Introduction

About the Slavery & Trafficking Risk Template (STRT)

The STRT is a free, open-source template used to support organizations in their anti-slavery, human trafficking and child labour compliance program. Its goal is to serve as the single standard survey for the collection and sharing of slavery, human trafficking and child labour risk and compliance-related data across supply chains. Maintained by a multi-stakeholder development committee, it meets the growing need for a standardized approach to supply chain data exchange.

Why am I completing the STRT?

In all likelihood, you are completing the STRT at the request of one or more of your customers.

Organizations, like your customer, are facing increasing regulatory requirements and pressure to address their potential slavery, human trafficking and child labour impacts. They are responding by taking proactive measures to collect data from their suppliers, like you, to better target and prioritize their risk mitigation actions.

How does the STRT work?

The STRT facilitates easy and efficient data exchange throughout supply chains. It enables suppliers to share data on their practices, policies and procedures with their customers. It also enables organizations, like your customers, to satisfy their internal (and increasingly legally-mandated) due diligence commitments. If you would like to submit a comment about the STRT to the development committee, please email info@sraglobal.org.

What regulations and reporting frameworks does the STRT support?

The STRT supports organizations, like your customers, with their compliance efforts under all major supply chain related slavery, human trafficking and child labour regulations, such as
- The US Federal Acquisition Regulation (FAR) final rule on Combating Trafficking in Persons (52.222-50)
- The UK Modern Slavery Act (Section 54 - Transparency in Supply Chains)
- The California Transparency in Supply Chains Act (SB657)
- The EU Non-Financial Reporting Directive
- French Loi relative au devoir de vigilance des societes meres et des entreprises doneuses d'ordre (Loi 2017-399)
- Countering America's Adversaries Through Sanctions Act (CAATSA)
- The Australia Modern Slavery Act (No. 153, 2018)
- Section 307 of the US Tariff Act and related regional-specific Acts
- Canada Customs Tariff Act (No. 9897.00.00)
- Lieferkettensorgfaltspflichtengesetz (German Act on Corporate Due Diligence Obligations in Supply Chains)
- Åpenhetsloven (Norwegian Transparency Act)
- Article 964 of the Swiss Code of Obligations (Obligationenrecht) (Swiss Conflict Minerals and Child Labor Due Diligence Ordinance)

It also helps organizations make disclosures regarding internationally-accepted forced labour and child labour indicators linked to sustainability reporting frameworks such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

Declaration Tab

This tab contains the STRT survey questions that you must complete and submit to your customer, and identifies the required supporting documentation to be submitted along with the STRT.

The 'goods scope' identifies the goods covered by this declaration. This selection applies to the goods-specific questions in the STRT. The 'goods scope' is normally defined for you by your customer. Your customer may have made this selection based on the most prevalent high-risk goods in their supply chain and/or the focus of their traceability efforts. The 'goods scope' can cover between zero and five goods. For more than five goods, please disclose using a second STRT. Service providers can select N/A for this section of the Declaration.

The 'topics scope' identifies the topics covered by this declaration. This selection applies to the topics-specific questions in the STRT. The 'topics scope' is normally defined for you by your customer. Your customer may have made this selection based on the focus of its compliance program.

The 'regulatory scope' identifies whether all applicable regulations are covered by this declaration. This selection impacts questions 9 and 10 in the STRT. The 'regulatory scope' is normally defined for you by your customer. Your customer may have made this selection based on the focus of its compliance program.

Countries Tab

Use this tab to select your organization's countries/jurisdictions of operation as required by Question 1.

Sectors Tab

Use this tab to select the sectors relevant to your organization and suppliers, as required by Question 2

Source Countries Tab

Use this tab to select the source countries in which your organization produces and/or sources the good(s) covered by this Declaration.

Review Tab
This tab allows you to quickly identify missing fields within the STRT and check your responses prior to submission.
Glossary Tab
This tab provides definitions and explanations of key terms and concepts referred to within the STRT.
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STRT Slavery & Trafficking Risk Template

Description: The Slavery & Trafficking Risk Template (STRT) is a standard survey for the collection and sharing of slavery, human trafficking and child labour risk and compliance-related data across supply chains. In all likelihood, you are completing the STRT at the request of one or more of your customers, and will need to submit the STRT along with supporting documentation once completed.	**Choose your language:** English Version:	3.1

Instructions:
All yellow fields require a response unless otherwise noted. Gray fields do not require a response.
'Supporting Documentation Required' column = identifies the supporting documentation required to support your answer.
'URL or File' column = please choose whether you will provide a link or file to the required supporting documentation (where applicable).
'Insert URL to relevant document(s) or insert relevant file name(s) and attach corresponding document(s)' column = please insert the direct URL to, or the file name(s) of, the documents supporting your answers wherever supporting documentation is required.
'Comments' column = please insert any comments, if desired. This field is optional.
'Goods scope' field = identifies the goods covered by this declaration. This selection applies to the goods-specific questions in the STRT. The 'goods scope' is normally defined for you by your customer. The 'goods scope' can cover between zero and five goods. Service providers can select N/A for this section of the Declaration.
'Topics scope' field = identifies the topics covered by this declaration. This selection applies to the topics-specific questions in the STRT. The 'topics scope' is normally defined for you by your customer.
'Regulatory scope' field = identifies whether all applicable regulations are covered by this declaration. This selection impacts questions 9 and 10 in the STRT. The 'regulatory scope' is normally defined for you by your customer.

Organization Information

Organization name (no abbreviations):	
Organization unique identifier number or code (optional):	
Organization address (optional):	
Contact person full name:	
Contact email:	
Contact phone number (country code + number):	
Authorizing person full name:	
Authorizer title:	
Authorizer email:	
Authorizer phone number (country code + number):	
Date of completion (YYYY/MM/DD):	
Goods scope 1:	
Goods scope 2:	
Goods scope 3:	
Goods scope 4:	
Goods scope 5:	
Topics scope:	
Regulatory scope:	

Question #	Sub-Question #	Question	Question Response	Supporting Documentation Required	URL or File	Insert URL to relevant document(s) or Insert relevant file name(s) and attach corresponding document(s) to submission	Comments
		Questions 1-10: Screening & Prioritization					
1		Where does your organization have operations? Please select all countries/jurisdictions that apply on the 'Countries tab'.	Number selected: 0				
2		Does your organization have operations in any of the sectors listed on the 'Sectors tab'? If Yes, please select all sectors that apply on the 'Sectors' tab.					
3		Does your organization produce and/or source (directly or indirectly) the good(s) covered by this Declaration in any of the source countries listed in the 'Source Countries tab'? Please select all countries that apply on the 'Source Countries tab'.					
4		Does your organization have a direct relationship with the supplier(s) growing, mining or manufacturing the good(s) covered by this Declaration?					
5		How many workers and agents does your organization employ?					

