

A photograph of a person wearing a white short-sleeved shirt and white gloves, resting their hands on a beige cushion with a brown geometric pattern. The image is framed by a dark blue diagonal shape on the right side.

Hospitality

Membership Guide



The Mekong Club Partners with Hospitality Companies to Help Eradicate **Modern Slavery & Forced Labour**

Welcome to the Mekong Club. This is our guide to introduce how we can work together with hospitality companies on the topic of modern slavery in supply chains, from ensuring compliance with modern slavery legislation to helping companies become industry leaders in this sector.

We build much-needed awareness, commitment and collaboration among the business community using our sector-specific anti-slavery working groups (Finance, Footwear & Apparel, Hospitality, and Retail), and research and outreach with supply chain stakeholders and setters of industry standards.

We invite you to read this guide and reach out to us at info@themekongclub.org for a consultation with one of our expert team members to learn more.

How does **modern slavery** affect the hospitality industry?

It is estimated that there are more than 50 million people trapped in modern slavery globally, working against their will by force, fraud, and coercion.

The diverse and multi-faceted nature of the hospitality industry means that modern slavery risk impacts many areas of businesses, from hotels and restaurants to travel companies and casinos.

Sex trafficking is a form of modern slavery, and criminals often choose to use hotels to exploit their victims. There are now an increasing number of lawsuits being brought against hotels for not having the adequate controls in place to prevent such exploitation happening on their premises.

Many hospitality companies outsource their labour provisions for cleaning, maintenance, refuse collection, and other on-premises jobs. These roles are frequently filled by migrant labour, and workers in low-skilled, low-paying industries that may be vulnerable to abuse through excessive recruitment fees, fraudulent employment contracts, violence and coercion. The hospitality sector may need to be made aware of the true nature of employment of these staff, as a third party indirectly employs them; however, they do have a duty of care to ensure that these workers are not being exploited.



Many hospitality companies are also linked to the construction sector – contracting or owning construction of resorts, hotels, casinos and other projects. The construction sector is high risk for modern slavery, with a heavy reliance on multiple sub-contractors and migrant labour, with a lack of oversight of the working conditions of the people involved in the projects on the ground.

Furthermore, casinos and other gaming establishments have a money laundering risk related to modern slavery. Modern slavery is one of the most profitable crimes in the world, exceeding 150 billion USD annually. Criminals utilise gaming establishments and other such means to launder these proceeds and continue their patterns of exploitation undetected.

Hospitality companies also have their own supply chains. They may be sourcing seafood for restaurants, bedding for hotels, and/or their own branded merchandise. These supply chains may be diverse and span multiple countries and industries, each with their own challenges and risks. Companies are increasingly being held accountable by global legislation and must demonstrate proactive approaches to modern slavery and supply chain transparency in order to conduct business in many of the world's trade hubs. However, the complexity of global supply chains, ever-changing geopolitical landscapes, and pressure from consumers and investors can make developing an effective anti-slavery strategy a daunting prospect.



What is the **Mekong Club**?

We are a **non-profit membership-based organisation** that works with companies towards eliminating forced labour and modern slavery in their networks and supply chains.

Our partners include some of the largest companies in the world as well as committed regional and local corporations.

We bring years of experience working with companies and their many dedicated employees, providing practical tools, strategic thinking, and forums to join together hospitality professionals to eradicate slavery. Much of our work is comprised of technology-based tools with enormous potential for impact. Each of these tools solves a major problem – from auditors who do not speak the local dialect of factory workers, to under-utilised and disaggregated data, to a lack of training for suppliers and workers.



How does the **Mekong Club** work with **companies** and **supply chains**?

The Mekong Club established its business association in 2015. Over the years, we have built loyal and trusted relationships with companies across sectors such as banking, hospitality, garment, food and beverage, toys, and footwear. Our Hospitality working group brings together representatives from a range of industries to receive vital up-to-date information and expert training on modern slavery, to meet regularly to learn and share best practices, and to offer access to numerous tools and resources.

We support companies on the issue of modern slavery across all functions and departments. These are some examples of how we continue to support hospitality companies:

Support with training of employees within the company, and their suppliers;

Frontline training for hotel staff to identify suspicious activity and red flags;

Baseline assessments to help the company identify where their modern slavery strategy lies in comparison with others in their industry, with practical recommendations on how to improve weaker areas and report more effectively on stronger areas;

Support in developing remediation plans that work to protect victims, encourage collaboration with suppliers and local partners, and achieve sustainable results;

Support with developing and rolling out crucial policies, procedures, and codes of conduct;

Providing and advising on technology to help with supply chain transparency and worker voice;

Reviewing and inputting on Modern Slavery Statements that are annually published by most companies for compliance with the UK Modern Slavery Act and the Australia Modern Slavery Act; and

Offering confidential guidance in crisis management.



Testimonials

Each company that we work with has different needs, and we work closely with each one of our members to identify how to best support their individual requirements through our Mekong Club membership.

“We use the Risk Assessment Matrix to identify modern slavery hot spots by country, region and sector; remediation tool kit, and legislative guide. We have also rolled out the Mekong Club e-learning on addressing modern slavery to our suppliers in Northern China. Its content inspired us to upload a modified version of the e-learning onto our own learning platform, which has now been rolled out to over 10,000 staff in 25 locations.”

“The Club has also formed a Hospitality Roundtable for representatives of others in the industry to share information and best practice, of which we are a member. **In short, the Mekong Club has been a wonderful and much-appreciated resource in promoting awareness** amongst our 12,000 colleagues in over 23 countries and territories worldwide.”

“Last year, the Club helped us review our Group Security Policies and Procedures Manual covering

areas of social responsibility, including colleague awareness for indicators of sex trafficking. This year, the Club also assisted on reviewing our Responsible Procurement Policy to ensure greater colleague awareness in hotel product supply chains worldwide.”

“Mekong Club’s use of digital tools and solutions to combat modern slavery certainly reflects how innovative and on the forefront the organization is in their approaches, which is so relevant nowadays. Their experience is unquestionable, so I wanted to highlight how **it is the people of the Mekong Club that truly separates them from other organizations we have worked with in the field.**”

“**Our collaboration with the Mekong Club has been nothing but a success.** This is due to two factors: They have continually met us where we are as a company. When we knew little, they held our hand. As we have grown, they challenge our thinking and pressed us for progress.”

Mekong Club

membership details



For an annual membership subscription of **12,000 USD**, every employee at your company will have access to:

- Our complete set of business tools to strengthen your modern slavery responses;
- An annual confidential baseline assessment of your anti-slavery strategy;
- An inventory of modern slavery red flags and indicators;
- Review of your modern slavery statements;
- Remediation guidance;
- Training materials;
- Guidance on legislation and compliance;
- Webinars, e-learning, and online training;
- Access to all of our workshops and events;
- Opportunities to test innovative technology on the ground;
- Our monthly news digest;
- Technical advice from international experts;
- Networking opportunities;
- Best practice sharing and mutual learning opportunities;
- Access to industry-specific working groups; and
- Access to research and publications.

You can see our full list of members [here](#). We would be delighted to welcome your organisation to the Mekong Club.

Contact us at info@themekongclub.org for a free consultation session with one of our expert team members. We can answer any questions that you may have and identify how we can best work together with you.



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