

Slavery and Human Trafficking Statement

November 2023

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1. First Minister's Foreword

Human trafficking takes place in every region of the world. It is an appalling abuse of human rights, including the right to liberty and security, the right to be free from slavery, and the right to be free from gendered violence.

This is the Scottish Government's first Slavery and Human Trafficking Statement. It underpins our commitment to ensuring that slavery and human trafficking in any form is eradicated from the modern, open Scotland we are building. We each have a vital role to play, including the public sector, and I commit to reviewing this Statement annually to ensure the Scottish Government is transparent in its efforts to combat this sickening crime.

The Scottish Government is committed to delivering an inclusive Scotland that protects, respects and fulfils internationally-recognised human rights. It is incumbent on modern, progressive countries such as Scotland to demonstrate leadership on human rights. Our work to tackle human trafficking is inextricably linked to this moral imperative.

Scotland will continue to push wherever possible for a global effort to tackle the scourge that is the trafficking and exploitation of human beings. We published Scotland's first Trafficking and Exploitation Strategy in 2017 and, in doing so, set out a range of outcomes and actions to tackle this horrific behaviour, subsequently developing and implementing this Strategy through a process of partnership working. We then reviewed this document in 2020 and 2023 and will now look to refresh this Strategy for publication in 2024.

This work seeks to improve how we, across Scotland, identify and support victims in their recovery, identify perpetrators and disrupt their activity, and raise societal and community awareness and address the conditions that foster trafficking and exploitation, alongside work specifically on targeting child trafficking. The upcoming publication of the fifth annual progress report highlights the collective effort of all strategy partners and this Statement supplements that work by focusing on the Scottish Government's internal efforts to prevent slavery and human trafficking.

There is no place for human trafficking and exploitation anywhere in the world and Scotland's public sector should rightly hold itself visibly to account as we look to lead the way.

2. Executive Summary

Any form of human trafficking or exploitation is completely unacceptable. These are complex and hidden crimes, as well as abuses of human rights and dignity. Human trafficking and exploitation – often referred to as modern slavery - is not restricted to some far-off land: it also happens in every part of Scotland. Adults and children, including UK citizens, are trafficked and exploited within and between communities in Scotland, across the UK, and internationally.

The Human Trafficking and Exploitation (Scotland) Act 2015 (“the Act”) was unanimously passed by the Scottish Parliament in 2015. The Act introduced specific offences around human trafficking and slavery, with maximum penalties of life imprisonment, as well as strengthening protections for survivors, including in terms of support to be provided and court orders for protection of victims.

In May 2017, the Scottish Government published its first [Trafficking and Exploitation Strategy](#) which sets out the Scottish Government’s approach to tackling human trafficking centred on three Action Areas - identifying victims and supporting them to safety and recovery, identifying perpetrators and disrupting their activity, and addressing the local and global conditions that foster trafficking and exploitation. The strategy provides a strong foundation and was developed and implemented through co-operation and partnership across the three Action Areas and the Child Trafficking Strategy Group. This Strategy was also underpinned by annual progress reports and the fourth annual Trafficking and Exploitation Progress Report was published in January 2022, with the fifth annual report to follow. We have also undertaken a review of the strategy to ensure it remains fit for purpose. This was completed in September 2023 and builds on a previous review of March 2020. As part of the outcomes of that review, the Scottish Government will refresh the Strategy for publication in 2024.

More widely across the UK, the Scottish Government enjoys regular collaboration with the Office of the Independent Anti-Slavery Commissioner at both official and Ministerial level and we hope to continue this positive relationship as we refresh and implement the Strategy.

Scotland’s aspiration to create a more successful country, with opportunities for everyone to flourish through increased wellbeing and sustainable and inclusive economic growth, is central to the Government’s mission. This is underpinned by the [National Performance Framework](#) which is aligned to the [United Nations’ Sustainable Development Goals](#), by [Scotland’s National Strategy for Economic Transformation](#), our annual [Programme for Government](#) which sets out our plan for policy delivery and legislation over the next year, and our policy prospectus [Equality, opportunity, community: New leadership - A fresh start](#) .

