

**INTERPARLIAMENTARY TASKFORCE ON HUMAN TRAFFICKING**  
**JEN MILLS for J4FHS**  
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My name is Jen Mills, and I am a survivor of trafficking and abuse by Mohamed Fayed.

I joined Harrods in 1986, excited to begin my career as a Management Trainee. I was 16. Within a few months, I met Mohamed Fayed. He quickly invited me to work for him as one of his personal assistants. I had no idea that accepting this opportunity would lead to almost five years of sustained abuse—abuse that would profoundly damage my life and leave lasting psychological and emotional harm.

At first, Fayed presented himself as charming and charismatic. But that mask quickly slipped, becoming dark, dangerous and predatory. I wasn't aware that this seemingly kind behaviour was in fact, the first signs of grooming. What then began as bullying and mental abuse escalated into trafficking for sexual exploitation and ultimately ended in serious sexual assaults, attempted rape and attempted strangulation.

I was isolated from colleagues and constantly monitored. Fayed's security team followed and intimidated me, while I worked at Harrods and for years afterwards. I lived in constant fear, not just for my own safety, but for the safety of my loved ones.

Fayed did not commit these crimes alone. He was enabled by a system. People who recruited, trafficked, surveilled, threatened, and ensured that no one would ever feel able to speak out. These enablers must be held to account. Many are still alive today. They must be brought to justice and **prosecuted**.

Despite our efforts to bring him to justice over many years, we were never able to hold Fayed accountable. His death in 2023 closed the door on criminal justice in the conventional sense. But the institutions that failed us are still here, and they must answer for that failure.

We know that over several decades, victims reported Fayed to the Metropolitan Police. We know cases were referred to the Crown Prosecution Service. And yet, he was never charged with a single offence.

So I ask: why were we never **protected**?

It has taken me almost 40 years to come to terms with what I endured. I carried the silence, the guilt, and the belief that no one would ever listen. I stand here today because of the support of fellow survivors, who gave me the strength to speak—and that, in turn, has enabled me to help others find their voices too.

But this cannot just be about looking back. It must be about what we do next.



As my colleague Lindsay has already discussed, we have written a survivor-led, trauma-informed advisory paper, “The Foundation” the vision of which is to:-

- Work to educate our young people to prevent them falling prey to predators
- Provide young people protection in the workplace and within the HR process
- Work in partnership with companies within The Foundation’s global accreditation scheme
- With visibility, work across borders and agencies to secure meaningful prosecutions

In addition, The Foundation will work towards establishing a globally recognised safeguarding and governance framework for employers and Human Resources professionals.

This framework would introduce clear standards and protections for employees, including:

- Safe and transparent business travel procedures
- Employee control over personal identification and passports
- Clear accommodation safeguarding policies
- Mandatory reporting structures for grooming, coercion, trafficking, harassment, and sexual exploitation
- Survivor-informed HR training
- Independent escalation procedures for employees
- Enhanced protections for young and junior employees entering the workforce

The Foundation also aims to establish an independent, survivor-informed reporting and support mechanism for victims. This would provide young people and vulnerable employees with **protection** and access to:

- Immediate confidential guidance
- Specialist safeguarding support
- Referral pathways
- Independent advocacy
- Trauma-informed assistance

Our aim is to create a globally accessible “one-point” reporting pathway operating independently from employer-controlled structures.

The Foundation would seek **partnerships** with specialist anti-trafficking and safeguarding organisations internationally.

By combining survivor experience, professional governance, education, and corporate accountability, The Foundation aims to create lasting systemic change in workplace safety and anti-exploitation protections worldwide.



I speak today because no young person should ever be vulnerable to grooming, coercion, exploitation, or abuse, hidden behind status, influence, or opportunity. Change requires more than acknowledgement — it requires action, accountability, education, and systems designed to protect people before harm occurs, not afterwards.

Thank you for your time.

