

Combating Modern Slavery: What Can Business Do?

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It is argued in this paper that the contemporary issue of modern slavery is one of meaningful relevance to today's business, particularly multinational corporations. Increasing attention to the role of multinational corporations in regard to human rights violations, the rise of corporate social power, and a new corporate social responsibility ideology all serve to make the case that this issue should resonate with, and draw response from, modern business. The argument is made by first exploring an evolving perception of corporate social responsibility that recognizes a social, or institutional, logic as rationale for business legitimacy with society. Several examples and suggestions are offered as to how business organisations and their leaders can effectively aid in combating the disturbing issue of modern slavery.

INTRODUCTION

Combating modern slavery is a mammoth challenge. While it exists in various forms and is estimated to include approximately 2.5 million people (un.org, 2012), it is still a problem 'unseen' and largely denied (Lee, 2007). It is fostered and sustained by an explosive world population with many in desperation; by rapid and dramatic social and economic changes, particularly in developing countries where traditional ways of life and subsistence have been altered for quick profit alternatives; by government corruption and legal conundrums; and by the extreme profitability it provides in a global economy (Bales, 1999). In short, modern slavery's existence is powerfully subsidized by the age in which we live and the events, developments, and players that have shaped our global marketplace, much of which is solidly entrenched.

It has been reported that as many as 161 countries are affected by human trafficking by being a source, transit or destination, and that the majority of victims are young, between the ages of 18 and 24, and many are children. According to the United Nations (UN), people are reported to be trafficked from 127 countries to be exploited in 137 countries for purposes of forced sexual, physical, or economic exploitation (un.org, 2012). Modern slavery, also known as human trafficking, affects every continent and every type of economy.

That it exists at all is, nonetheless, grievously wrong. Many attempts to theoretically interpret exploitative relationships have approached this issue (humanity, human rights, worker rights, workplace democracy, and others), with most seeking common consent or moral universality in order to legitimize. Lenn Goodman, in "Some Moral Minima" (2010) may have expressed it best. He draws upon our common store of moral knowledge to suggest four areas where human deserts are irrefragable. Slavery is one of the four – beyond dispute, never to be questioned nor breached in practice. The inhuman use of human beings is the deepest exploitation and our common humanity requires universal concern.

Alarm has elevated with numerous non-governmental agencies, international institutions, activist groups, a variety of social partners, and multinational agreements designed to address the issue of human trafficking. Individuals are implored to join abolitionist groups and participate in grassroots initiatives. But evidence suggests that progress in eliminating human trafficking and rescuing victims is weak, international laws and covenants are frequently not enforced, and moral persuasion is often inadequate. Military solutions are not feasible and any form of unilateral global action remains elusive (Miller, 2008). One of the pre-eminent experts on modern slavery, Kevin Bales (2007), proposes a number of progressive steps for governments, citizens, international institutions such as the United Nations and World Bank, consumers, and for businesses. This paper focuses on the latter--business, its role and potential as a partner in combating modern slavery.

Clearly, some legitimate businesses (as opposed to criminal profit-seeking activities) are culprits, participating in some fashion either directly or indirectly. But many business organisations, particularly large multinationals, are characterized by power and social influence (Freeman, 1984), and for either moral, institutional, or reputational reasons, feel an increasing responsibility to authentically create social responsibility agendas and to present themselves as good corporate citizens. Notions of corporate social responsibility (CSR) have expanded in recent years for publicly traded corporations and have led them to include triple bottom line management and attention to a plethora of social and environmental issues, strategies, and initiatives. Today's corporations are feeling the call to respond to the pressing social issues of our time.

This paper argues that business can assist in combating modern slavery. Using social (or institutional) logic, strategic pragmatism and evolving interpretations of corporate social responsibility theory, the case will first be made as to this issue's relevance for business. In other words, why should business pay attention and heed the call? Second, a number of actions and initiatives are suggested to answer the question of how business can play a partnering role in the fight to end human trafficking.

MODERN SLAVERY: A CONTEMPORARY SOCIAL AND BUSINESS

It is seemingly paradoxical to express the problem of slavery as "contemporary," for it has a very long history and its earliest use is ancient, dating back to Mesopotamia and Egypt thousands of years B.C. and to early periods in Europe and the Greco-Roman era. Further, it has transcended many ages and different societies, manifesting in various forms throughout history to the present. Increasing evidence abounds that human trafficking and exploitation continue to exist and that slavery, in its cruelest forms, can be found all around the world today. How has a social problem that is so historically old, and considered abhorrent by most of the world's societies, failed to truly evolve toward reform?

