Preamble

“Where, after all, do universal human rights begin? In small places, close to home—so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighbourhood he lives in; the school or college he attends; the factory, farm, or office where he works. Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere. Without concerted citizen action to uphold them close to home, we shall look in vain for progress in the larger world.”

In initial discussions between the Anglican Diocese of Wellington and the US Embassy regarding the proposal to hold another people trafficking conference it was recognised that consistency is the key to effective change.

Since 2014 there has been no opportunity to draw together different members of civil society to continue the dialogue on how best to address and eliminate incidents of people trafficking/labour exploitation. Occurrences of exploitation and/or trafficking take place within local communities and involve a whole range of players from industries to businesses to consumers and people from all walks of life. Therefore early consultations regarding the conference proposal widened to include staff from the Ministry of Business Innovation and employment (MBIE) and focussed on how to ensure we included businesses and industry in the conference itself.

It was acknowledged from the onset that holding such a conference which intentionally allowed for these wide ranging voices to be clearly heard offered real opportunity to disrupt possible exploitation by hearing how such criminal activity is occurring, learning from government and others what steps are already being taken, as well discussing what further can be done to continue to disrupt and bring to an end such criminal activity.

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1 Eleanor Roosevelt, "In Our Hands" (1958 speech delivered on the tenth anniversary of the Universal Declaration of Human Rights)
To this end, working collaboratively, a programme was drawn up that intentionally included such key players as business, government departments, NGOs, academics, the Human Rights Commission and faith based groups.

Whilst not exhaustive this report aims to capture some of the wide ranging voices and depth of experience from speakers who were drawn from the United Kingdom, Australia and from within New Zealand. Beginning with one of our highly experienced key note speakers, Andrew Wallis Director of the organisation Unseen based in the UK, and finishing with the final session which addressed the question, ‘Where to from here?’ the leading theme throughout the two days was centred on collaboration.

Day 1

Conference opening at parliament hosted by the Hon Michael Woodhouse
Minister for immigration

*Opening address Minister Woodhouse*

Minister Woodhouse welcomed all participants to the conference making special reference to the speakers drawn from overseas. As he spoke briefly regarding the NZ government’s commitment to address and eradicate the crime of modern day slavery and labour exploitation he made the following comment,

> “Access to the international labour market is a privilege, not a right and if employers abuse that privilege by exploiting migrants or failing to comply with employment law, there will be consequences.”

*Associate Bishop of Wellington, the Right Rev. Eleanor Sanderson*

Following the Minister’s address the Associate Bishop of Wellington the Right Rev. Eleanor Sanderson welcomed and addressed the gathering saying,

We gather together today with such a mix of distress and hope. We are here because we share a distress at the exploitation of some of the most vulnerable people in our world. And we are impassioned to act in response to that distress. And so, we come to this gathering allowing ourselves to, in some ways, be even more distressed; to allow ourselves to understand more deeply and more intimately the reality of human trafficking, modern day slavery and the consequential exploitation of vulnerable workers.

Yet this morning I am also filled with great hope. The language of our gathering, the tip of the Iceberg, reminds us that this is a very big issue which we only see a small part of in our everyday reality. This image indicates to us that modern day slavery is a global problem and so requires a global response. This is a community problem and so requires a community response. This is a problem that cuts across civil society, business and enterprise, the legislative environment and grass roots community groups of which
faith-based groups are a vital part, it is a problem therefore that above all else requires intentional collaboration.

It is therefore because of the collaborative partnership that this gathering represents that my heart and my spirit are filled with enormous gratitude. I am deeply grateful for the manaakitanga of our parliamentary community, in welcoming us here this morning, to our minister, thank you. I am deeply grateful for the global partnership connection enlivened by the American Embassy, thank you so much. I am deeply grateful for the international civil society collaboration, brought particularly to us through the life and work of both Andrew and Justine, tena korua. And I am so thankful for the representation over these next few days of so many different people from civil, NGO, community groups and leaders in NZ business and enterprise.

If collaboration is the key need to overcome this problem, then my heart and spirit rejoice that our korero, our reflection, our discernment to action, takes place on this interwoven collaborative foundation. It is an honour to stand amongst you all.

For my part, I wish to extend a Divine solidarity and welcome to our gathering. In the conversations leading up to this conference, we have talked about the important role that our grass roots faith based communities can have in offering, in some cases, a first contact for those who experience themselves enmeshed in this net of exploitation. Our parishes are a global network of local communities seeking to enliven the transformative grace and goodness of God in the dust and fabric of our society and world. But that local transformation depends upon the national and international collaborative networks of transformative solidarity to which this gathering is a testament. Therefore, as we move later today to the Cathedral, I extend the welcome of one such local parish community. But behind that local community, that tip as it were, is a huge weight of divine grace, goodness and power, the iceberg of God’s passion and compassion. May we know a divine grace over and in our conversations. May we know a divine favour in our collaborative foundation for supporting those most vulnerable for whom we gather. And may we know Divine power to change those realities.

No rera

Tena kotou tena kotou tena tatou katoa

Demian Smith, Acting Deputy Chief of Mission, US Embassy in Wellington

Concluding the speakers for the opening of conference Demian Smith spoke on behalf of the US Embassy.

Demian began by saying, “I am pleased to join this conference as it looks at ways to combat trafficking in persons in New Zealand – more so because we will look at ways to harness the experience, know-how, and sheer ‘can-do’ attitude of the business community – a key player, too often overlooked on this issue.” He continued by stating his country’s commitment to tackling the crime of both domestic and international trafficking of persons. Referring to the annual Trafficking in Persons report he quoted
Secretary of State Tillerson who in the opening part of the report stated, “Human trafficking is one of the most tragic human rights issues of our time. It splinters families, distorts global markets, undermines the rule of law, and spurs other transnational criminal activity. It threatens public safety and national security. But worst of all, the crime robs human beings of their freedom and their dignity. That’s why we must pursue an end to the scourge of human trafficking.”

Demian pointed out that no country was immune to such a crime including his own where it is acknowledged the US has serious problems with trafficking and labour exploitation. Using the TIP report he outlined that,

- The U.S. is a source, transit, and destination country for trafficking.
- Both legal and illegal immigrants have been identified as trafficking victims.
- The top three source countries of trafficked persons were, in reverse order, The Philippines, Mexico, and the United States itself.

Speaking from his experience Demian said, “I know from my postings in various countries that, wherever you are in the world, prosecuting and convicting trafficking and forced labour is never easy. In some countries it’s widely known that the issue is there – but the power structures make it very difficult to tackle the problem …”

He acknowledged too the difficulties faced for countries like the U.S. AND New Zealand where such criminal activity is more often than not hidden-sometimes just below the surface “But whether you prosecute one or two traffickers or you prosecute hundreds, the likelihood is – always and everywhere – that you’re seeing only the tip of the iceberg”.