The Scottish Government is clear that individuals must be able to enjoy their human rights in full, must be treated fairly and without discrimination, and must be able to make properly informed choices. This includes being able to participate effectively where decisions are made by a public body which impact upon their rights, whether services are delivered directly or are procured from third parties. To this end, we are committed to giving practical, every-day effect to the human rights obligations and principles set out in the UN Guiding Principles on Business and Human Rights (UNGPs). These principles cover situations where the State either contracts with, or legislates for, business enterprises to provide services that may impact upon the enjoyment of human rights, as well as the range of international human rights treaties to which the UK is a State Party.

In developing this Statement it has been vitally important to ensure that it aligns with the aims and actions of two key Scottish Government publications, [Equally Safe](#) and [Vision for Justice](#). This reflects that human trafficking and exploitation needs to be addressed through a truly holistic policy approach.

[Equally Safe](#) is Scotland's strategy for preventing and eradicating violence against women and girls. By this we mean violent and abusive behaviour directed at women and girls precisely because they are women and girls, carried out predominantly by men, and stemming from women's systemic and deep-rooted inequality. This includes behaviours which are particularly linked to human trafficking and exploitation, such as commercial sexual exploitation. Equally Safe sets out a vision to work with stakeholders to prevent violence from occurring in the first place, to build the capability and capacity of mainstream and specialist services to support survivors and those at risk, and to strengthen the justice response to victims and perpetrators.

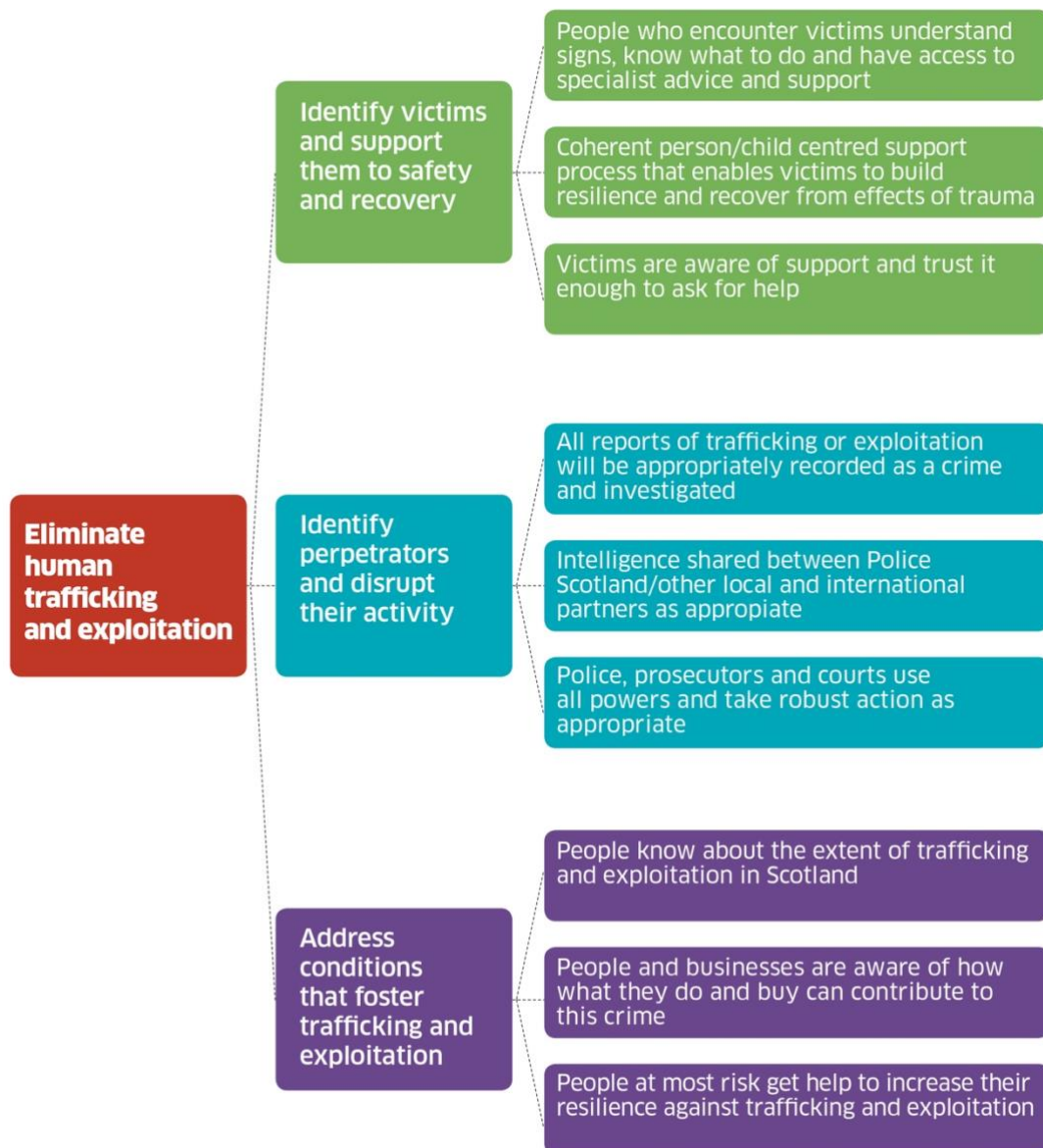
Scotland's [Vision for Justice](#) acknowledges that the criminal justice system can be a complex arena for people to navigate, particularly when individuals interact with complex crimes such as human trafficking. The Vision for Justice in Scotland was published in February 2022 and aims to ensure that people who come into contact with the justice system as accused, victims or witnesses, are supported to navigate it and to understand the processes of justice, and to ensure that a person's needs and values are respected. This means ensuring timely and clear communication, involving individuals and families in decisions which affect them and, within the legal parameters of justice processes, treating people with empathy and kindness and providing them with the support they need to thrive. All of this aims to create a society in which people feel, and are, safer in their communities and that, by working to address the underlying causes of crime, we support everyone to live full and healthy lives.