Combating modern slavery first requires understanding it. Recent approaches to the problem of slavery have sought to better understand it in contemporary terms that reflect a new world where legal ownership is bypassed, slavery itself may be short-term rather than over a lifetime, and slaves are plentiful and extraordinarily cheap. Further, it is corroborated by corrupt police on the take and governments indifferent to the problem and to the policy measures suggested by the United Nations, World Trade Organization, World Bank and other institutions (Bales, 2005; Ennals, 2007; Lee, 2007). In short, its practice is nourished and fueled by many aspects of globalisation, its potential for profit, corrupt governments, inadequate laws and enforcement, and enduring cultural traditions in certain societies that continue to support it. Research and efforts to address the problem have often been aimed at exposure, bringing the reality of modern day slavery into the public sphere of awareness by focusing on places where it prevails, what factors support it, how it is transacted, and personal stories of its victims (Bales, 1999; Bosworth, 2007; Ennals, 2007; Shelley, 2007). Moreover, researchers and international institutions have offered suggestions for combating modern slavery that address individuals, communities, governments, international institutions, consumers, and businesses with action-oriented initiatives (Bales, 2007, Ennals, 2007; ILO; McIntyre, 2007; Wilson, 2008). Such efforts are beginning to gain traction.

Sociologists Fuller and Myers (1941) theorized that every social problem has a natural history but it is a history that emerges gradually over a temporal course of development that passes through history stages

as awareness, policy determination, and reform. The implication of their thesis is that at some point in the lifecycle of a social issue, awareness brings a collective society to a common realization that "...cherished values are threatened by conditions which have become acute" (Fuller & Myers, 1941: p. 322). The challenge emerges that something must be done. Progressive awareness then pushes for policy determination and solution building efforts for the problem. Indeed, similar notions of the social issue lifecycle (its stages and trajectory) tend to be widely supported and history suggests that many social problems have been significantly addressed in like manner.

Still, meaningful development of *this* social issue and effective action toward it are challenged not just by the enabling facets of globalisation mentioned above, but perhaps even more dramatically by the silence which surrounds contemporary slavery (Ennals, 2007; Lee, 2007). Silence may be linked to the disquieting nature of the topic, perhaps limited evidence of its incidence and implications, political sensitivities, a preference in certain societies for polite conversation, a reticence to thoughtfully consider long-term implications, or perhaps even simple denial (Ennals, 2007). Without breaking the silence, the issue remains in its early stages of development with too little awareness, weak calls for reparations, and ineffective and disorganized measures to institutionalise change.

Finally, it is obvious that more united governmental and institutional action, oversight at local and international levels, and punishment for offenders are required to ultimately eradicate the use of modern slavery. But such has proven inadequate thus far. A number of multinational agreements, including the United Nations' Protocol to Prevent, Suppress, and Punish Trafficking in Persons, Especially Women and Children (2003), have achieved only limited success, with non-enforcement continuing for many nations and offenders. It is proposed here that greater collaboration among multiple players on a global scale, especially business, offers one of the best prescriptions for advancing this issue in the minds and hearts of global citizens and finding new and effective ways to combat it.

The Issue and its Relevance to Business

Many human rights violations do entail business involvement, although not all are committed by the business itself but by a third party. Complicity may take on many forms and is not benign. Although many victims are exploited as sexual slaves, the UN reports that market forces are driving much of this activity with 17 percent being trafficked to perform forced labor (un.org, 2012). Further, an estimated 1.2 million children are trafficked for forced labor each year. International corporations may find themselves as complicitous, whether unwitting or uncaring, if they fail to responsibly source and work to eliminate the risk of human trafficking in their supply chains. Wettstein (2010) suggests that due to changing patterns of influence and authority in a growing global political economy, some business organisations actually serve as accomplices and are complicit in human rights violations.

