

Forced Labor Indicators in Taiwan Manufacturing

Modern Slavery Statements & Disclosures of Multinational Brands

Profile: Orientation

Orientation is a social enterprise specialized in labor migration, providing expertise in corporate due diligence, worker voice, and human rights in the global supply chain. By connecting workers with businesses, government agencies, and civil society, Orientation encourages due diligence, catalyzes audits, and promotes an ethical supply chain.

We often identify forced labor indicators in practice , which at times may be permitted under local laws, yet are against international standards and private sector corporate human rights policies. This scenario often brings us at an intersection of engagement with businesses, governments, and civil society as to how to remedy and prevent such situations.

Therefore, producing reliable data and evidence-based reports on current labor issues is aimed to foster a sustainable and ethical supply chain. The publication of this research is intended to educate and inform businesses, government agencies, civil society, of trends and risk associated with certain activities.



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Manufacturing has been the backbone of Taiwan's economy, with exports accounting for about 70% of gross domestic product (GDP), according to the US Congressional Research Service. At the same time local economists will often criticize Taiwan's manufacturing industry for its heavy reliance on contract manufacturing (OEM and ODM) for foreign brands. While these multinational foreign brands outsource manufacturing to Taiwanese factories, Taiwan also outsources its labor workforce to migrant workers from Southeast Asia.

In June 2024, the Taiwan Ministry of Labor reported 492,805 foreign workers from the Vietnam (226,717), Philippines (125,106), Indonesia (85,190), and Thailand (55,790), were employed in the manufacturing industry. It is recruitment and management of Taiwan's migrant workforce which for years has been under scrutiny from the foreign brands and multinational customers sourcing from Taiwan factories.

Purpose & Methodology

This publication compiles excerpts from multinational brands' Corporate Social Responsible (CSR) disclosures which mention 'Taiwan' in connection to forced labor indicators and modern slavery risks. The purpose of this report is to highlight the ethical challenges disclosed by multinational corporations themselves, when sourcing from Taiwan.

The excerpts are organized into three sections:

1. Identified Taiwan as high risk or high priority for forced labor and modern slavery
2. Conducted trainings and workshops on forced labor indicators and management of foreign migrant workers to Taiwan suppliers.
3. Confirmed examples of forced labor non-compliance in Taiwan.

The statements come from public disclosures such as;

- ◆ Modern Slavery Statements ◆ Human Trafficking Policies ◆ ESG and CSR Reports ◆
- ◆ Annual Impact Reports ◆ Human Rights Statements ◆ Modern Slavery Risk Assessment ◆



What is Forced Labor

In 1930, the International Labour Organization (ILO) initially defined forced labor or compulsory labor as “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”.

In 2005, ILO clarified that the definition of forced labor has two components. Forced labor included work which is done under menace of a penalty, and work which taken involuntarily. ‘Menace’ includes loss of rights and privileges such as; withholding wages and retention of identity documents.

The definition includes that forced labor can also include to situations through means of manipulated debt.

Debt bondage, also known as debt slavery, is a notorious element in contemporary forced labor commonly found in industrialized countries with high migratory trends. By UN standards, debt-bonded labor is not necessarily forced by threats or violence, but is enforced by the workers’ forced obligation to repay the debt, typically with even higher interest rates.

Over the past few years, more and more countries have begun to propose and adopt mandatory Human Rights Due Diligence (HRDD) laws affecting domestic and foreign businesses operating in their country, as well as their imports.

Governments worldwide want to ensure companies are being held responsible for what's happening in their supply chains. Many companies approach human rights due diligence as an opportunity to manage and prevent potential human rights impact. As a result, many multinational companies are quick to publicly identify where their human rights challenges are.

UNITED STATES TARIFF ACT OF 1930

Section 307 of the Tariff Act of 1930 prohibits importing any product into the United States that was produced, or manufactured by forced labor.

U.S. Customs and Border Protection (CBP) can issue an order to withhold releases of such goods (WRO) and retain any shipment. The goods are held at the port of entry, and the importer can either prove to CBP that the goods were not made with forced labor, or they can have the goods re-exported.

UK MODERN SLAVERY ACT

In 2015, The UK Modern Slavery Act was enacted legislating transparency in supply chains by requiring certain companies to produce a statement setting out the steps they are taking to address and prevent the risk of modern slavery in their operations and supply chains.

FRANCE CORPORATE DUTY OF VIGILANCE LAW

In 2017, France adopted a law obligating large companies to carry out human rights and due diligence and publish a Vigilance Plan annually. This ensures that applicable French companies are taking the measures needed to identify and prevent human rights violations in their supply chains.

GERMANY SUPPLY CHAIN DUE DILIGENCE ACT

In 2023, Germany's Supply Chain Due Diligence Act made it mandatory for larger businesses in Germany to conduct supply chain risk analyses to better understand human rights risks and negative impact in their supply chains.

AUSTRALIA'S MODERN SLAVERY ACT

In 2019, Australia's Modern Slavery Act requires larger companies in Australia to publicly report how they prevent risks of modern slavery in their supply chains. Companies are required to annually submit a statement on what actions are being taken to address modern slavery in their own operation and supply chain.

EU'S CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE

In July 2024, the CSDD came into effect requiring European Union companies to identify, prevent, and mitigate the actual and potential impacts of their activities on human rights abuses. They must also report on the activities of their subsidiaries and entities in their supply chains. Companies will need to develop and implement 'prevention action plans' and obtain contractual assurances from their business partners.

NORWAY TRANSPARENCY ACT

In 2022, The Norwegian Transparency Act mandated in-scope companies to implement responsible business conduct policies and human rights due diligence in their supply chains and annually publish reports on the due diligence assessments. It is also the companies' duty to respond to public requests on how they address adverse impacts on human rights

HIGH RISK FORCED LABOR

The following list is comprised of 33 multinational companies, across 14 industry sectors, and 2 European government departments, which have all publicly and explicitly recognized "Taiwan" as high risk, or high priority, for forced labor indicators and modern slavery in their supply chain.

The content is quoted directly from the referenced document published by the company itself.