In addition to these two Strategies, Scotland's [Serious Organised Crime Strategy](#) recognises the links between human trafficking and serious organised crime and

underpins our joined-up approach to tackling this alongside our Trafficking and Exploitation Strategy.

Scotland has also published fundamental [principles](#) to underpin a developing Framework to tackle prostitution, with relevance to wider forms of Commercial Sexual Exploitation, such as human trafficking. The principles will underpin Scotland's collective approach to tackling prostitution, reflected in both policy and practice.

Whilst it is important to recognise the work being done on a wider level to tackle trafficking and exploitation in Scotland, the purpose of this Statement is to focus on the strategies and actions taken by the Scottish Government to identify, prevent and mitigate slavery and human trafficking in our own operations and supply chains. The following sections set these out in more detail.



3. Structure, Business and Supply Chains

3.1 Introduction

The Scottish Government is the devolved government for Scotland and has a range of responsibilities that include the economy, education, justice, health and social care, rural affairs, housing, the environment and many others, including several with elements reserved to the UK Government.

The public sector in Scotland has a Total Managed Expenditure in 2023-24 of £59,813 million, comprised of £41,944m in resource spending (day-to-day expenditure), £6,363 million in capital spend (infrastructure), £10,491 million in Annually Managed Expenditure (AME), and £1,015 million in non-cash. Within this, the Scottish Government's Resource and Capital allocations to Portfolios for 2023-24 total £48,307 million.

3.2 Public Procurement and Fair Work

The Scottish Government is responsible for public sector procurement policy and law in Scotland. We aim to ensure that this money is spent in a way that can deliver the most benefit to society and we are helping to achieve wider social and environmental benefits from public procurement through:

- The Procurement Reform (Scotland) Act 2014, [underpinning statutory guidance and other tools and guidance](#).
- The promotion of [fair work practices, including the real Living Wage](#).
- [Guidance to help public bodies comply with their equality duties](#).
- Ensuring that [public sector procurement activity contributes to our climate change targets](#) and circular economy strategy.
- Facilitating access to public contract opportunities for [SMEs, supported businesses and the third sector](#).

3.3 Scottish Government Procurement

The Scottish Government is responsible for developing public procurement policy and legislation in Scotland and, like all public bodies, its own procurement activity. As a result, when the Scottish Government buys goods, services or works, it must comply with these procurement rules. These functions are managed through the Scottish Procurement and Property Directorate (SPPD).

SPPD's role is to maximise impact and leverage for economic and social benefit, deliver a best-in-class Procurement and Property Service and provide leadership and influence impact on the wider sector. Our work is grounded in the [National Performance Framework](#) values: to treat all our people with kindness, dignity and compassion, to respect the rule of law, and to act in an open and transparent way.

