

MAPPING OF THE CURRENT INDUSTRY STANDARDS



A fragmented market and lack of transparency results in employers being unsatisfied and workers being unprepared and highly exposed to cyclical forced labour. This table is based on our industry experience.

	SUB RECRUITER	SENDING EMPLOYMENT AGENCY	TRAINING CENTRE	SENDING COUNTRY GOVERNMENT	M I G R A T I O N	RECEIVING COUNTRY GOVERNMENT	RECEIVING EMPLOYMENT AGENCY	EMPLOYER (Home, Factory, Restaurant, Hotel)	BRAND (N/A for domestic work)
WORKERS INTERACTION	Builds trust with workers	Connects worker to job	Rubber stamps documents	Gives authorisation to migrate		Processes visa	Sends worker to employer & collects placement fee	Manages worker	No interaction unless via labour audit
ROLE	Finds workers	Sells to Receiving Country Agency	Legalizes agency fee	Creates migration standards		Issues visas	Sells to employer	Employs workers	Pays "Employers"
PROBLEMS THEY CAUSE	Creates unrealistic expectations Creates fear if fee is not paid	Charges fees to workers Doesn't vet or match properly	Charges exorbitant training fees Gives kickback to agency Doesn't prepare workers for migration	Overregulation creates cartels out of agencies/ training centers	M I G R A T I O N	Doesn't investigate "cross border" transactions without physical evidence	Charges fees to workers Doesn't pay Sending Country Agency enough Doesn't vet employers	Doesn't ensure Sending Agency is paid Underpays and exploits workers	Focuses on lowest prices in bidding process Not using market power to solve problems
PROBLEMS THEY EXPERIENCE	Need to find naive workers who can be exploited	Time spent selling to Receiving Country Agencies Receiving Country Agencies unwilling to pay sufficient fee Agency industry has bad reputation	Paying kickbacks for business Very price sensitive market as no one is tracking performance	Country doesn't feel the full economic benefits of the worker's migration Only interacts with workers pre-migration. Workers won't report mistreatment in fear of migration being halted		Tarnished reputation Cross border crime requires additional investigation	Must sell employers services that are disconnected from their own Employers don't pay enough	Ethical employers struggle to compete with exploitative employers offering lower costs Workers are not vetted or properly trained	PR disasters Disconnected nature of recruitment makes monitoring very difficult Threat of legal recourse for "benefitting from the proceeds of crime"

FAIR RECRUITMENT MODEL



Forced labour is a market problem, so we build market solutions to make it work better for everyone.

This model is positioned to drive market consolidation and make exploitative recruitment unprofitable.

We have building this recruitment pathway sequentially, and now ready to unify our solutions for an end-to-end solution:

	RECRUITMENT	SENDING EMPLOYMENT AGENCY	TRAINING CENTER	SENDING COUNTRY GOVERNMENT	MIGRATION	RECEIVING COUNTRY GOVERNMENT	RECEIVING EMPLOYMENT AGENCY	EMPLOYER (Home, Factory, Restaurant, Hotel)	BRAND (N/A for domestic work)
ROLE	Find Workers Online	Sells directly to employer Recruits, interviews and vets workers	Prepares workers for job and migration	Tracks data and investigates Sending Country Agency and Training Centres if success rates aren't satisfactory		Tracks data and investigates Receiving Country Agency and employers if success rates aren't satisfactory	Monitors working conditions and responds to issues Facilitates visa with government	Manages workers Works with Sending Country Agency during recruitment	Ensures that employer's are budgeting for recruitment Responds to data if there are problems reported
BENEFITS	Lower cost Better qualified workers Bigger candidate pools	Increased revenue direct from employers Improved reputation	Less commoditised market as migration results will emerge	Previous agency fees converted to remittances for country Better information for enforcement		Improved reputation Better information for enforcement	Aren't selling a service they are disconnected from Fewer problematic workers as more accountability	Better workers as they can hold Sending Country Agency accountable for unprepared workers	Prevents PR disasters Clear action to eliminate Modern Slavery from their supply chain
CONFLICTS	Puts Sub-Recruiters out of business	Agencies will be held accountable to deliver real services Market consolidates, forcing many agencies out of business	No more agency kickbacks mean Training Centers need to compete based on merit	Government will have more data so will need to respond to problems Could put corrupt government officials out of business		Receiving country populations don't see these as critical issue	Reduced revenue as they won't be as involved in the "sales" process	May need to pay more for recruitment Unethical employers will not be able to get work orders with brands	May need to pay more to employer They will be aware of what is happening in their supply chain