Theory and pragmatism support this issue's relevance for modern business. In today's global marketplace, powerful multinational corporations may find themselves in positions of political authority that also foster a political responsibility to go beyond doing no harm and assuming positive obligations to protect. Corporate actors may legitimately accrue greater responsibility for human rights advocacy, and be expected to assume duties previously ascribed mainly to the state. Moreover, many are increasingly viewing the corporation as a political (and social) actor, with various opportunities for influencing social policy, such as direct political engagement, lobbying, institutional participation, direct provision or production; NGO partnerships, etc. (Kanter, 2011; Miller & Mooney, 2010; Nelson & Dorsey, 2003).

Evolving perspectives on corporate social responsibility (CSR) recognize a stronger social contract with greater expectations of society and see the rise of the corporation as an institution with power and social influence. Newer views of corporate social responsibility provide normative theoretical rationales for businesses' attention and action regarding modern slavery as an issue for their social agendas. Moreover, in a pragmatic sense, businesses have power, influence, resources and capabilities, all of which can be harnessed for problem solving action. Rosabeth Moss Kanter (2011) suggests that great companies are moving beyond the notion of just making money to a greater goal of building enduring institutions where society and people are considered core to the business's purpose. By following a *social* or *institutional logic*, corporations achieve legitimacy in society with valuable long-term implications by

balancing public interest with financial returns. Indeed, many forward thinking businesses are solving human, economic, and environmental problems through CSR agendas and innovation in ways that benefit stakeholders and new constituents, as well as themselves.

Corporate Social Responsibility: An Evolving Normative Perspective

It is without question that business operates in a competitive, globalised capitalistic market and is highly incentivized to make a profit. Nonetheless, the notion that business functions solely by that driving imperative has long been revised to reflect societal expectations of: corporate social responsibility (CSR), attention to stakeholder concerns and the building of relationships with all business stakeholders, good citizenship, and adherence to an implicitly understood social contract (Carroll, 1991; Freeman, 1984; Warhurst, 2005). In an unusually prescient outlook, Bales & Gogel (1979) posited that businesses must recognize that their most critical audience is society as a whole and that corporate power must manifest itself as much more than image management by engaging in genuine advocacy and tackling controversial issues. This is arguably more true today than ever. Morally, society expects business to honor the social contract by extending responsibility well beyond any legal or prescribed condition. We are bonded to each other by nature and by covenant, and thus, it is the calling of business and of government to be good stewards of creation. Our collective moral priority is that which reflects stewardship of the earth, labor, wealth, and our neighbors, in other words, serves the common good (Drayton & Budinich, 2010; Schmeltekopf, 2003). We can take the matter of responsibility further. Davis' (1960) "Iron Law of Responsibility" implied that the social responsibilities of businesses need to be commensurate with their social power, an argument that becomes stronger than ever given the extraordinary reach, influence, and power of modern multinational corporations.

Admittedly, antagonists and skeptics abound, citing economist Milton Friedman's (1962) anti-CSR arguments and others such as: CSR doesn't pay, it is a public relations charade, etc. In staunch defense of corporate social responsibility and its reality for modern business, William Frederick (2007) argues that CSR has always been about values, value awareness, value change and creation. The ends are all-important. Its goal is to integrate social values and the ethical principles underlying them into corporate organisation, strategy and planning, decisions and policy, and operations. LaMarche (2007) asks the question, "What do we owe each other?" and suggests that no one is truly alien from the social contract. In like regard, a duty of hospitality has been invoked by several moral and social philosophers that acknowledges the rights of strangers. Attending to that duty respects citizenship and cosmopolitan justice (Benhabib, 1994; Derrida, 2001; Hudson, 2007; Kant, 1970).

The evolution of the social contract also points to better citizenship. Citizenship requires that once educated to the pursuit of personal interests, individuals and organisations must be turned to the service of the public good (Pestritto & West, 2003). Society increasingly expects global business to work with others to provide solutions to humanitarian crises and major social problems facing the world. The boundaries of corporate responsibility are advancing in terms of all stakeholders; this is being shown through a variety of innovations in business practice to achieve enhanced social justice (Warhurst, 2005). Many companies are coming to recognize that by balancing the rights and responsibilities that derive from their legal and social status within communities, they have enormous influence and ability to participate and contribute to a community's well-being. Responding means developing a corporate-citizenship agenda, building mutual relationships, and enabling social capital that will have a positive impact on community, all of which is particularly important in transitional and developing economies (Goddard, 2005). The persuasive and significant concept of corporate citizenship and social responsibility in a globalised world has evolved, matured and taken new structural shapes in multinational corporations (Palacios, 2004).