The Scottish Government is also committed to using sustainable procurement to reach its ambition of becoming a leading Fair Work Nation by 2025. Fair Work, including Fair Work First conditionality, is our policy for driving high quality working practices across Scotland's labour market, in the absence of employment legislation (which is a matter that only the Westminster Parliament can legislate on). As of 1 July 2023, by default, public sector grant recipients are required to pay at least the real Living Wage and provide appropriate channels for effective worker voice. This supports our wider efforts to increase transparency in our employment practices and reduce the potential for labour exploitation.

Through our flagship Fair Work First approach, we are applying fair work criteria to public sector grants, other funding and contracts where it is relevant to do so, driving fair work practices across the labour market. In October 2021 we announced that any company bidding to win a Scottish Government contract will have to commit to paying at least the real Living Wage, where relevant and proportionate. We are engaging with relevant sectors to encourage this approach across the whole of the public sector in Scotland to ensure that public sector contracts tackle in work poverty and promote fair work practices. 94% of our suppliers with current live contracts have committed to paying at least the real Living Wage to those involved in performance of our contracts. Overall, Scotland remains the best performing of all four UK countries with the highest proportion of employees (18+) paid the Real Living Wage or more (91.0%).

We put in place [frameworks and contracts](#) for use by central government and the wider public sector, and we procure a range of goods and services for over sixty directorates within the organisation. During the period 1 April 2021 – 31 March 2022 the Scottish Government:

- Awarded 319 new regulated contracts with a total value of over £877 million (across all types of contracting activity).
- Spent £420 million and used 1,617 suppliers.
- Managed live contracts worth nearly £5.3 billion¹ throughout their lifetimes.

The Scottish Government recognise that human rights are a concern particularly in the supply chain of certain goods, works and services. Businesses can play a significant role in promoting human rights in society by providing decent jobs, delivering services, generating economic growth and developing infrastructure. However, businesses can also risk having a negative effect on people's human rights through their operations, relationships or supply chains if insufficient attention is paid to the impact of their activities. We believe that those we contract with should adopt high standards of business ethics and this includes taking a robust approach

¹ Source: [Scottish Government procurement: annual report: 2021 to 2022](#)

to preventing human trafficking and exploitation in any part of their business and supply chain.

We will continue to promote a positive approach to ethical procurement and mitigate the potential risks of human trafficking and exploitation in our contracts through use of procurement legislation, policy and robust contract terms and conditions. Part of that approach includes publishing our first Slavery and Human Trafficking Statement.

All invitations to tender we issue include a provision to ensure that our supply chains are free from human trafficking and exploitation, permitting us to terminate contracts with suppliers for breaches of social, environmental or employment law, established by national law, international law, or collective agreements. These terms and conditions form part of every contract or framework awarded by us.

We consider human rights in all regulated procurements (from £50,000 and above), building in transparency and provision to commission independent third party audits in contracts where we have identified a risk of human rights abuses or trafficking and exploitation taking place.

In addition to guidance, our buyers are encouraged to undertake the Chartered Institute of Procurement & Supply (CIPS) [Ethical Procurement and Supply e-learning and online test](#) annually. This has been developed for all levels of procurement professionals. The eLearning and test explore the key issues of environmental procurement, human rights, and fraud, bribery and corruption, enabling procurement professionals to demonstrate their commitment to, and understanding of, acting ethically on behalf of their organisation.

3.4 Public Procurement Legislation

We have included a range of measures in the [Public Contracts \(Scotland\) Regulations 2015 \(PC\(S\) R 2015\)](#), the [Utilities Contracts \(Scotland\) Regulations 2016](#), the [Concession Contracts \(Scotland\) Regulations 2016](#), and the [Procurement \(Scotland\) Regulations 2016 \(P\(S\) R 2016\)](#) aimed at ensuring contractors' compliance with environmental, social, and employment laws when performing public contracts. For example, a specific ground for excluding a company from a procurement exercise is a conviction for any offence under Part 1 of the Human Trafficking and Exploitation (Scotland) Act 2015 or under any provision referred to in the Schedule to that Act. These measures can be used alongside our procurement policy to help reduce the risk of human trafficking and exploitation in the performance of public contracts.

