



# Risk Assessment Tool

## How can the risk of labour exploitation in supply chains be identified?

The following check list will help you map out how large the risk of labour exploitation or trafficking is for your business. A risk assessment should be the first step of due diligence and it will help you pinpoint the areas where the risks are the highest. **Successful risk assessment requires knowledge about the factors that contribute to the worker's heightened risk of becoming vulnerable and an understanding about vulnerable groups or populations working for your company through subcontracting chains.** Companies that can relate to one or more of the following statements in the checklist are at risk of being involved in fraudulent activities, labour exploitation and/or even trafficking in human beings. Where higher risks have been identified use the tools available in this publication to effectively monitor contractors' and subcontractors' operations, e.g., on construction sites and retail premises.

**1** Does your company use unskilled, temporary and/or seasonal labour?

Yes

**2** Does your company employ many migrant workers who might be unfamiliar with your country's or business sectors' collective agreement?

Yes

**3** Does your company have migrant workers/temporary staff employed under temporary contracts and hired by national or international temporary staffing agencies?

Yes

**4** Does your company use subcontractors (possibly with several layers in the supply chain), temporary staffing agencies and short-term seasonal contracts? If so, does your company staff possess the skills to identify uncharacteristically low tender/contract offers?

Yes

**5** Are there job functions which are outsourced and carried out by migrant workers/temporary staff who are not immediately visible or noticeable because the work is carried out at night or in remote places where there is less oversight?

Yes

**6** Is there sometimes confusion about the identity of workers who are employed, for example, on job sites that have complex subcontracting arrangements?

Yes

**7** Does your company lack an internal or external grievance mechanism or a system for processing complaints that would allow all workers (directly/indirectly employed, local or migrant) to bring issues to the attention of management anonymously?

Yes

**8** Is your company part of a business sector which has previously been affected by undeclared labour, social dumping, labour exploitation and/or human trafficking according to, e.g., media, research, NGO reports or some other sources?

Yes

**9** Is your company part of a business sector, according to, e.g., media, research, NGO reports or some other sources, which is insufficiently monitored by state actors, as illustrated by a lack of labour inspections, a lack of investigations or ineffective investigations related to labour exploitation in addition to a low risk of prosecution for offenders?

Yes

