



## Driving positive changes through focused and collective action

### What We Do and Why We Do It

Forced labour is an endemic social problem riddled throughout supply chains globally. 28 million individuals are victims of forced labour today. It is one of the most profitable global crimes and a problem of this magnitude cannot be solved by one person, company or industry acting alone.

The Human Rights Coalition – Working to End Forced Labour (HRC) at The Consumer Goods Forum is uniquely positioned to drive the social sustainability conversation forward and help implement actions that lead to positive impacts. With commitments and actions guided by our 2015 Social Resolution on Forced Labour, the first of its kind in the industry, and our Priority Industry Principles (PIPs), the three key standards we identified to address the core drivers of forced labour, our CEO-led coalition works to achieve decent working conditions and end forced labour across the consumer goods industry and worldwide.

### How We Do It

As part of the HRC, our members have committed to a series of steps that will support the implementation of our resolution and the adoption of the PIPs:

1. Establish and deploy HRDD (human rights due diligence) systems in our own operations with the aim of reaching 100% coverage in our high-risk operations by 2025.
2. Activate pre-competitive practices (e.g. roundtable discussions and open source training materials, etc.) to support responsible recruitment markets using the leverage of our own operations and collective engagement in selected geographies / commodities by 2025.
3. Collaborate with selected suppliers starting with palm oil supply chains to develop and deploy HRDD systems from the refinery to the plantation level by 2023.
4. Engage relevant stakeholders to enable the adoption and enforcement of measures with governments to eliminate forced labour.
5. Act with relevant industry, multi-stakeholder groups and inter-governmental organisations to enhance cooperation and share information and resource openly.
6. Support transparency and disclosure efforts on risks and challenges in addressing forced labour within our own operations and associated with supply chains.

## Priority Industry Principles

**EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT**

*The ability of workers to move freely should not be restricted by the employer through physical restriction, abuse, threats and practices such as retention of passports and valuable possessions.*

**NO WORKER SHOULD PAY FOR A JOB**

*Fees and costs associated with recruitment and employment should be paid by the employer, not the employee.*

**NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK**

*Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed.*

*See how CGF members and industry partners are upholding the Priority Industry Principles worldwide in our case study booklet, Business Actions Against Forced Labour, available on our website.*



## Guided by our 2015 Social Resolution on Forced Labour

“As the Board of The Consumer Goods Forum, we recognise our role as responsible businesses to respect and promote human rights and decent working conditions worldwide, in alignment with ongoing efforts such as the United Nations Guiding Principles on Business and Human Rights and other international frameworks including the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the recently launched United Nations Sustainable Development Goals.

As part of our wider efforts to promote human rights and decent working conditions worldwide, we acknowledge the broad societal problem of modern slavery and we strive to eradicate forced labour from our value chains. We will also continue not to tolerate forced labour within our own operations.

To do so, we will harness the power of collective action as an industry group to identify and address issues and geographies of shared concern, enhancing the efficiency of any individual company initiatives in this area.

In areas of shared concern, we will jointly develop specific action plans supporting the eradication of forced labour, in alignment with the widely embraced guidance provided by the United Nations Guiding Principles on Business and Human Rights.

To achieve this ambitious goal, we will work closely with other industries, with governments and with civil society.”

*“There are more people working in forced labour today than six years ago, and this is having more impact on the consumer goods sector than we thought. Despite what people often think, this is not a poor peoples’ problem. In fact, it is happening largely in high-income economies.”*



**Didier Bergeret**, Director, Sustainability,  
The Consumer Goods Forum

## The Impact of a Collective Approach

Working closely with governments, civil society and initiatives on the ground will be intrinsic to the success of our collective action on forced labour, and on effective steps to prevent, mitigate and remediate human rights. Thanks to the CGF’s global influence and convening power, the HRC is uniquely positioned to have a positive impact by engaging the industry alongside relevant institutions and stakeholders.

Since 2015, the CGF has collaborated with global actors such as the International Labour Organization (ILO), the Institute for Human Rights and Business (IHRB), the U.S. Department of Labor, the International Organization for Migration (IOM) and the Fair Labor Association (FLA), as well as regional stakeholders in high-risk areas including Indonesia, Malaysia, Myanmar, Singapore and Thailand. Through working together, we have been able to understand the context of our work more clearly, identify risks and opportunities and engage essential stakeholders. We can see our efforts drive deep social change – but we know there is more work ahead of us.

## Join the Fight

Success for our industry can only be achieved if we stand and act together on a global scale.

As a member of the **Human Rights Coalition – Working to End Forced Labour**, you will join a bold group of committed, forward-thinking leaders already making strides to eradicate forced labour from their supply chains. To learn more and join, reach out to the CGF Social Sustainability team.



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Social and Environmental Sustainability

*Making human rights due diligence the industry norm across own operations and supply chains*