6		What is the age of your youngest worker or agent?					
7		Does your organization employ or hire low-skilled foreign or domestic migrant workers (directly or through recruiters)?					
8		Does your organization use recruiters who hire subcontractors to recruit workers?					
9							
10							
Questions 11-13: Policy							
11		Does your organization issue a policy/policies explicitly prohibiting workers and agents from the following:					
	a	engaging in all forms of forced labor and human trafficking (also referred to as modern slavery)?					
	b	engaging in the worst forms of child labor? The worst forms of child labor includes hazardous child labor, which is work performed by a person under the age of 18 that jeopardizes their physical, mental or moral well-being. It includes work that takes place under particularly difficult conditions such as work for long hours or during the night.					
	c	engaging in child labor? Child labor constitutes work performed by a person under the age for completing compulsory schooling, and in general not less than 15 years.					
	d	withholding worker identity or immigration documents?					
	e	using recruiters that do not comply with local labor laws of the country in which the recruiting takes place?					
	f	discrimination before hiring, on the job or upon leaving based on race and/or colour, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, workers with family responsibilities, and trade union membership or activities?					
	g	charging workers or potential workers recruitment fees, according to the definition provided in the Glossary? Please note: You must read the definition of recruitment fees to accurately answer this question.					
	h	procuring commercial sex acts during the length of the contract?					
12		Does your organization issue a policy/policies explicitly ensuring the following:					
	a	the provision or payment of return transportation for all foreign migrant workers at the end of their period of work if they were brought to the country for the purpose of working for your organization (directly or through recruiters) unless they fall under the exceptions outlined in the Glossary under 'Return Transportation'?					
	b	housing provided or arranged for your workers meets host-country housing and safety standards?					
	c	workers, including migrant workers, can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law or a collective agreement?					
	d	wages meet applicable host country legal requirements or, if there is no legal minimum wage, wages are aligned with the prevailing sector wage?					
	e	workers have the right to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law?					
	f	workers, including those hired by recruiters, are given detailed and accurate work agreements or similar work papers (prior to relocation if relocation is required) in a language understood by the worker?					
	g	document checks (including proof of age documents) of all workers before they begin working to confirm they are allowed to work according to legal standards and applicable organization policies?					
13		Does your organization issue a policy/policies regulating the use of foreign or domestic migrant workers.					
Questions 14-16: Supply Chain Management							
14		Does your organization issue a policy/policies to its suppliers covering the provisions you selected in Questions 11, 12 and 13?					
15		If you answered 'Yes' to Question 14, does your organization have contractual terms and conditions that require its suppliers to affirmatively agree to its policy/policies (or equivalent)?					
16		If you answered 'Yes' to Question 14 and/or 15, does your organization's policy/policies (or the equivalent) and/or contractual terms and conditions include a flow-down clause?					
Questions 17-22: Risk Identification and Management							
17		Does your organization perform formal screening and evaluation of prospective recruiters to determine if they (i) operate in compliance with the law and applicable organization policies, and (ii) observe the "employers pay" principle of not charging any recruitment fees to workers, as defined in the Glossary?					

18		Does your organization identify and assess risks on the topic(s) covered by this Declaration on an ongoing basis and taking into account risks arising from particular operating contexts in:					
	a	Your operations?					
	b	Your supply chain for the good(s) covered by this Declaration?					
	c	Your labor supply chain?					
19		If you answered 'Yes' to Question 18, does your organization respond to the identified risk on an ongoing basis, using this to drive continual improvement?					
20		If you answered 'Yes' to Question 18, does your organization use an independent third party to conduct these due diligence activities?					
21		What percentage of relevant suppliers have provided a response to your due diligence survey, such as the Slavery and Trafficking Risk Template (STRT)?					
22		Does your organization conduct a formal vulnerability assessment of its workers to slavery and human trafficking?					

Question 23: Training

23		Do your workers who have direct responsibility for supply chain management and recruitment receive training on how to mitigate risk on the topic(s) covered by this Declaration?					

Questions 24-26: Reporting & Internal Accountability

24		Does your organization have a process for workers and agents to report, without fear of retaliation, matters related to the topic(s) covered by this Declaration?					
25		Does your organization maintain internal accountability standards and procedures to respond to a failure by workers and agents to meet organization policies on the topic(s) covered by this Declaration?					
26		Does your organization have processes in place to provide for or participate in remedy when there is an adverse impact related to the topic(s) covered by this Declaration?					

Question 27: Certification

27		Does your organization prioritize the use of ethical recruitment agencies certified by credible assurance schemes?					

Question 28: Public Disclosure

28		Does your organization publicly disclose information on the topic(s) covered by this Declaration? Note: Public disclosures may be compiled to comply with legal or regulatory obligations.					

Certification
Do you certify that all the answers provided in this document are true and accurate to the best of your knowledge and understanding?	

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For Question 1 on the 'Declaration' tab:

Please indicate which of these countries/jurisdictions your organization operates in by selecting 'Yes' in the dropdown menu next to each applicable country/jurisdiction.

Countries	Selection
Afghanistan	No
Albania	No
Algeria	No
Andorra	No
Angola	No
Antigua and Barbuda	No
Argentina	No
Armenia	No
Aruba	No
Australia	No
Austria	No
Azerbaijan	No
Bahamas	No
Bahrain	No
Bangladesh	No
Barbados	No
Belarus	No
Belgium	No
Belize	No
Benin	No
Bhutan	No
Bolivia (Plurinational State of)	No
Bosnia and Herzegovina	No
Botswana	No
Brazil	No
Brunei Darussalam	No
Bulgaria	No
Burkina Faso	No
Burundi	No
Cabo Verde	No
Cambodia	No
Cameroon	No
Canada	No
Central African Republic	No
Chad	No
Chile	No
China	No
Colombia	No
Comoros	No
Congo	No
Congo (Democratic Republic of the)	No
Costa Rica	No
Cote d'Ivoire	No
Croatia	No
Cuba	No
Curaçao	No
Cyprus	No
Czech Republic	No
Denmark	No
Djibouti	No
Dominica	No
Dominican Republic	No
Ecuador	No
Egypt	No
El Salvador	No
Equatorial Guinea	No
Eritrea	No
Estonia	No
Eswatini	No
Ethiopia	No
Fiji	No
Finland	No
France	No
Gabon	No
Gambia, The	No
Georgia	No
Germany	No
Ghana	No
Greece	No
Grenada	No
Guatemala	No
Guinea	No
Guinea-Bissau	No
Guyana	No
Haiti	No
Honduras	No
Hong Kong	No
Hungary	No
Iceland	No
India	No
Indonesia	No
Iran (Islamic Republic of)	No
Iraq	No
Ireland	No
Israel	No
Italy	No
Jamaica	No
Japan	No
Jordan	No
Kazakhstan	No
Kenya	No
Kiribati	No
Korea, North	No
Korea, South	No
Kosovo	No
Kuwait	No
Kyrgyzstan	No
Lao People's Democratic Republic	No

