



iPRO

现代奴役评估 Modern Slavery Assessment

供应商评估问卷
Supplier Assessment Questions

现代奴役评估问卷

iPRO现代奴役评估建立在可信赖的相关全球框架和标准基础之上。问卷中的问题涵盖**固有风险**（地理和行业）和**风险控制**（政策、程序和劳动力），旨在帮您了解供应商的现代奴役风险。

我们的评估和分析参考的资料来源包括社会责任联盟（The Social Responsibility Alliance）、全球奴役指数（Global Slavery Index）、国际劳工组织（International Labour Organisation）、澳大利亚、美国和英国的政府部门，以及联合国儿童基金会（UNICEF）。

Screening and Prioritisation 筛选和优先级

1. In which countries does your organisation have operations?

Note: Please select all countries where people are employed or hired under your organisation's direction for any activity undertaken by the organisation to pursue its business objectives and strategy.

贵组织在哪些国家及地区开展业务？

注：贵组织在哪些国家及地区自行或委托第三方机构雇佣或雇用人员，开展与实现贵组织业务目标和战略相关的活动？请选择所有适用国家及地区。

Please refer to the [MS COUNTRIES OF OPERATION LIST] to make your selections, or *Unable to answer*.

请参考【现代奴役国家及地区列表】进行选择，或选择“无法回答”。

2. Sectors of operation 经营行业

Please select the sectors in which your organisation produces goods. Select all that apply. 请选择贵组织进行商品生产的行业，并选择所有适用选项。

Possible Responses 可能的答案：

- *Accommodation and food service activities* 住宿和餐饮业
- *Agriculture, forestries, and fishing* 农林牧渔业
- *Begging* 乞讨业
- *Construction* 建筑业
- *Domestic Work* 家政工作
- *Maintenance and Repair of Motor Vehicles* 机动车维修和保养
- *Manufacturing* 制造业
- *Mining and quarrying* 采矿及采石业
- *Personal Services* 个人服务
- *Transportation* 运输业
- *Wholesale and trade* 批发和贸易

- *None of the above* 以上均不适用
- *Unable to answer* 无法回答

Please select the sectors in which your organisation sources goods. Select all that apply. 请选择贵组织采购商品的行业，并选择所有适用选项。

Possible Responses 可能的答案：

- *Accommodation and food service activities* 住宿和餐饮业
- *Agriculture, forestries, and fishing* 农林牧渔业
- *Begging* 乞讨业
- *Construction* 建筑业
- *Domestic Work* 家政工作
- *Maintenance and Repair of Motor Vehicles* 机动车维修和保养
- *Manufacturing* 制造业
- *Mining and quarrying* 采矿及采石业
- *Personal Services* 个人服务
- *Transportation* 运输业
- *Wholesale and trade* 批发和贸易
- *None of the above* 以上均不适用
- *Unable to answer* 无法回答

2.1. Does your organisation produce any of the following goods in [selected sectors]? 贵组织在【所选行业】中生产以下任何商品吗？

Please refer to the [GOODS BY SECTOR LIST] or *Unable to answer*

请参考【行业商品列表】进行选择
或选择“无法回答”。

2.1. Does your organisation source any of the following goods in [selected sectors]? 贵组织在【所选行业】中采购以下任何商品吗？

Please refer to the [GOODS BY SECTOR LIST] or *Unable to answer*

请参考【行业商品列表】进行选择
或选择“无法回答”。

2.1.2. Please select the countries in which you produce the [selected goods]. 贵组织在哪些国家及地区生产【所选商品】？

Please refer to the [GOODS AND COUNTRIES LIST] or
Unable to answer

请参考【商品和国家及地区列表】进行选择
或选择“无法回答”。

2.1.2. Please select the countries in which you source the [selected goods]. 贵组织在哪些国家及地区
采购【所选商品】？

Please refer to the [GOODS AND COUNTRIES LIST] or
Unable to answer

请参考【商品和国家及地区列表】进行选择
或选择“无法回答”。

2.1.3. Does your organisation have a direct relationship with the supplier(s) growing, mining or
manufacturing the selected goods? Please note: There must be one response (Yes/No/Unable to
answer) per good selected.