In concluding Demian left the gathering with a challenge going forwards,

“So all governments – all NGOs, media, businesses, all of us as individuals – can do better”

The Embassy of the United States of America is proud to support this important conference. We look forward to working with you.

Conference sessions Day 1

Opening key note address

Andrew Wallis Director of the organisation unseen UK

“It’s amazing what you can achieve if you don’t care who gets the credit.”
Andrew began with the challenging question, how do you quantify a crime that is so infiltrated into society and yet hidden in plain sight? Continuing he pointed out the numerous unseen slaves who every single day are furnishing our lifestyles. There is slavery present in what we wear, what we eat and the vast array of electronic equipment we unthinkingly use every day.

Slavery is present within our regulated industries. Reflecting on his UK experience, in particular in the lead up to the UK Slavery Act, he observed that slavery had been primarily seen as an immigration issue, however such a view was changing for such criminal activity being now uncovered within the UK was not involving migrants but rather UK citizens living within the country. No longer can modern slavery be seen as solely an immigration issue, something imported in rather than already present within.

What was needed right now is a road map to take us forwards.

“Intentional collaboration”

Focussing on collaboration Andrew pointed out that non-government organisations (NGOs) fail if it’s all about their particular brand. In the past there was little collaboration in the UK between NGOs, this was slowly changing.

He observed that where we are at in tackling this crime in NZ at present is where the UK was about 7-10 years ago.

Challenging the dominant awareness raising paradigm favoured by many NGOs he pointed out that such a focus does not work. Undertaking a cost analysis on awareness raising projects and the money spent will show little value for money. Furthermore with the overriding controlling narrative on sexual exploitation comes a failure to recognise that the majority of people in abusive situations are trapped within labour exploitation.

Change comes from changing the views of the politicians. There is an urgent need to recognise modern day slavery with complex issues. Simplistic responses will not work. What is needed is to stop pointing fingers as to whose issue is it, it’s everybody’s issue! A pragmatic response is where we ask, “How are we going to do this?”

Andrew observed that in the past 10 years much had happened and he felt the crime could be solved within a generation. He went on make reference to the UK Slavery Act and the work leading up to the Act becoming law. Further information can be found in the following two documents,

“Iron sharpens iron”

The UK Modern Slavery Act journey has confirmed that trafficking and slavery is the biggest social justice issue today. The act has brought focus, what is the evidence? Where does that take us? A real thirst to get accurate information by working together.
Basing all work on concrete evidence, multi disciplinary. The ‘It Happens Here’ report\(^2\) had a huge impact and led towards governmental change of mind. A key issue was what to call the crime? It was acknowledged the term human trafficking was not understood. So the terminology became modern day slavery. Consequent work has centred on lifting off the layer to reveal the dark underbelly of the country. A blue print was developed which could be effectively used by anyone e.g. Police. Andrew paid tribute to the now prime minister Teresa May for having the courage to enact the Act.

It is estimated that between 70/80 % of the crime involves forced labour-supply chains, in which we are all personally involved.

The enactment of the UK Slavery Act has seen a cultural shift in how businesses operate. Transparency within supply chains has become a key topic. It has been important to dispel the myths surrounding supply chain transparency such as goods will cost significantly more, that facts do not bear this out.

Legislation is imperative in order to stop this crime. It is hidden within communities and there is an urgent need to shine a spotlight on such illegal activity.

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**Trafficking and Exploitation in New Zealand**

*Rebecca Miller,*  
*Programme manager of People Smuggling and Trafficking in Persons*

*George Mason,*  
*General Manager Employment Services MBIE*

*Cam Moore,*  
*current manager of the Serious Offences unit (SOU) of Immigration New Zealand (INZ)*

Rebecca opened the presentation by recounting the present work of the Immigration NZ in relation to the crime of people trafficking and labour exploitation, giving the gathered participants a good overview of both work that has been successfully achieved as well as the ongoing challenges and opportunities.

Rebecca finished by emphasising the need for effective partnerships saying, “*We can’t simply legislate our way out of this.*”

George began his presentation by saying,

“The world of work is so important to all of us. How do we know workers are being treated fairly?”

George emphasised throughout his presentation the need to recognise that the activity of people trafficking/exploitation preys upon inherent and central elements of the human condition - hopes/aspirations for a better life for one's self and often one's family, the inherent trust that we place in each other as humans. It is, in that sense, the most cynical of crimes. It is critical to keep the focus on those who engage in this predatory behaviour and to avoid any judgment of those who are the victims of such cynicism - even if arguments are raised about some of these people being complicit in the activity.

Their complicity arises from their humanity, they deserve ours in response and our blame and judgment must be reserved for the perpetrators. This is not only for the reason that our own humanity rests upon such an approach but because, logically and pragmatically it is only by a total and unwavering focus on the perpetrators, in all of their forms and guises, and with all of the effort and energy we can muster on a whole range of fronts, that we will be able to effectively eliminate this scourge.

Cam Moore – delivered a presentation on Operation Vitis – New Zealand’s second ever TiP investigation and the first ever successful prosecution for TiP crimes. The investigation focused on 16 Fijian nationals who were brought to NZ under the deceptions that they would be issued with valid work visas, be provided with food and accommodation and would receive pay at a rate of approximately NZD$16 / hour. Upon arrival into NZ on visitor (not work) visas the victims went to one of two locations 1) to work for Faroz Ali in his own business hanging GIB board at various construction sites around Auckland or 2) to the BoP where they worked for Jafar Kurisi picking various fruits. In all instances the victims received little to no pay, were housed in cramped and / or substandard accommodation and were provided with minimal if any food. INZ became aware of this as a result of one of the victims talking to a Good Samaritan that she had met whilst in Church.

INZ spent two years investigating and taking the case through to a High Court trial based in Auckland. As a result both defendants entered guilty pleas to numerous charges for exploitation related matters and to aiding and abetting persons to breach their visa conditions. Mr Ali was also convicted of 15 charges relating to Trafficking in Humans – a 20 year imprisonment and / or $500,000 crime. He was later sentenced to 9 ½ years' imprisonment and is required to pay approximately NZD$25,000 in reparations to the victims. Mr Kurusi received a sentence of Home Detention and was required to pay approximately NZD$55,000 in reparation to the victims.
Cam drew parallels to the presentations delivered by the two keynote speakers from the organisation Unseen UK, Andrew Wallis and Justine Currell, noting that at this point crimes of TiP were largely identified and investigated by INZ and not NZP investigators although progression in this area was being actioned.

Further Cam noted that interagency / intercommunity response was the way forward for these crimes, not only to assist in identifying other potential cases of TiP, but also in looking for alternate means to reducing and disrupting these types of crimes. He further reiterated that prosecutions, albeit an important measure, could not and should not be solely relied on to address this area.

Troubled Landscape: Migrant Worker Exploitation in New Zealand

Christina Stringer. Associate Professor, Department of Management and International Business, University of Auckland

“The contribution of migrant workers to the New Zealand economy must be valued and their vulnerabilities addressed”.

