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From Risk to Resilience: Accelerating the Impact of BS 25700 to Eradicate Modern Slavery and Labour Exploitation

Welcome to this gathering of thought leaders, researchers, practitioners, and policymakers dedicated to tackling forced labour and exploitation in the UK and beyond. This conference marks a key milestone in the strategic partnership between the British Standards Institution (BSI) and King's Business School (KBS), aimed at accelerating the impact of BS 25700 and strengthening ethical practice across supply chains. Informed by insights from a series of Learning Labs, with selected partners, today's programme reflects the challenges practitioners face in addressing this issue and emerging opportunities shaping this fast-evolving field.

We meet at a pivotal moment, with the UK Government's renewed focus on victim-centred policy, the establishment of the Fair Work Agency, and major global shifts such as the EU's Forced Labour Regulation. With more than 50 million people still trapped in modern slavery worldwide, this conference invites bold conversations about regulation, the transformative power of standards, and the challenges practitioners face when establishing the business case for respecting human rights.

Through case studies and hands-on workshops, the conference also offers practical tools aligned with BS 25700 to help embed resilience and responsibility in organisations.

We invite you to explore the programme agenda below.



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Conference Agenda

Date: 25th November 2025

All sessions take place in the Council Room unless stated otherwise

Time	Details
9:00 – 9:30	Arrival, Coffee & Networking
9:30 – 9:45	Welcome and Introductions
9:45 - 10:00	Setting the Context: BSI and KBS Partnership
10:00 - 11:00	Plenary Panel 1: The Evolving Regulatory Landscape and the Role of Standards
11:00 - 11:15	Comfort Break
11:15 – 12:15	Plenary Panel 2: Do We Need a Business Case to Tackle Modern Slavery?
12:15 – 13:00	Keynote Presentation by Kevin Hyland OBE – Former UK Independent Anti-Slavery Commissioner
13:00 – 14:00	Lunch
14:00 – 15:00	Parallel Panel Sessions
	Panel 1: What is Due Diligence? How Does It Look in Practice and tools to support it? (Room KIN 206)
	Panel 2: The Importance of Worker Voice in Employment Relations (Room S-2.25)
	Panel 3: Identifying Modern Slavery Risk in and Beyond Supply Chains (Council Room)
15:00 – 15:15	Comfort Break
15:15 – 16:15	Plenary Panel 3: The Bigger Picture – Connecting Modern Slavery to Other Human Rights
16:15	Close and next steps: Finish by 16.30

Detailed Conference Agenda

09:00 – Arrival, Coffee & Networking

09:30 – Welcome and Introductions

09:45 – Setting the Context: BSI and KBS Partnership

10:00–11:00 – Plenary Panel 1: The Evolving Regulatory Landscape and the Role of Standards

Speakers:

- Professor Alexander Trautrimis – University of Nottingham, Rights Lab
- Dr Sofia Gonzalez de Aguinaga – Bingham Centre for the Rule of Law
- Fareed Amir – Modern Slavery Unit, Home Office

Chair: David Fastcher, Interim Head of Standards, BSI (Sustainability & ESG)

Panel abstract: As organisations grapple with increasing scrutiny over their human rights practices, the regulatory landscape surrounding modern slavery is evolving rapidly. This plenary panel will explore how emerging legislation, global frameworks, and voluntary standards - such as BS 25700 and ISO 37200 - are shaping corporate responses to the modern slavery and forced labour risk. Panellists will reflect on the interplay between regulation and standards, the challenges of implementation across diverse contexts, and the opportunities for alignment, accountability, and impact.

11:00–11:15 – Comfort Break

11:15–12:15 – Plenary Panel 2: Do We Need a Business Case to Tackle Modern Slavery? And why is the business case so difficult to establish?

Speakers:

- Sarah Woodcock – The Anti-Slavery Collective
- Chantelle Mayo – Slave-Free Alliance
- Professor Laura Spence – King's Business School

Chair: Dr Gabriela Gutierrez Huerter O – King's Business School

Panel abstract: Despite growing awareness of modern slavery in global supply chains, many organisations still struggle to justify action beyond compliance. This panel brings together leading voices from advocacy, finance, academia, and business to interrogate the role of the “business case” in driving meaningful change. Is ethical responsibility enough - or must action be tied to profitability, risk mitigation, or reputational gain? What makes the business case so elusive, and how can we reframe the conversation to centre human rights and systemic impact?