3.5 Transparency

[Section 54](#) of the Modern Slavery Act 2015 (Transparency in Supply Chains) stipulates that certain commercial and private sector organisations must publish an annual Slavery and Human Trafficking Statement which must be approved by the Board of Directors or equivalent, setting out the steps being taken to prevent modern slavery in their operations and supply chains. Section 54 applies in Scotland and takes the form of a written statement which is published on an organisation's website or via written copies on request.

The criteria for this requirement include the business being UK-based and having an annual turnover of £36 million or more. Guidance for businesses in Scotland, regarding the risk of trafficking and exploitation in supply chains, was [issued by the Scottish Government in 2018](#).

Alongside commercial organisations, the public sector has a crucial role to play in addressing the risks of slavery and human trafficking in its supply chains, with [£14.5 billion of procurement spend annually across the Scottish public sector alone](#). Many public sector organisations have already started to identify and address the modern slavery risks within their supply chains and beyond, and the UK Government propose that public sector bodies be included in the formal requirement to publish a Slavery and Human Trafficking Statement. As per the requirements for commercial organisations, this would extend to public sector organisations with an annual budget – as opposed to turnover – of £36 million or more, unless they are already captured by the existing legislation. The Scottish Government supports this proposal.

This would include, for example, Central Government Departments, including the Scottish Government, devolved public bodies and local government bodies - including Local Authorities, NHS bodies and non-market and market public bodies (such as public corporations) - which meet the budget threshold.

The Scottish Government undertook a consultation in 2022 on the UK Government proposals to extend the reporting requirements to include Scottish public bodies for the publication of modern slavery statements to improve Transparency in Supply Chains, and the associated reporting requirements and enforcement regimes. A consultation report was provided to the Home Office and the outcome, and responses, were then [published](#) in December 2022.

We are committed to being more transparent about how we spend public money and improving accountability by [publishing information](#) about our procurement activity.

We:

- Publish our procurement strategy setting out how we intend to carry out our regulated procurements, including our general policy on procuring fairly and ethically traded goods and services.
- Publish our procurement annual report describing how our procurement activities have complied with these strategies.
- Publish a [forward plan](#) of our national and central government sector collaborative opportunities which may be advertised over the next 12-18 months.
- Advertise contract opportunities, and publish details of contracts we award on [Public Contracts Scotland](#);
- Publish monthly reports of Scottish Government spend over £25,000; and
- [Publish monthly reports of expenditure over £500 made via Scottish Government electronic Purchasing Cards \(ePC\)](#), alongside the publication of [Government spend over £25,000](#).

In addition, Scottish Ministers publish an [annual report](#) on procurement activity in Scotland. This is an overview of public procurement activity in Scotland, based on information contained in individual procurement reports prepared by public bodies.

These steps serve to demonstrate the Scottish Government's commitment to transparency in its internal procurement and contract processes as we strive to reduce exploitation within our supply chains.

4. Policies in relation to Slavery and Human Trafficking

4.1 Recruitment

We were the first Government in the UK to become an accredited real [Living Wage](#) employer in 2015 and contracted staff working in our buildings, such as cleaning and catering, receive at least the real Living Wage, which is currently £10.90 per hour.

As an employer, the Scottish Government has shown leadership in adopting fairer working practices [which will look to reduce the risk of labour exploitation](#). This includes:

- Becoming the first national government in the UK to be Living Wage accredited;
- Promoting the payment of the real Living Wage to those working on government contracts;
- Offering pay parity for agency employees from the outset of their assignment (pay parity is a requirement from week 13 of an assignment under the Agency Worker Regulations); and
- Adopting a policy of not using zero hours contracts (that is, contracts which compel staff to make themselves available for work offered);