Christina summarised the background to her research into migrant labour exploitation, namely that a group of NGOs (The Préscha Initiative, Stand Against Slavery, Hagar and ECPAT), formed the Human Trafficking Research Coalition in 2013 to commission research into worker exploitation in New Zealand. Christina undertook in depth research into this troubling landscape of exploitative labour practices on behalf of the Coalition. This was a two year project with the report released in December 2016.

The research focussed on the question,

“What is the extent of worker exploitation in New Zealand? “

The methodology covered,

2. Semi-structured interviews: 105 interviews reported – the majority in English with a small number conducted in Hindi, Indonesian, Russian and Spanish;
3. Broad scope to avoid any bias towards pre-determination;
4. Snowballing recruitment strategy – used with success in researching vulnerable or hidden populations: “a group of individuals for whom the size and boundaries are unknown, and for whom no sampling frame exists” (Tyldum & Brunovskis 2005, 18);
5. Reflecting on their experiences difficult for some interviewees with a range of emotions expressed.

The desk review (2005-2015) examined what was already known, namely:

Exploitation most often occurs in labour intensive industries.
Exploitation ranged from wage abuse through to forced labour. Some examples:
- Filipino nurses “being forced to sign a form on the tarmac and being bonded up to two years”;
- Student migrant labourers picking fruit “a game of exploitation”;
- Asian fishing crews forced into slavery;
- Starving Fijian dairy workers foraged for maize to feed themselves.

The desk review identified a range of exploitative practices which were summarised by industry sectors.

**Recruitment practices**

- Excessive fees
- Deceptive recruitment practices
- Deception of officials
- Employment practices
- Exploitative conditions
- Failure to pay legal entitlements
- Excessive hours
- Coercion
- Vulnerability of students, expectations of PR not obtainable
- Confiscation of documents

Likewise, the empirical research identified exploitation in a range of industry sectors, including horticulture, hospitality, dairy, international education and the sex industry. The research revealed a number of commonalities such as, deceptive and excessive recruitment fees and deception of officials.

**Some of the findings, included**

- Interviewees felt they were treated as “slaves”
- Non-compliance with employment legislation
- Restriction of movement
- Contractors operate in grey areas.
- The range of abuses identified found:
  - One interviewee was not allowed to leave the farm/accommodation. He did so to attend a religious ceremony and was deducted two days wages
  - One was threatened by his contractor that if he “stands against him... nobody’s gonna find your dead body in New Zealand”.
  - Another interviewee was physically and verbally abused, and forced to live on food scraps; did not press charges as he was continually told by his employer “you don’t know my powers”.
  - One worker was taken into an orchard and roughed up.
  - A worker was verbally abused and slapped by his employer for reporting his working conditions to his agent.
  - Another was frequently denied bathroom breaks.

The report included recommendations for Government put forward by the Human Trafficking Research Coalition:
1. Establish a human trafficking office;
2. Fund further research into vulnerable demographics;
3. Monitor industry sectors where exploitation is occurring;
4. Private sector to establish a fund to complement government resourcing;
5. Adapt MOUs with other countries where recruitment agents are used;
6. Red flag system for human trafficking and labour exploitation;
7. Update the ‘Plan of Action to prevent people trafficking’;
8. All frontline staff receives mandatory training to assist with victim identity;
9. Develop a curriculum (employment and immigration law) for new migrant workers;
10. Analyses two human trafficking prosecutions and ascertain whether current New Zealand law allows for effective prosecution to take place within the current legal framework;
11. Review the UK Modern Slavery Act 2015 to ascertain whether New Zealand should be implementing similar legislation.

Mitigating Risks to your Brand

Jonathan To, Senior Advisor, Employments Systems and Assurance, Employment Services, MBIE
Daniel King, Project Manager, Employment Systems and Assurance, Employment Services MBIE

Jonathan began by quoting Minister Woodhouse at the opening of the conference, who said,

“Access to the international labour market is a privilege, not a right and if employers abuse that privilege by exploiting migrants or failing to comply with employment law, there will be consequences.”

Jonathan then moved to reflect on the role of media, observing how increasingly both negative and positive media are affecting businesses bottom line. He gave two recent examples, these being: In 2015 LI conducted a minor investigation into several growers in the horticulture industry identifying a number of relatively minor breaches. The published results received limited media coverage but caught the eye of their overseas procurer and resulted in their stipulation that they would not purchase any further produce from those particular growers.

The highest profile case that we have seen in NZ is Masala restaurants which began with an investigation into underpaid workers and resulted in trafficking and exploitation charges and $34m in asset seizure
Inspectorate fines farms over record-keeping

The Labour Inspectorate investigated 28 farms over the past two months - half of which breached record-keeping requirements by employers. Federated Farmers dairy chairperson Andrew Hoggard saying there was no excuse for not keeping records.

"It's been a rule for 25 years now, so if people aren't going to pay attention to the messages - if they're not going to take the carrot, then all that's left is the stick."

Referring to the influential role of social media in today's, Joathan pointed out that consumers are now far more ethically conscious and socially aware, with movements and public opinion quickly going viral. With technology news travels fast and people voice their opinions publicly. Even a rumour can affect a company's bottom line

**Just one controversy can lead to sweeping boycotts of products and services.**

Recently New York taxi drivers took a one hour work stoppage in unity with protests against immigration bans at the New York airport. At that point UBER removed surge prices. This created public uproar and #boycott Uber went viral in social media. Uber apologised but by then they had lost 200,000 users.

National Consumer Survey

*Thinking about the types of information that you might see before purchasing a product or service, how often do the following apply to you?*

“Knowing that a business treats its workers fairly (e.g. pays at least minimum wage, provides a safe workplace), affects my decision on where to purchase goods/services”

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<tr>
<td>Sometimes</td>
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<td>Most of the time</td>
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<td>Always</td>
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Which of these reasons have ever made you boycott a brand? %

83% of Kiwis would stop buying a company's products if they heard about them being irresponsible or unethical.
New enforcement in place means non compliant employers run the risk of losing the opportunity to employ migrant labour. The new stand down periods are aimed to clampdown on non-compliant employers.

Continuing the presentation Daniel outlined the present day risks for business, namely,

- Employers who breach immigration and employment law from recruiting migrant workers will be stood down from recruiting migrants
- A table of employers on stand down periods is publicly available on employment.govt.nz
- Difficulty attracting the right people
- Workforce disengaged/alienated
- Unfair competition within the industry entrenching poor business models
- Consumer concern/backlash
- Damage to employer and product brand (including NZ Inc.)

The focus on labour issues is international.

**The United Nations Guiding Principles on Business and Human Rights**
Guidelines for States and companies to prevent address and remedy human rights abuses committed in business operations:

Governments **Protect** human rights (includes labour)

Businesses **Respect** human rights in their operations (including supply chain)

**Remedy** Victims of human rights abuse have a right to effective remedies,

**The UK Modern Slavery Act 2015:**

A company must publish an annual statement and steps taken to ensure slavery and human trafficking are absent from the business and supply chain.