12:15–13:00 – Keynote Presentation: Ten Years of the Modern Slavery Act: What We Know, What We Must Do

Kevin Hyland OBE – Former UK Independent Anti-Slavery Commissioner

13:00–14:00 – Lunch

14:00–15:00 – Parallel Panel Sessions

Panel 1: What is Due Diligence? How Does It Look in Practice and tools to support it (Room KIN 206)

- Colleen Theron – Ardea International
- Emma-Jane Allen – Supply Chain Sustainability School

Chair: Dr Gabriela Gutierrez Huerter O – King's Business School

Panel 2: The Importance of Worker Voice in Employment Relations (Room: S-2.25)

- Dr Safak Tartanoglu Bennett – University of Sheffield
- Mal Ullah – Cava Security

Chair: Dr Furqan Suhail, King's Business School

Panel 3: Identifying Modern Slavery Risk in and Beyond Supply Chains (Council Room)

- Dr Amy Benstead – University of Manchester
- Daphning Pierre – National Grid

Chair: Melissa Esidell – BSI

15:00–15:15 – Comfort Break

15:15–16:15 – Plenary Panel 3: The Bigger Picture – Connecting Modern Slavery to Other Human Rights

Speakers:

- Dr Maeve Ryan – King's College London
- Dr Akilah Jardine – Orbis Procurement (Surrey County Council, East Sussex County Council, and Brighton & Hove City Council)
- Andrew W. Mitchell – Task Force on Nature related Financial Disclosures and UNEP

Chair: Melissa Esidell – BSI

Panel abstract: Modern slavery does not exist in isolation - it is deeply entangled with wider human rights violations and systemic inequalities. This panel explores how modern slavery intersects with issues such as poverty, migration, gender discrimination, and labour rights, and how siloed approaches to due diligence risk overlooking the broader human rights landscape. Bringing together voices from academia, industry, and civil society, the session will examine how organisations can move beyond compliance to embrace holistic, rights-based strategies. It will also consider the role of policy coherence - how trade, migration, and development agendas can either reinforce or undermine anti-slavery efforts. By connecting the dots between modern slavery and other human rights concerns, this conversation aims to reframe the challenge: not just as a matter of risk management, but as a call to ethical leadership and systemic change.

16:15 – Close and Next Steps

Panellists Bios

Emma-Jane Allen



Emma-Jane Allen (E.J) is passionate about human rights, collaboration and championing a Just Transition. E.J. supports clients and stakeholders to build and deliver procurement strategies and due diligence approaches that prevent, identify, manage and mitigate human rights risks. EJ leads the School's Built Environment Against Slavery Group – winner of the 2025 Unseen Business Awards for Partnership – uniting 70+ organisations across the value chain to confront risks openly and drive collective action, providing the School's 60,000+ members with clarity and consistency on what matters. She authored the Operational Toolkit: Combatting Slavery in the Built Environment and co-wrote Procurement Guidance on addressing slavery in solar PV supply chains. EJ has delivered CPD sessions to more than 2,000 professionals this past year, helping teams develop practical, impactful solutions to prevent and mitigate modern slavery risks. She is also on the CCLA Investment Modern Slavery Benchmark Advisory Group, advising best practice for corporate due diligence.

Fareed Amir



Fareed Amir is the Policy Lead for Forced Labour & Supply Chains in the Home Office's Modern Slavery Unit. Fareed has been working on modern slavery policy since 2017, including implementing Section 54 of the Modern Slavery Act 2015. Fareed drafted the first UK Government Modern Slavery Statement, created the Government's Modern Slavery Assessment Tool and developed the International Principles to Combat Human Trafficking in Global Supply Chains with 5 Eyes partners.

Dr Amy Benstead



Dr Amy Benstead is a Senior Lecturer in Fashion Management at The University of Manchester, based within the Faculty of Science and Engineering. Her expertise lies in ethical and sustainable supply chain management, with a research portfolio that critically engages with social inequalities embedded in global production systems. Amy was a contributing member of the BSI committee for BS 25700, the standard on organizational responses to modern slavery. With a professional background in international sourcing, Amy's research addresses pressing global challenges related to justice, transparency, and sustainability in supply chains, particularly focusing on modern slavery and workers' rights. Her research critically examines mainstream approaches to corporate responsibility and auditing, and proposes more inclusive, justice-oriented models that address inequality and power imbalances in global supply chains. Most recently, Amy led a Leverhulme Trust-funded project exploring worker voice in Leicester's garment industry.