Company	Sector	Year	Document	Content
3M	Consumer Goods	2019	California Transparency in Supply Chain Act Disclosure	More than 6,000 self-assessments or on-site assessments of suppliers have been conducted in prioritized countries, such as China, India, Korea, Malaysia, Taiwan, Thailand, Brazil, Mexico, Russia and Turkey.
Adidas	Apparel and Footwear	2022	Modern Slavery Act Transparency Statement	Modern Slavery Training: Development of a targeted training module for Tier 2 suppliers located in high-risk countries such as Taiwan, China, Vietnam and Indonesia to increase awareness and provide practical guidance on responsible and ethical recruitment and employment practices.
Adidas	Apparel and Footwear	2016	Modern Slavery Risk Assessment	Hotspots in our extended supply chain: TIER 2 Suppliers: Forced/Migrant Labour: Taiwan Thailand Japan South Korea
Adidas	Apparel and Footwear	2024	Website: Workers in the Supply Chain	As part of our foreign labor risk mapping efforts, we have identified high risk migrant countries such as Taiwan and Thailand and are working closely with business partners to support their compliance with our zero recruitment fee requirement.
Bega Group	Food & Beverage	2023	Modern Slavery Statement	We source from high-risk countries including China, India, Argentina, Malaysia, and Taiwan, which have a high prevalence of modern slavery and worker vulnerability to exploitation.
BT	Telecommunications	2022	BT Modern Slavery Statement	Covid-19 lockdowns and travel restrictions continued to limit opportunities for on-site assessments of high-risk suppliers, and we conducted some remotely. We assessed 34 suppliers for modern slavery risks: 15 with Tier 1 suppliers, 18 with Tier 2 suppliers and 1 with Tier 3 suppliers (see table). The assessments focused on supplier sites in China and Taiwan
Carter's	Apparel and Footwear	2022	Corporate Social Responsibility Report	We consider China, Taiwan, Thailand, Myanmar, and India to be at higher risk for use of forced labor.
Chain Reaction Cycles	Cycling	2023	Modern Slavery Report	<p>Potential Risks for Modern Slavery: The use of foreign migrant workers in Taiwan, who may be more vulnerable to unequal employment terms, deceptive or coercive recruitment practices including trafficking, debt bondage, and restrictions on movement. 40% of our suppliers are in Taiwan (66 of 154 factories or 43%).</p> <p>Actions Taken: In 2022, we continued to conduct audits and provide training and guidance to factories on improvement priorities and actions with a special focus on China and Taiwan.</p>
Coca-Cola	Food & Beverage	2022	Modern Slavery Statement	<p>There has been no change to the assessed risk level of 'moderate' for the risk of modern slavery in our suppliers' supply chains. This is consistent across direct and indirect suppliers to CCEP.</p> <ul style="list-style-type: none"> China, Taiwan, Vietnam, Indonesia, Papua New Guinea, and Thailand
Dicks Sporting Goods	Sporting Goods	2019	Purpose Playbook	<p>In Taiwan, we piloted a program focused on migrant workers in our supply chain. We know that migrant workers have an elevated risk of forced labor, even in locations like Taiwan that are not considered to be at high risk for human rights abuses.</p> <p>Because Taiwan's workforce has a relatively high percentage of migrant workers, DICK'S identified our top four suppliers in the region with the most migrant workers and conducted human rights assessments that included increased due diligence and investigation on human trafficking and recruiting of migrant worker risk.</p> <p>As a result of this assessment, we removed Taiwan from our list of low-risk countries and will begin auditing based on existing scope criteria beginning in the first quarter of 2021.</p>

Company	Sector	Year	Document	Content
Eppendorf	Healthcare	2023	Statement on Modern Slavery 2022	High-risk industries in our supply chain include mainly the manufacturing of electrical equipment and computer, electronic, and optical products, and the suppliers are based in Asia, specifically Singapore, Malaysia, Taiwan, and Hong Kong.
Ernest & Young (EY)	Business Management	2021	EY Modern Slavery Statement	EY engages large international technology companies to source a range of technology hardware items including laptops, monitors and peripherals which are typically manufactured in countries such as China, Taiwan, India, Brazil, Mexico, Malaysia and Thailand where modern slavery regulation is lacking or non-existent.
Ernest & Young (EY)	Business Management	2023	EY Australia Modern Slavery Statement	The manufacturing of these products and their parts often occurs in countries with a high inherent risk of modern slavery, such as China, India, Taiwan, Brazil, Mexico, Malaysia and Thailand. While our suppliers generally have programs in place which seek to manage labour rights issues, we consider that this area of our supply chain presents a high-risk of modern slavery.
Gap	Apparel and Footwear	2024	Website: Our Approach To Protecting The Rights Of Foreign Contract Workers In Tier 2 Mills	22 of the 23 mills we surveyed in Taiwan employed more than 1,700 foreign contract workers. In addition, Taiwan's regulation and enforcement of these workers' rights were not consistently applied. Certain sectors in Taiwan struggle with a labor shortage, and while the law stipulates that facilities can hire a 1:3 ratio of foreign contract workers to local workers, that policy is not always strongly enforced.
HPE	Electronics	2021	2020 Modern Slavery Transparency Statement	HPE has identified the following salient risks in its supply chain: the risk of forced student labor in China, and the risk of forced labor specific to foreign migrant workers in Taiwan, Malaysia, and Singapore
Jabil	Electronics	2022	Sustainability Progress Report	Regions considered high-risk by Jabil are located in the following areas: • Brazil • Malaysia • Taiwan • China • Mexico • Ukraine • Hungary • Poland • Vietnam • India
Jabil	Electronics	2021	Sustainability Report	Sites considered high-risk for human rights and/or some other risk criteria are located in Hungary, Poland, Ukraine, Russia, Mexico, China, Malaysia, Taiwan and Vietnam.
Kimberly-Clark	Consumer Goods	2023	Addressing Modern Slavery in our Supply Chain	The following potential risks were identified: Salient Human Rights Issue: Forced Labor Key Concerns: Worker-paid recruitment fees; passport retention; excessive overtime Focus Geographies: Southeast Asia, Taiwan, Middle East
Li & Fund (Trading) Limited	Business Management	2022	Disclosure Statement on Modern Slavery	Recruitment linked to debt (advance or loan) Strong Involuntariness - Unfree recruitment China, Malaysia, Taiwan, Thailand
Li & Fund (Trading) Limited	Business Management	2022	Disclosure Statement on Modern Slavery	Li & Fund will continue to undertake unannounced spot-checks by qualified third parties in high-risk countries/regions to better identify both recruitment-related and general modern slavery risks. In high-risk countries/regions for migrant labor, such as Taiwan, assessments will focus heavily on migrant worker interviews, conducted in a confidential setting in the migrant workers' own language.
Lululemon	Apparel and Footwear	2023	Modern Slavery Statement	We have identified foreign migrant workers as an at risk group in specific sourcing locations, including Japan, Korea, Taiwan, and Thailand.
Macquarie	Financial	2023	Modern Slavery Act Transparency Statement	Jurisdictions considered very high or high-risk where Macquarie's direct suppliers operate include Brazil, China, Hong Kong, India, Indonesia, Malaysia, Mexico, Philippines, Singapore, South Africa, Taiwan, Thailand, and the United Arab Emirates