Latvia	No
Lebanon	No
Lesotho	No
Liberia	No
Libya	No
Liechtenstein	No
Lithuania	No
Luxembourg	No
Macau	No
Madagascar	No
Malawi	No
Malaysia	No
Maldives	No
Mali	No
Malta	No
Marshall Islands	No
Mauritania	No
Mauritius	No
Mexico	No
Micronesia (Federated States of)	No
Moldova (Republic of)	No
Monaco	No
Mongolia	No
Montenegro	No
Morocco	No
Mozambique	No
Myanmar	No
Namibia	No
Nauru	No
Nepal	No
Netherlands	No
New Zealand	No
Nicaragua	No
Niger	No
Nigeria	No
North Macedonia	No
Norway	No
Oman	No
Pakistan	No
Palau	No
Palestine (State of)	No
Panama	No
Papua New Guinea	No
Paraguay	No
Peru	No
Philippines	No
Poland	No
Portugal	No
Qatar	No
Romania	No
Russian Federation	No
Rwanda	No
Saint Kitts and Nevis	No
Saint Lucia	No
Saint Vincent and the Grenadines	No
Samoa	No
San Marino	No
Sao Tome and Principe	No
Saudi Arabia	No
Senegal	No
Serbia	No
Seychelles	No
Sierra Leone	No
Singapore	No
Slovakia	No
Slovenia	No
Solomon Islands	No
Somalia	No
South Africa	No
South Sudan	No
Spain	No
Sri Lanka	No
St. Maarten	No
Sudan	No
Suriname	No
Sweden	No
Switzerland	No
Syrian Arab Republic	No
Taiwan	No
Tajikistan	No
Tanzania, United Republic of	No
Thailand	No
Timor-Leste	No
Togo	No
Tonga	No
Trinidad and Tobago	No
Tunisia	No
Turkey	No
Turkmenistan	No
Tuvalu	No
Uganda	No
Ukraine	No
United Arab Emirates	No
United Kingdom of Great Britain and Northern Ireland	No
United States of America	No
Uruguay	No
Uzbekistan	No
Vanuatu	No
Venezuela (Bolivarian Republic of)	No
Vietnam	No
Yemen	No
Zambia	No
Zimbabwe	No
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For Question 2 on the 'Declaration' tab:

Please indicate which sectors your organization has operations in by selecting 'Yes' in the dropdown menu next to each applicable industry.

This is a list of sectors of forced labor exploitation that were separately identified in the Global Estimates of Modern Slavery (ILO, Walk Free Foundation in partnership with IOM, 2017) and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020, Trends and the Road Forward (ILO and UNICEF, 2021)

Sectors of Forced Labor Exploitation	Selection
Accommodation and food service activities	No
Agriculture, forestries, and fishing	No
Begging	No
Construction	No
Domestic work	No
Maintenance and repair of motor vehicles	No
Manufacturing	No
Mining and quarrying	No
Personal services	No
Transportation	No
Wholesale and trade	No
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For Question 3 on the 'Declaration' tab:

Please indicate in which of these source countries your organization produces a[n] which the good is mined, grown or manufactured. This often differs from the locat

The list of goods and their source countries are those known to be produced by c Department of Labor's Bureau of International Labor Affairs (ILAB) 2020 List of Go Produced by Forced or Indentured Child Labor (updated as needed).

Good	Country/Jurisdiction
Alcoholic Beverages	Cambodia
Amber	Ukraine
Artificial Flowers	China
Baked Goods	Dominican Republic
Baked Goods	El Salvador
Bamboo	Burma
Bananas	Belize
Bananas	Brazil
Bananas	Ecuador
Bananas	Nicaragua
Bananas	Philippines
Beans	Paraguay
Beans (green beans)	Mexico
Beans (green, soy, yellow)	Burma
Beef	Brazil
Bidis (hand-rolled cigarettes)	Bangladesh
Bidis (hand-rolled cigarettes)	India
Blueberries	Argentina
Bovines	Cambodia
Bovines	Eswatini
Brassware	India
Brazil Nuts/Chestnuts	Bolivia
Brazil Nuts/Chestnuts	Peru
Bricks	Afghanistan
Bricks	Argentina
Bricks	Bangladesh
Bricks	Bolivia
Bricks	Brazil
Bricks	Burma
Bricks	Cambodia

Bricks	China
Bricks	Ecuador
Bricks	Egypt
Bricks	India
Bricks	Iran
Bricks	Nepal
Bricks	North Korea
Bricks	Pakistan
Bricks	Paraguay
Bricks	Peru
Bricks	Russia
Bricks	Uganda
Bricks	Vietnam
Bricks (clay)	Colombia
Broccoli	Guatemala
Cabbages	Paraguay
Carpets	Afghanistan
Carpets	India
Carpets	Iran
Carpets	Nepal
Carpets	Pakistan
Carrots	Paraguay
Cashews	Brazil
Cashews	Guinea
Cashews	Vietnam
Cattle	Bolivia
Cattle	Brazil
Cattle	Chad
Cattle	Costa Rica
Cattle	El Salvador
Cattle	Ethiopia
Cattle	Lesotho
Cattle	Mauritania
Cattle	Mexico
Cattle	Niger
Cattle	Paraguay
Cattle	South Sudan
Cattle	Uganda
Cattle	Zambia
Cement	North Korea
Ceramics	Brazil
Cereal Grains	El Salvador
Charcoal	Brazil
Charcoal	Uganda
Chile Peppers	Mexico
Christmas Decorations	China
Citrus Fruits	Belize
Citrus Fruits	Turkey

Cloves	Tanzania
Coal	Afghanistan
Coal	China
Coal	Colombia
Coal	Mongolia
Coal	North Korea
Coal	Pakistan
Coal	Ukraine
Cobalt ore (heterogenite)	Democratic Republic of the Congo
Coca (stimulant plant)	Colombia
Coca (stimulant plant)	Peru
Cocoa	Brazil
Cocoa	Cameroon
Cocoa	Cote d'Ivoire
Cocoa	Ghana
Cocoa	Guinea
Cocoa	Nigeria
Cocoa	Sierra Leone
Coconuts	Philippines
Coffee	Brazil
Coffee	Colombia
Coffee	Costa Rica
Coffee	Cote d'Ivoire
Coffee	Dominican Republic
Coffee	El Salvador
Coffee	Guatemala
Coffee	Guinea
Coffee	Honduras
Coffee	Kenya
Coffee	Mexico
Coffee	Nicaragua
Coffee	Panama
Coffee	Sierra Leone
Coffee	Tanzania
Coffee	Uganda
Coffee	Vietnam
Copper	Democratic Republic of the Congo
Corn	Bolivia
Corn	Brazil
Corn	Guatemala
Corn	Paraguay
Corn	Philippines
Cotton	Argentina
Cotton	Azerbaijan
Cotton	Benin
Cotton	Brazil
Cotton	Burkina Faso
Cotton	China