Corporate Social Responsibility and Strategic Pragmatism

A powerful momentum is being seen in the creative efforts of huge international companies to fundamentally transform themselves, stop destruction, and affirmatively address the effects of corporate activity on the planet and its people (Debold, 2005). Michael Porter and Mark Kramer, of Harvard

Business School, suggest that doing so can be strategic and competitive (2006, 2011). It is their view that business and societal issues are not mutually exclusive; in short, that business has a vested interest in addressing society's challenges. In so doing, companies can create economic value by creating social value, a concept they call "shared value." Rosabeth Moss Kanter (2011) asserts that great businesses are behaving differently these days by conceiving of themselves as social institutions with purpose and values, with a long-term focus and emotional engagement that is contagious and energetic. Moreover, as they are crossing borders and sectors to tap new business opportunities, they are partnering and building relationships with a host of other players including government officials, public intermediaries, suppliers, customers, NGOs, and communities to address societal needs. In this sense, business companies work to expand the total pool of economic and social value. This modern conceptualisation of CSR encourages companies to take the lead in bringing business and society together.

Embracing social concerns can present real opportunities for companies that innovate and seek entrepreneurial approaches to social issues. Social entrepreneurs have emerged in large force, creating a sea change in the way society's problems are solved, work is performed and businesses grow (Drayton & Budinich, 2010). In designing and creating solutions addressing education, emergency care, poverty and starvation, sustainability, etc., businesses are also reaping rewards that include profits, new knowledge and talent. Working together, corporations and social entrepreneurs are reshaping industries and effectively tackling some of the world's toughest problems. Opportunities for business contributions are endless. Today, social entrepreneurship and innovation targeted for social improvement provide an engine of positive and systemic change (Neck, Brush, & Allen, 2009).

Frederick (2007) points out that as social values have influenced business life and activities, our lives have been improved (safer cars, more educated and secure consumers, workers at less risk for job injury, women and minorities better represented in the workplace, better monitoring of supply chains for worker rights protection, and so on). Corporate conduct codes, board-level ethics compliance officers, business commitments to social and environmental agendas are all increasingly adopted and help to curb antisocial business behavior and promote more transparency and accountability. Porter and Kramer (2006) provide meaningful advice for operationalising CSR and creating shared value by reconceiving products and markets, redefining productivity in the value chain, and building supportive industry clusters at company locations. In so doing, the potential exists for resetting the boundaries of capitalism. By better connecting companies' success to societal improvement, it opens up many new ways to serve needs, gain efficiency, create differentiation, and expand markets.

The compelling issue of modern slavery is one that impacts business and is impacted by business. As with any social issue of its time, its persuasive power for action stems primarily from its moral importance and urgency. Further, its relevance for businesses' proactive attention and response is well supported by both normative theory and utilitarian pragmatism.

WHAT CAN BUSINESS DO?

In recent times, corporations have grown almost beyond comprehension in size, assets, revenue generation, and both economic and societal influence. It is highly unlikely that any early economists ever envisioned a world where corporations would become so large and powerful that they would become tantamount to private governments, indeed, more powerful than many national governments (Dixon, 2003; Slaughter, 2004; Tansey, 2000). Edward Freeman (1984), in his seminal work on stakeholder theory, posited that the corporation had grown to such proportion, power, and prominence that it should be dealt with as a major social institution. Abundant evidence suggests that many business organisations, large and small, are harnessing their power and talent in innovative ways to respond to societal and stakeholder expectations and are embracing the notion of community at every level. Growing numbers of large organisations that operate within international markets and possess resources and power that rival those of many nations are representing a leap in humanity's capacity to organise for a shared purpose.

If modern slavery represents an issue that is theoretically and pragmatically relevant to today's business, then what must business organisations and their leaders do? How can they respond? For this

issue to become better addressed, two primary goals seem intuitive. First, the issue must advance in the social problem/issue lifecycle and become more widely acknowledged and understood. *Greater awareness and urgency* must be created in the minds of all, most particularly by those with voices and influence, in order to create a common and forceful call for solution. Second, efforts to reduce and ultimately eradicate modern slavery cannot rely exclusively on government, global institution, or law. It requires *unified and collaborative action* by multiple parties. Businesses, particularly those with large influence and reputation and those involved in multinational activities, can play a significant role in addressing these two goals. Several suggestions and examples follow.