贵组织是否与种植、开采或制造所选商品的供应商有直接关系？注：每个所选商品都必须有一个
答案（是/否/无法回答）。

Possible Responses 可能的答案：

- Yes 是
- No 否
- *Unable to answer* 无法回答

3. How many workers and agents does your organisation employ? 贵组织雇佣了多少员工和代理人？

Possible Responses 可能的答案：

- 0
- 1-100
- 101-1000
- 1001-2000
- 2001-5000
- 5001-10000
- 10000+
- *Unable to answer* 无法回答

3.1 What is the age of your youngest worker or agent? 贵组织中最年轻的员工或代理人年龄是多少？

Possible Responses 可能的答案：

- 14岁及以下
- 15至18岁

- 18岁以上
- *Unable to answer* 无法回答

4. Does your organisation employ or hire low-skilled foreign or domestic migrant workers (directly or through recruiters)? 贵组织是否雇佣或雇用低技能的外籍或本国外来务工人员 (直接形式或通过招聘机构) ?

Possible Responses 可能的答案 :

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

5. Does your organisation use recruiters who hire subcontractors to recruit workers? 贵组织是否使用招聘机构雇用分包商来招聘员工 ?

Possible Responses 可能的答案 :

- *Yes* 是
- *No, our recruiters do not use subcontractors to recruit workers* 否 · 我们的招聘机构不使用分包商来招聘员工
- *We don't know if our recruiters use subcontractors to recruit workers* 我们不清楚我们的招聘机构是否使用分包商来招聘员工
- *N/A – we do not use recruiters* 不适用 — 我们不使用招聘机构
- *Unable to answer* 无法回答

6. Do any of the goods, wares, articles, or merchandise that your organization produces, manufactures or mines originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the “poverty alleviation” program or the “pairing-assistance” program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region? 贵组织生产、制造或开采的任何商品、物品、货物或货品是否全部或部分来源于中国新疆维吾尔自治区，或由新疆维吾尔自治区政府开展的“扶贫”计划或“对口支援”计划（这些计划为在新疆维吾尔自治区设立制造工厂提供资助）中的人员生产、制造或开采吗？

Possible Responses 可能的答案 :

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

7. Do any of your suppliers produce, manufacture or mine goods, wares, articles, or merchandise that originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the “poverty alleviation”

program or the “pairing-assistance” program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region? 贵组织的供应商生产、制造或开采的任何商品、物品、货物或货品是否全部或部分来源于中国新疆维吾尔自治区，或由新疆维吾尔自治区政府开展的“扶贫”计划或“对口支援”计划（这些计划为在新疆维吾尔自治区设立制造工厂提供资助）中的人员生产、制造或开采吗？

可能的答案：

- *Yes* 是
- *No* 否
- *N/A: We do not work with any suppliers* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

Policy 政策

8. Does your organisation issue a policy/policies explicitly prohibiting workers and agents from the following 贵组织是否制定政策明确禁止员工或代理人进行以下活动：

engaging in all forms of forced labour and human trafficking (also referred to as modern slavery)? 参与任何形式的强迫劳动和人口贩运（也称为现代奴役）？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

engaging in the worst forms of child labour? The worst forms of child labour includes hazardous child labour, which is work performed by a person under the age of 18 that jeopardizes their physical, mental or moral well-being. It includes work that takes place under particularly difficult conditions such as work for long hours or during the night. 参与最恶劣形式的童工劳动？最恶劣形式的童工劳动包括危险的童工劳动，即由未满18岁的人从事危害他们身体、心理和道德健康的工作。它包括在特别困难的条件下工作，如长时间工作或夜间工作。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

engaging in child labour? Child labour constitutes work performed by a person under the age for completing compulsory schooling, and in general not less than 15 years. 参与童工劳动？童工劳动指由未达到完成义务教育年龄的人，一般为未满15岁的未成年人完成的工作。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

withholding worker identity or immigration documents? 扣留员工身份或移民文件？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

using recruiters that do not comply with local labour laws of the country in which the recruiting takes place? 使用不遵守招聘所在国劳动法的招聘机构？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A – We do not use recruiters* 不适用 — 我们不使用招聘机构
- *Unable to answer* 无法回答

discrimination before hiring, on the job or upon leaving based on race and/or colour, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, workers with family responsibilities, and trade union membership or activities? 在员工录用、工作期间或离职时基于种族和/或肤色、性别、宗教信仰、政治观点、出生国家及地区、年龄、艾滋病/艾滋病病况、残疾、国籍、性取向、有家庭责任的员工，以及工会成员或活动的歧视？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

charging workers or potential workers recruitment fees, according to the definition provided in the [Glossary](#)? Please note: You must read the definition of recruitment fees to accurately answer this question. 向员工或潜在员工收取招聘费用（根据[术语汇编](#)中“招聘费用”一词的含义）？
注：您必须先阅读招聘费用的含义才能准确回答该问题。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

procuring commercial sex acts during the length of the contract? 在合同期间促成商业性行为？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