Cotton	Egypt
Cotton	India
Cotton	Kazakhstan
Cotton	Kyrgyz Republic
Cotton	Mali
Cotton	Pakistan
Cotton	Tajikistan
Cotton	Turkey
Cotton	Turkmenistan
Cotton	Uzbekistan
Cotton	Zambia
Cottonseed (hybrid)	India
Cucumbers	Mexico
Cumin	Turkey
Diamonds	Angola
Diamonds	Central African Republic
Diamonds	Democratic Republic of the Congo
Diamonds	Guinea
Diamonds	Liberia
Diamonds	Sierra Leone
Dried Fish	Bangladesh
Eggplants	Mexico
Electronics	China
Electronics	Malaysia
Embellished Textiles	India
Embellished Textiles	Nepal
Emeralds	Colombia
Fashion Accessories	Philippines
Fireworks	China
Fireworks	El Salvador
Fireworks	Guatemala
Fireworks	India
Fireworks	Peru
Fish	Brazil
Fish	Cambodia
Fish	China
Fish	Ghana
Fish	Indonesia
Fish	Kenya
Fish	Paraguay
Fish	Peru
Fish	Philippines
Fish	Thailand
Fish	Taiwan
Fish	Uganda
Fish	Vietnam
Fish	Yemen
Flowers	Ecuador

Fluorspar (mineral)	Mongolia
Footwear	Bangladesh
Footwear	Brazil
Footwear	China
Footwear	India
Footwear	Turkey
Footwear	Vietnam
Footwear (sandals)	Indonesia
Fruits (Pome and Stone)	Colombia
Furniture	Turkey
Furniture	Vietnam
Furniture (steel)	Bangladesh
Garlic	Argentina
Garments	Argentina
Garments	Bangladesh
Garments	Brazil
Garments	Burma
Garments	China
Garments	India
Garments	Malaysia
Garments	Mexico
Garments	Thailand
Garments	Turkey
Garments	Vietnam
Gems	India
Gems	Zambia
Glass	Bangladesh
Glass Bangles	India
Glass Bangles	Pakistan
Gloves	China
Goats	Mauritania
Goats	Paraguay
Gold	Bolivia
Gold	Burkina Faso
Gold	Colombia
Gold	Democratic Republic of the Congo
Gold	Ecuador
Gold	Ethiopia
Gold	Ghana
Gold	Guinea
Gold	Indonesia
Gold	Kenya
Gold	Mali
Gold	Mongolia
Gold	Nicaragua
Gold	Niger
Gold	Nigeria
Gold	North Korea

Gold	Peru
Gold	Philippines
Gold	Senegal
Gold	Sudan
Gold	Suriname
Gold	Tanzania
Gold	Uganda
Gold	Venezuela
Granite	Burkina Faso
Granite	Nigeria
Granite	Sierra Leone
Granite (crushed)	Benin
Grapes	Argentina
Grapes	Colombia
Gravel (crushed stones)	Guatemala
Gravel (crushed stones)	Nicaragua
Gravel (crushed stones)	Nigeria
Gypsum (mineral)	Niger
Hair Products	China
Hazelnuts	Turkey
Hogs	Brazil
Hogs	Paraguay
Hogs	Philippines
Incense (agarbatti)	India
Iron	North Korea
Jade	Burma
Khat	Ethiopia
Khat/Miraa (stimulant plant)	Kenya
Leather	Bangladesh
Leather	Pakistan
Leather	Vietnam
Leather Goods	Mexico
Leather Goods/Accessories	India
Lettuce	Paraguay
Lobsters	Honduras
Locks	India
Manioc/Cassava	Brazil
Manioc/Cassava	Cambodia
Manioc/Cassava	Nigeria
Manioc/Cassava	Paraguay
Matches	Bangladesh
Matches	India
Meat	Cambodia
Melons	Honduras
Melons	Mexico
Melons	Panama
Melons	Paraguay
Mica	India

Mica	Madagascar
Nails	China
Nile Perch (fish)	Tanzania
Oil (palm)	Indonesia
Oil (palm)	Malaysia
Oil (Palm)	Sierra Leone
Olives	Argentina
Onions	Mexico
Onions	Paraguay
Palm Thatch	Burma
Peanuts	Bolivia
Peanuts	Paraguay
Peanuts	Turkey
Pepper	Vietnam
Peppers	Paraguay
Pineapples	Brazil
Polysilicon	China
Poppies	Afghanistan
Poppies	Mexico
Pornography	Colombia
Pornography	Mexico
Pornography	Paraguay
Pornography	Philippines
Pornography	Russia
Pornography	Thailand
Pornography	Ukraine
Potatoes	Lebanon
Poultry	Bangladesh
Poultry	Brazil
Poultry	Paraguay
Pulses (legumes)	Turkey
Pyrotechnics	Philippines
Rice	Brazil
Rice	Burma
Rice	Dominican Republic
Rice	India
Rice	Kenya
Rice	Mali
Rice	Philippines
Rice	Uganda
Rice	Vietnam
Rubber	Burma
Rubber	Cambodia
Rubber	Indonesia
Rubber	Liberia
Rubber	Philippines
Rubber	Vietnam
Rubber Gloves	Malaysia

Rubies	Burma
Salt	Afghanistan
Salt	Bangladesh
Salt	Cambodia
Salt	Niger
Sand	Kenya
Sand	Nigeria
Sand	Uganda
Sandstone	India
Sapphires	Madagascar
Sesame	Burma
Sesame	Paraguay
Sheep	Brazil
Sheep	Paraguay
Shellfish	El Salvador
Shellfish	Nicaragua
Shrimp	Bangladesh
Shrimp	Burma
Shrimp	Cambodia
Shrimp	Thailand
Silk Cocoons	Uzbekistan
Silk Fabric	India
Silk Thread	India
Silver	Bolivia
Sisal	Brazil
Sisal	Kenya
Sisal	Tanzania
Soap	Bangladesh
Soccer Balls	India
Stones	India
Stones	Madagascar
Stones	Nepal
Stones	Uganda
Stones	Zambia
Stones (limestone)	Egypt
Stones (limestone)	Paraguay
Stones (pumice)	Nicaragua
Strawberries	Argentina
Sugar Beets	Turkey
Sugarcane	Belize
Sugarcane	Bolivia
Sugarcane	Brazil
Sugarcane	Burma
Sugarcane	Cambodia
Sugarcane	Colombia
Sugarcane	Dominican Republic
Sugarcane	El Salvador
Sugarcane	Guatemala