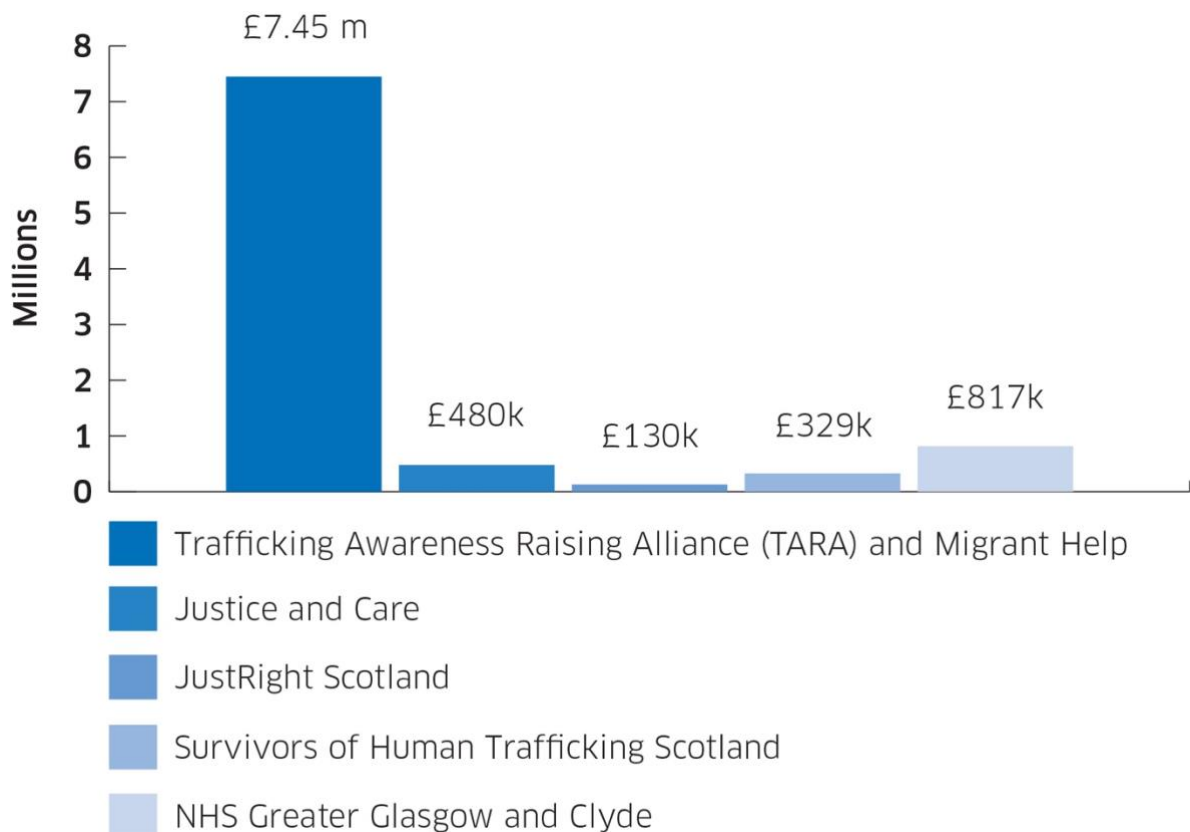
We have also developed a Fair Work Agreement between Scottish Ministers and the recognised Civil Service trade unions. This [Agreement](#) sets out a range of principles on the conduct of employee and industrial relations in line with the principles of the Fair Work Convention's Framework. The Agreement demonstrates commitment to ensuring that bodies in the Scottish Administration are Fair Work employers and are committed to continually striving to improve policies and practices in that regard. This can best be achieved in partnership with trade unions.

4.2 Victim Centred Approach Fund (VCAF)

The Victim-Centred Approach Fund (VCAF) is a Scottish Government funding programme launched in March 2022. The fund is part of the Scottish Government's overall approach to put victims' rights at the heart of justice and improve the advice, information and support that is available to them. The VCAF, which will be worth more than £48 million over the period 2022-2025, replaced previously separate Scottish Government funding programmes which provided grants to victim's organisations, human trafficking support organisations and groups providing criminal justice advocacy for survivors of gender based violence.

The VCAF includes significantly increased funding for organisations supporting victims of human trafficking and exploitation in Scotland. Over three years (2022-25) the organisations Trafficking Awareness Raising Alliance (TARA) and Migrant Help will share over £7.45 million to provide support and assistance to adult victims of

trafficking and exploitation. In addition, we are also providing £480k to Justice and Care to support two Victim Navigators to work alongside Police Scotland’s National Human Trafficking Unit, £130k to JustRight Scotland to support the work of a Scottish Anti-Trafficking Centre, including early legal advice to potential victims, and £329k to Survivors of Human Trafficking in Scotland to provide longer-term support to those recovering from this horrific crime. We are also providing £817k to NHS Greater Glasgow and Clyde to provide a psychological trauma support service to adult trafficking victims.



