



Terms of Reference: Business and Human Rights Consultant for Anti-Slavery International focusing on labour rights in UK warehouses

- Closing date: 26 September 2025 (however, applications will be considered on a rolling basis)
- Type of contract: self-employed consultancy contract beginning ASAP (at least by early October).
- Maximum budget of £12,000 and delivery before the end of 2025
- Location: home-based (able to have calls within BST time zone working hours)
- Travel: travel will be required for in-person site visits at a UK warehouse. These visits will be agreed in advance by Anti-Slavery International and the business partners, and will be reimbursed.

ANTI-SLAVERY INTERNATIONAL

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world. Our strategy commits us to working on four focus themes to drive systemic change and help end slavery for everyone everywhere:

- Child Slavery
- Responsible business
- Trafficking
- Climate Change and Slavery

As a focus of our Responsible Business work, Anti-Slavery International works directly with business partners and other organisations to advise them on strengthening their approaches to tackle modern slavery in their supply chains.

Anti-Slavery International has a long track record of engaging with a number of UK and EU businesses, peer charitable organisations, and UK government departments on how they address modern slavery in their supply chains. We reject tick-box and audit-driven approaches by businesses to tackle modern slavery risks. Instead, we strive to work with companies to improve their understanding of the root causes of modern slavery, including in their own business models, to advise them on prevention, mitigation and remediation strategies rooted in meaningful human rights due diligence and worker engagement, and to support them to engage with

other external stakeholders, such as local NGOs and trade unions.

The Anti-Slavery International approach to engaging stakeholders is **worker-centred** and **participatory** in nature, reflecting the international norms and business obligations under the UN's *Guiding Principles on Business and Human Rights* to conduct "meaningful engagement" with those who are potentially affected by the impacts of a business' operations and relationships, with a focus on those who are more vulnerable.

Anti-Slavery International requires a Business and Human Rights Consultant to conduct a human rights saliency assessment in a UK warehouse for apparel brand partners. The research and engagement will be a scoping exercise to identify and assess the salience of risks at a high level, to then inform the appropriate next steps in terms of more in-depth investigations, trainings, or corrective actions.

CONSULTANCY DESCRIPTION

This project is to assess the salience of human rights risks at a UK warehouse through stakeholder engagement. This will be broken down into the following activities:

1. Desk research to identify relevant sectoral risks, and a policy and procedure review
2. A review of the approach of cleaners and security contractors
3. Consultation with stakeholders to gain insights into issues and risks materially relevant for workers – both on-site with warehouse operatives and management, and virtually with HR
4. A saliency assessment of the identified human rights risks and recommendations on next steps to address identified risk areas

The consultant will represent Anti-Slavery International in engagement with the brand partners and will be the central relationship manager, with the support of Anti-Slavery International colleagues.

The interview with HR will support the policy and procedure review in outlining how the policies and procedures are implemented in practice. This will also outline how these are communicated to staff, any training that is undertaken on these areas and any challenges or barriers faced in effective implementation across these areas.

The consultant will conduct on-site visits at a UK distribution centre. This will involve semi-structured discussions with individuals (30 minutes) and small focus groups of up to 7 participants each (45 - 60 minutes). Each session is confidential, and the findings will be anonymised. An independent phone translator will be used where necessary.

An initial high-level risk assessment will also need to be conducted to review how suppliers are managed. This will include a self-assessment questionnaire to

establish due diligence processes around service providers and their policies in place.

The consultant will work with Anti-Slavery International's Head of UK & European Advocacy, based in London on the delivery. The consultant is expected to show a high degree of autonomy. This will involve engaging with the warehouse as well as the apparel brand partners throughout the project.

ROLE REQUIREMENTS

- Strong knowledge of labour exploitation/modern slavery in the private sector and how to address it.
- Proven strong experience of working on practical solutions to address labour exploitation/ modern slavery in the private sector, for example, as a consultant, in a company or with a peer NGO.
- Demonstrable experience researching sector risks to inform human rights saliency assessments
- Experience delivering worker-centred approaches and conducting stakeholder engagement on-site in business supply chains
- Excellent written communication skills and ability to succinctly present research and findings in an accessible way
- Excellent and demonstrable verbal communication skills, including presentation skills, with the confidence to represent Anti-Slavery International with business partners
- Ability and willingness to work with a high degree of autonomy to deliver against agreed targets.
- Excellent and demonstrable attention to detail.

BUDGET

- A maximum of £12,000 excluding VAT for the consultancy
- We expect this project to involve around 12-15 days of work to be completed before the end of 2025

To apply, please email Eloise Savill, e.savill@antislavery.org, with a CV, alongside a proposal that outlines how you would run the project with a timeline and budget.

Please submit your application by 23.59 on 26 September 2025. Applications will also be considered on a rolling basis, and Anti-Slavery International reserves the

right to identify a suitable candidate prior to the closing date. We regret to inform that we will not be able to respond to unsuccessful applications.