Company	Sector	Year	Document	Content
Medtronic	Healthcare	2023	Medtronic Australasia Pty Ltd FY23 Modern Slavery Statement	According to the Global Slavery Index data, China, Taiwan, and Japan have inherently higher geographical risks of modern slavery compared to the USA and European Union
Micron	Electronics	2024	Combating Modern Slavery and Human Trafficking Statement for Fiscal Year 2023	Location is a factor considered in risk assessments, as Micron and its suppliers operate in locations assessed to have higher risk of human rights concerns, including Malaysia, mainland China, and Taiwan.
Micron	Electronics	2023	Combating Modern Slavery and Human Trafficking Statement for Fiscal Year 2022	Location is a factor considered in risk assessments, as Micron and its suppliers operate in locations assessed to have higher risk of human rights concerns, including Malaysia, mainland China, and Taiwan.
Ministry of Justice - United Kingdom	Government	2021	Modern Slavery Transparency Statement	Typically, the provision of software and/or communication assistance also includes the provision of electronic hardware which is often manufactured in higher risk locations (e.g. China and Taiwan).
New Balance	Apparel and Footwear	2023	2022 New Balance Human Trafficking and Modern Slavery Statement	We identified the following regions in our Tier One supply chain as highest risk for forced and/or child labor: Cambodia, China, India, Indonesia, Jordan, Mexico, Pakistan, Taiwan (ROC), Thailand, Turkey and Vietnam.
New Balance	Apparel and Footwear	2022	2021 New Balance Human Trafficking and Modern Slavery Statement	Based on an annual risk assessment process, we identified the following regions in our Tier One supply chain as highest risk for forced and/or child labor: Cambodia, China, India, Indonesia, Jordan, Mexico, Pakistan, Taiwan (ROC), Thailand, Turkey and Vietnam.
Nike	Apparel and Footwear	2022	FY22 NIKE, Inc. Impact Report	In FY22, we also expanded the use of the tool to all Tier 1 finished goods and strategic Tier 2 materials suppliers hiring foreign migrant workers in countries and regions in our extended supply chain that we have identified at heightened risk for forced labor – including Malaysia, Thailand, Taiwan, Japan, Jordan, Egypt, South Korea, Mexico, Argentina, and Brazil.
Nokia	Electronics	2018	Modern Slavery Statement Nokia	In 2017, we ran 15 training workshops for suppliers operating in high-risk countries such as Thailand, Philippines, China, Taiwan, India, UAE, Argentina, Mexico, Iran, Nigeria, Algeria, and Romania.
Novo Nordisk	Pharmaceuticals	2023	Novo Nordisk Modern Slavery Statement 2022	<p>These assessments have led us to identify the following as high-risk areas in the global supply chains of Novo Nordisk's products:</p> <ul style="list-style-type: none"> • Device components in mainland China, Taiwan, and Thailand
NXP	Electronics	2022	Modern Slavery Report	<p>In 2022, we assessed 6,437 suppliers and identified 130 medium-risk suppliers, 118 high-risk suppliers, and 19 priority-risk suppliers.</p> <p>Taiwan 19.5% High-Risk Score</p>
Ørsted	Energy	2023	Modern Slavery Act Transparency Statement	<p>Previous assessments of key human rights risk showed that the risk of modern slavery and human trafficking is low in our own operations. However, in our supply chain, we have identified the following focus areas:</p> <ul style="list-style-type: none"> • The Asia-Pacific (APAC) region, including Taiwan, remains a key focus area • Migrant workers and forced labor, e.g. through withholding of passports or monetary penalties, is still one of the primary human rights issues

Company	Sector	Year	Document	Content
Patagonia	Apparel and Footwear	2023	Statement on Modern Slavery Including Child Labor, Forced Labor and Human Trafficking	If we find a factory to be at high risk for human trafficking through these initial audits, we will follow-up with an in-depth migrant worker audit. We developed the migrant worker audit in late 2014 after we discovered that many of our Taiwan mills were hiring migrant workers through labor brokers. This focused audit looks at the migrant worker life cycle from the recruitment process before the worker left his home country to the working conditions while he is employed to the repatriation policy when his contract expires. The audit also evaluates the destination labor broker who is required to be present during the initial audit.
PVH	Apparel and Footwear	2022	Corporate Social Responsibility Report	By working with a third-party partner, we developed a list of high-risk jurisdictions for migrant labor issues leveraging public domain indexes and PVH supply chain data. We have identified 12 high-risk jurisdictions for migrant labor issues for PVH: Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia.
PVH	Apparel and Footwear	2022	Supply Chain Standards and Guidelines for Meeting PVH's Shared Commitment	As of 2022, PVH's high-risk jurisdictions for ethical recruitment are Taiwan, Thailand, South Korea, Japan, Mauritius, Bahrain, Malaysia, Italy, Egypt, Jordan, Vietnam, Cambodia.
Seagate	Electronics	2019	Global Citizenship Annual Report	We also provided training for Seagate suppliers in high risk countries by co-organizing two days of RBA training on the following topics: Supply Chain Risk Assessment (including Foreign Worker Risk), Water Management (including Conservation, Recycling and Treatment, and Discharge) and Process Chemistry. Over 70 suppliers from Singapore, Malaysia, Thailand and Taiwan participated in four sections of this training.
Staples	Office Supply Retail	2024	Website - California Supply Chain Transparency Act	Staples evaluates risk annually, and currently designates the following countries as "at-risk," in accordance with industry assessments: Argentina, Bangladesh, Brazil, China, Egypt, India, Indonesia, Japan, Malaysia, South Korea, The Philippines, Taiwan, Thailand and Vietnam.
Target	Consumer Goods	2023	2023 Sustainability and Governance Report	We pay particular attention to, and perform additional due diligence around suppliers located in countries, including China, India, Malaysia, Taiwan and Thailand, that we consider higher risk for underage labor, young workers and forced labor.
TechData	Electronics	2021	Modern Slavery Statement	Moreover, our Supplier Survey results received indicate that some supplier rely on partners or suppliers in higher risk countries, including China, Thailand, Taiwan, Philippines, Malaysia, Cambodia, Turkey, and Mexico.
Texas Instruments	Electronics	2023	Anti-Human Trafficking Statement	Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan.
Transport for London	Government	2023	Transport for London Slavery and Human Trafficking Statement	The highest risks of poor working conditions and human rights abuses from our global supply chain are associated with the production and manufacture of electronic equipment, textiles and materials used in our construction and infrastructure projects including solar panels.... TfL recognises the corresponding source countries and associated sector risks in its supply chains for these categories to be as follows... semi-conductors – China, Malaysia, Taiwan
Wesfarmer	Food & Beverage	2023	Modern Slavery Statement	Sourcing locations: Taiwan Risk Types: Forced and bonded labor Migrant Labour Exploitation Deceptive Recruitment Practices Excessive Overtime

Trainings

FORCED LABOR

The following list is comprised of 35 multinational companies, across 9 industry sectors, which have all publicly disclosed conducting trainings and workshops to their Taiwan suppliers on forced labor indicators and management of foreign migrant workers.

The content is quoted directly from the referenced document published by the company itself.

