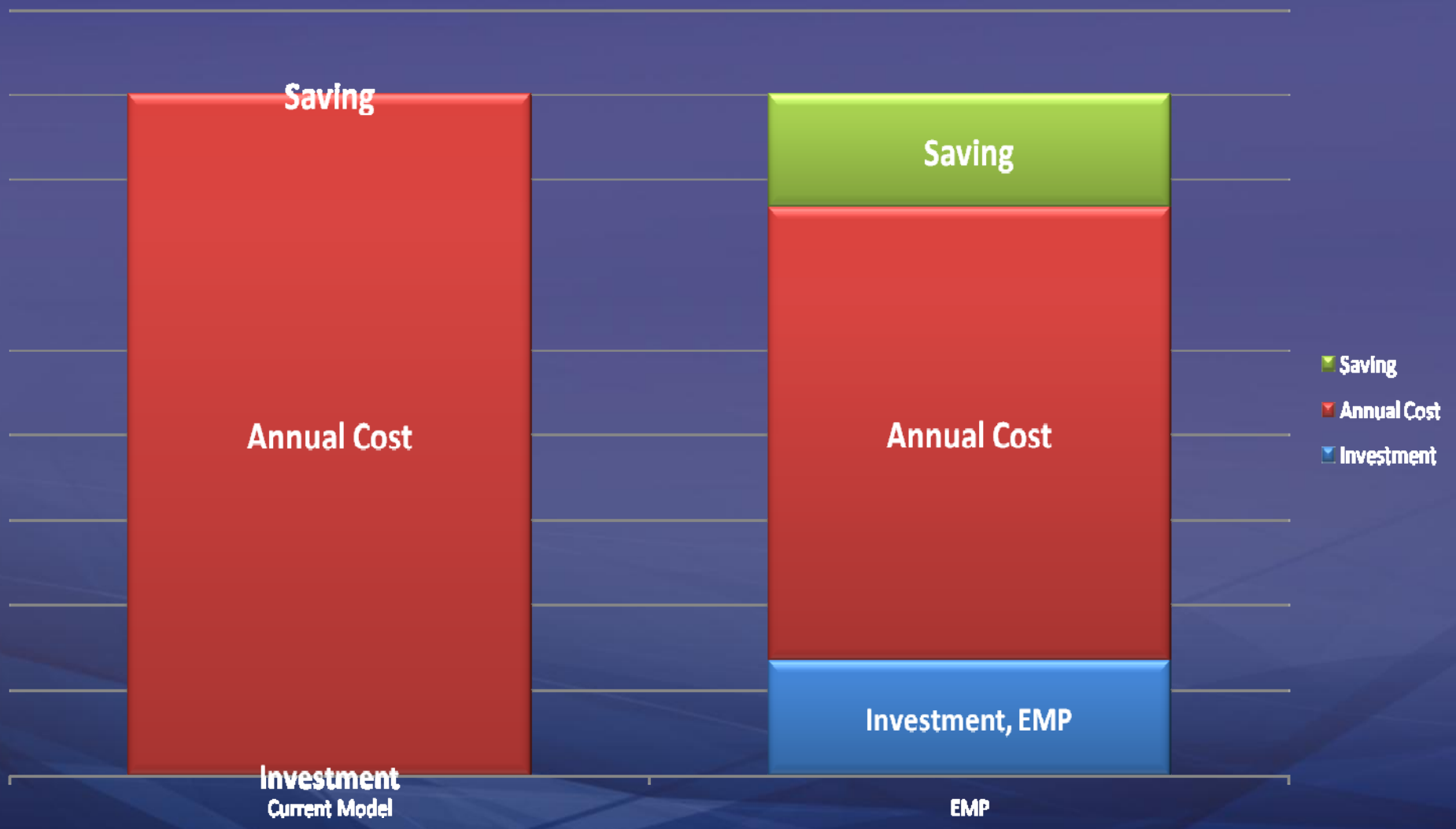
– Best Practice Recruitment
  - merit rather than willingness to pay fees
  - medical, psychological, fitness, character/attitude
  - protected from deception and corruption
  - no fees whatsoever