The legislation applies to an entire company’s operations no matter where the offences occurs (e.g. a subsidiary in India exploiting workers).

Here in NZ there is an increasing focus on labour issues with companies becoming more and more conscious of their supply chains and implementing assurance models. Businesses in supply chains are being expected to provide assurance that as a bare minimum they are compliant with national legislation.

**GAP (Good Agricultural Practice) + GRASP (GAP Risk Assessment on Social Practice)**

In the Horticulture industry growers who export overseas will be subjected to 3rd party Risk assessment Audits for social practice. These audits are annual and reported back to the procurer (German Supermarkets). The expectation is that issues are resolved and any there is continuous improvement.
Both Z energy and Air New Zealand have publicised expectations of their supply chains. These include core labour issues: working hours, forced labour, etc.

**In concluding the presentation the focus was on getting the right NZ labour story. Consistently getting the basics right as a foundation for quality employment – attracting, holding, developing workers in increasingly productive work.**

**Human Rights in supply chains—a practical response**

*Margaret Stuart, Corporate and External Relations Manager Nestle Oceania*

Human Rights in supply chains—a practical response

*Margarita Stuart, Corporate and External Relations Manager Nestle Oceania*

Nestle has developed a Human Rights Due Diligence Program which sits within the framework of the UN Guiding Principles on Business and Human Rights.

Pillars of the Program are:

- Pillar 1: Policy commitments
- Pillar 2: Stakeholder engagement
- Pillar 3: Training and human rights
- Pillar 4: Risk evaluation
- Pillar 5: Impact assessment
- Pillar 6: Governance
- Pillar 7: Partnerships
- Pillar 8: Monitoring and reporting

Human Rights are integrated into 17 key policies, including the Nestlé Supplier Code. The Responsible Sourcing Guideline (RSG) complements the Nestlé Supplier Code and applies to all stages of the upstream value chain back to the primary production level.

The RSG is meant to be complemented, as appropriate, with additional guidelines, specifications and practical tools at local or regional level (according to the region and its climates, ecological variables, farming systems, cultures, consumer preferences, etc.) and respecting national laws and regulations. It applies additional requirements to certain materials that the company purchases, including cocoa.

Margaret spoke of the Nestlé Cocoa plan, a program which seeks to improve the lives of cocoa farmers and the quality of their crops; it tackles important issues including low
productivity and child labour, and has three pillars: enabling farmers to run profitable farms; improving social conditions; and sourcing good quality, sustainable cocoa.

The program also includes a child labour monitoring and remediation scheme, which aims to identify at-risk children and provide assistance to them and their families.

The success of the program is highly dependent on collaboration with others, including the International Cocoa Initiatives, the Fair Labour Association, the International Federation of Red Cross and Red Crescent Societies, the World Cocoa Foundation, Suppliers, the government, and certifiers (Fairtrade and UTZ).

Since early 2013, all the retail chocolate bars and blocks, and baking chocolates Nestlé has made in Australia for Australia and New Zealand have used cocoa certified by UTZ. In 2015, this was extended to include Milo, and globally, early last year KitKat became the only global brand to use only certified cocoa.

More information can be obtained here,

www.nestlecocoaplan.com

A Good Country Reputation

Rebecca Smith Director, New Zealand Story

Being a good country counts!

Rebecca began by emphasising how much reputation counts and of the need to unpack the power of our New Zealand story.

What people think of you matters, how people feel about you is just as important – and that’s where brand comes in.

In a competitive global economy, reputation matters. And it’s important for a country like ours, with an economy that relies on the strengths of its exports, to continue to grow and diversify. The more we can do to ensure that we’re all telling a broad, compelling and aspirational story about NZ, that is grounded in our values and resonates with the world, the greater chance we have of attracting people to all that we offer - whether it be to visit, study here, live here, or do business with people here.

Put quite simply, we need to make New Zealand famous for more good things.

At a practical level, the NZ Story Group creates and curates content that arms NZ exporters, the Government and its agencies with the tools, skills, and knowledge to communicate more consistent and compelling stories about New Zealand to shift perceptions, open doors and grow opportunities.

Development of the New Zealand Story was led by Tourism New Zealand, New Zealand Trade & Enterprise and Education New Zealand, working closely with the public and private sectors. The New Zealand Story Group is part of the Government’s Business Growth Agenda that aims to increase our country’s exports to 40% of GDP by 2025.

Rebecca pointed out that Aotearoa New Zealand is well-known for the beauty of its landscapes and for the friendliness of its people – we have a reputation for doing the right thing, even when nobody is watching. Perception is all important and there was a need to emphasise and build upon our story to include seeing the country as a viable trading partner. Observation from overseas still views NZ as being a peaceful country with lots of greenery and sheep. In the world’s eyes we stand for,

Kaitiaki-integrity-integrity

KAITIAKI
The land and sea shape us. We’re proud of our role as guardians of this place and its people – for now and for future generations.

INTEGRITY
we have a reputation for integrity and for being good to work with. We pride ourselves on reliability and our open, honest approach.
INGENUITY
our fresh perspective and independent thinking creates an environment where innovation and ingenuity prosper.

Reflections and conclusion of Day 1,

Led by, Chris Frazer, co-organiser on behalf of the Anglican Diocese of Wellington

Breaking into groups the conference participants were asked to briefly discussions what the key issues were and what questions/reflections would they take away from the first day?

Responses included,

- The need for collaboration
- Wayne from the NZ Police committed to investigating further what role the Police have within the crime of trafficking given several speakers had made reference to it not just being ‘an immigration issue’.
- Employing positivity- being constructive-’name and fame’
- Understanding that the whole of community has a role to play
- Faith based groups needing to play their part
- More training – re starting the ‘Train the Trainers’ sessions within local communities

Day 2

Opening key note address

Justine Currell, Executive Director UK organisation Unseen

“One victim, is one too many.”

Justine opened with the challenging question,

“Is the Government really willing to lift the lid on the issue and really tackle it?”

Referring to her role in writing the ground breaking legislation which led to the enactment of the Anti Slavery Act in the UK, Justine spoke of really lifting the lid and taking a good look at what lies beneath the surface. She made the comment that, “any country that thinks issues such as slavery don’t exist in their country has not looked.” Continuing she said, there are “an army of vulnerable people arising out of such events as globalisation, gender discrimination, poverty and war.”
In reference to the UK Act Justine referred to the pioneering work of the UK Centre for Social Justice whose report was key in developing the modern slavery act. The report highlighted the need for something far bigger than simply a law enforcement response. What was needed was more emphasis on the victims of the crime, what was happening for the victims? The emphasis required to address prevention of the crime.

"It’s simply not possible to prosecute or legislate out of this situation."