Company	Sector	Year	Document	Content
Adidas	Apparel and Footwear	2022	Modern Slavery Act Transparency Statement	Modern Slavery Training: Development of a targeted training module for Tier 2 suppliers located in high-risk countries such as Taiwan, China, Vietnam and Indonesia to increase awareness and provide practical guidance on responsible and ethical recruitment and employment practices.
Adidas	Apparel and Footwear	2019	Website: Sustainability Supply Chain	In 2019, we partnered with the International Organization for Migration (IOM) to develop a zero-fee recruitment policy and conducted responsible recruitment training for our Tier 2 suppliers and their labor agencies in: Indonesia, the Philippines, South Korea, Taiwan, and Vietnam. We also joined the Better Buying Institute, an initiative that aims to strengthen supplier-buyer relationships and improve purchasing practices in alignment with our Responsible Sourcing & Purchasing Policy
Amazon	Apparel and Footwear	2021	Modern Slavery Statement	In 2020, we sponsored the Responsible Labor Initiative's responsible recruitment training in Malaysia and Taiwan and enrolled 31 Amazon Suppliers. This program focused on modern slavery risks and the importance of responsible recruitment, including teaching participants how to implement effective risk mitigation controls, identify issues in their recruitment and hiring processes for migrant workers, and draft an implementation plan for addressing these issues.
AMD	Electronics	2023	Corporate Social Responsibility Report	Additionally, management updated its grievance procedure to streamline communication with migrant workers. As well, suppliers in Taiwan participated in training specific to local, forced labor risks.
Avon	Cosmetics	2023	Avon Modern Slavery Statement	We recognise that the risks of modern slavery for workers are not well known and not well-communicated in Taiwan, and we enlisted the help of a specialist consultant in-country to work with our local suppliers to better understand the modern slavery risks specific to the region. The specialist consultancy drafted Recommendation Guidelines to help facilitate remediating the existing problems and repayment plans.
Best Buy	Electronics	2020	Website: Forced Labor Not Accepted	We provide specific training to private label suppliers on the topic of foreign migrant workers in Taiwan and student workers in China, which are two vulnerable groups of individuals at risk of forced labor.
Chain Reaction Cycles	Cycling	2023	Modern Slavery Report	Actions Taken: In 2022, we continued to conduct audits and provide training and guidance to factories on improvement priorities and actions with a special focus on China and Taiwan.
Cisco	Electronics	2024	Cisco Statement on Prevention of Modern Slavery and Human Trafficking	In terms of additional actions taken upon discovering the practice of charging prohibited recruitment fees, we engage in knowledge sharing on this topic by promoting training among our peers and supply base in Taiwan on how to identify forced labor risks within the local context. In FY 23, 36 participants from 23 suppliers attended these training sessions.
Coles Group	Food & Beverage	2023	Modern Slavery Statement	We also have one contractor in Hong Kong focused on supporting the implementation of our Ethical Sourcing Program at offshore sites in China, Malaysia, Taiwan and Thailand.
Decathlon	Consumer Goods	2021	Modern Slavery Statement	To prevent any type of Forced Labour, we updated our training catalogue with a specific webinar on "Tackle Forced Labor" targeting our key actors in production countries. During 9 sessions, more than 87 production team members were trained from India, China, Pakistan, Vietnam, Taiwan, Bangladesh, Italy, Romania, Mexico & France.

Company	Sector	Year	Document	Content
Decathlon	Consumer Goods	2022	Non-Financial Reporting Declaration	In 2022, Decathlon made further advances in its fight against forced labour: The testing of DiginexLUMEN38 in Taiwan: This multilingual platform maps companies and all actors in the labour supply chain in order to assess their recruitment practices.
Decathlon	Consumer Goods	2022	Non-Financial Reporting Declaration	Improving teammate and supplier skills: For the first time, webinars in the local language were organised in Vietnam, Turkey, and Taiwan, for a better understanding on indicators of forced labour by teammates and certain supplier managers and workers. A total of 2,000 workers were trained on forced labour indicators. A poster illustrating the 11 indicators of forced labour identified by the ILO is also being deployed at priority suppliers in high-risk countries.
Dell	Electronics	2023	ESG Report	The Taiwan Forced Labor Prevention Initiative is a collaborative effort of eight multinational companies, including Dell, committed to improving working conditions and human rights in their supply chains. As part of this initiative, Dell and collaborators provided small to medium enterprises with access to free training on forced labor risks in their supply chains
Dell	Electronics	2020	Statement Against Slavery and Human Trafficking	In 2019, we worked with a civil society organization to provide training around recruitment fees to supplier factories in Taiwan. This helped suppliers better understand forced labor issues and best practices around recruitment. We will not tolerate forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery, or trafficking of persons by any Dell supplier or for any other purpose.
Dell	Electronics	2024	Website	For instance, in 2018 we expanded our on-site service provider training into additional countries. This training focuses on worker interview techniques and clarifies management system requirements. As an example, we partnered with an NGO and peer set to bring management consulting on forced labor risks to key suppliers in Taiwan. We shared research on labor and recruitment costs from the RBA's Responsible Labor Initiative with suppliers. This allowed for cost quote analysis of labor brokers to identify risk of costs borne by the workers. Taiwanese labor laws and some cultural norms allow recruitment fees that are against Dell's and RBA's code of conduct. Dell's continued vigilance reinforces to the suppliers' management Dell's expectations and the importance of their adherence to the RBA code. We expect the same of their suppliers and do not permit forced labor in any tier of our supply chain.
Ford	Automotive	2019	Global Modern Slavery and Human Trafficking Transparency Statement	We conducted a forced labor training in Taiwan with our supplier partners. Utilizing our partnership with the Responsible Labor Initiative (RLI), Ford developed supplier training to provide capacity building for our supply base in Taiwan. In particular, one focus of the session was on recruitments fees, which are prohibited by Ford, but legal in Taiwan. Attendees were provided insights into the warning signs of forced labor and the active role of suppliers in prevention and remediation. A total of 125 individuals representing 73 suppliers attended the eight-hour training.
Ford	Automotive	2023	Global Modern Slavery and Human Trafficking Transparency Statement	Externally, we invite suppliers located in countries and regions where there may be elevated risk to attend training to increase awareness of Ford's requirements and legal obligations, including those related to forced labor and child labor. We sponsored 16 suppliers located in Thailand and 4 suppliers in Taipei, Taiwan to attend a two-day in-person training event in Bangkok that centered on recruitment fees and ethical recruitment.
Gap	Apparel and Footwear	2024	Website: Our Approach To Protecting The Rights Of Foreign Contract Workers In Tier 2 Mills	In July 2019, with the support of our internal fabric sourcing teams, we communicated these requirements and mill vendors in Taiwan... We will also continue to collaborate with our peers in the apparel industry and beyond to protect the human rights of foreign contract workers in Taiwan.
Google	Electronics	2016	Modern Slavery Statement	In October 2016, we joined with industry partners to co-sponsor three forced-labor workshops for some of our suppliers in Malaysia, Taiwan, and Singapore. The multi-day workshops explored numerous topics aimed at eliminating forced and bonded labor in our supply chains.
HP	Electronics	2020	Modern Slavery Transparency Statement	In fiscal year 2019, HP assisted with the organization, marketing and implementation of workshops held in China, Malaysia, Taiwan, Thailand, and Singapore involving nearly 300 supplier managers and supervisors from more than 40 suppliers.