9. Does your organisation issue a policy/policies explicitly ensuring the following 贵组织是否制定政策明确规定以下内容：

the provision or payment of return transportation for all foreign migrant workers at the end of their period of work if they were brought to the country for the purpose of working for your organisation (directly or through recruiters) unless they fall under the exceptions outlined in the [Glossary](#) under 'Return Transportation'? 若外籍务工人员因为贵组织工作而被带到工作所在地国家及地区，在工作期满时，贵组织是否为这些外籍务工人员提供或支付返程交通费（除非他们符合[术语汇编](#)中“返程交通费”下列出的例外情况）？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not hire foreign migrant workers* 不适用：我们不雇用外籍务工人员
- *Unable to answer* 无法回答

housing provided or arranged for your workers meets host-country housing and safety standards? 为贵组织的员工提供或安排住房，并保证其符合工作所在国的住房和安全标准？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not provide or arrange housing* 不适用：我们不提供或安排住房
- *Unable to answer* 无法回答

workers, including migrant workers, can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law or a collective agreement? 员工，包括外来务工人员，在遵守当地法律或集体协议规定给予合理通知的前提下，可以随时终止工作合同，且不受任何经济处罚？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否

- *Unable to answer* 无法回答

wages meet applicable host country legal requirements or, if there is no legal minimum wage, wages are aligned with the prevailing sector wage? 工资标准符合工作所在国的法律要求，或若该国没有法定最低工资标准，则工资水平与行业当前工资水平保持一致？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

workers have the right to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law? 员工有权自行选择成立或加入工会，进行集体谈判，并在遵守当地法律的前提下进行和平集会？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

workers, including those hired by recruiters, are given detailed and accurate work agreements or similar work papers (prior to relocation if relocation is required) in a language understood by the worker? 为员工，包括通过招聘机构雇用的员工，提供具体和准确的工作协议或类似的工作文件（若员工需搬迁，则在搬迁之前），且文件是以员工可以读懂的语言书写的？

Possible Responses 可能的答案：

- *Yes: applies to all workers whether required by law or by contract* 是：适用于所有员工，无论是否有法律要求或合同规定
- *Yes: but only when required by law or by contract* 是：但仅在法律要求或合同规定时
- *No* 否
- *Unable to answer* 无法回答

document checks (including proof of age documents) of all workers before they begin working to confirm they are allowed to work according to legal standards and applicable organisation policies? 贵组织是否在所有员工开始工作之前，进行相关的文件检查（包括年龄证明文件），以确认他们符合法律标准和适用的组织政策要求？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

10. Does your organisation issue a policy/policies regulating the use of foreign or domestic migrant workers. 贵组织是否发布政策规定外籍或本国外来务工人员的雇用？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not hire foreign or domestic migrant workers* 不适用：我们不雇用外籍或本国外来务工人员
- *Unable to answer* 无法回答

Supply Chain Management 供应链管理

11. Does your organisation issue a policy/policies to its suppliers covering the provisions you selected in the Policy section? 贵组织是否向供应商提供政策，涵盖本评估“政策”部分所选规定？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not work with any suppliers* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

11.1. Does your organisation have contractual terms and conditions that require its suppliers to affirmatively agree to its policy/policies (or equivalent)? 要求供应商明确同意贵组织的政策（或等效政策）？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not work with any suppliers* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

11.1.1. Does your organisation's policy/policies (or the equivalent) and/or contractual terms and conditions include a flow-down clause? 贵组织的政策（或等效文件）和/或合同条款和条件中是否包括责任传导条款？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否

- *N/A: we do not work with any suppliers* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

Risk Identification and Management 风险识别与管理

12. Does your organisation perform formal screening and evaluation of prospective recruiters to determine if they

(i) operate in compliance with the law and applicable organisation policies, and

(ii) observe the "employers pay" principle of not charging any recruitment fees to workers, as defined in the [Glossary](#)?

贵组织是否对潜在的招聘机构进行正式的筛选和评估，以确定他们：

(i) 符合法律规定和适用的组织政策要求；

(ii) 并且遵守“雇主支付”原则，即不向员工收取任何招聘费用（请参考[术语汇编](#)中“招聘费用”一词的含义）？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not use recruiters* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

13. Does your organisation identify and assess slavery, human trafficking and child labour risks on an ongoing basis and take into account risks arising from particular operating contexts in 贵组织是否持续不断地识别和评估奴役、人口贩运和童工劳动风险，并考虑以下特定运营环境中出现的风险？

Your operations?

Note: With regards to your organisation's direct operations, if your organisation works, in an ongoing fashion, to identify and mitigate the risks identified in this assessment, select 'Yes.' If your organisation does not have an on-going review and mitigation process, select 'No.'