A game changer has been the key part of the act that addresses supply chain transparency. This has meant a significant change for how businesses operate. The act was not meant to be a punitive measure but rather to encourage business to use their smarts in tackling the issue of possible slavery within their respective supply chains. What has this meant for UK businesses? It has encouraged wider collaboration between all parties. Indeed collaboration is key! For prevention is the only way to begin to tackle and eliminate this crime.

The act too encourages the changing of the lens away from simply viewing modern day slavery as an immigration issue to placing it firmly within the lens of criminal activity. Modern day slavery cannot be seen as solely an immigration issue but one of criminal activity and needing a law enforcement response.

A significant part of the work too has been the setting up of a slavery help line. It is essential that possible victims of slavery/exploitation are properly cared for. We need to learn from the people who have been victims, such information is invaluable.

The reality is such criminal activity is not new it’s been happening right through the ages. What is new is the event of globalisation and its impact on such criminal activity today.

Aspirations and Realities: Ethical Sourcing from a Retail Perspective

_Tania Benyon, CEO Group Sourcing Support, The Warehouse Group_  
_Trevor Johnston, Ethical Sourcing and Quality Manager, The Warehouse Group_

The Warehouse group is NZs largest General Merchandise retailer with over NZ$3b in annual sales.

_35 years of trading ‘Where everyone gets a bargain’ and 14 years of engagement in its Ethical Sourcing Programme_
Tania opened the presentation with an overview of the size of The Warehouse Group and its intentional involvement and commitment in its 13 year ethical sourcing programme. Tania spoke of the challenges of balancing aspirations and realities whilst emphasising the need for authenticity and credibility within business. Tania made the point that, “with transparency as our baseline our priority is to collaborate for continuous improvement”

Ethical sourcing is embedded operationally into our supply chain.

**Not a ‘personal choice’**

- Ethical policy acts as guide rails for the sourcing and merchandise functions
- Equal ‘status’ with all other functions
- Operational ‘hurdles’ ensure framework compliance

**Best practice and growing external expectations are driving**

- Transparency
- Extending traceability in supply chains
- Deepening public disclosure
- Referencing factory wages to a living wage

**The Warehouse Ethical Sourcing Policy covers**

- 1. Management Systems
- 2. Child Labour
- 3. Voluntary Labour
- 4. Health and Safety
- 5. Wages and Benefits
- 6. Working Hours
7. Freedom of Association & Collective Bargaining
8. Environment
Sub contracting
Business integrity

Trevor opened his part of the presentation by saying,

“Our lifestyles and privileges are based on the productive work of countless others far less fortunate than us.”

Referring to audits Trevor acknowledged that while they are not the whole answer they are still very much needed as they provide an important baseline. Audits assess labour management systems and worker welfare.

What this means in practice is,

**Monitoring Focus: 10 Critical Standards**

- The factory must maintain a personnel file on every employee which includes **age-identification documents and signed employment agreement**
- The factory must prohibit **prison labour**, or workers who work under **bond**, **debt** or other obligation.
- The factory must not employ workers **under the age of 16**, or whatever minimum working age is defined in local law.
- The factory must enforce policies that prohibit the followings: Physical, Sexual or Verbal **abuse or harassment**.
- Workers must receive at least the legal **minimum wage**.
- **Overtime hours** worked must not exceed 32 hours in a six day working week.
- The factory must maintain a working time clock or equivalent system that enables workers to **record their hours worked**.
- Workers must be paid the **legal overtime premium** – including any workers paid by piece rate.
- Worker must be able to **take leave** from the factory without unreasonable restriction from management.
- Workers must have **one day off in seven**.

Referring to the challenges and the wins relating to ethical sourcing he outlined them as,

**The challenges**
- Cultural and regulator tolerance for extra-legal practices
- Sophisticated audit deception
- Inconsistent brand approaches to transparency
- Dysfunctional certification schemes
- Cost of idealised implementation versus commercial imperatives
- Passive response of local industry (at source)
No legal mandate

The wins

- Significant income and living standard gains
- Health & safety improvements
- Worker rights awareness
- Success of multi stakeholder initiatives – despite their limitations
- More and more brands participating
- Growing consumer interest

Concluding the presentation Trevor summarised the various multi stakeholder initiatives.

- Multi-stakeholder initiatives seek to leverage buying group synergies and bring international best practice to global supply chains.
- Examples include: The Business Social Compliance Initiative (BSCI), Worldwide Responsible Accredited Production (WRAP), SEDEX supplier data sharing platform, ICTI Care - ethical supply chain program for the global toy industry.
- Working well they can yield tremendous benefits in worker welfare – e.g. the Bangladesh Accord for Fire & Building Safety and the Alliance for Bangladesh Worker Safety.
- Mutual recognition of audit reports and certification among members can relieve audit fatigue and save costs for producers.
- At worst the dissonance between standards promoted by multi-stakeholder codes and local practice encourages audit falsification and other non transparent practice and constrains rather than improves conditions for workers.
- Not necessarily a reliable form of assurance.

The Pip Fruit Experience

Gary Jones, Business Development Manager, Pip Fruit New Zealand

“We want to be leaders not fast followers.”

Gary began by giving an overview of the pip fruit industry, its size and its role within the global market. Within NZ the following slide gives context to the size of the industry.
90% of NZ’s apples are produced in two regions – Hawkes Bay in the North and Nelson in the South. The Pipfruit sector (apples and pears) is the second largest horticulture sector in NZ and in 2013 was worth $500 million in export returns.

When speaking of market access Gary outlined how it has changed since the 80s.

Globally New Zealand is a small producer providing 0.5% of the world’s apple production. Gary outlined how New Zealand is to partner with India in a partnership that will see a sustainable and transformational increase in productivity and prosperity for the Indian and New Zealand apple industries.

New Zealand and Indian apple industries will form a partnership under which New Zealand will support a technical exchange programme, providing skills and knowledge to growers, universities and extension services. In return the Indian apple industry will support commercially meaningful access for New Zealand apples to the Indian apple market through a welcoming and predictable trade environment.

Gary made reference to the RSE scheme (recognised seasonal employer, Immigration NZ) and their role within that. The International Labour Organisation commended the scheme stating in their good practised database that,

“The comprehensive approach of the RSE scheme towards filling labour shortages in the horticulture and viticulture industries in New Zealand and the system of checks to ensure that the migration process is orderly, fair, and circular could service as a model for other destination countries.”

Gary pointed out that it was essential for business survival that NZ continues to source seasonal staff from overseas. He went on to point out how tough a job it was to pick apples, yet by the same token the apple industry gives disadvantaged people the opportunity to work and earn an income. Commenting on the past Gary mentioned that the Wine, Kiwifruit and Apples have all gone through significant restructuring since the introduction of the scheme in April 2007. Also pre the Global Financial Crisis there were desperate labour shortages. However there is an ongoing challenge with regards to

![The Changing Face of Market Access](image)
illegal workers. In 2007 it was estimated that 17,000 illegal workers were working in Horticulture and Viticulture out of a national workforce of 50,000.