Company	Sector	Year	Document	Content
HPE	Electronics	2023	Modern Slavery Transparency Statement	In FY22 we supported preparations for three in-person forced labor training sessions for suppliers and their sites located in Taiwan, delivered in local language. These in-depth, in-person trainings for SMBs reached at least 8 direct supplier attendees as well as broader industry and supply chain partners. The content was locally tailored and covered the 11 forced labor indicators in depth and with real-world examples. This training was in partnership with multiple brands across industry under the leadership of a global garment brand and Work Better Innovations as part of a project aimed at promoting international labor standards in Taiwan, particularly on forced labor as it manifests locally.
Intel	Electronics	2020	Intel Corporation Statement on Combating Modern Slavery	In June and July 2019, we worked with HP Enterprise, HP Inc., Seagate, and Western Digital to provide in-person training to over 200 suppliers and their recruiting agents in Malaysia, Singapore, Taiwan, and Thailand.
Kingfisher	Consumer Goods	2023	Modern Slavery Act : Transparency Statement	Responsible recruitment of migrant workers Engaging suppliers on responsible recruitment of migrant workers Modern slavery 12 suppliers trained in Taiwan, Thailand and Malaysia
Li & Fund (Trading) Limited	Business Management	2022	Disclosure Statement on Modern Slavery	As training is one of the best strategies to prevent and mitigate forced labor risk, Li & Fung will also train all core factories in Bangladesh, China, Malaysia, Taiwan, and Thailand.
Lululemon	Apparel and Footwear	2023	Modern Slavery Statement	Since 2017, we have been supporting Tier 1 and Tier 2 suppliers in Taiwan through a Foreign Migrant Worker “No Fee” program, with the aim of eradicating recruitment fees for foreign migrant workers. As of 2022, all 33 of our Taiwanese supplier facilities complied with the program’s no-fee requirements.
Lululemon	Apparel and Footwear	2022	Responsible Supply Chain Disclosure	In 2022, we conducted the following additional supplier training: <ul style="list-style-type: none"> • Eight in-person and online training sessions on various local or high-risk issues, reaching 585 participants. For example, in Taiwan we trained 18 Tier 2 suppliers on how to cascade our VCoE requirements to their subcontractors, and how to address specific location-based risks, including foreign migrant worker rights.
Meiyume	Cosmetics	2022	Disclosure Statement on Modern Slavery	In-person consultations took place in Taiwan to better understand the different stakeholder perspectives on responsible recruitment. The policy is being coupled with in-person training and e-learning for colleagues and suppliers to better understand how to implement the policy.
Microsoft	Electronics	2019	Modern Slavery and Human Trafficking Statement	In January 2019, we conducted an in-person Human Trafficking and Forced Labor workshop for our suppliers in Taiwan.
New Balance	Apparel and Footwear	2023	New Balance Human Trafficking and Modern Slavery Statement	In Taiwan, we have been working with other apparel and footwear brands to identify and communicate with shared material suppliers about foreign migrant worker labor standards, including the elimination of recruitment fees. New Balance rolled out our responsible recruitment implementation plan with strategic Tier Two suppliers in Taiwan in 2019, and through brand collaboration and a series of one-on-one engagements with suppliers, we supported these key facilities in eliminating recruitment fees.
Nike	Apparel and Footwear	2022	FY22 NIKE, Inc. Impact Report	In FY22, NIKE worked with the Responsible Labor Initiative (RLI) to deliver a responsible recruitment post-training program to all strategic material suppliers in Taiwan.
Nike	Apparel and Footwear	2022	Statement on Forced Labor, Human Trafficking and Modern Slavery	NIKE is also partnering with the Responsible Labor Initiative (RLI) to deliver the Responsible Recruitment Due Diligence Toolkit training for all strategic Tier 2 suppliers in Taiwan.
Nokia	Electronics	2018	Modern Slavery Statement Nokia	In 2017, we ran 15 training workshops for suppliers operating in high-risk countries such as Thailand, Philippines, China, Taiwan, India, UAE, Argentina, Mexico, Iran, Nigeria, Algeria, and Romania.

Company	Sector	Year	Document	Content
Patagonia	Apparel and Footwear	2023	Statement on Modern Slavery Including Child Labor, Forced Labor and Human Trafficking	<p>Migrant worker issues are complex and impacted by the actions of many stakeholders including companies, government, consumers and the media. We have made wide-ranging efforts to engage with each of these actors.</p> <p>Through the media and on our website, we have made public the challenges we face in our Taiwan supply chain and the strategy we employ to make improvements. This has helped to raise awareness of the issues and as a result has started meaningful discussions with US and Taiwan governments, companies across different sectors, NGOs and our customers.</p>
Patagonia	Apparel and Footwear	2024	Website	While much of this work is focused on Taiwan, our migrant-worker standards and program apply to our global supply chain.
Puma	Apparel and Footwear	2023	Modern Slavery and Human Trafficking Statement	PUMA has used e-learning tools from the International Organization for Migration in employer guidelines. 79 factory representatives from 36 factories from Mauritius, China (Taiwan), South Korea, Thailand and Japan completed this course and were certified in 2022.
PVH	Apparel and Footwear	2022	Corporate Social Responsibility Report	In 2020, PVH launched Recruit Ethically training for our suppliers in 12 high-risk jurisdictions [Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia]. The training sessions focus on the key elements of PVH's Migrant Worker Policy, including our "no fees" requirement, and the development of management systems, labor agent due diligence and fee remediation
Seagate	Electronics	2019	Global Citizenship Annual Report	We also provided training for Seagate suppliers in high risk countries by co-organizing two days of RBA training on the following topics: Supply Chain Risk Assessment (including Foreign Worker Risk), Water Management (including Conservation, Recycling and Treatment, and Discharge) and Process Chemistry. Over 70 suppliers from Singapore, Malaysia, Thailand and Taiwan participated in four sections of this training.
Target	Consumer Goods	2023	Sustainability and Governance Report	<p>There is a knowledge gap among Taiwanese small- and medium- sized enterprises as to how they can recognize and prevent instances of forced labor within their own workplaces....</p> <p>In 2022, we partnered with WBI to implement a forced labor prevention initiative for small- and medium-sized businesses in Taiwan</p>
TaylorMade Golf	Sporting Goods	2018	TaylorMade Supplier Training - 2018	<p>TaylorMade Supplier Training January 2018: Supplier Standards Review (COC Sections): Supplier Responsibility Standards & Legal Requirement:</p> <ul style="list-style-type: none"> Forced labor shall be prohibited. TW: Labor Standards Act (1984) Amendment (2008), Article 5, Employment Services Act (1992) Amendment (2008), Article 57)
TJX Companies	Consumer Goods	2024	Website: Global Social Compliance	Internal and External Training: Taiwan
Under Armour	Apparel and Footwear	2020	Modern Slavery Statement	Ten of our Tier Two suppliers also participated in the training when it was offered in Taiwan in October. The training focused on providing suppliers' HR and Compliance Managers with knowledge and tools to meet best practice standards on ethical recruitment.
VF Corporation	Apparel and Footwear	2023	Modern Slavery and Human Rights Statement	Our forced labor risk assessments also help us prioritize worker rights engagement at the Tier 2 level (fabric mills). We launched the pilot project "Your Voice Matters" with our partners Ulula and Quizrr, along with support from the IOM. Through this project, we engaged our Tier 1 and Tier 2 suppliers in Jordan, Taiwan and Thailand, where we have some of the highest numbers of migrant workers in our supply chain to proactively learn, understand and discuss recruitment processes, conditions for migrant workers, and how we can work together on improvements.
Wesfarmer	Food & Beverage	2023	Modern Slavery Statement	This year, the 'Your Voice, Worker Helpline' was implemented at an additional 180 supplier sites covering more than 43,000 workers in China, Indonesia, Taiwan and Vietnam. The service now provides workers at more than 350 manufacturing sites with access to the helpline, to confidentially raise concerns about their working conditions.
Western Digital	Electronics	2020	Sustainability Report	We work closely with RBA to ensure that our suppliers and their labor recruiters/brokers participate in RBA workshops such as the 2019 Ethical Recruitment Workshop, which took place in Taiwan.

