



# Making Florida a Zero-Tolerance State for Human Trafficking

## *It's Our Business.*

### Anti- Human Trafficking Business Case Studies

Businesses throughout the world have addressed the human trafficking crisis within their own practices. By identifying and addressing the existence of human trafficking, businesses have been able to change their policies and eradicate this modern-day slavery from within their companies. Here are a few salient examples.

#### **<sup>1</sup>Gap, Inc.**

Gap Inc. has more than 3,100 stores and operates five major clothing brands, including Gap, Banana Republic, Old Navy, Piperlime and Athleta. In 2007, Gap Inc. investigated allegations of child labor at an unauthorized, makeshift facility in India that was working on a product for the GapKids line.

Following the investigation, Gap Inc. cancelled the product order and ensured the garment would not be sold. The embroidery subcontractor involved was prohibited from any future production of Gap Inc. products and the vendor was placed on probation, with 50% of its orders suspended for six months. A summit was held of Gap Inc.'s North Indian vendors, to reinforce its 'zero tolerance' policy against child labour. Following its immediate action to put a stop to the violation, Gap Inc. also reviewed its policies and procedures in order to ensure the situation would not re-occur. This included:

- Improved handwork supply chain tracking (including a more rigorous tracking mechanism, a requirement for vendors to produce detailed subcontracting plans, as well as vendor implementation of internal monitoring protocols)
- Defined handwork production methods, including the encouragement (in order) of in-house production work, the use of NGO or union-run facilities, and vendor-sponsored facilities
- Enhanced monitoring (through partnerships with local/global civil society to monitor and audit working conditions)
- Education and awareness-raising

#### **<sup>1</sup>Body Shop (Source: Causes.com & The Body Shop)**

In 2009, The Body Shop and ECPAT International launched the 'Stop Sex Trafficking of Children & Young People' campaign intended to engage consumers in the fight to end human trafficking. In 2011, they presented more than 7 million petition signatures that were presented to the United Nations, imploring governments to take action against human trafficking.

The Body Shop and ECPAT International have continued to raise awareness about the prevalence of human trafficking and to raise money to assist the victims of sex trafficking.

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1 Source: Human Rights and Business Dilemmas Forums





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<sup>1</sup>Ford

Under the California Transparency in Supply Chains Act of 2010 (SB 657), which applies to retail sellers and manufacturers 'doing business in the state', multinational automaker Ford has disclosed its four key principles for the prevention of forced labor use in its supply chains. They are as follows:

- It engages in risk assessment of its supply base, taking into account the geographic context, commodity type, level of labor required for production, supplier ownership structure and quality performance and the nature of the transaction.
- It operates purchase orders which require suppliers to certify compliance with standard terms and conditions on the prohibition of forced labor.
- Along with the other members of the Automotive Industry Action Group (AIAG), it conducts training and capacity building for global purchasing staff and suppliers in high-risk markets.
- It carries out regular audits of at-risk 'Tier 1' supplier factories, resulting, if necessary, in the completion of corrective action plans to then be reassessed six to 12 months after the original audit.