4.3 Duty to Notify

[Section 38](#) of the Human Trafficking and Exploitation (Scotland) Act allows for the collation and processing of wider information about trafficking activity in Scotland not currently collected through the National Referral Mechanism or the criminal justice system. This could include anonymised information on individuals who are identified as being of concern with regards to human trafficking. This further information aims to provide a more accurate picture of the scale and extent of trafficking in Scotland and enable more effective targeting of enforcement activity and provision of support services.

A [consultation](#) on implementing Duty to Notify in Scotland closed on 6 September 2019. The consultation analysis report was published on 30 April 2020 and there was strong overall support for the Scottish Government proposals. Due to the impact

of the COVID-19 pandemic on public services, implementation of the duty was paused, but the Scottish Government re-commenced discussions with stakeholders and the UK Government in 2022 and will drive forward this work in 2024.

4.4 Vision for Trade

Scotland's [Vision for Trade](#) sets out the principles and values for the trading relationships we want Scotland to have, now and in the future. The Vision for Trade recognises that a prominent issue for human rights and international trade is addressing the risk of forced labour in international supply chains. Scotland's trade policy acknowledges that trade can only genuinely be free and fair when the true costs of production are properly reflected in the prices charged for goods. Human rights abuses, including low wages, anti-trade union laws, forced labour, illegal appropriation of resources through occupation or political repression all act to distort markets. The need for Scotland's trade policy to directly address human rights is therefore both a moral imperative and a practical necessity.

As such, the Scottish Government welcomes and supports coordinated international action to address human rights violations, and is committed to securing and supporting democracy, the rule of law and human rights in other parts of the world. Where we have the power to act we have done so, for instance introducing essential safeguards such as Human Rights due diligence checks.

The Scottish Government's [Guidance on Due Diligence: Human Rights](#) set out recommendations for how Scottish Government, executive agencies and non-departmental public bodies should undertake appropriate due diligence on companies, including their human rights record, before entering into an investment relationship with them.

4.5 Published guidance

In October 2018, the Scottish Government published [guidance for businesses](#) on how to identify and mitigate the risks of human trafficking and exploitation across their operations and supply chains. In October 2019, the Scottish Government published [guidance for health care workers](#) on recognising the signs of human trafficking and exploitation and how to respond if they have concerns, and COSLA published [Human Trafficking and Exploitation Guidance](#) to support local authorities in identifying, referring and supporting victims of human trafficking and exploitation and in disrupting and deterring criminal activities. In February 2020, the Scottish Government published guidance for public bodies on [reducing the risk of human trafficking and exploitation in the performance of public contracts](#).

5. Risk Assessment and Due Diligence

Human rights is considered systematically alongside other economic, social and environmental factors by using the National [sustainability test](#) tool and associated relevant [supporting guidance](#). Our procurement staff use this tool for all regulated procurements (from £50,000 and above) to establish ethical risk we can influence and identify mitigating action through tender and contract management techniques. The tools and guidance take account of procurements which may be affected by human rights considerations, in alignment with the UN Guiding Principles and including issues such as human trafficking and conflict minerals.

The following section reflects sectors from which the Scottish Government procures services and where, globally, issues have been previously reported with regards to slavery and trafficking risk.

5.1 Information and Communications Technology (ICT)

There are recognised human rights risks and exploitation associated with the global supply chain for electronic products, from example as outlined by the [Responsible Business Alliance](#). The Scottish Government have a suite of collaborative Information and Communications Technology (ICT) products framework agreements in place - these are national frameworks which can be used by all Scottish public bodies.

When putting these frameworks in place we focused on reducing social, economic and environmental impact and delivering initiatives aligned to [Scotland's National Outcomes](#) and Ministerial priorities. We have included robust terms and conditions which allows for continuous improvement through contract management and provides scope to request and obtain information on supply chain risk and issues to help mitigate the risk of unethical practices throughout the supply chain.

In line with our legislative requirements these frameworks include contract terms and conditions to allow for contract termination if the contractor or a sub-contractor fails to comply with environmental, social or employment law when carrying out these frameworks.