Greater Awareness and Urgency

Businesses can educate. They can assist in breaking the silence and enlarging awareness to help propel this issue. By putting it on their social agenda, establishing goals, strategies, and reporting measures, they can elevate this issue in the public's mindset, as they have done with other social and environmental concerns. Ennals (2007) suggests that businesses have tended to direct themselves to local, regional, or national issues but education need not know national boundaries in today's market.

For example, when The Body Shop, the second largest cosmetic chain in the world, discovered how big a problem human trafficking is, it decided to start a campaign to educate its patrons. In its continuing efforts to promote greater corporate transparency and to be a force for positive social and environmental change, this company has launched a number of campaigns dedicated to social issue advancement and resolution. These campaigns make strategic sense for this company as they match the company's stated five core values: 1)Support community trade; 2)Defend human rights; 3)Campaign against animal testing; 4)Activate self-esteem; and 5)Protect our planet. In picking up the fight against human trafficking, The Body shop's current "Stop the Trafficking of Children and Young People campaign" is raising awareness and funds, and offering support for victims or those at risk. These proactive initiatives are in keeping with the company's dedication to its mission to campaign for human and civil rights and environmental protection across the globe.

Education and awareness can be further enhanced with training programs, particularly when tied to legal requirement such as the California Transparency in Supply Chain Act (2010, SB 657) which requires retailers and manufacturers doing business in California to publicly declare their efforts to train company employees and management on human trafficking and slavery in supply chains. Retailers and manufacturers need a time-efficient, concise and globally available learning resource for sourcing managers to gain experience about human trafficking and slavery in supply chains, both for their own corporate social responsibility goals, and to comply with the California law. Training efforts aim to enable sourcing managers to: have greater awareness of human trafficking and slavery in supply chains, learn to identify human trafficking and slavery risks in their companies' supply chains, and support prevention and mitigation efforts when human trafficking and slavery is suspected.

Collaborative Action

Collaboration and networking are new hallmarks of business activity and success. The opportunities are rich and fruitful for connecting and sharing with other players in the business value chain, with government, international institutions, and with watchdog and activist groups. By partnering with other devoted efforts, businesses can achieve improvements in organisation, planning, and action in their efforts to address social concerns. Opportunities abound for partnering with the International Labour Office and a variety of NGOs such as: Not For Sale Campaign, Free the Slaves, Coalition to Abolish Slavery & Trafficking, Alliance to Stop Slavery and End Trafficking, End Human Trafficking Now, Global Forum on Migration and Development, International Organization for Migration, and others. These are action oriented groups that work to raise awareness, advocate for victims, and expose trafficking rings through combining intellectual capital, abolitionist groups, and growing networks of committed individuals. Some work to bring together the best in research, policy, and advocacy to activate local and global solutions on a broad scale.

Businesses can stimulate active global citizenship. Business leaders came together to create the Caux Business Roundtable Principles for businesses that are globally engaged. By pursuing and enacting good global citizenship, by committing to globally established principles, corporations can begin to marshal support for individuals as citizens, regardless of their circumstances. Concerted activities with a foundation of research and credible voices can have powerful effects. Other uniting institutions and initiatives that foster global citizenship include the United Nations Global Compact, Humanity United, Solidarity Center, Vital Voices Global Partnership, and others.

Tougher subcontracting agreements with monitoring are both doable and essential to stop slavery in a company's product supply chain. Similar efforts have achieved some success in dealing with rights of laborers and with environmental issues. The complexities of the global slave trade and limited insight into product supply chains make it difficult for the average producer and consumer to grasp how they are connected to labor abuses occurring within the global production cycle. Today, companies are working with a wide range of initiatives- such as monitoring, certification and labeling programs - to assure their consumers that their products do not violate worker rights.

For example, Free2work.org streamlines and simplifies the process for concerned consumers on the topic of forced labor. At Free2work.org, consumers can easily search specific products, learn more about various labor standards and corporate practices, and further their engagement through their consumption decisions. After extensive research, Free2Work grades companies on a scale of "A" to "F" based on supply chain transparency, code of conduct, response to child and forced labor, and overall efforts to empower workers. A broad range of certification programs also exist that attempt to protect worker rights. Free2work.org offers a strategic tool to increase transparency in supply chains, empower consumers to make informed decisions, as well as mediate communications between consumers and companies.