贵组织的运营？

注：在贵组织的直接运营方面，若贵组织会持续不断地识别和降低本评估中识别的风险，请选择“是”。若贵组织没有持续的审查和风险缓解流程，请选择“否”。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Your supply chain for the good(s) covered by this assessment?

Note: With regards to your organisation's supply chain for the good(s) covered in this assessment, if your organisation works, in an ongoing fashion, to identify and mitigate the risks identified in this assessment, select 'Yes.' If your organisation does not have an on-going review and mitigation process, select 'No.'

本评估中所涉商品的供应链？

注：在本评估中所涉商品的供应链方面，若贵组织会持续不断地识别和降低本评估中识别的风险，请选择“是”。若贵组织没有持续的审查和风险缓解流程，请选择“否”。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Your labour supply chain?

Note: With regards to your organisation's labour supply, if your organisation works, in an ongoing fashion, to identify and mitigate the risks identified in this assessment, select 'Yes.' If your organisation does not have an on-going review and mitigation process, select 'No.'
贵组织的劳动力供应链？

注：在劳动供应链方面，若贵组织会持续不断地识别和降低本评估中识别的风险，请选择“是”。若贵组织没有持续的审查和风险缓解流程，请选择“否”。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not use recruiters* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

13.1 Does your organisation respond to the identified risk on an ongoing basis, using this to drive continual improvement? 贵组织是否对已识别的风险有持续不断地响应，以推动持续改进？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

13.2. Due Diligence activities 尽职调查活动

Does your organisation use an independent third party to conduct these due diligence activities? 贵组织是否委托独立第三方机构开展这些尽职调查活动？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Does your organisation conduct due diligence activities by way of internal audits? 贵组织是否通过内部审计开展尽职调查活动？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

What does your organisation use to conduct internal due diligence audits? 贵组织使用什么工具进行内部尽职调查审计？

Possible Responses 可能的答案：

- *Spreadsheet* 电子表格
- *A survey generator* 调查问卷生成器
- *Other (Please Specify)* 其他 (请说明)
- *Unable to answer* 无法回答

13.2.1. What percentage of relevant suppliers have provided a response to your due diligence survey 相关供应商中，有多少填写了贵公司尽职调查问卷？

Possible Responses 可能的答案：

- 100%
- $\geq 90\% - < 100\%$
- $\geq 75\% - < 90\%$
- $\geq 50\% - < 75\%$
- $< 50\%$
- *Unable to answer* 无法回答

14. Does your organisation conduct a formal vulnerability assessment of its workers to slavery and human trafficking? 贵组织是否进行正式的员工遭受奴役和人口贩运的脆弱性评估？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Training 培训

15. Do your workers who have direct responsibility for supply chain management and recruitment

receive training on how to mitigate risk on the topic(s) covered by this Assessment? 贵组织负责供应链管理和招聘的员工是否接受了关于本评估所涉及主题的风险缓释方面的培训？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Reporting and Internal Accountability 报告和内部问责

16. Does your organisation have a process for workers and agents to report, without fear of retaliation, matters related to the topic(s) covered by this Assessment? 贵组织是否建立了流程，让员工和代理人在无需担心遭到报复的前提下，上报与本评估所涉及主题相关的事宜？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

17. Does your organisation maintain internal accountability standards and procedures to respond to a failure by workers and agents to meet organisation policies on the topic(s) covered by this Assessment? 贵组织是否建立了内部问责标准和程序，以在出现员工和代理人未能遵守在本评估中所涉及主题方面的组织政策时，及时有所行动？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

18. Does your organisation have processes in place to provide for or participate in remedy when there is an adverse impact related to the topic(s) covered by this Assessment? 当与本评估所涉及主题相关的不利影响出现时，贵组织是否有相关流程提供或参与补救措施？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答

Certification 认证

19. Does your organisation prioritise the use of ethical recruitment agencies certified by credible assurance schemes? 贵组织是否优先使用经过可信保证计划认证的合乎道德的招聘机构？

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *N/A: we do not use recruiters* 不适用：我们不与任何供应商合作
- *Unable to answer* 无法回答

Public Disclosure 公开披露

20. Does your organisation publicly disclose information on slavery, human trafficking and child labour? Note: Public disclosures may be compiled to comply with legal or regulatory obligations. 贵组织是否公开披露有关奴役、人口贩运和童工劳动的信息？

注：公开披露可能是为了遵守法律规定或履行监管义务。

Possible Responses 可能的答案：

- *Yes* 是
- *No* 否
- *Unable to answer* 无法回答