Contract and supplier management are key, and in these frameworks there is a focus on ethically traded supply chains. We continue to ensure that our suppliers conduct appropriate due diligence in relation to supply chain activities and provide transparency of business and supply chain operations to ensure that legislative obligations and best practice are applied and adopted in relation to modern slavery, labour standards, working conditions and human rights. This can include onsite compliance and the sharing of auditing and reporting for monitoring and improving labour standards in their supply chain.

We also continue to check whether our existing, relevant contractors have published a Slavery and Human Trafficking Statement to ensure compliance with [Section 54](#) of the Modern Slavery Act 2015.

5.2 Construction

The nature of construction work creates a high risk of human trafficking and exploitation/modern slavery - the industry has traditionally used many temporary migrant workers and long supply chains whilst procuring key materials from a wide range of countries. The use of abnormally low tenders and low-profit margins increase the likelihood of exploitation of the workforce².

In 2020, we undertook a Construction Portfolio Review. This identified an indicative spend on construction by the public sector in Scotland of around £2.9 billion per annum and therefore a potential list of commodities which could be procured through a series of frameworks. We are procuring a Civil Engineering Framework which will be the first construction framework we will take to market. This will include requirements on human trafficking and exploitation/modern slavery.

In addition, we will review the [Client Guide to Construction Projects](#) to include guidance on Fair Work and human trafficking and exploitation. This will include amendments to the guidance on Abnormally Low Tenders in [Chapter 8](#) of the Construction Procurement Handbook. This will ensure that public sector clients look for signs of human trafficking and exploitation within the workforce including in the supply chain when investigating potentially abnormally low tenders. We have also issued guidance for the public sector on setting up [Project Bank Accounts \(PBAs\)](#) for construction projects to ensure contractors are paid promptly and fairly.

5.3 Effectiveness in ensuring that slavery and human trafficking is not taking place

Our approach to human rights, including preventing human trafficking and exploitation in our supply chains across the wide range of goods, works and services that we procure, is to consider actions on a case by case basis. This approach ensures relevance and proportionality and takes into account the subject matter of the contract and associated market analysis, along with value and risk. Any actions being taken to manage human rights procurement risks are recorded centrally on our internal contract register.

- We are considering human rights systematically in all our regulated contracts by using the [sustainability test](#) and its relevant [supporting guidance](#).

² [Construction and the Modern Slavery Act - Chartered Institute of Building](#)

- We continue to check whether our existing, relevant contractors have published a Slavery and Human Trafficking Statement to ensure compliance with Section 54 of the Modern Slavery Act 2015.
- We are managing human rights considerations and any potential human trafficking and exploitation risks through effective contract management;
- We are engaging with the policy team that leads on human trafficking and exploitation in Scotland.
- We are a member of the [Human Trafficking and Exploitation Strategy Action Area Group](#) which focusses on addressing the causes that foster trafficking and exploitation.
- We issued guidance for public bodies in 2020 on [Reducing the risk of human trafficking and exploitation in the performance of public contracts](#).
- We share news and updates about human trafficking and exploitation with those who have an interest in public procurement in Scotland via our [procurement blog](#).

6. Goals and Key Performance Indicators (KPIs)

As this is the first Slavery and Human Trafficking Statement produced by the Scottish Government we do not yet have established performance indicators that we can report on. This section instead sets out our goals for the coming year and we will report against these in an updated Statement next year.

1. We will continue to scrutinise our supply chains and monitor the KPIs below and review more of our Supply Chain for Modern Slavery Risks.
2. We will ensure that current resources are effectively deployed, taking into account the changes to the working environment brought on by the COVID-19 pandemic.
3. We will continue to take forward work on Duty to Notify.
4. We will increase awareness of human trafficking and exploitation amongst core-Scottish Government employees.
5. We will monitor implementation of the UK Nationality & Borders Act, Illegal Migration Act and the proposed UK Modern Slavery Bill, providing input where appropriate and ensure the Scottish Government's objectives embedded within the Programme for Government are communicated to the UK Government.
6. We will publish the fifth annual report of the current Trafficking and Exploitation Strategy, as well as taking forward engagement work with both stakeholders and the wider public to refresh Scotland's Trafficking and Exploitation Strategy.
7. We will commit to reviewing this Slavery and Human Trafficking Statement annually and updating as necessary.



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