– Protected Mobilisation

– Management Excellence
  - FSI including source country welfare

– Health and Safety

EMP = Cost Benefits

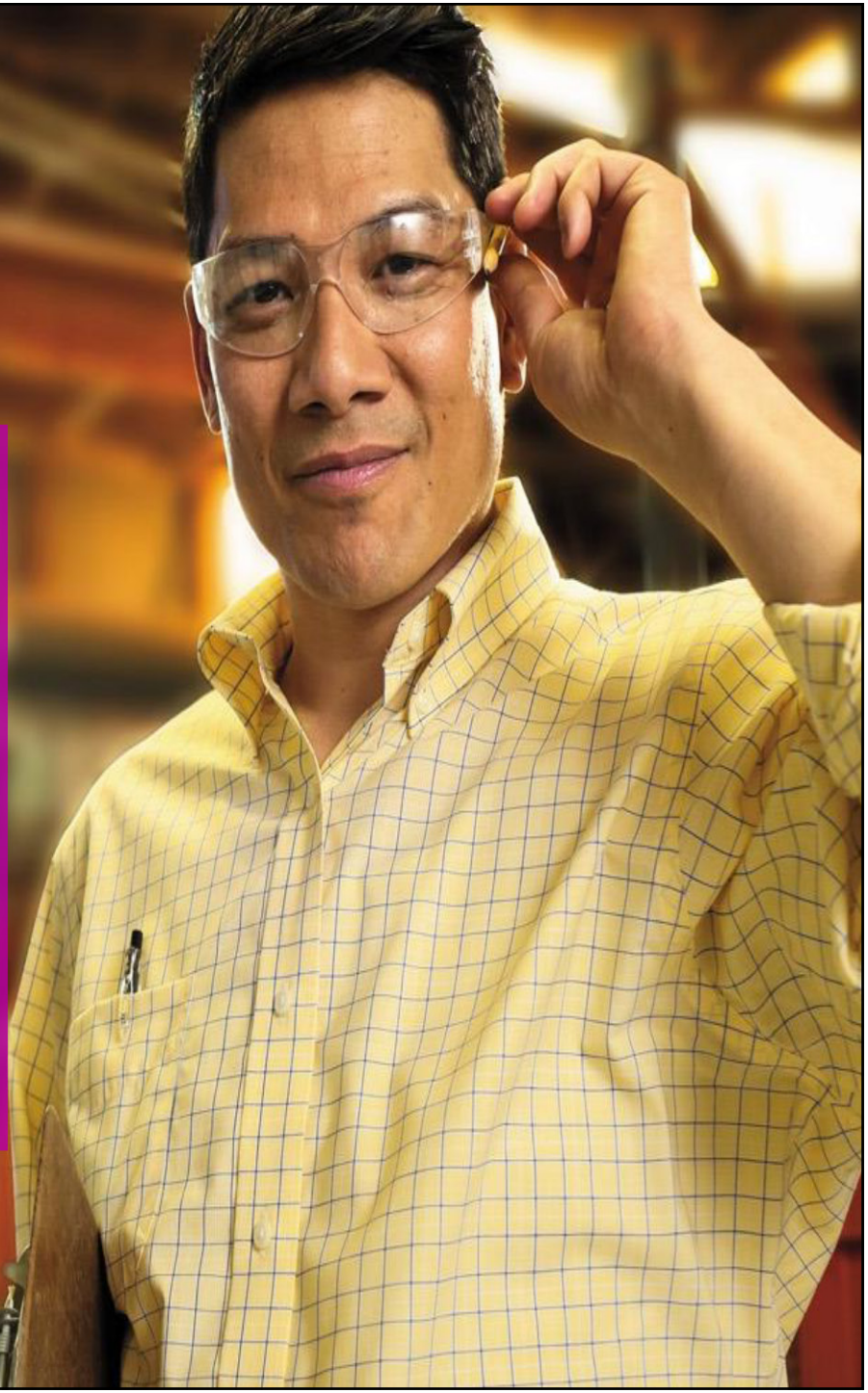


Human Trafficking & Child Exploitation

Microsoft's response

Jeffrey Avina, Microsoft MEA Citizenship & Community Affairs Director

Microsoft



Microsoft & Human Rights

Our commitment to respect fundamental human rights of our employees, people working for our suppliers, and our customers reflects Microsoft's company mission to help people and businesses throughout the world realize their full potential.

