

# MODERN SLAVERY POLICY

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## Introduction

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La Intersección (hereinafter LA INTERSECCIÓN or the Organization) is an organization conceived to harness the potential of data, technology and collective action to confront the key challenges facing civil society. We have a unique expertise in digital analysis and media research, communications strategies and movement building that allow us to enhance collective intelligence and accelerate social change processes.

LA INTERSECCIÓN considers that the right not to be subjected to forced or compulsory labour is fundamental to the achievement of social justice and is linked to other rights and freedoms, such as the right to freedom of association and collective negotiation. Moreover, it is of great importance for the protection of vulnerable groups to exploitation, slavery and commodification. Its universality is firmly based on the principle of non-discrimination that applies to all people.

As the International Labour Organization (ILO) states, forced labour includes traditional practices, such as slavery-like practices and various forms of service, but also new forms that have appeared in recent decades.<sup>1</sup> These contemporary forms of slavery have also been called "modern slavery," and an example of this is human trafficking, sexual exploitation, the worst forms of child labour, forced marriage and forced recruitment of children for use in armed conflict.<sup>2</sup>

Modern slavery is a crime and a serious violation of human rights, affecting the most impoverished and unprotected people in society. Therefore, through this **Modern Slavery Policy (hereinafter, the Policy)**, LA INTERSECCIÓN undertakes necessary actions to identify potential risks in relation to modern slavery and to take the necessary measures to denounce such practices in the development of its activities and projects.

## Principles

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This Policy is based on the following principles:

- A zero-tolerance approach to any type of modern slavery detected in the development of the Organization's activities and projects.

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<sup>1</sup> *What is forced labour, modern slavery and human trafficking*, International Labour Organization. Available in: <https://www.ilo.org/global/topics/forced-labour/definition/lang--es/index.htm>

<sup>2</sup> *International Day for the Abolition of Slavery, 2 December*, United Nations Organization. Available in: <https://www.un.org/en/observances/slavery-abolition-day>

- Responsibility to take all necessary measures to reduce the risk of modern slavery that may take place in the development of LA INTERSECCIÓN activities and projects.
- Responsibility to ensure that LA INTERSECCIÓN staff will not participate, tolerate or otherwise facilitate any activity related to modern slavery.
- Responsibility to ensure compliance with the measures to prevent, detect and denounce modern slavery contained in this Policy by LA INTERSECCIÓN staff, as well as, by collaborating individuals and entities.
- Transparency. LA INTERSECCIÓN is committed to ensuring there is transparency in the development of its activities and projects, and expects the same high standards from all of its contractors, suppliers and partner organizations or counterparties.
- A risk assessment approach in relation to supplier procurement, ensuring respect for human rights and taking the necessary measures to avoid modern slavery situations.

## Legal framework

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This Policy refers to the international standard on the prohibition of forced labour, human trafficking and other forms of modern slavery.

At the international level, there are several treaties and instruments that should be highlighted:

- The Universal Declaration of Human Rights of 1948, which contains the prohibition of slavery and servitude (art. 4).
- The International Covenant on Civil and Political Rights, adopted by Resolution 2200A (XXI), on 16 December 1966, which also includes this prohibition of slavery and forced labour (art. 8).
- The Slavery Convention from 1926. The Convention was amended by the Protocol adopted at the United Nations Headquarters in New York on 7 December 1953.
- The International Labour Organization (ILO) Forced Labour Convention, 1930.
- The ILO Abolition of Forced Labour Convention, 1957 (No. 105)
- The 2014 Protocol relative to the ILO Forced Labour Convention, 1930.
- The ILO Worst Forms of Child Labour Convention, 1999 (No. 182).
- The Convention for the Suppression of the Trafficking in Persons and of the Exploitation of the Prostitution of Others, adopted by the General Assembly in its resolution 317 (IV) of 2 December 1949.

- Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, held in New York on 15 November 2000.

At European level, there are also various legal instruments worth noting:

- The European Convention on Human Rights, which in Article 4 includes, in addition to the prohibition of slavery and servitude, the prohibition of being constrained to forced labour.
- The Charter of Fundamental Rights of the European Union, proclaimed in 2000, which article 5 contains this prohibition of slavery and servitude and the prohibition of forced labour.

## Key definitions

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The key concepts used in this Policy are as follows<sup>3</sup>:

**Forced or compulsory labour** shall mean 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.

**Child labour or exploitation** comprises:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

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<sup>3</sup> The key concepts to the Policy are based on definitions contained in the following instruments:

- The Forced Labour Convention, 1930 (No. 29) of the ILO.
- The Worst Forms of Child Labour Convention, 1999 (No. 182) of the ILO.
- The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, New York on June 15, November 2000.

- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

**Trafficking in persons** shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;

## Scope

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This Policy applies and it is mandatory to:

- a) All LA INTERSECCIÓN' staff. Staff means any person who integrates the operational team of the Organization throughout its scope of action and the management board. Therefore "staff" also includes directly recruited personnel, volunteer staff, fellows or subcontracted personnel.
- b) Collaborating individuals and entities, including:
  - i) Partner organizations, counterparties and suppliers with which LA INTERSECCIÓN collaborates in the development of its activities and projects.
  - ii) Other actors involved such as external partners, commercial agents, guests, visitors, and any other person or entity working on behalf of LA INTERSECCIÓN.

## Responsibilities

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LA INTERSECCIÓN considers that it is a responsibility of all its staff to prevent, identify and complain about any form of modern slavery, as well as to ensure compliance with this Policy in the development of its activities and projects. It is also a responsibility of collaborating individuals and entities.

All LA INTERSECCIÓN staff, regardless of their position or role, are responsible for:

- Reading, comprehending and complying with this Policy.
- Reporting any incident, complaint or suspicion regarding situations of modern slavery that may have taken place in the development of LA INTERSECCIÓN activities and projects.
- Avoiding any activity that may lead to, or suggest, a breach of this Policy.
- In case of doubt in relation to this Policy, seeking support directly from their direct hierarchical manager or through the management board.

**The management board of the Organization is responsible for:**

- This Policy, its implementation, maintenance, improvement and to take necessary measures to do so.
- Create a management culture that raises awareness with any form of modern slavery.
- Ensure to be receptive and act immediately and diligently if he/she is aware of any incident, complaint or suspicion regarding situations of modern slavery.
- To support the operational team in case it shows doubts or concerns regarding this Policy.
- Support any member of the operational team who expresses genuine concern that any situation of modern slavery may be occurring in the development of the Organization's activities and projects, inclusive or if that concern ultimately turns out to be erroneous.
- Is committed to reviewing the Policy periodically, at least every three years, or earlier when there are significant changes in legislation or within the Organisation that may affect this Policy.

This policy is mandatory and deviations to it are not allowed.

Both legal and disciplinary action will be taken if negligence or deliberate non-compliance with this Policy is demonstrated.

Any breach with respect to this Policy shall be foreseen as a serious misconduct which may include the dismissal or termination of the contract, as well as reporting the concern to the relevant safeguard authorities, and shall be notified immediately to the direct hierarchical manager or the member of the management board designated to such effect to carry out the relevant actions and follow-up.

## Policy content

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Prevention and detection of modern slavery requires fostering an environment that promotes the responsibility of all to avoid and report these situations. Therefore, LA INTERSECCIÓN will take the following actions to fulfill its commitment to preventing, detecting and reporting situations of modern slavery:

### a) Preventive actions

#### i. Actions related to supplier procurement

- Processes will be followed with due diligence and risk assessment in the procurement of suppliers in order to help prevent the risk of modern slavery in the development of LA INTERSECCIÓN activities and projects.
- When assessing suppliers, the development of an ethical, environmentally sustainable business activity that respects working conditions and human rights will be of high importance.
- As part of the procurement processes, specific prohibitions against the use of forced labour or any form of slavery or servitude shall be included.

#### ii. Awareness-raising and training actions

- All LA INTERSECCIÓN staff must sign and comply with this Policy.
- All LA INTERSECCIÓN staff will have access to a copy of this Policy.
- Modern slavery will be included in the Organization's human rights training programs.
- When LA INTERSECCIÓN work with other collaborating individuals or entities it will report on the content of this Policy to them.

### b) Responsive actions

#### i. Complaint actions

- LA INTERSECCIÓN staff shall inform about any suspicion of modern slavery to their direct hierarchical officer or through the designated management board member for this purpose. Where suspicion is with a responsible or member of the management board, any other member of the management board who is not involved shall be informed.

- As mentioned above, LA INTERSECCIÓN staff should report any concerns regarding possible conflicts with this Policy during the development of activities and projects, as well as any circumstances that may give rise to an increased risk of modern slavery situations.
- LA INTERSECCIÓN management board shall develop a specific protocol for the communication and reporting of any situation of modern slavery, which shall be handed over to all members of its staff as well as to collaborating individuals and entities.

### **c) Support actions**

- LA INTERSECCIÓN does not tolerate any harm or retaliation against staff reporting any suspicious form of a modern slavery situation.

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*This Policy has been initially approved by the Management Board on 1<sup>th</sup> March 2023.*