Gary summarised the intent behind GLOBALG.A.P. Risk Assessment on Social Practice (GRASP)

- Global.G.A.P. is an internationally accepted quality standard for primary industries.
- Primary industries need to comply with several standards, varying from all farms to fruit and vegetables.
- In New Zealand the Global.G.A.P. Standard provides both commercial assurances and regulatory compliance.
- The standard has several ‘add-ons’, e.g. the Global.G.A.P. Risk Assessment on Social Practices (GRASP).
- GlobalGAP is audited annually by a ‘certifying body’ (Global.G.A.P. call these CBs, in the New Zealand Horticulture sectors these are the Independent Verification Agencies or IVAs).
- GRASP covers everyone on the farm: permanent employees, seasonal workers, piece-rate workers and day labourers.
- Labour contractors are captured into GRASP.
- Growers that use labour contractors are required to provide the evidence during an audit.

In concluding Gary, in reference to how times are changing referred to the UK Modern Slavery Act 2015 which was enacted in 2016. The act requires transparency in supply chains and assurance systems that drill down into the social practices of suppliers. These companies must report annually alongside their financial reports. Possibly in response to the new laws Sainsbury the world’s biggest retailer of Fairtrade branded products has dumped the standard and will be replacing it with in house certification and setting its own standards. Tesco has also just announced that it will drop Fair Trade. Many NZ businesses who wish to trade in the UK are being impacted by the implications of this act.

The Role of International Labour Standards in Combating Human Trafficking and Slavery

*Paul Mackay, Manager Employment Relations Policy, Business New Zealand*

In his presentation Paul centred on the basic required framework for how we conduct business and our lives. Paul gave an in-depth overview on the numerous International Standards including General Rights as mandated by the United Nations and Labour Rights are outlined by the International Labour Organisation. He pointed out the necessity for countries to cooperate globally in the fight against the crime of people trafficking.

An overview of the various International standards and protocols include the following,
Key International Standards

General Rights
– United Nations, General Assembly

Labour Rights
– International Labour Organisation, International Labour Conference

Key International Standards

➢ UN Protocol to Prevent, Suppress and Punish Trafficking in Persons
➢ Optional Protocol to the Convention of the Rights of the Child in Armed Conflict
➢ ILO Convention 29, Forced Labour
➢ ILO Protocol to the Forced Labour Convention
➢ ILO Convention 105, Abolition of Forced Labour
➢ ILO Convention 182, Elimination of Worst Forms of Child Labour
➢ ILO Convention 189, Domestic Workers

Optional Protocols to the Convention on the Rights of the Child

➢ Sale of Children, Child Prostitution and Child Pornography
➢ Exploitation and abuse
➢ Rights of the Child in Armed Conflict
➢ Conscription, treatment

UN Protocol to Prevent, Suppress and Punish Trafficking in Persons

*Committing ratifying states to*

➢ prevent and combat trafficking in persons,
➢ protect and assist victims of trafficking and
➢ promote cooperation among states in order to meet those objectives.

ILO Convention 29, Forced Labour

*Committing parties to prohibit the use of forced labour*

➢ "All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily"

ILO Protocol to the Forced Labour Convention

*Obligates parties to*

➢ provide protection and appropriate remedies, including compensation, to victims of forced labour
- sanction the perpetrators of forced labour
- develop "a national policy and plan of action for the effective and sustained suppression of forced or compulsory labour".

**ILO Convention 105, Abolition of Forced Labour**

*Supplements Convention 29*

- Cancelled a number of exceptions such as punishment for strikes and punishment for holding certain political views.

**ILO Convention 182, Elimination of Worst Forms of Child Labour**

*Commits parties to taking immediate action to prohibit and eliminate the worst forms of child labour*

- ILO's International Programme on the Elimination of Child Labour (IPEC) is responsible for assisting countries in this regard as well as monitoring compliance
- Accompanied by Worst Forms of Child Labour Recommendation No 190 on types of hazards that should be considered for included in a country-based definition of Worst Forms of Hazards faced by Children at Work.

**Definition of Worst Forms of Child Labour**

*All forms of slavery or practices similar to slavery, such as*

- the sale of a child
- trafficking of children, meaning the recruitment of children to do work far away from home and from the care of their families, in circumstances within which they are exploited
- debt bondage or any other form of bonded labour or serfdom
- forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict.

**Definition of Worst Forms of Child Labour (cont)**

- Commercial sexual exploitation of children, including the use, procuring or offering of a child for prostitution,
- Or the production of pornography or for pornographic performances.

**Definition of Worst Forms of Child Labour (cont)**

- use, procuring or offering of a child by others for illegal activities, also known as children used by adults in the commission of crime (CUBAC), including the trafficking or production of drugs
- work by its nature that is likely to harm the health, safety or morals of children

**ILO Convention 189, Domestic Workers**

*Creates basic rights for over 135 million domestic workers, including*
- daily and weekly (at least 24 h) rest hours
- entitlement to minimum wage
- to choose the place where they live and spend their leave
- to clear (preferably written) communication of employment conditions which should in case of international recruitment be communicated prior to immigration.

**Parties should also**
- take protective measures against violence
- enforce a minimum age which is consistent with the minimum age for other types of employment.

**Legal role of International Standards**

**Conventions and Treaties**
- treaties that legally bind ratifying countries.

**Protocols**
- ILO Protocols – accompany treaties, usually provide for procedures with regard to the treaty or address a substantive area related to the treaty
- UN Optional Protocols to human rights treaties are treaties in their own right, and are open to signature, accession or ratification by countries who are party to the main treaty.

**ILO Recommendations**
- flesh out Conventions. Not ratifiable but are legally “persuasive”.

**International Accountability**

**Dimensions**

**Answerability**
- Inform, explain and justify decisions
- Requires monitoring mechanisms

**Enforceability**
- Capacity to sanction breaches
- Clear delineation of responsibility
- Defined roles and responsibilities

**International Accountability**

**Modalities**

**Vertical**
- Election of government

**Horizontal**
- Similar to enforcement
Social

- Influence of societal organisations, media and public opinion

International Accountability

*UN research suggests that*

- Answerability is the only dimension fully developed at the international level
- Social accountability is the only fully developed modality at the international level

Accountability Mechanisms

**UN**

*Security Council*

- Only governments
- 15 Members
- Diplomatic pressure, economic sanctions and military intervention, International Court of Justice
- Guiding Principles on Reporting

**ILO**

*Committee on Application of Standards*

- Tripartite
- All member states
- Diplomatic pressure, Direct Contact Missions and Commissions of Inquiry

Accountability Process

- Reporting Framework (UN and ILO)
- General Survey (ILO)
- Examination (GA, Security Council, CAS)
- Conclusions Recommendations and Sanctions
- NZ Involvement
- UN member and recent member of Security Council
- Regular member of ILO Committee of Application of Standards
- Leadership roles in development of international standards e.g. fishing, domestic work, recruitment and labour migration

Business and Human Rights, UN Guiding Principles Framework

*David Rutherford, Chief Commissioner Human Rights Commission*
“We are all born free in dignity and human rights; everyone has duties to one another in protecting human dignity.”