Sugarcane	India
Sugarcane	Kenya
Sugarcane	Mexico
Sugarcane	Pakistan
Sugarcane	Paraguay
Sugarcane	Philippines
Sugarcane	Thailand
Sugarcane	Uganda
Sugarcane	Vietnam
Sugarcane	Zimbabwe
Sunflowers	Burma
Surgical Instruments	Pakistan
Sweet Potatoes	Paraguay
Tantalum ore (coltan)	Democratic Republic of the Congo
Tanzanite (gems)	Tanzania
Tea	Kenya
Tea	Malawi
Tea	Rwanda
Tea	Tanzania
Tea	Uganda
Tea	Vietnam
Teak	Burma
Textiles	Bangladesh
Textiles	Cambodia
Textiles	China
Textiles	North Korea
Textiles	Vietnam
Textiles (hand-woven)	Ethiopia
Textiles (jute)	Bangladesh
Thread/Yarn	China
Thread/Yarn	India
Tilapia (fish)	Ghana
Timber	Brazil
Timber	Cambodia
Timber	North Korea
Timber	Peru
Timber	Russia
Timber	Vietnam
Tin	Bolivia
Tin	Indonesia
Tin ore (cassiterite)	Democratic Republic of the Congo
Tobacco	Argentina
Tobacco	Brazil
Tobacco	Cambodia
Tobacco	Indonesia
Tobacco	Kenya
Tobacco	Kyrgyz Republic
Tobacco	Lebanon

Tobacco	Malawi
Tobacco	Mexico
Tobacco	Mozambique
Tobacco	Nicaragua
Tobacco	Philippines
Tobacco	Tanzania
Tobacco	Uganda
Tobacco	Vietnam
Tobacco	Zambia
Tobacco	Zimbabwe
Tomato Products	China
Tomatoes	Argentina
Tomatoes	Dominican Republic
Tomatoes	Mexico
Tomatoes	Paraguay
Toys	China
Trona (mineral)	Niger
Tungsten ore (wolframite)	Democratic Republic of the Congo
Vanilla	Madagascar
Vanilla	Uganda
Wheat	Pakistan
Yerba Mate (stimulant plant)	Argentina
Yerba Mate (stimulant plant)	Paraguay
Zinc	Bolivia

nd/or sources the good(s) covered by this Declaration. Sourcing refers to the location in
tion in which the good is purchased.

child labor or forced labor in violation of international standards according to the US
oods Produced by Child Labor or Forced Labor (updated biannually) and List of Products

My Organization Produces This Good in this Source Country/Jurisdiction	My Organization Sources (Directly or Indirectly) This Good from this Source Country/Jurisdiction. Sourcing Refers to the Location in which the Good is Mined, Grown or Manufactured

™2022

Question #	Sub-Question #	Required Field	Response Provided	Supporting Documentation Required	URL or File Selected	URL Provided	Go to Question	Notes	Number of Questions to be Completed	51

Instructions:
The 'Review' Tab allows you to quickly identify missing fields within the STRT and check your responses prior to submission.
In the 'Required Field' column, green-colored cells indicate the question is complete, red-colored cells indicate the question is incomplete.
If a question is colored red, refer to the 'Notes' column for further information on what is needed to complete the question.
Refer to the 'Number of Questions to Be Completed' cell (top right corner) for the total number of incomplete questions remaining.
For quick access to questions, click the link located in the 'Go to Question' column to navigate back to a specific question in the 'Declaration' Tab.

Organization Information									Countries Selected	
		Organization name (no abbreviations):		x	x	x	Enter Response			
		Organization unique identifier number or code (optional):		x	x	x	Enter Response			
		Organization address (optional):		x	x	x	Enter Response			
		Contact person full name:		x	x	x	Enter Response			
		Contact email:		x	x	x	Enter Response	Is the email address you entered correct?		
		Contact phone number (country code + number):		x	x	x	Enter Response			
		Authorizing person full name:		x	x	x	Enter Response			
		Authorizer title:		x	x	x	Enter Response			
		Authorizer email:		x	x	x	Enter Response	Is the email address you entered correct?		
		Authorizer phone number (country code + number):		x	x	x	Enter Response			
		Date of completion (YYYY/MM/DD):		x	x	x	Enter Response			
		Goods scope 1:		x	x	x	Enter Response			
		Goods scope 2:		x	x	x	Enter Response			
		Goods scope 3:		x	x	x	Enter Response			
		Goods scope 4:		x	x	x	Enter Response			
		Goods scope 5:		x	x	x	Enter Response			
		Topics scope:		x	x	x	Enter Response			
		Regulatory scope:		x	x	x	Enter Response			

Questions 1-10: Screening & Prioritization									Industries Selected	
1		Where does your organization have operations? Please select all countries/jurisdictions that apply on the 'Countries tab'.	Number selected: 0	x	x	x	Enter Response	Have you selected the countries your organization operates in on the 'Countries' tab?		
2		Does your organization have operations in any of the sectors listed on the 'Sectors tab'? If Yes, please select all sectors that apply on the 'Sectors' tab.		x	x	x	Enter Response	Have you selected the sectors any of your suppliers operate in on the 'Sectoral' tab?		
3		Does your organization produce and/or source (directly or indirectly) the good(s) covered by this Declaration in any of the source countries listed in the 'Source Countries tab'? Please select all countries that apply on the 'Source Countries tab'.								
				x	x	x	Enter Response			
				x	x	x	Enter Response			
				x	x	x	Enter Response			
				x	x	x	Enter Response			
				x	x	x	Enter Response			
4		Does your organization have a direct relationship with the supplier(s) growing, mining or manufacturing the good(s) covered by this Declaration?								
				x	x	x	Enter Response			
				x	x	x	Enter Response			
				x	x	x	Enter Response	Have you selected the sectors any of your suppliers operate in on the 'Sectoral' tab?		
				x	x	x	Enter Response			
				x	x	x	Enter Response			
5		How many workers and agents does your organization employ?		x	x	x	Enter Response			
6		What is the age of your youngest worker or agent?		x	x	x	Enter Response			
7		Does your organization employ or hire low-skilled foreign or domestic migrant workers (directly or through recruiters)?		x	x	x	Enter Response			
8		Does your organization use recruiters who hire subcontractors to recruit workers?		x	x	x	Enter Response			
9		Do any of the goods, wares, articles, or merchandise that your organization produces, manufactures or mines originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the "poverty alleviation" program or the "pairing-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region?		x	x	x	Enter Response			
10		Do any of your suppliers produce, manufacture or mine goods, wares, articles, or merchandise that originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the "poverty alleviation" program or the "pairing-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region?		x	x	x	Enter Response			

