Dear friends and colleagues,

I'm thrilled to share Transparentem's new strategy, which will take us through 2030.

In more than 30 years of working on labor and human rights, I have never seen a moment like this one. For the first time in modern history, forced labor is at the top of the global agenda. As we release our strategy, countries around the world are strengthening their laws against forced labor and trade agreements increasingly require action to end it. Economic, national security, and ethical interests are aligning in ways that once seemed impossible.

We have a rare opportunity to change the lives of the 28 million people trapped in forced labor. Nearly 40 percent of them are women and girls, 12 percent are children, and more than two-thirds work in global supply chains. That gives us clear leverage to drive change.

Our strategy is built to seize this moment. Our priorities are firm, and we've built in the agility to adapt our tactics as the landscape evolves.

Over the past ten months, we invited 90 people to share their perspectives with us through surveys and one-on-one conversations. We heard from civil society, funders, brands and industry associations, technology and AI experts, organized labor, investors, researchers, journalists, and current and former government officials. We also drew on the experience of our board, our staff, and our network of field investigators, along with former colleagues who know our work from the inside. The candor of everyone we spoke with shaped this strategy.

Having spent much of my career at the International Labour Organization, I know that lasting change comes only through partnership. Addressing the root causes of labor exploitation takes collaboration among governments, business, workers, and civil society, and the scale of the abuse demands broad coalitions at the local, national, and global levels. Our new strategy puts partnership at the core of our work.

The strategy also marks a step change in our ambition. It doubles down on investigations that move the needle beyond the individual workplaces we investigate and adds a deliberate focus on the abuses women and girls face. Every investigation will aim to ripple outward, from immediate remedy for workers to lasting change across companies, industries, and in legislation and enforcement at the national, regional, or global levels.

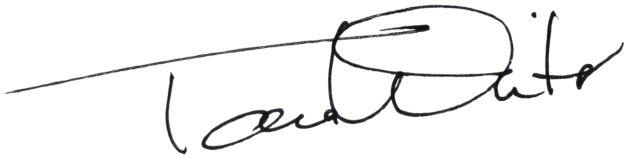
We're building on a decade in which Transparentem connected more than 300 companies to labor abuses, more than 70 percent of whom responded. Now we're ready to grow that impact. We'll equip our network of nearly 90 field investigators with new skills and tools, use AI and other technologies to find abuse faster and trace it to more of the brands involved, and adopt a flexible and modular approach that allows us move either quickly or in-depth depending on what is needed.

This work is also about something larger. Forced labor thrives where workers can't organize, journalists are silenced, and laws go unenforced. By exposing abuse, holding companies to account, and standing with workers, unions, and an independent press, we help defend the rule of law which is the bedrock of democracy.

Releasing this strategy also marks the end of my first year as Executive Director of Transparentem, following our founder, Ben Skinner, who built something remarkable. I started out my own career as a journalist, and I've never lost my belief that the truth, carefully documented, can change the course of history. Over the past year, I've watched our investigators earn the trust of workers who share their stories at great risk to themselves, and I've seen companies change course because of what those workers told us. That courage is what drives us. I'm more hopeful about what we can achieve together than I've ever been, and deeply grateful to be doing this work with all of you.

I hope you'll read the strategy, share your thoughts, and help us make the most of this moment together.

With deep gratitude,



Tara Winter
Executive Director, Transparentem