David began his presentation by emphasising the global nature of human rights and dignity and stressing the importance of the need to ensure such rights are protected. All countries have signed the Human Rights agreement. The Rule of Law means you cannot breach the Human Rights conventions.

Whilst the Guiding Principles of Human Rights are not new, it does require us to work out exactly what such principles mean in practice.

David mentioned that in a Human Rights business conference last year two key areas were identified as needing attention, those being ethical sourcing and family violence. Regarding ethical sourcing David pointed out that Adidas, for example was doing well in that area.

In reference to people trafficking and forced labour David pointed out that New Zealand “continues to put its head in the sand.” And that “We need to face facts and do something about it.”

In the global guiding principles States have a duty to protect against abuse and therefore it is up to everyone to address this including NGOs, faith based groups, and business. This requires actively looking for such criminal activity for there will be human rights issues/problems in every human organisation, in part because we are just that, human.

“Don’t cut and run from this problem.”

It is important to lead by example so for instance government procurement is critical and therefore it is essential our leaders model an ethical way. With regards to government contracts i.e. cleaning, government should not simply go for the cheapest option. There is a positive duty on government to put in place a legal framework regarding supply chains and in all the business within government enterprises.

At present we are failing to meet minimum standards, for example some workers on kiwi fruit farms are without employment contracts; if NZ cannot show due diligence than the country is in danger of losing global confidence. The State cannot leave it simply to business, which is what has been occurring. Government needs to lead the way.

At present government is a follower in human rights and this would be true for most countries. However he commended business for charging into the gap and leading the way. David acknowledged that government was slowly becoming more interested, however more needed to be done.

“Human rights and human dignity are non negotiable, do the right thing and you will find your business will thrive.”
People Trafficking and Exploitation is Everyone’s Concern

**Fuzz Kitto, co-director Stop the Traffik Australia**

Fuzz spoke on the power of campaigning for the collective conscience. In Reference to the great historical social campaigner against slavery, William Wilberforce, Fuzz pointed out that Wilberforce was not a loner fighting injustice he had a group of Christian social reformers—known as the Clapham Sect. The sect included respected politicians, clergy, scholars, bankers, economists, writers, and artists. Fuzz made the comment that in many respects the Clapham Sect pioneered “cause marketing”—the use of cultural expressions story, poetry, plays, songs, and visual art, to raise awareness and create talking points.

Wilberforce once said, “*never give people information without giving them something to do about it!* “

However as Fuzz emphasised for campaigning to be effective it needs to focus on prevention. We need to work at being the fence at the top of the cliff, not the ambulance at the bottom. Fuzz outlined the five components necessary for seeking to abolish all forms of enslavement.

Fuzz referred to the key elements of a campaign life cycle as,
Informing consumers
Equipping and empower peoples’ consumer choices
Helping businesses traceability and transparency

The crime of people trafficking/slavery is an ever growing crime which at present we are not winning; those trading in people’s lives are becoming very efficient at making money.

- Traffickers are smart – we have to be smarter
- Traffickers are creative – we have to be more creative
- Traffickers are organized – we have to be more organized
- Traffickers have good systems - we have to have better systems
- Traffickers dis-empower people – we have to empower people
- Traffickers try to make people invisible – we have to make them visible
- Traffickers work across borders – we have to work better across borders
- Traffickers do less for more – we have to do more for less
- Traffickers play on fears and hopes – we have to take away fear and offer more hope

*My humanity is bound up in yours, for we can only be human together. And every human being is precious.*

...each and every human being is unique in all of history ... embrace your own vast potential to be agents for spiritual progress and positive change.

**CAN WE DO IT?**

*Geoff White, CEO Trade Aid NZ*

Geoff introduced the fact that poverty is a pre-condition of most forms of slavery. He went on to explain that poverty is structural, that it exists to benefit a very few and that trade agreements and global supply chains are the two primary vehicles that keep many countries in a poverty trap. He took us back to the time of Henry v111 with a short history lesson on how all rich countries became rich and explained that modern trade agreements specifically exclude poor countries from following the same proven path to wealth.

He then gave examples of modern agricultural supply chains, how they are dominated by a small number of very large companies and how this structure holds millions of small farmers and farm works in a permanent state of poverty. He finished by saying that to truly eliminate slavery we must be prepared to address the root cause of poverty by paying more for the products we buy.

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3 Desmond Tutu, – *On winning the Templeton Prize, 2013*
A sample of the slides from Geoff’s presentation

**Example of the banana supply chain**

Example of the cane sugar supply chain

Example of the coffee supply chain
Murray Sheard Education and Advocacy Manager, Tearfund

Murray opened his presentation with the challenging question “who made your clothes?”

He emphasised the role of ethically produced fashion alongside the power of the consumer in the fight against people trafficking and exploitation.

Murray spoke of Tearfund and its role in combating human trafficking & exploitation – both forced labour & commercial sexual exploitation; Tearfund’s principles being Prevention, Prosecution, Protection and Partnership. Their partners are,

- **Share & Care** Nepal
- **Hagar** Cambodia
- **World Concern** Sri Lanka
- **Nvader** Thailand
- **Homes of Hope** Fiji

Returning to the need to focus on ethical fashion Murray spoke of their recently released fashion guide.

**Why the need to focus on ethical fashion?**

In the last 20 years our consumption of clothing has increased by five times. The Asia-Pacific has become the world’s garment factory, with over 40 million workers employed in the industry.

However, the garment industry has high rates of exploitation, child labour and forced labour.

Too many workers in developing countries are working long hours in oppressive conditions to make the clothing we wear. They get paid wages so low that they and their families are trapped in a cycle of poverty.
Using the ethical fashion guide gives consumers the opportunity to become better informed, giving would be purchasers a chance to vote with their wallets to make ethical choices Contributes to fighting worker exploitation and alleviating poverty in developing countries where apparel is manufactured.

**How does the ethical guide work?**

Trevor pointed out that the garment industry can be a force for good. It can provide a stable source of income for millions of vulnerable people. Being aware of this Tearfund wants to encourage brands to evaluate their supply chains thereby giving greater protection to the workers and ensuring safe and fair working conditions.

The research classifies the garment manufacturing supply chain into **three stages of production:**

- **Raw materials** (cotton, wool, rawhide, crude oil)
- **Inputs production** (textiles production, leather tanning)
- **Final stage production** (cut-make-trim manufacturing)
The Result...

- Based on the assessment, companies & brands are given an “A” to “F” grade.
- Uses publically available information from companies and also engages with willing companies to collect further evidence.
- The data is evaluated using a survey tool developed with input from supply chain specialists, NGOs and company experts.

**How can empowering consumers help?**

Using such a guide helps improve consumer knowledge, they are then in a position of making informed choices. Last year over 50% of companies improved their grades. Positive changes are taking place in the garment industry in developing nations.