Questions 11-13: Policy										
11		Does your organization issue a policy/policies explicitly prohibiting workers and agents from the following:								
	a	engaging in all forms of forced labor and human trafficking (also referred to as modern slavery)?			None Selected		Enter Response			
	b	engaging in the worst forms of child labor? The worst forms of child labor includes hazardous child labor, which is work performed by a person under the age of 18 that jeopardizes their physical, mental or moral well-being. It includes work that takes place under particularly difficult conditions such as work for long hours or during the night.			None Selected		Enter Response			
	c	engaging in child labor? Child labor constitutes work performed by a person under the age for completing compulsory schooling, and in general not less than 15 years.			None Selected		Enter Response			
	d	withholding worker identity or immigration documents?			None Selected		Enter Response			
	e	using recruiters that do not comply with local labor laws of the country in which the recruiting takes place?			None Selected		Enter Response			

	f	discrimination before hiring, on the job or upon leaving based on race and/or colour, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, workers with family responsibilities, and trade union membership or activities?			None Selected		Enter Response	
	g	charging workers or potential workers recruitment fees, according to the definition provided in the Glossary? Please note: You must read the definition of recruitment fees to accurately answer this question.			None Selected		Enter Response	
	h	procuring commercial sex acts during the length of the contract?			None Selected		Enter Response	
12		Does your organization issue a policy/policies explicitly ensuring the following:						
	a	the provision or payment of return transportation for all foreign migrant workers at the end of their period of work if they were brought to the country for the purpose of working for your organization (directly or through recruiters) unless they fall under the exceptions outlined in the Glossary under 'Return Transportation'?			None Selected		Enter Response	
	b	housing provided or arranged for your workers meets host-country housing and safety standards?			None Selected		Enter Response	
	c	workers, including migrant workers, can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law or a collective agreement?			None Selected		Enter Response	
	d	wages meet applicable host country legal requirements or, if there is no legal minimum wage, wages are aligned with the prevailing sector wage?			None Selected		Enter Response	
	e	workers have the right to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law?			None Selected		Enter Response	
	f	workers, including those hired by recruiters, are given detailed and accurate work agreements or similar work papers (prior to relocation if relocation is required) in a language understood by the worker?			None Selected		Enter Response	
	g	document checks (including proof of age documents) of all workers before they begin working to confirm they are allowed to work according to legal standards and applicable organization policies?			None Selected		Enter Response	
13		Does your organization issue a policy/policies regulating the use of foreign or domestic migrant workers.			None Selected		Enter Response	

Questions 14-16: Supply Chain Management

14		Does your organization issue a policy/policies to its suppliers covering the provisions you selected in Questions 11, 12 and 13?			None Selected		Enter Response	
15		If you answered 'Yes' to Question 14, does your organization have contractual terms and conditions that require its suppliers to affirmatively agree to its policy/policies (or equivalent)?	x	x	x		Enter Response	
16		If you answered 'Yes' to Question 14 and/or 15, does your organization's policy/policies (or the equivalent) and/or contractual terms and conditions include a flow-down clause?	x	x	x		Enter Response	

Questions 17-22: Risk Identification and Management

17		Does your organization perform formal screening and evaluation of prospective recruiters to determine if they (i) operate in compliance with the law and applicable organization policies, and (ii) observe the "employers pay" principle of not charging any recruitment fees to workers, as defined in the Glossary?			None Selected		Enter Response	
18		Does your organization identify and assess risks on the topic(s) covered by this Declaration on an ongoing basis and taking into account risks arising from particular operating contexts in:						
	a	Your operations?			None Selected		Enter Response	
	b	Your supply chain for the good(s) covered by this Declaration?						
					None Selected		Enter Response	
					None Selected		Enter Response	
					None Selected		Enter Response	
					None Selected		Enter Response	
					None Selected		Enter Response	
	c	Your labor supply chain?			None Selected		Enter Response	
19		If you answered 'Yes' to Question 18, does your organization respond to the identified risk on an ongoing basis, using this to drive continual improvement?			None Selected		Enter Response	
20		If you answered 'Yes' to Question 18, does your organization use an independent third party to conduct these due diligence activities?			None Selected		Enter Response	
21		What percentage of relevant suppliers have provided a response to your due diligence survey, such as the Slavery and Trafficking Risk Template (STRT)?			None Selected		Enter Response	
22		Does your organization conduct a formal vulnerability assessment of its workers to slavery and human trafficking?			None Selected		Enter Response	

Question 23: Training

23		Do your workers who have direct responsibility for supply chain management and recruitment receive training on how to mitigate risk on the topic(s) covered by this Declaration?			None Selected		Enter Response	

Questions 24-26: Reporting & Internal Accountability

24		Does your organization have a process for workers and agents to report, without fear of retaliation, matters related to the topic(s) covered by this Declaration?			None Selected		Enter Response	
25		Does your organization maintain internal accountability standards and procedures to respond to a failure by workers and agents to meet organization policies on the topic(s) covered by this Declaration?			None Selected		Enter Response	
26		Does your organization have processes in place to provide for or participate in remedy when there is an adverse impact related to the topic(s) covered by this Declaration?			None Selected		Enter Response	

Question 27: Certification

27		Does your organization prioritize the use of ethical recruitment agencies certified by credible assurance schemes?			None Selected		Enter Response	

Question 28: Public Disclosure

28		Does your organization publicly disclose information on the topic(s) covered by this Declaration? Note: Public disclosures may be compiled to comply with legal or regulatory obligations.			None Selected		Enter Response	

Certification

		Do you certify that all the answers provided in this document are true and accurate to the best of your knowledge and understanding?			None Selected		Enter Response	

