ESG and sustainability reporting

Regulation (EU) 2024/3015 on Forced Labour: Customer Requirements

A half day to prepare the evidence your European customers will ask for under Regulation (EU) 2024/3015, which bans products made with forced labour from the Union market. Forced labour indicators, risks at your sites and among your suppliers, recruitment, identity documents, debts, subcontracting: you leave with the list of evidence to gather and practices to correct.

Duration : 0.5 day

Objectives

1. Explain the scope of Regulation (EU) 2024/3015, its date of application and the role of the authorities
2. Recognise the ILO forced labour indicators in recruitment and employment practices
3. Identify risks at your sites, among your subcontractors and among your raw material suppliers
4. Prepare the evidence that your customers and an authority may ask for

Programme

Half day

• Regulation (EU) 2024/3015: prohibition, scope with no size threshold, application from 14 December 2027, Commission guidelines

• The ILO forced labour indicators applied to industry: recruitment fees, retention of documents, debts, imposed overtime, freedom to leave employment

• What your customers will ask for: policies, contractual clauses, social audits, traceability of materials

• Exercise: risk mapping of your sites, temporary workers, subcontractors and raw material suppliers

• List of evidence to gather and knowledge test

Teaching methods

• Exercise on your actual practices: contracts, use of temporary staff, salary advances, housing for seasonal workers

• Review of a supplier questionnaire sent by a European customer

• Case of a subcontracting textile workshop and of a farm with seasonal labour

• Delivery possible in Darija for production supervisors

• Final test

Assessment and documents

Knowledge test at the end of the session and follow-up evaluation at D+1; numbered training certificate, verifiable online, for each participant and training report for the company, with the list of evidence drawn up during the session.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

To prepare a customer social audit, see "Social Audit: SMETA and amfori BSCI"; for the due diligence approach across the whole supply chain, "Human Rights and Due Diligence (CSDDD)".

Practical information

Duration	0.5 day
Audience	Management, HR, purchasing, compliance, export; suppliers to European customers
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Does the regulation apply to a Moroccan company?

It targets products placed on the Union market or exported from the Union, whatever their origin. A Moroccan company selling to a European importer is not the operator targeted, but its products are: its customer will ask it for evidence.

Does the regulation create a due diligence obligation?

No, it adds none. But when an authority assesses a risk, it first asks operators what they have done to detect and prevent it. Written evidence avoids a decision based solely on the information the authority has.

Is a social audit enough?

It is useful evidence, not sufficient. An audit photographs a site on a given date; your customers will also want to see your policies, your contracts with recruitment agencies and subcontractors, and the traceability of your materials.