

The Consumer Goods Forum

Industry Efforts for Sustainable Value Chains



Social
Sustainability

CGF Board



Retailer College

Olaf KOCH
METRO



Manufacturer College

Ian COOK
Colgate-Palmolive



Social Sustainability Committee | SSC



Priority Issues Identified



**#1 – Passport/ valuable
possession retention**

#2 – Recruitment practices (fees | migrant...)

#3 – Wages (Unpaid / intermittent / under payment)



Priority Industry Principles

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Forced labour is an unacceptable human rights violation that can take multiple forms, and must be addressed.

While certain employment and recruitment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers.

We will take active measures to apply these Principles across our global value chains and own operations, to cases where such practices may lead to forced labour. We will seek to apply these Principles to all workers regardless of their employment status, location, contractual arrangements or role. We will do this as part of our collective journey to advance the human rights of workers and positively shape global labour markets.

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EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT



The ability of workers to move freely should not be restricted by their employer through abuse, threats and practices such as retention of passport and valuable possessions.



NO WORKER SHOULD PAY FOR A JOB

Fees and costs associated with recruitment and employment should be paid by the employer, not the employee.

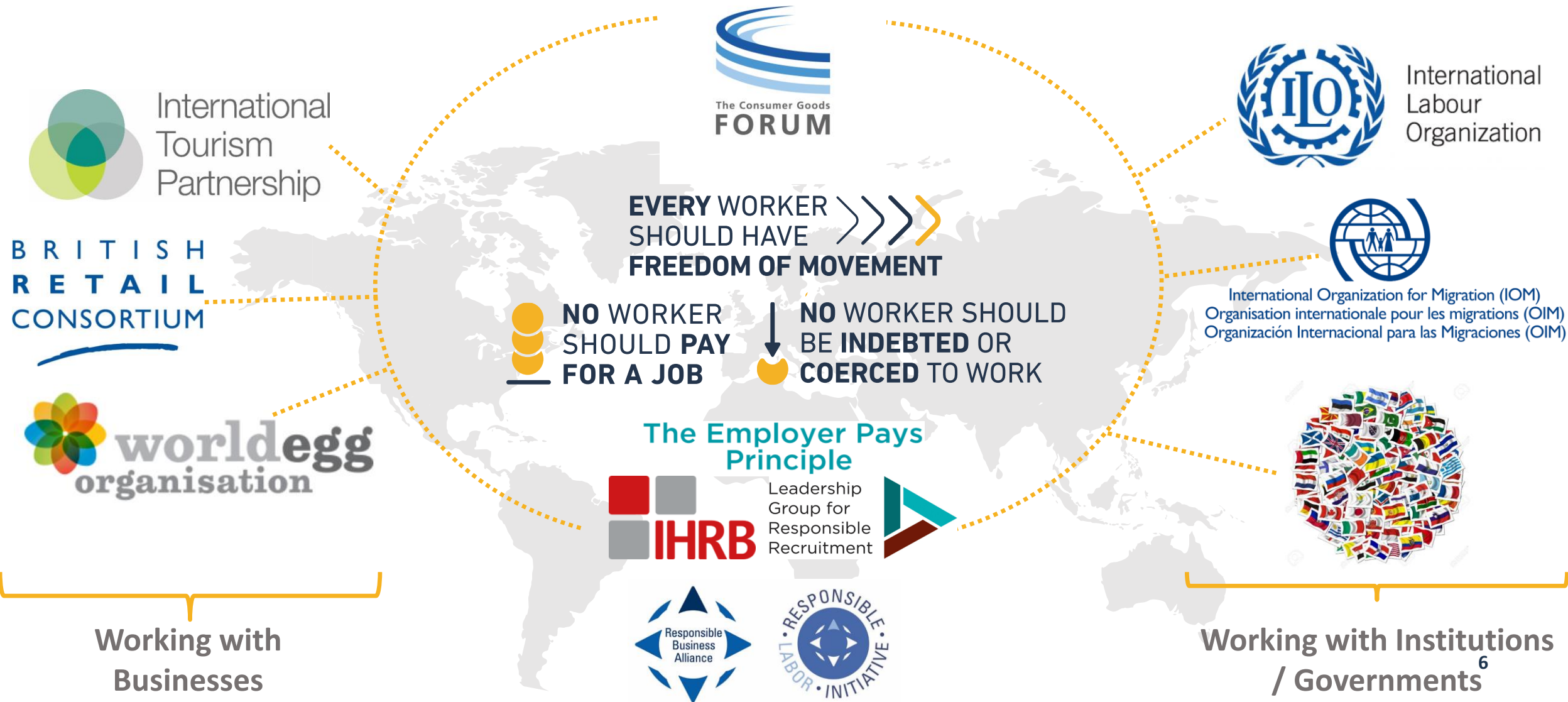


NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK

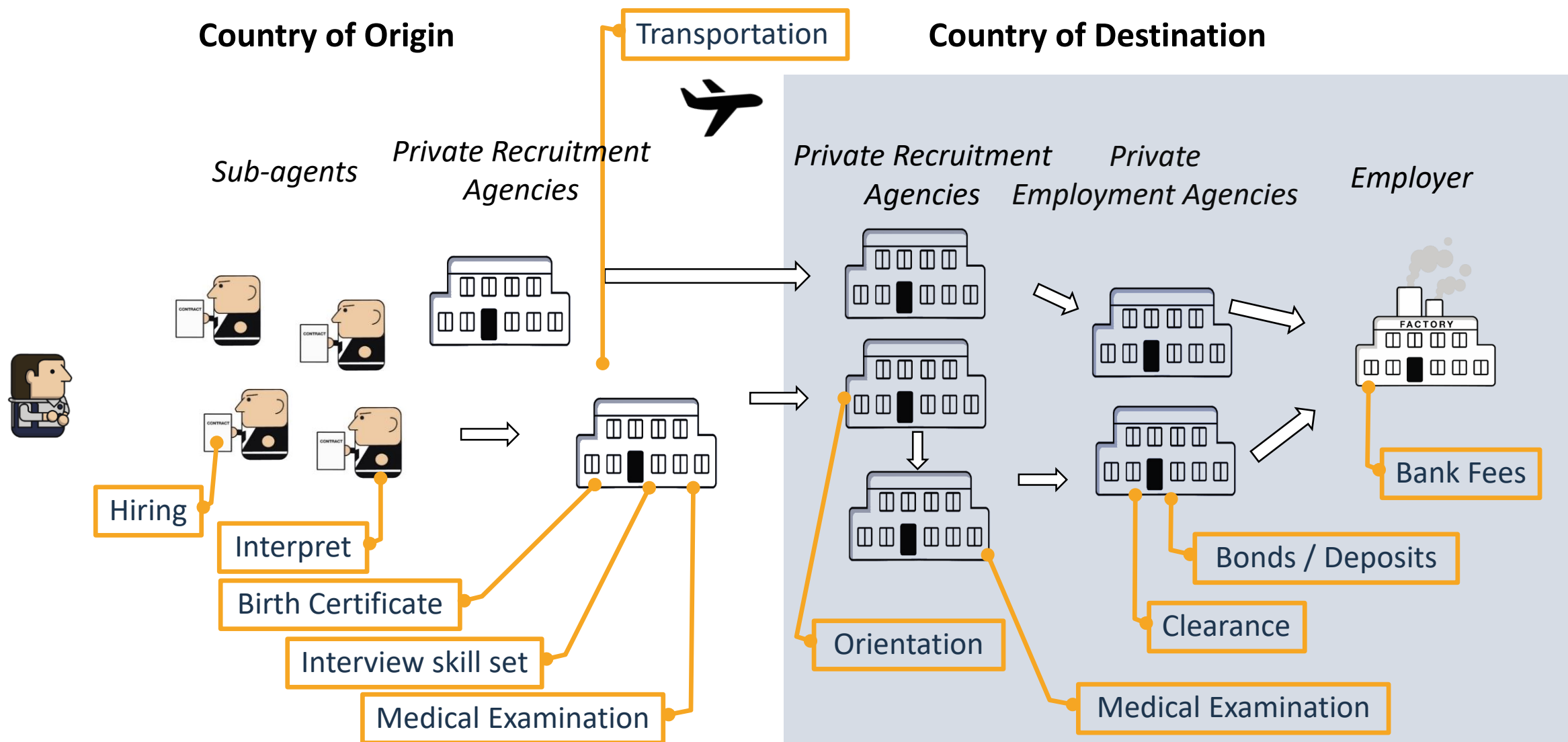
Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed.



Engaging all relevant actors



Understand the journey of a migrant worker



2019 | Events on Responsible Recruitment



CGF Vancouver CEO Summit
06/2019

Global Forum on Responsible Recruitment
Thailand | 07/2019

CGF Japan Social Sustainability Workshop
02/2019

Southeast Asian Roundtables on Responsible Recruitment
Myanmar | Vietnam | Malaysia 2019



What power do we have?



400 CGF member companies



Members employ **10 million workers**



Working with an estimated **3 million suppliers**



Suppliers may employ an estimated **1 billion workers**