Term	Explanation
Åpenhetsloven (Norwegian Transparency Act)	The Norwegian Transparency Act imposes an obligation on certain large and mid-size companies operating in Norway to exercise due diligence to ensure that there are no violations of human rights in their own business operations and in the supply chain.
Accommodation and food service activities	This sector includes the provision of short-stay accommodation for visitors and other travellers and the provision of complete meals and drinks fit for immediate consumption. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Agent	An agent is defined as any individual (including a director, an officer, an employee, or an independent contractor) authorized to act on behalf of your organization.
Agriculture, forestries, and fishing	This sector includes the exploitation of vegetal and animal natural resources, comprising the activities of growing of crops, raising and breeding of animals, harvesting of timber and other plants, animals or animal products from a farm or their natural habitats. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Article 964 of the Swiss Code of Obligations (Obligationenrecht)	Article 964 of the Swiss Code of Obligations (Obligationenrecht) (Swiss Conflict Minerals and Child Labor Due Diligence Ordinance) imposes an obligation on certain companies operating in Switzerland to exercise due diligence and transparency in relation to minerals and metals from conflict-affected areas and child labour.
Australia Modern Slavery Act	The Australia Modern Slavery Act requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than AUS $100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks. Other entities based, or operating, in Australia may report voluntarily. Reports are kept by the Minister in a public repository known as the Modern Slavery Statements Register. Statements on the register may be accessed by the public, free of charge, on the internet. Please follow this link for more detailed information. https://www.legislation.gov.au/Details/C2018A00153/Download
Authorizing person	The authorizing person is the person in your organization who is authorized to declare the contents of this survey as true and accurate to the best of his/her knowledge. The authorizing person may be different than the contact person.
California Transparency in Supply Chains Act	The California Transparency in Supply Chains Act applies to businesses that do business in California, have annual worldwide gross receipts exceeding 100 million USD, and are identified as manufacturers or retail sellers on their California State tax returns. The Act requires those businesses to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale. It requires those businesses to post their disclosure on their website with a conspicuous and easily-understood link on the homepage. If the business does not have a website, the Act requires it to provide within 30 days a copy of the disclosure when requested by a consumer. Please follow this link for more detailed information. https://oag.ca.gov/SB657
Canada Customs Tariff Act	The Canada Customs Tariff Act prohibits all products made by forced labor from entering Canada, with some exceptions. Please follow this link for more detailed information. https://www.cbsa-asfc.gc.ca/publications/cn-ad/cn20-23-eng.html.
Child labor	Child is defined as a person below the age of 18. Child labor, in accordance with the definition used by the International Labour Organization, is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It falls under three categories: (1) The unconditional worst forms of child labor, which are internationally defined as slavery, trafficking, debt bondage and other forms of forced labor, forced recruitment of children for use in armed conflict, prostitution and pornography, and illicit activities. (2) Labor performed by a child who is under the minimum age specified for that kind of work (as defined by national legislation, in accordance with accepted international standards), and that is thus likely to impede the child's education and full development. (3) Labor that jeopardizes the physical, mental or moral well-being of a child, either because of its nature or because of the conditions in which it is carried out, known as "hazardous work."
Commercial sex act	Commercial sex act is defined as any sex act on account of which anything of value is given to or received by any person.
Construction	This sector includes general construction and specialized construction activities for buildings and civil engineering works. It includes new work, repair, additions and alterations, the erection of prefabricated buildings or structures on the site and also construction of a temporary nature. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Countering America's Adversaries Through Sanctions Act (CAATSA)	Any business importing goods into the U.S. is in scope of this Act. CAATSA Section 321(b) creates a rebuttable presumption that goods, wares, merchandise, and articles mined, produced, or manufactured wholly or in part by North Korean nationals or citizens anywhere in the world are forced-labor goods, and are therefore prohibited from importation under the US Tariff Act of 1930. These goods can be subject to detention, seizure, and forfeiture by U.S. enforcement authorities. Violations may result in civil penalties and criminal prosecution. Businesses importing goods into the United States should examine their entire supply chain for North Korean forced labor and adopt appropriate due diligence practices. Resource: US Department of State, Department of Treasury and Department of Homeland Security, North Korea Sanctions & Enforcement Actions Advisory, July 23, 2018
Debt bondage	Debt bondage, in accordance with the United Nations (UN) 1956 Supplementary Convention on the Abolition of Slavery Convention, is the status or condition arising from a pledge by a debtor of his or her personal services or of those of a person under his or her control as security for a debt, if the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length and nature of those services are not respectively limited and defined.
Direct supply chain	Supply chain providing goods or services that end up in the product or service delivered to a customer. Includes goods for resale.
Domestic work	This sector includes the activities of households as employers of domestic personnel such as maids, cooks, waiters, valets, butlers, laundresses, gardeners, gatekeepers, stable-lads, chauffeurs, caretakers, governesses, babysitters, tutors, secretaries etc. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf

Term	Definition
Due Diligence	The process organizations take to identify, prevent, mitigate and account for how they address their impacts on slavery and human trafficking.
Forced labor	Forced labor, in accordance with the International Labour Organization (ILO) Forced Labour Convention, 1930 (No.29), is all work and service which is exacted from any person under the menace of any penalty and for which the said person has not offered herself or himself voluntarily. As defined by the ILO, forced labor is an umbrella term that includes slavery, slave-like practices, various forms of debt bondage, human trafficking – also called modern slavery – and other practices.
French Loi relative au devoir de vigilance	The French Loi relative au devoir de vigilance, also known as the French Duty of Care or French Corporate Duty of Vigilance, applies to organizations headquartered in France with 5,000 workers in France or 10,000 workers worldwide.The law requires those businesses to establish a vigilance plan, implement the plan, publish the plan, and publish annual vigilance plan implementation reports. The vigilance plan must contain risk mapping for identification, analysis and prioritization; procedures of regular evaluations of suppliers and sub-suppliers; actions to mitigate risk or prevent serious harm; an alert mechanism and database of alerts; a system for monitoring implemented measures and evaluating their effectiveness. Please follow this link for more detailed information: https://www.legifrance.gouv.fr/eli/loi/2017/3/27/ECFX1509096L/jo/texte
Healthcare Services	This sector includes the provision of health and social work activities. Activities include a wide range of activities, starting from health care provided by trained medical professionals in hospitals and other facilities, over residential care activities that still involve a degree of health care activities to social work activities without any involvement of health care professionals. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Housing provided or arranged	Includes housing that has been provided or arranged for workers indirectly by recruiters or directly by the organization completing and submitting the STRT.
Human trafficking	Human trafficking, in accordance with the United Nations (UN) Palermo Protocol of 2000, is the recruitment, transportation, transfer, harboring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for the purpose of exploitation. Exploitation can include sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs. As defined by the UN, human trafficking is an umbrella term covering different forms. The International Labour Organization (ILO) also calls human trafficking "modern slavery" when done for the purposes of forced labor.
Indirect supply chain	Supply chain providing goods or services that do not end up in the product or service delivered to a customer. Includes goods not for resale.
Internal accountability standards	Internal accountability standards can include procedures for corrective and preventative actions and confidentiality and whistleblower protections.
IT services and software	This sector includes the provision of expertise in the field of information technologies: writing, modifying, testing and supporting software; planning and designing computer systems that integrate computer hardware, software and communication technologies; on-site management and operation of clients' computer systems and/or data processing facilities; and other professional and technical computer-related activities. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Labor Supply Chain	The labor supply chain consists of the sequence of employment relationships that a worker goes through in order to be deployed in a productive capacity. This may involve interactions or arrangements with recruiters, labour providers, temporary labour agencies, and other intermediaries who provide workers.
Lieferkettensorgfaltspflichtengesetz (German Act on Corporate Due Diligence Obligations in Supply Chains)	The German Act on Corporate Due Diligence Obligations in Supply Chains imposes an obligation on certain large companies operating in Germany to exercise due diligence to ensure that there are no violations of human rights in their own business operations and in the supply chain.
Low-skilled work	Low-skilled work is work associated with a limited skill set or minimal economic value for the work performed. Low-skilled workers are generally not required to have more than a high school diploma, and typically earn small wages.
Maintenance and repair of motor vehicles	This sector includes (i) maintenance and repair of motor vehicles: mechanical repairs, electrical repairs, electronic injection systems repair, ordinary servicing, bodywork repair, repair of motor vehicle parts, washing, polishing, etc., spraying and painting, repair of screens and windows, repair of motor vehicle seats; (ii) tyre and tube repair, fitting or replacement; (iii) anti-rust treatment; (iv) installation of parts and accessories not as part of the manufacturing process. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Manufacturing	This sector includes the physical or chemical transformation of materials, substances, or components into new products, although this cannot be used as the single universal criterion for defining manufacturing. The materials, substances, or components transformed are raw materials that are products of agriculture, forestry, fishing, mining or quarrying as well as products of other manufacturing activities. Substantial alteration, renovation or reconstruction of goods is generally considered to be manufacturing. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Mining and quarrying	This sector includes the extraction of minerals occurring naturally as solids (coal and ores), liquids (petroleum) or gases (natural gas). This sector also includes supplementary activities aimed at preparing the crude materials for marketing, for example, crushing, grinding, cleaning, drying, sorting, concentrating ores, liquefaction of natural gas and agglomeration of solid fuels. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Modern slavery	Modern slavery, in accordance with Guidance issued by the UK Home Office, is a term that encapsulates slavery, servitude and forced or compulsory labor; and human trafficking. The UK Home Office uses a different definition of human trafficking than the one used in this template. The International Labour Organization (ILO) calls human trafficking "modern slavery" when done for the purposes of forced labor.
Migrant worker	Migrant workers are people who leave home to find work outside of their hometown or home country. Migrant workers include both foreign and domestic (internal) migrant workers.
Operation	A location where people are employed or hired under your organization's direction for any activity undertaken by the organization to pursue its business objectives and strategy.
Organization	Organization is a person or group of people that has its own functions with responsibilities, authorities and relationships to achieve its objectives. The concept of organization includes, but is not limited to, sole-trader, company, corporation, firm, enterprise, authority, partnership, association, charity or institution, or part or combination thereof, whether incorporated or not, public or private.

