

Modern Slavery Act (MSA) compliance

Product Sheet

In October 2015 the Modern Slavery Act 2015 (the “Act”) came into force. Section 54 of the Act requires certain organisations which supply goods or services in the UK to describe what they have done to eliminate modern slavery including human trafficking from their supply chains and their own business for each financial year of the organisation, or alternatively, where the business has taken no such steps, this must be stated.

Complex chains of contracting and sub-contracting make it easy for organisations to lose sight of the conditions under which their goods are produced, especially in sectors where there is a predominance of low paid, unskilled labour.

Whilst the UK Home Secretary can require an organisation to publish an annual statement, in reality, protecting the reputation of your brand will be a compelling reason to comply. With increasing public and media attention in this area, the risk to brand and reputation for non-compliance should not be ignored. Organisations should also consider that actions related to procurement requirements may be necessary.

Does the Act apply to my organisation?

Section 54 applies to a commercial organisation, including partnerships, which:

- supply goods or services in the UK
- has a total turnover of £36m a year or more (to be calculated to include the turnover of any subsidiary regardless of their location)

Charities and universities engaging in commercial activities will not be exempt from the requirement if they fulfil the relevant criteria (regardless of their purpose and whether or not profits are made).

Section 54 may also apply to local authorities and their subsidiaries, and certain NHS organisations, if they supply goods and services and meet the turnover requirement, although this is not expressly stated in the Act or its associated guidance.

Some organisations which do not meet the criteria may choose to comply with all or part of Section 54 in order to guard against modern slavery and protect their organisation.

Not sure if this applies to you? Download our toolkit - including guidance on whether the Act applies to you and a checklist of practical steps to take towards compliance - and a checklist of practical steps to take towards compliance -

<https://www.brownejacobson.com/training-and-resources/resources/legal-updates/2015/11/are-you-ready-for-the-modern-slavery-act-2015>

When do you need to take action?

If Section 54 applies to your organisation, you are required to publish a statement by the following deadline:

- If your organisation’s financial year ends **before 31 March 2016** - you are not required to publish a statement for the current financial year, but will need to do so for the following financial year;
- If your organisation’s financial year ends **on/after 31 March 2016** - you will need to prepare a statement and publish this as soon as reasonably practicable after (and at the very latest within six months of) your year end.

Prepare for the Modern Slavery Act with our fixed price product

We have been working with our clients to help them prepare for and respond to the provisions of Section 54 of the Act, which requires organisations that fall within certain criteria to publish an annual ‘slavery and human trafficking statement’. We have created a suite of template documents that give your organisation the tools needed to prepare for these new requirements. This comprises:

- **Board minutes** - for consideration and, if agreed, approval of the organisation’s modern slavery and human trafficking statement - once prepared.
- **Anti-modern slavery policy** - for an organisation to detail its own specific approach and publish within the organisation.
- **Slavery and human trafficking statement** - for an organisation to detail its own approach and publish via its website as required by Section 54.

These documents are intended to provide you with a structure to develop your own bespoke practices and documents to comply with Section 54. To help you get started tailoring these templates to your organisation **we have included one hour of phone or email time to enable you to discuss development of these templates with one of our specialists, as part of this Modern Slavery Act product.**

Start preparing for the Act with our Modern Slavery Act product for a fixed price of £750 excluding VAT.

Please contact one of our team below if you would like to find out more about this product to prepare for the Act.



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