Examples FORCED LABOR

The following list is comprised of 20 multinational companies, across 9 industry sectors, which have all publicly disclosed discovering violations of forced labor indicators in their Taiwan suppliers, and instances of non-conformance associated to modern slavery in their supply chain in Taiwan.

The content is quoted directly from disclosures from the company itself.

Company	Sector	Year	Document	Content
Amazon	Electronics	2021	Modern Slavery Statement	For example, a 2020 audit of a Taiwanese Supplier found Vietnamese migrant workers had paid recruitment fees prior to arrival at the factory and continued to pay monthly service fees to the local labor broker. Our regional team shared our Responsible Recruitment Guidebook and worked with the Supplier to develop a comprehensive remediation plan. The Supplier now pays all service fees directly to the local labor broker on behalf of the migrant workers and has been working to calculate and reimburse all affected workers for the fees they already paid
Apple	Electronics	2022	Annual Progress Report	We did find two cases where employees of the same supplier in Taiwan paid recruitment fees. Per our requirements, the supplier directly repaid their employees for those fees.
Apple	Electronics	2022	Annual Progress Report	The two debt-bonded labor Core Violations occurred at two separate facilities owned by the same supplier in Taiwan. Auditors found that Foreign Contract Workers had paid recruitment fees, a practice that is strictly prohibited by Apple everywhere we operate, and even if local laws allow it.
Avon	Cosmetics	2023	Avon Modern Slavery Statement	In our last Modern Slavery statement, we reported that we had identified that foreign migrant workers had paid recruitment fees to agencies in order to ensure work in their factories producing for Avon in Taiwan. Workers from the Philippines, Indonesia, Vietnam and Thailand were employed by the three suppliers through multiple Taiwanese labour agencies, which were then connected with labour agencies in the migrant workers' home countries. Taiwanese employers often have no oversight or knowledge of the recruitment practices of agents based in the sending/home countries and local agents' practices in Taiwan. Some workers indicated that they had borrowed money from lending agents in their home country and worked with informal sub-agents to obtain the jobs. We also identified that one supplier held custody of workers' passports and savings passbooks.
BT	Telecommunications	2020	BT plc Modern Slavery Statement	Case Study: We uncovered some issues this year during an audit of one of our SIM card suppliers that subcontracts its manufacturing to a company in Taiwan. We assessed both companies – our direct (Tier 1) supplier and the subcontractor – and found several areas where they weren't meeting our standards. Some workers were being fined for sub-standard work, migrant workers in Taiwan had been charged recruitment fees, and we spotted health and safety issues too. We spoke to the suppliers to explain what we'd found and demanded urgent action to remedy the issues. The Tier 1 supplier has since produced a development plan to rectify the issues and hired a dedicated manager to make sure it's implemented. Workers are already seeing improvements. Recruitment fees have been reimbursed to migrant workers and other issues have also been resolved as the supplier enhances its focus on areas such as health and safety
Cisco	Electronics	2024	Cisco Statement on Prevention of Modern Slavery and Human Trafficking	During FY2023, we drove more than US\$2.2 million in fee reimbursements to 1,865 workers for recruitment fees occurring in these five countries: India, Taiwan, Malaysia, China, and Japan
Coca-Cola	Food & Beverage	2017	Human Rights Report	In 2016, the Company invited ICCR to shadow an auditor at two Taiwanese suppliers, where migrant workers are present. The intention was to validate the updated process implementation and solicit feedback.
Decathlon	Sporting Goods	2020	Modern Slavery Statement	Other example of remediation Taiwan : Implementation of corrective actions (passports given back to workers) and preventive actions (random monthly verification that employees held their passports) - regular awareness campaign to the supplier and decathlon teams about the ILO Indicators of Forced Labour.