Organization address	The mailing address of the head office of the organization completing and submitting the STRT.
Organization name	The name of the organization completing and submitting the STRT. Do not use abbreviations.
Organization unique identifier number or code	The DUNS number, VAT number, customer-specific identifier, or another number or code unique to the organization completing and submitting the STRT.
Personal services	This sector includes types of services such as washing and (dry-)cleaning of textiles and fur products, hairdressing and other beauty treatment, funeral and related activities. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Policy	A policy refers to documented guidelines or rules of conduct within an organization. Human rights-related policies generally fall into two categories: stand-alone statements and policies that are integrated within a organization's wider standards literature (e.g. worker codes of conduct and ethical sourcing standards).
Recruiter	A recruiter refers to both private and public entities that offer labor recruitment services. Recruiters – variously referred to as labor intermediaries, middlemen, labor brokers, and recruitment agents, among other terms – recruit, hire, and/or manage workers.
Recruitment fees	Recruitment fees, in accordance with Guidance issued by the International Labour Organization, is any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection.
Return transportation	Transportation from the place of work back to the sending country (the country where the migrant worker was recruited). Exceptions to this requirement include: i) workers who are legally permitted to remain in the country of work and choose to do so, and ii) workers exempted by an authorized official of the US contracting agency.
Servitude	Servitude, in accordance with Guidance issued by the UK Home Office, is the obligation to provide services that is imposed by the use of coercion and includes the obligation for a 'serf' to live on another person's property and the impossibility of changing his or her condition.
Slavery	Slavery, in accordance with the United Nations (UN) 1926 Slavery Convention, is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised.
Supplier	A supplier is defined as an organization or person that provides a product or service used in your supply chain. The supplier can have a direct or indirect relationship with your organization. Examples of suppliers are: brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors, and wholesalers.
Supply chain	A supply chain is defined as a sequence of activities or parties that provides products or services to the organization completing and submitting the STRT.
Training	Training can be focused on helping agents better understand organization policies, how to effectively implement them and ways to avoid trafficking and forced labor risks associated with inaction.
Transportation	This sector includes the provision of passenger or freight transport, whether scheduled or not, by rail, pipeline, road, water or air and associated activities such as terminal and parking facilities, cargo handling, storage etc. Included in this section is the renting of transport equipment with driver or operator. Also included are postal and courier activities. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
UK Modern Slavery Act	The UK Modern Slavery Act applies to commercial organizations that supply goods or services in any part of the United Kingdom with a global annual turnover of 36 million GBP or more. Section 54 of the Act requires those organizations to prepare a statement setting out the steps they have taken during that financial year to ensure slavery and human trafficking are not taking place anywhere in their supply chains and in any part of their own business. The Act requires those organizations to have the statement signed and approved by the relevant authority. It also requires those organizations to publish their statement on their website with a link to the statement in a prominent place on the homepage. If the organization does not have a website, the Act requires it to provide a copy of the statement to anyone who makes a written request for it within 30 days. Please follow this link for more detailed information. http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf
US Tariff Act	Section 307 of the US Tariff Act prohibits all products made by forced labor from entering the United States. Importers can proactively seek to avoid US imports being the subject of a Withhold Release Order by exercising due diligence over their supply chains and understanding where and how their products are manufactured or produced. Please follow this link for more detailed information. https://www.cbp.gov/trade/programs-administration/forced-labor
Vulnerability Assessment	A formal or documented assessment process that applies to a set of criteria to determine the vulnerability of workers to slavery and human trafficking.
Wholesale and trade	This sector includes wholesale and retail sale (i.e. sale without transformation) of any type of goods and the rendering of services incidental to the sale of these goods. Wholesaling and retailing are the final steps in the distribution of goods. Please follow this link for more detailed information: https://unstats.un.org/unsd/publication/seriesm/seriesm_4rev4e.pdf
Withholding worker identity or immigration documents	This includes destroying, concealing, confiscating or otherwise denying access to a worker's immigration or identity documents (e.g. passports, visas, drivers' license).
Work agreements	A work agreement should include key terms and conditions of work such as work descriptions, wages, work location(s), living accommodations and associated costs, time off, roundtrip transportation arrangements if relevant, and grievance process. For organizations in scope of the US Federal Acquisition Regulation final rule on Combating Trafficking in Persons, these agreements must be provided at least five days before a worker relocated and must include the key terms and conditions listed above plus a prohibition on charging recruitment fees as well as the content of applicable laws and regulations that prohibit trafficking in persons. A work agreement is an individual contract of work which sets forth the general conditions of engagement and of work.
Worker	A person who performs work, including seasonal, contract and other temporary labor. Both employees and independent contractors are considered workers.