Building effective partnerships with the whole of civil society, Where to from here?

Summary of action points and concluding comments

**Led by**

*Rebecca Miller-Programme Manager People Smuggling and Trafficking in Persons, Immigration NZ*

*Craig Halbmaier, Political /Economic Officer, US Consulate General Auckland*

Craig raised three points from his own reflection and participation within the two day event, saying he was impressed on how far NZ businesses have advanced in their efforts to stamp out forced labour/trafficking from their supply chains both domestically and

---

He gave an uptick in hard work and ambition in NZ efforts to combat trafficking: From Government efforts to secure a conviction to civil society interest in an anti-slavery bill, it seems New Zealand is primed to make more advances in its campaign to oppose trafficking.

In reference to partnership with the United States: Craig heard from a number of folks that cross-pollination programs between the US and NZ would be welcomed. Craig along with colleagues is looking into opportunities to bring over experienced TIP prosecutors/judges from the US.

Notes from the final session of the conference focussing on 
Where to from here?

Issues raised by the participants

Group 1
Form a migrant rights group (including international students)

Efforts to address labour exploitation of migrant workers should focus on;

- Increasing economic opportunities
- Regulating overseas education agents
- Increasing awareness of visas for victims of trafficking, and increasing access to these visas
- Amending immigration laws/regulations that tie migrant workers to specific employers

Group 2
What our organisations can do

- Better educate staff (front line) on recognising potential elements of trafficking—particularly within high risk industries (construction, horticulture, agriculture)
- Recognising the signs
- Ways to promote labour rights i.e. In airports, information with visa approval letters
- Better understanding of how other agencies work when faced with trafficking
- Better training tools for INZ staff to recognise trafficking and more accessible information for migrants on what their rights are at the visa and approval stage
Group 3

*How can we work better with other organisations?*

- Sharing what we know e.g. looking at other countries approaches

**Within organisations**

- Naming the issue
- Education of our own team/organisation
- Initiate conversations with community groups

**Across organisations**

- Collaboration
- Getting the key players on board e.g. relevant sectors, primary industries, hospitality, unions, banks, financial sector
- Collection of statistics- research

Group 4

**Collaboration**

- There are lots of roles and responsibilities of different groups
- What are the right models?
- There needs to be a focus on community
- **New models of collaboration are needed.**

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*"You may choose to look the other way but you can never say again that you did not know."*

— William Wilberforce

**Conference programme**

**day 1**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>8:30 – 8:45 am</td>
<td>Registration at Wellington Cathedral of St Paul</td>
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<tr>
<td>9:00 – 10:00 am</td>
<td>Opening in the Grand Hall of Parliament</td>
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<tr>
<td></td>
<td>• Hon Michael Woodhouse, Minister of Immigration,</td>
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<td>• Rt Rev Dr Eleanor Sanderson, Assistant Bishop of Wellington</td>
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<td></td>
<td>• Demian Smith, Acting Deputy Chief of Mission, U.S. Embassy in Wellington</td>
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<tr>
<td>10:15 – 10:45 am</td>
<td>Morning Tea Break</td>
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<td>Time</td>
<td>Session</td>
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| 10:45 – 11:30 am | **Opening address by Keynote Speaker**  
Andrew Wallis, CEO of UK Organisation Unseen |                                                                         |
| 11:30 – 12:15 pm | ** Trafficking & Exploitation in New Zealand**  
Rebecca Miller, Programme Manager – People Smuggling & Trafficking in Persons, Immigration NZ  
Cam Moore, Manager, Serious Offences Unit, Immigration NZ  
George Mason, General Manager, Labour Inspectorate, MBIE |                                                                         |
| 12:15 – 1:00 pm  | Lunch                                                                   |                                                                         |
| 1:00 – 1:45 pm   | Troubled landscape: Migrant worker exploitation in New Zealand  
• Dr Christina Stringer, Associate Professor, Department of Management and International Business, University of Auckland Business School |                                                                         |
| 1:45 – 2:30 pm   | Mitigating risks to your brand  
• Daniel King, Project Manager, Assurance and Sector Engagement, Labour Inspectorate, MBIE  
• Jonathan To, Senior Advisor, Assurance and Sector Engagement, Labour Inspectorate, MBIE |                                                                         |
| 2:30 – 3:15 pm   | Human Rights in supply chains: A Practical Response  
• Margaret Stuart, Corporate and External Relations Manager, Nestlé Oceania |                                                                         |
| 3:15 – 3:45 pm   | Afternoon Tea Break                                                     |                                                                         |
| 3:45 – 4:30 pm   | A good country reputation  
• Rebecca Smith, Director New Zealand Story |                                                                         |
| 4:30 – 5:00 pm   | Reflections & Conclusion of Day One                                     |                                                                         |

**Day 2**

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<tr>
<th>Time</th>
<th>Session</th>
<th>Speakers</th>
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| 9:00 – 9:45 am | **Address by Second Keynote Speaker**  
• Justine Currell, CEO of UK Organisation Unseen |                                                                         |
| 9:45 – 10:30 am | Aspirations and Realities: Ethical Sourcing from a Retail Perspective  
• Tania Benyon, CEO Group Sourcing Support, The Warehouse Group  
• Trevor Johnston, Ethical Sourcing & Quality Manager, The Warehouse Group |                                                                         |
| 10:30 – 11:00 am | Morning Tea Break                                                      |                                                                         |
| 11:00 – 11:45 am | The Pipfruit Experience  
• Gary Jones, Business Development Manager, Pipfruit New Zealand |                                                                         |
| 11:45 – 12:30 pm | The Role of International Labour Standards in Combating Human Trafficking and Slavery  
• Paul Mackay, Manager Employment Relations Policy, Business New Zealand |                                                                         |
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<th>Time</th>
<th>Session</th>
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<tr>
<td>12:30 – 1:30 pm</td>
<td>Lunch</td>
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<tr>
<td>1:30 - 2:15 pm</td>
<td>Business and Human Rights: UN Guiding Principles Reporting Framework</td>
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<td>• David Rutherford, Chief Commissioner, Human Rights Commission</td>
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<td>2:15 – 3:15 pm</td>
<td>People Trafficking and Labour Exploitation is Everyone’s Concern</td>
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<td>• Fuzz Kitto, Co-Director, Stop the Traffik Australia</td>
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<td>• Geoff White CEO Trade Aid</td>
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<td>• Murray Sheard Education and Advocacy Manager Tear Fund</td>
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<tr>
<td>3:15 – 3:45 pm</td>
<td>Afternoon Tea Break</td>
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<tr>
<td>3:45 – 4:30 pm</td>
<td>Building Effective Partnerships with the Whole of Civil Society - Where to From Here?</td>
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<td>• Small group sessions led by Stop the Traffik, Trade Aid and Tear Fund</td>
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<tr>
<td>4:30 – 5:00 pm</td>
<td>Summary of action points and concluding comments</td>
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