Businesses can provide support for antislavery workers with grants, technological assistance, employee volunteerism and participation, and stakeholder engagement. For example, Hewlett-Packard created an Electronic Industry Code of Conduct (EICC) that is underpinned by international labor and human rights standards. The company began a supply chain social and environment responsibility (SER) program in 2000 and has since undertaken many efforts to ensure and verify the absence of forced labor and child labor in its supply chain. Other efforts by HP include: risk-based supplier assessments; supplier audits and agreements with zero-tolerance policy for the presence of forced and child labor; capability building programs that partner with a number of nongovernmental (NGOs) and training partners to raise awareness, share best practices, and train employees who are responsible for supply chain management on how to identify and respond to forced labor issues.

Businesses can use their competitive competencies in technology and innovation to engineer product solutions direct to individuals who live in societies where opportunities are scarce or nonexistent. Living solutions for individuals may address employment, poverty, local environmental problems, and others, thus indirectly reducing the desperation of those vulnerable to slavery. Many creative examples are already being engineered by international companies like Hewlett Packard and Philips Electronics.

In 2010, HP created its "HP Learning Initiative for Entrepreneurs (HP LIFE)" as a global initiative that helps entrepreneurs develop essential IT and business skills. Recognizing that entrepreneurs drive innovation, create jobs, and fuel economic opportunity, frequently transforming their communities, HP works with organisations all over the world to help recent graduates, young people, and aspiring entrepreneurs acquire the information technology (IT) skills and knowledge they need to launch successful businesses and help their local communities prosper. In its vision statement, Philips Electronics states its belief that true innovation is not about isolated products and solutions. It's about empowering people to improve life. By putting people at the center of everything it does, generating insights, doing trend research, and testing concepts both in its labs and in the market, Philips seeks to find out what people's needs are, today and tomorrow. That provides the basis of all its innovation activities.

Many great companies are viewing their roles in the world today differently than in the past. As Kanter (2011) explains, a different logic that is social, or institutional, actually gives today's businesses an advantage that can radically change leadership and corporate behavior. It reflects a new way of conceiving the firm with a coherent identity that comprises purpose and values, guiding institutional

values that endure to provide a longer-term focus, and that foster emotional engagement that stimulates motivation and propels self-regulation. By partnering with the public, innovating, and organizing to address societal needs, companies are producing new models for action that accomplish positive results for both business and society.

In sum, business can make a difference by: educating and bringing about greater awareness; monitoring and doing its part to eliminate slavery in all forms in its own supply chains; partnering with other institutions to collaborate, influence policy making, and generate movement toward more collective and broad based solutions; and by working to make life better and create opportunities for those vulnerable where they live.

CONCLUSION

Modern day slavery lurks beneath a global society that is more culturally connected than ever before, technologically savvy, and information rich. The issue needs to bridge the divide that keeps its reality silent and distant. Business, particularly multinational corporations, can assist in a number of ways in bringing the issue to light, enlarging it in the public's mindset and, by partnering and using its power for influence, innovation, and reform.

The case has been made that the issue of modern slavery is most relevant for today's business, including those that seek to achieve legitimacy and maintain positive reputations, certainly for those that attempt to manage based on a declaration of values. Morally, the issue is profoundly moving, and begs all to action. Theoretically, business engagement is supported by well-established notions of corporate social responsibility, the social contract, and calls to global corporate citizenship. Pragmatically, it makes sense for business given its influence, reach, resources and capabilities. The pragmatic argument is further strengthened in recent times by public exposé, legal actions, lawsuits, and attempts to claim reparations from companies found to be involved.

Most specifically, it is posited here that business can have a real impact on the issue with efforts targeted to two specific goals—by educating and stimulating greater awareness, thus propelling the issue toward a greater consensus and concern; and by collaborating with government, global institutions, and NGOs to build stronger networked alliances with greater opportunities for collective action toward the issue. Although an argument has been made here as to *why* businesses should be actively engaged and a number of suggestions have been offered as to *how* they can assist in the fight to end modern slavery, a challenge clearly remains in getting more business corporations to recognize this. Global forums, petitions, engagement, even exposure of those culpable all can assist in more collectively bringing business corporations to engage in this daunting fight.

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