Company	Sector	Year	Name of Document	Content
Ford	Automotive	2020	Global Modern Slavery and Human Trafficking Transparency Statement	<p>2019 Audit Case Study</p> <p>In Taiwan, we found recruitment fees were being charged at a supplier site to migrant employees. These fees are regulated by the government in Taiwan and can be legally charged to migrant workers. This however, is a violation of Ford's GTCs and the supplier was asked to remediate. The supplier reimbursed each worker for the fees charged by both the regional and sending brokers. Our team worked with the supplier to identify policies/procedures to prevent and remediate fees in the future. These policies were adapted by the supplier's global management team and were implemented at other facilities spreading the effect of the corrective action beyond Taiwan.</p>
Fruit of the Loom	Apparel and Footwear	2022	Human Trafficking and Modern Slavery Disclosure Statement	Out of 300+ factory assessments in 2021, there was 1 indetified finding in the area of forced labor, involving recruitment fees having been charged in the workers' home country prior to employment at one of our suppliers in Taiwan.
HP	Electronics	2023	Modern Slavery Transparency Statement	In FY22, six suppliers, located in Singapore, Malaysia, and Taiwan, were found to have non-conformances associated with indicators of modern slavery with regard to foreign migrant workers.
HP	Electronics	2022	HP Sustainable Impact Report	In 2022, six suppliers, located in Singapore, Malaysia, and Taiwan, were found to have nonconformances associated with indicators of modern slavery with regard to foreign migrant workers
IBM	Electronics	2022	Modern Slavery Act Transparency Statement	Analysis of the 60 full audits indicated that 18 suppliers located in Brazil, Chile, China, India, Japan, Mexico, Philippines, Saudi Arabia, Singapore, South Korea, Taiwan, Thailand, and United Arab Emirates incurred a total of 26 priority, major, or minor nonconformance to the Freely Chosen Employment provision of the RBA Code
IBM	Electronics	2021	IBM Australia Modern Slavery Statement	Analysis of the 46 full audits indicated that 14 suppliers located in Brazil, China, Mexico, Philippines, South Korea, Taiwan, and United Arab Emirates incurred a total of 25 major or minor nonconformance to the Freely Chosen Employment provision of the RBA Code.
Li & Fund (Trading) Limited	Business Management	2022	Disclosure Statement on Modern Slavery	In 2022, there were five cases with one or more confirmed forced labor indicators in our supply chain. For example, we identified two factories in Taiwan and one factory in Thailand with indicators of workers paying recruitment fees and related costs, which were subsequently confirmed through a follow up audit
Lululemon	Apparel and Footwear	2022	Responsible Supply Chain Disclosure	<p>In 2022, we identified violations of our Foreign Migrant Worker Standard at a potential Taiwanese Tier 2 subcontractor. These included contracts not provided in a local language, mandatory monthly wage saving, non-reimbursement of airline ticket costs for two makers, and excessive hiring fees.</p> <p>We worked closely with the subcontractor facility and our supplier to remediate these issues, including establishing bank accounts for all makers (so they have control over their full wages and savings) and full reimbursement of contract renewal fees and travel costs. We verified the reimbursement of payments; through interviews and document review, we also verified the affected makers' satisfaction with the remediation outcome.</p>
Microsoft	Electronics	2018	Microsoft Modern Slavery and Human Trafficking Statement Fiscal Year 2018	During an FY18 audit of a Taiwanese supplier, we found that migrant workers were charged recruitment fees from a labor agency. Although the practice is legal in both the sending and receiving countries, it is prohibited by our Supplier Code of Conduct. The factory was immediately requested to provide remedy and a corrective plan that included changing its recruitment practices and reimbursing the impacted employees
New Balance	Apparel and Footwear	2021	New Balance Human Trafficking and Modern Slavery Statement	<p>Five of the noncompliance findings involved zero-tolerance issues, where new employees had paid fees during their recruitment or hiring.</p> <p>The other two findings involved suppliers in Taiwan that were employing migrant workers from Vietnam who had paid fees to a recruitment agent in their home country before arriving at the factory. These fees, which included the cost of travel documents, airfare, language training and health checks, violated New Balance's restriction on recruitment fees. As part of their remediation plan, both suppliers reimbursed a total of 21 affected workers for those fees, as confirmed by a subsequent audit. The suppliers also continued to implement changes to their management systems to ensure migrant workers are not required to pay fees going forward.</p>

Company	Sector	Year	Document	Content
New Balance	Apparel and Footwear	2022	2021 New Balance Human Trafficking and Modern Slavery Statement	In Taiwan, we have been working with other apparel and footwear brands to identify and communicate with shared material suppliers about foreign migrant worker labor standards, including the elimination of recruitment fees. New Balance rolled out our responsible recruitment implementation plan with strategic Tier Two suppliers in Taiwan in 2019, and through brand collaboration and a series of one-on-one engagements with suppliers, we are supporting and monitoring these key facilities in eliminating recruitment fees. Of the 16 strategic Tier Two suppliers we engaged on this issue, 14 eliminated recruitment fees by January 1, 2022. One supplier is no longer hiring foreign migrant workers and we continue to work with one supplier to meet our responsible recruitment requirements.
Nokia	Electronics	2018	Modern Slavery Statement Nokia	In terms of labor conditions, we encountered four deviations from our supplier audits filed in the forced labor category in 2017, in the United Arab Emirates and Taiwan, part of our Greater China region. In 2017, we ran 15 training workshops for suppliers operating in high-risk countries such as Thailand, Philippines, China, Taiwan, India, UAE, Argentina, Mexico, Iran, Nigeria, Algeria, and Romania.
Nokia	Electronics	2018	Modern Slavery Statement Nokia	Withholding salary: Under remuneration, there was a case in Taiwan, part of our Greater China region, where the employer was withholding a certain amount of salary and depositing it into a separate account for which the access was kept by the employer until the end of the employment. As part of audit follow up, the bank accounts ownership was given over to the respective employees, and withholding of a portion of the salary was ceased by the supplier. Learnings were also shared in this case in supplier workshops.
Novo Nordisk	Healthcare	2023	Novo Nordisk Modern Slavery Statement 2022	As part of the Responsible Sourcing programme activities, in 2020, a Novo Nordisk Responsible Sourcing audit at a supplier in Taiwan identified risks related to modern slavery. A finding was raised within the category 'freely chosen employment' concerning recruitment and service fees paid by foreign migrant workers. Following the audit an action plan has been developed, and the supplier has implemented permanent countermeasures in 2022 to the benefit of foreign migrant workers.
Patagonia	Apparel and Footwear	2023	Statement on Modern Slavery Including Child Labor, Forced Labor and Human Trafficking	We have also developed and applied our Migrant Worker Employment Standards throughout the supply chain. In Taiwan where we have identified pervasive migrant worker employment in our fabric mills, we held our first annual seminar in late 2014 for our suppliers where we announced these Standards, provided education on the issues facing migrant workers and showed how to identify and prevent human trafficking. We continue to engage with these suppliers through regular trainings and audits. Our Field Manager based in Taiwan serves as an advisor to our suppliers to help them develop responsible recruitment policies and practices.
Puma	Apparel and Footwear	2023	Modern Slavery and Human Trafficking Statement	Through the efforts of multi-stakeholder engagements, factories paid back more than \$ 100,000 in 2022 to 255 foreign migrant workers, at six factories in Japan, South Korea, China (Taiwan) and Thailand.
Ralph Lauren	Apparel and Footwear	2020	Global Citizenship & Sustainability Report	Our social auditing protocol includes foreign migrant worker interviews to verify compliance with our Policy. In FY20, our monitoring identified issues with two factories in Taiwan, where the law permits agents to charge workers fees. Our Policy provides protection above the Taiwanese legal requirement, and we therefore took action to eliminate this practice at the two factories.
Target	Consumer Goods	2023	Sustainability and Governance Report	Our responsible sourcing and sustainability team has identified risks in Taiwan related to common indicators of forced labor imposed upon foreign contract workers. There is a knowledge gap among Taiwanese small- and medium- sized enterprises as to how they can recognize and prevent instances of forced labor within their own workplaces..



RESPONSIBLE BUSINESS ALLIANCE VAP ASSESSMENT FINDINGS

The Responsible Business Alliance (RBA) is the world's largest industry coalition committed to responsible business conduct in global supply chains. RBA members and thousands of their suppliers to members are required to implement the RBA Code of Conduct. Today the RBA and its initiatives have more than 500 members

One of RBA's core program is the Validated Assessment Program (VAP), which is a leading standard for onsite compliance verification and assessments conducted by certified third-party firms.

In 2022, Taiwan had the highest percentage of priority audit findings related to "Freely Chosen Employment" at 70.83%.