We work to meet our responsibilities to respect human rights by:

- Clearly stating our **human rights policies** and advancing these policies through our business operations and practices;
- Proactively **engaging with stakeholders** to obtain input to help evolve our approach;
- Actively participating in relevant human rights-focused collaborative initiatives, such as the **Electronic Industry Citizenship Coalition** (EICC); the **Global Network Initiative** (GNI); the **Family Online Safety Institute**; et al.;
- Communicating annually on the work we are doing to meet our human rights responsibilities through our annual **Citizenship report** and other communication vehicles.

The Human Trafficking Course

Human Trafficking course

- An e-learning Course created by **UN.GIFT** and the **EHTN! Campaign**, with the support of private partners
- Technically developed and sponsored by Microsoft
- Designed to serve as an interactive web-based resource, the curriculum helps **identify potential risks** of human trafficking in a business and point out the **actions to be taken** to address them

Microsoft

The Child Exploitation Tracking System

CETS / Child Exploitation Tracking System

- A unique software tool designed by investigators for investigators to **share**, **search** and **collaborate** on investigations relating to child exploitation.
- Complement Current Investigative Software
  - Designed to integrate and complement current database systems in use
- Reporting and Tracking features
  - Based on a particular field (nickname, IP address, etc.)
  - Based on a user

CETS today

- Canadian law enforcement connected 220 users in 9 provinces; multiple arrests attributed in part to CETS
- Deployed in Brazil, Canada, Chile, Indonesia, Italy, Romania, Spain & UK
- 13 more countries are actively evaluating CETS
- Over 800 investigators are using CETS worldwide
- 1,400 investigators have been trained on CETS
- To date MS invested over $10 Million

Photo DNA

- A forensic technology to fight child exploitation
- An imaging tool that produces the equivalent of a human fingerprint for images.
- The introduction of this automated image signature search capability, which is identical to the **Automated Fingerprint Identification System** (IAFIS) used at the FBI, will result in:
  - Augmented breadth and impact in the public safety space
  - Significant time saving
  - The irreversible process of obtaining a digital signature

Internet Safety & Security

Internet Safety & Security

- One of the main responsibilities of Microsoft Citizenship is to address computer security, privacy, online safety, and cybercrime issues.
- Current campaigns engage NGOs, Public and Private sectors.
- Thousands of people, mainly youth, benefited from the **Trustworthy Computing funds** (TwC) through Microsoft ISS programs and activities.

ISS campaign examples

- Turkey

ISS courses to enable children to use technologies more effectively and safely, e.g. at the Darüşşafaka Association, providing equal opportunity in education to economically disadvantaged children.

- Morocco

ISS activities delivered online through Webinars targeted to education NGOs, and offline through workshops with Parent-Teacher Associations. The beneficiaries were 70 PTAs, 60 NGOs, 300 online users. Thanks to a Train of Trainer model, we reached 14,000 students, 70 schools & 2,100 parents.

ISS campaign examples

- Israel

On the 'Israel National Safe Internet Day', 140 MS Israel Employees delivered ISS trainings to 50,000 Children and Youth in 68 District School Centers and 40 Schools all over the country.

- Egypt

To date ISS activities have benefited 16,800 youth, 6,500 children, 1185 teachers, 1000 parents, 1500 developers, and over 1000 government and law enforcement officials. Microsoft Egypt was awarded the Share fighter Award thanks to the "Protect Yourself & Your Reputation" and "Keep Our Children Safe" campaigns with TwC.

- Pakistan

Online Safety sessions conducted in different cities directly reached 2,125 (internet users, parents and teachers), who in turn committed to promoting this message to other at least 5 people each, for a total of 10,625.

Microsoft

Open Data & Government

Open data & government

- Open Government

Government initiatives to promote transparency, public participation & collaboration with citizens

- Open Data in Government

Data generated by government organizations made available to the Public free of restriction

- Microsoft open government solutions
  - Allow governments to reach and interact with citizens when and where they need it
  - Enable greater innovation, higher transparency, and maximum efficiencies

Thank you!

Thank You

Thank you for joining us today.

Presentation slides and a recording of the webinar will be available on the UNGC website.

If you have any additional questions, please contact:

Matthew Daly: daly@unglobalcompact.org

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