Melissa Eisdell



Melissa Eisdell is Senior Engagement Lead for BSI's Social Responsibility Across Supply Chain Initiative, where she advances ethical supply chain governance and the implementation of BS 25700, the UK's national standard on organisational responses to modern slavery. She leads BSI's partnership with King's Business School on a data-driven programme supporting global adoption of BS 25700, contributing to its inclusion in the UK Government's updated Modern Slavery Act guidance (2025) and joint evidence to the UK Parliament's inquiry into forced labour in supply chains. Melissa also serves on the Advisory Board of the Fund for Sustainability and Energy (FUND4SE). A member of the International Institute for Strategic Studies (IISS), her earlier career spans the UN-supported PRI, COP28 engagement with the Royal Botanic Gardens, Kew, and strategic roles across ESG, renewables, and sustainability communications. She holds an MSc in Global Governance and Emerging Powers, with research on China's Net-Zero leadership and the wider governance and justice dynamics that shape global transitions.

David Fatscher



David Fatscher is Interim Head of Standards (Sustainability & ESG) at BSI. In that capacity, he leads the delivery of a programme of standards (and related services) to help businesses improve their ESG performance. In 2024, David was responsible for raising awareness of new ISO guidance (“IWA 48”) on embedding the principles of ESG into organisational culture and the role that standards can play in enabling more consistent management and measurement of ESG, so helping to enhance reporting. During his time at SLR Consulting, he led teams in developing ESG roadmaps, delivering materiality assessments and advising clients on how best to navigate the complex landscape of mandatory disclosure requirements and voluntary frameworks.

Gabriela Gutierrez-Huerter O



Gabriela Gutierrez-Huerter O is Associate Professor in International Management at King’s Business School, King’s College London. She obtained her PhD from the University of Nottingham. Her research interests include corporate social responsibility, the cross-national transfer of practices, and modern slavery. Her work has appeared in the *Journal of International Business Studies*, *Journal of World Business*, *Human Relations*, *Research in the Sociology of Organisations*, and the *Journal of Business Ethics*. She was the recipient of the 2023 Financial Times Responsible Business Education Award in the category of academic research with real-world impact. She is a member of [OS4future](#) and was a contributing member of the BSI technical committee that developed BS 25700, the standard on organisational responses to modern slavery. Over the past year, she has been working closely with the British Standards Institution to develop and implement a programme designed to accelerate the impact of BS 25700.

Dr Sofia Gonzalez De Aguinaga



Dr Sofia Gonzalez De Aguinaga is researcher on modern slavery in business supply chains. She is based at the Bingham Centre for the Rule of Law within the British Institute for International and Comparative law (BIICL) and is a Project Partner for the Modern Slavery and Human Rights Policy and Evidence Centre (PEC). She has also worked as consultant for the United Nations Development Programme (UNDP), Finance Against Slavery and Trafficking (FAST), and Walk Free. Her research focuses on providing evidence on the effectiveness of human rights regulatory models on addressing modern slavery, including mandatory human rights due diligence legislation and forced labour import bans, with the aim of supporting better policymaking and business practice. She is currently conducting research on the impact of human rights regulatory models on corporate behaviour and on the impact on rightsholders themselves. She sits in the Home Office's Forced Labour Forum and the Foreign and Commonwealth Development Office's (FCDO) Expert Advisory Group of the UK's National Baseline Assessment on the implementation of the United Nations Guiding Principles (UNGPs).

Kevin Hyland



Kevin Hyland is the CEO of Praeveni Global and Advisor to the Santa Marta Group. He has had a distinguished 30-year career in policing, including leading London's Human Trafficking Unit. In 2014, He became the UK's first Independent Anti-Slavery Commissioner, a position he held until 2018. Throughout his career, he led numerous human trafficking investigations, achieving high conviction rates. He also authored Sustainable Development Goal 8.7, which aims to eradicate human trafficking globally, receiving support from the Holy Father. In 2018, Kevin was elected as Ireland's Council of Europe Representative to an Independent Group of Experts on Trafficking. He played a key role in forming the Santa Marta Group, which unites law enforcement and civil society in the fight against trafficking. Additionally, he helped establish London's Bakhita House for survivors of trafficking. He is also active on the boards of three charities that support vulnerable populations. His contributions have earned him multiple accolades, including the Holy See's UN 'Path to Peace Award' in 2018 and the OBE from Her Majesty Queen Elizabeth II in 2015.

