

Modern Slavery Benchmarking Tool

Performance Results and Recommendations

ID: 59

Country: poland

Industry: technology

Score: 18

Total possible score: 30

Referrer: <https://www.walkfree.org/resources/guidance-on-modern-slavery-risks-for-thai-businesses/>

Report URL: <https://cdn.walkfree.org/exports/modern-slavery-report-220329-104950-7590.html>

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QUESTION: Responsibility

How can we improve?

Adopt and publish policies that set out the organization's commitment to and principles/standards for addressing modern slavery. These may include:

- Human Rights Policy, Modern Slavery Policy and/or Forced and Child Labor Policy
- Ethical Recruitment Policy and/or Employer Pays Principle
- Procurement Policy and/or Supplier Code of Conduct (including provisions on modern slavery)
- Human Resources policies including complaints handling policy
- Grievance Mechanism and Whistleblower Policy
- Investment Policy or Framework
- Remediation Policy or Framework

QUESTION: Strategy

How can we improve? Not Applicable

QUESTION: Policy Commitment

How can we improve? Not Applicable

QUESTION: Policy Implementation

How can we improve? Not Applicable

QUESTION: Reporting

How can we improve?

Map your organization's operations and value chain and assess them for modern slavery risks, expanding the scope of the risk assessment beyond your operations, employees and direct suppliers as soon as possible.

Identify the specific type of modern slavery risks if possible (such as forced labor, child labor, debt bondage, deceptive recruitment practices, etc), where it occurs in your operations and value chain, what its relevant indicators are (such as loss of freedom of movement, failure to check worker age, payment of recruitment fees, or complaints about contract substitution, etc), and whether you cause, contribute or are directly linked to the risk.

Prioritize the salient risks in your modern slavery risks for attention based on severity and likelihood:

- Assess the severity of the impact on the people affected, considering how grave the impact would be, how widespread (i.e., how many people would it affect) and how hard it would be to remediate the resulting harm; and,
- Consider the likelihood of risk occurring (noting that the most severe risks should be prioritised even if there is a low likelihood of occurring).

QUESTION: Risk Assessment

How can we improve? Not Applicable

QUESTION: Our Employment Practices

How can we improve? Not Applicable

QUESTION: Supplier engagement and due diligence

How can we improve? Not Applicable

QUESTION: Purchasing practices

How can we improve? Not Applicable

QUESTION: Grievance mechanisms

How can we improve?

Establish a grievance /complaints process (grievance mechanism) communicated to internal and external stakeholders that meets the following standards:

- It can be used to receive, resolve and remedy labor exploitation and modern slavery-related complaints; and,
- It is effective; i.e., it is accessible, predictable, fair, rights-based, transparent, confidential or anonymous, and it bans retaliation or reprisal. Consider whether parties know the mechanisms exists, can access it in their own language and can raise grievances anonymously.

Consider involving external stakeholders in its design and communication such as suppliers, workers and civil society organizations.

Ask your suppliers if they have a grievance mechanism and determine how you will work with them to receive regular reports and ensure workers in your value chain are able to raise grievances with you/them.

QUESTION: Response and Remediation

How can we improve? Not Applicable