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# Supply Chain Labour Standards and Forced Labour Risk Training Course

31 May – 4 June 2027
Barcelona

# Supply Chain Labour Standards and Forced Labour Risk Training Course

**Ref:** 3069_116526 **Date:** 31 May – 4 June 2027 **Location:** Barcelona **Fees:** 5600 GBP

Supply Chain Labour Standards and Forced Labour Risk is a 1-week training course for supply chain managers, warehouse and transport managers and supplier compliance officers who build a labour risk control plan for their own sites and suppliers. Buyers, investors and authorities now expect firms to show how people who move and store their goods are hired, paid and housed. Jupiter Prime Training runs this course for managers who answer for those workers.

## Why Supply Chain Labour Standards and Forced Labour Risk Matters Now

Three forces shape labour standards in supply chains today. Customers and investors ask for evidence of fair recruitment and decent working conditions, not only policy statements. Operations rely more on agency staff, subcontracted drivers and seasonal pickers, which puts many workers outside direct payroll control. Authorities in many markets also tighten rules on working hours, wage payment and recruitment fees. A firm that controls these risks keeps contracts and protects its people; one that ignores them faces detained shipments, lost customers and harm to vulnerable workers.

## Who Gains Most from Supply Chain Labour Standards and Forced Labour Risk

- Managers who run warehouses and set shift patterns for permanent and agency staff
- Managers who schedule drivers and control rest periods across transport fleets
- Officers who check contractors, labour agencies and suppliers before and after award
- Buyers who write labour clauses into supply contracts

A supply chain or logistics function gains most when its site managers, transport planners and supplier compliance officers attend together and agree one labour risk method.

## Supply Chain Labour Standards and Forced Labour Risk Capabilities

Participants leave able to find, test and fix labour risks among the workers who move, store and supply goods for their organisation.

- Map the workforce tiers behind each site, fleet and supplier — procurement and operations heads
- Assess working hours and driver rest records against the applicable labour law — transport and site managers
- Apply contractor and agency worker checks before onboarding — human resources and buyers
- Design a supplier labour audit with worker interviews — supplier compliance officers
- Weigh forced labour indicators and escalate credible cases — legal and senior management
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Build a remediation plan that repays fees and corrects practices — affected workers and suppliers

## Key Supply Chain Labour Standards and Forced Labour Risk Terms

- Forced labour — work taken from a person under threat of penalty and for which the person has not offered themselves freely.
- Recruitment fees — charges a worker pays to obtain a job, often creating debt.
- Agency worker — a person supplied to a site by a labour agency.
- Driver rest period — the break a driver must take between duty periods under the applicable transport rules.
- Supplier labour audit — an on-site check of a supplier's payroll, hours, contracts and worker accounts.
- Remediation — the steps taken to correct harm to workers.

## Supply Chain Labour Standards and Forced Labour Risk Day by Day

### Day 1: Workforce Tiers and Labour Risk Landscape

- Workforce Tier Map — Direct, Agency, Subcontracted and Supplier Workers
- Labour Law Obligations Summary — Hours, Wages, Contracts and Leave
- Customer and Investor Expectations — Evidence Requests in Tenders
- High-Risk Activity Screening — Seasonal Picking, Haulage and Cleaning
- Labour Risk Heat Map — Ranking Sites and Suppliers by Exposure

### Day 2: Hours, Rest and Pay on Company Sites

- Shift Pattern Review — Overtime Limits and Night Work in Warehouses
- Driver Hours and Rest Records — Duty Log and Rest Checks
- Payroll Accuracy Test — Deductions, Overtime Rates and Payment Timing
- Worker Accommodation Standards — Space, Safety and Freedom of Movement
- Grievance Channel Design — Anonymous Reporting for Site Workers

### Day 3: Contractors, Agencies and Recruitment Practices

- Labour Agency Due Diligence — Licences, Fee Policies and Ownership
- Contractor Onboarding Checklist — Right to Work and Contract Terms
- Recruitment Fee Tracing — Who Paid What Before Arrival
- Identity Document Retention Rules — Preventing Passport Holding
- Labour Clauses in Contracts — Audit Rights and Termination Triggers

### Day 4: Supplier Audits and Forced Labour Indicators

- Supplier Labour Audit Plan — Scope, Sampling and Announced Visits
- Worker Interview Method — Private, Voluntary and Language-Matched
- Forced Labour Indicator Checklist — Debt, Threats and Restricted Movement
- Audit Finding Grading — Separating Minor Gaps From Critical Breaches
- Escalation and Disclosure Route — When to Inform Legal and Authorities

## Day 5: Practising the Labour Risk Control Plan

- Case Supplier Profile — Applying Tier Map and Heat Map
- Corrective Action Plan Drafting — Deadlines and Owners for Each Finding
- Fee Repayment and Remediation Options — Restoring Affected Workers
- Monitoring Indicators — Repeat Audits and Grievance Trends
- Labour Risk Control Plan — Final Plan Presented for Peer Challenge

## Applying Supply Chain Labour Standards and Forced Labour Risk After the Course

- Build the workforce tier map for one warehouse or fleet.
- Run a recruitment fee tracing exercise with one high-risk labour supplier.

## Supply Chain Labour Standards and Forced Labour Risk Questions FAQ

### What are supply chain labour standards and forced labour risk, and why do they matter now?

They cover how workers in warehouses, fleets and suppliers are hired, paid and treated. They matter now because customers, investors and authorities expect proof of fair treatment, and goods linked to forced labour can be stopped.

### Which roles gain most from supply chain labour standards and forced labour risk training?

Warehouse, transport and supply chain managers gain most along with supplier compliance officers.

### How do supply chain labour standards and forced labour risk differ from a general employment law course?

They focus on workers beyond direct payroll. A general employment law course covers the employer's own staff, while this course covers agencies, subcontractors and suppliers too.

### What do you bring back from supply chain labour standards and forced labour risk training?

You bring back a control plan for labour risk across your sites and suppliers. It sets out the tier map, risk ranking, audit schedule, indicators and remediation steps.

## Supply Chain Labour Standards and Forced Labour Risk: The Way Forward

The labour risk control plan gives supply chain managers a tested basis for their next supplier audit cycle. Its first use is deciding which labour agencies need a visit before renewal. Site managers and compliance officers rely on it to track corrective actions. After the first audit round, the risk ranking deserves a fresh look against interview findings.