Laura J. Spence



Laura J. Spence is Professor of Business Ethics and Sustainability at King's College London, where she is Associate Dean Research Impact. A Fellow of the Academy of Social Sciences, she is a member of the Centre for Sustainable Business at King's Business School and is an expert on the social and ethical aspects of business in relation to global challenges such as social injustice, climate change and inequalities. Recent research includes a study of the textile industry in southern India, inspiring work on hybrid un/freedom for factory workers, and a redrawing of value creation to promote gender equality rather than embedded exploitation. She is co-author of the market-leading textbook *Business Ethics* (Oxford University Press).

Dr Akilah Jardine



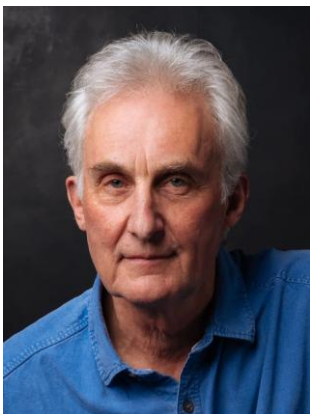
Dr Akilah Jardine is a Senior Policy Lead on Modern Slavery at Orbis Procurement, a shared service partnership between Surrey County Council, East Sussex County Council and Brighton and Hove City Council. Collectively, the Councils manage an external supplier spend of approximately £1.5 billion, making them one of the largest local government procurement functions in the country. Akilah leads on the development and implementation of strategic approaches to identifying and managing risks of modern slavery and unethical labour practices in procurement activity. Her work involves close collaboration with Strategic Procurement Teams and a wide range of stakeholders across the partnership. Akilah also co-chaired the committee tasked with developing BS25700, the world's first national standard on modern slavery, designed to support organisations in addressing modern slavery risks in their operations and supply chains.

Chantelle Mayo



Chantelle Mayo is a Senior Advisor in Human Rights at Slave-Free Alliance and has previously held positions with KPMG Australia's human rights and social impact team and non-profit Baptist World Aid, where she led the Ethical Fashion Report. Chantelle is a human rights specialist with extensive business and human rights consultancy experience and deep knowledge in the intersection of business, modern slavery, and gender. As a consultant, Chantelle has worked with over 100 businesses across corporate retail, financial services, energy and government to understand and navigate complex ESG challenges, foster responsible business, manage modern slavery risk and address gender-based violence and discrimination. Chantelle has a Master of Human Rights Law from the University of New South Wales, Australia.

Andrew Mitchell



Andrew Mitchell has spent a lifetime on tropical forest conservation. Andrew is the former Vice Chair of the Stewardship Council of the TNFD, which he co-founded with UNDP, WWF, Global Canopy and UNEP-FI in 2020. He works with banks, investors and insurers worldwide on emerging regulations, reporting and disclosure, linked to risks and opportunities in sustainable finance. As Founder and Senior Adviser to Global Canopy he helped to accelerate the understanding of forests and climate within the UNFCCC and pioneered biodiversity disclosure among corporations. Andrew advises and educates the finance sector on global financial flows towards a climate and nature positive economy. Andrew pioneered the scientific exploration of rainforest canopies using aerial walkways and helped research expeditions to remote regions of the world. In 2023, he received the Founders Medal, from the UK's Royal Geographical Society, a Royal Medal approved by King Charles III.

Daphning Pierre



Daphning is a purpose-driven leader in sustainability management, currently serving as the Global Procurement Sustainability Manager within the Responsible Supply Chain team at National Grid. In this role, she partners with key stakeholders to drive the Responsible Supply Chain agenda across Procurement in both the US and the UK. Known for her innovative thinking and ability to challenge the status quo, Daphning is dedicated to delivering sustainable outcomes that align with National Grid's purpose to be at the forefront of a secure, affordable, and clean energy for a sustainable future. Her diverse background includes strategic roles at renowned organisations such as Kier Group Plc, The Heineken Company, UNESCO, and Bristol City Council, where she has consistently demonstrated her commitment to advancing sustainability initiatives.

Dr Maeve Ryan



Dr Maeve Ryan is a Reader in History and Foreign Policy at the Department of War Studies, King's College London. She is co-founder and co-director of the Centre for Statecraft and National Security, and Director of the recently launched Leverhulme Centre for Research on Slavery in War. A former Leverhulme Early Career Fellow, Maeve's research focuses on modern global history, the history of slavery, emancipation, human rights, and humanitarian governance, British foreign policy, strategy, and diplomatic history, and on interdisciplinary approaches to the study of order in the 21st century.