Top VAP Findings by Location

	CODE SECTION	% OF PRIORITY FINDINGS
CHINA	Working Hours	42.75%
	Emergency Preparedness	38.82%
	Child Labor Avoidance	3.53%
	Occupational Injury And Illness	2.75%
CHINESE TAIPEI	Freely Chosen Employment	70.83%
	Supplier Responsibility	12.50%
	Child Labor Avoidance	4.17%
	Food, Sanitation And Housing	4.17%
VIETNAM	Working Hours	40.00%
	Emergency Preparedness	40.00%
	Supplier Responsibility	20.00%
MEXICO	Working Hours	25.00%
	Emergency Preparedness	25.00%
	Non-Discrimination	17.86%
	Industrial Hygiene	10.71%

Source. Responsible Business Alliance (2022). Annual Report (p. 49)

SEDEX AUDIT FINDINGS



A 2021 report from Sedex, a global technology company that specializes in empowering supply chain sustainability, reviewed over 100,000 social audits conducted across 158 countries. The analysis was able to reveal the scope of forced labor indicators in global supply chains, and produce a table of countries with the greatest numbers of forced labor indicators found per their audits.

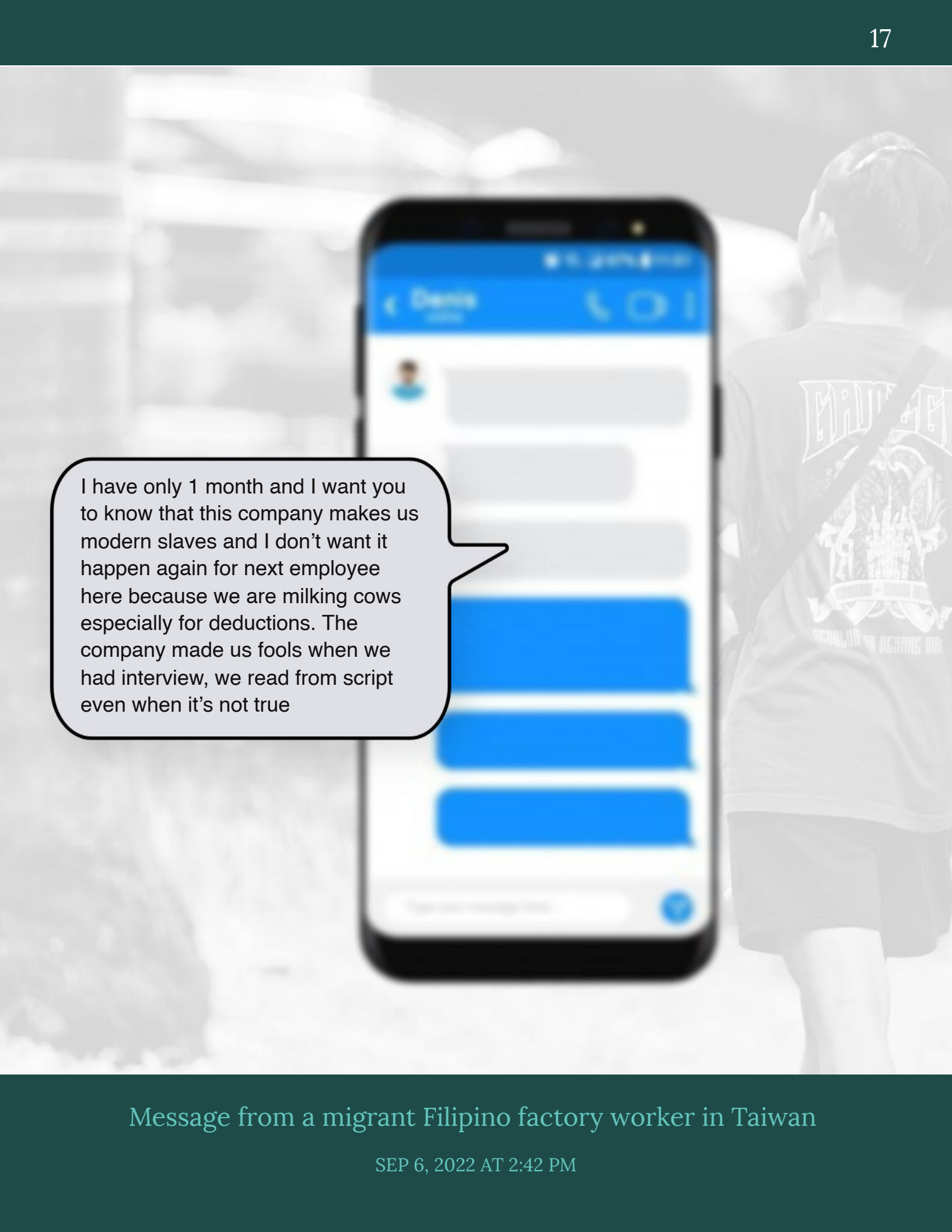
Taiwan was ranked 8th in the greatest number of "Definite Indicators" of forced labor.

Example of Definite Indicators:

- Workers cannot leave employment until they have worked to pay off debts owed to the employer.
- Systemic instances of employees working without payment

● Possible indicators: Country ranking		● Strong indicators: Country ranking		● Definite indicators: Country ranking	
Ecuador	1	Thailand	1	Malaysia	1
South Africa	2	Malaysia	2	United Arab Emirates	2
Cote D'Ivoire	3	Costa Rica	3	Mauritius	3
Costa Rica	4	Cote D'Ivoire	4	Singapore	4
Chile	5	Philippines	5	Myanmar	5
United Kingdom	6	Nigeria	6	Peru	6
Colombia	7	South Africa	7	Philippines	7
Nicaragua	8	Indonesia	8	Taiwan	8
Nigeria	9	Singapore	9	Tunisia	9
Netherlands	10	Zimbabwe	10	Nicaragua	10

Source. Sedex (2021). Recognising forced labour risks in global supply chains (p. 17)



I have only 1 month and I want you to know that this company makes us modern slaves and I don't want it happen again for next employee here because we are milking cows especially for deductions. The company made us fools when we had interview, we read from script even when it's not true

Message from a migrant Filipino factory worker in Taiwan

SEP 6, 2022 AT 2:42 PM

It is clear from the many public disclosures of the private sector, that Taiwan is often and candidly referenced in connection to forced labor indicators and modern slavery. This poses a risk to the sustainability of Taiwan's manufacturing industry.

Human rights due diligence legislation will continue to drive more and more foreign brands and multinational companies to openly identify their forced labor risks, which again are often discovered in Taiwan facilities.

There needs to be an urgency to address and mitigate these forced labor and modern slavery risks associated in Taiwan. Taiwanese companies and the government alike, should have an internal desire to protect the vulnerable in the society, and safeguard Taiwan's reputation. In doing such will further promote Taiwan as an essential player in the global supply chain.



Forced Labor Indicators in Taiwan Manufacturing: Modern Slavery Statements & Disclosures of Multinational Brands



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