Dr Furqan Asad Suhail



Furqan Asad Suhail is a Postdoctoral Research Associate at King's Business School, King's College London. He obtained his PhD from the University of Sheffield. His research interests include accounting for sustainability, sustainable corporate practices, and modern slavery. Furqan's work examines how organisations implement, account for, and report on sustainable business practices in complex global environments. He is also a CFA charterholder. Furqan recently co-authored a report titled Evidence Review: Assessing the nature and scale of modern slavery risk in the construction sector, with a focus on the housebuilding subsector, commissioned by the Department of Labour Mobility and Employment (DLME). The report assesses the nature and scale of modern slavery risks across the construction sector, with a particular focus on the housebuilding subsector.

Dr Safak Tartanoglu Bennett



Dr Safak Tartanoglu is a lecturer in Work and Employment at the University of Sheffield Management School. Prior to this, she was a Research Fellow at the University of Greenwich, Centre for Research on Employment and Work (CREW) and Public Services International Research Unit (PSIRU). She has also worked as a Lecturer at the University of Manchester, Alliance Manchester Business School. Her research interests lie in sociology of work, the changing nature of labour markets and employment relations with a particular focus on precarious work and vulnerable workers. Her research focuses on the labour standards in the global supply chains and circular economy from an environmental, social and labour perspective.

Colleen Theron



Colleen Theron is a tri-qualified solicitor and the founder & CEO of Ardea International, a purpose-driven consultancy specialising in sustainability, business & human rights, and modern slavery. Through Ardea, she helps organisations go beyond compliance — meeting legal obligations while developing voluntary best-practice frameworks. Colleen has over 30 years' legal and commercial experience, working with businesses, NGOs, and public-sector partners. She is committed to education and capacity-building, delivering training and online resources on modern slavery, human rights due diligence, and sustainability to teams at all levels. She holds an LLM (with distinction) in Environmental Law from the University of Aberdeen. She is a Fellow of IEMA, a Research Fellow at the Bakhita Centre for Research on Slavery and Abuse, and lectures in Business & Human Rights at Birkbeck, University of London.

Alexander Trautrimis



Alexander Trautrimis is Professor of Supply Chain Management at the University of Nottingham and Associate Director of the University's Rights Lab. He co-chaired the British Standards Committee on Organizational Responses to Modern Slavery (BS25700) and currently convenes the development of ISO 37200 Managing the risk of Modern Slavery. He co-authored the first publication on modern slavery in an academic supply chain management journal, served as a technical expert on the Council of Europe's Drafting Committee on Trafficking for the Purpose of Labour Exploitation, as Senior Adviser on Human Trafficking in Supply Chains to the Organization for Security and Co-operation in Europe (OSCE), and has worked with many private and public sector organisations on identifying and addressing their modern slavery risks.

Mal Ullah



Mal Ullah is the Compliance Director at Cava Security Services Limited; a leading UK security provider committed to ethical governance and inclusive practices. With over two decades in the security sector, Mal has spearheaded initiatives embedding BS 25700 into operational frameworks to mitigate modern slavery risks across supply chains. He has advised on community safety, chaired the West Mercia Police BME Independent Advisory Group for 21 years, and contributed to 'professional security operative' national apprenticeship standards. A passionate advocate for worker voice, Mal champions fair employment relations, diversity, and transparency as essential pillars for resilience and human rights. As a Fair, Inclusive and Respect (FIR) Ambassador with the Supply Chain Sustainability School, he promotes cultural change and inclusive leadership across industries. His work has been recognised through case studies with BSI and King's Business School, positioning Cava as a model for ESG-aligned operations.

Sarah Woodcock



Sarah Woodcock is the CEO of The Anti-Slavery Collective (TASC). Based in the UK, TASC is a human rights organisation with a mission to keep modern slavery and human trafficking on the global agenda. Sarah spent 12 years living in Myanmar and has worked on a wide range of human rights programmes with teams from 40+ countries across Africa, the Middle East and Asia. She has worked in leadership roles supporting CSOs, Governments, and businesses to develop innovative, impact-driven strategies and build public / private partnerships that deliver long-term results. She holds a Masters degree from SOAS, the University of London in human rights law and the political economy of development.