

# Spotting the 7 Red Flags For Labour Exploitation



## Overview

More than 100,000 people in the UK are estimated to be victims of Modern Slavery; this is a crime which is hard to identify without us all working together and supporting each other.

Out of an estimated 50 million victims of Modern Slavery worldwide, 28 million are known to be in forced labour and 22 million in forced marriages.

The following document was created and designed to offer general support and guidance on spotting the early signs of Modern Slavery within a workforce.

As a business, we want everyone to think about the Seven Red Flags and the questions we have covered, as well as using your own initiative to act appropriately to support one another from this atrocious crime.

If you do not notice any of the signs and have concerns for a colleague, please remember your own safety and those around you. Do not confront or challenge anyone.

**Report it and stay safe!**



## 1. Physical Appearance

- Have you noticed anyone who appears unkempt or malnourished?
- Have you noticed anyone who wears the same clothes constantly, is dirty and/or their clothes don't fit properly?
- Have you noticed any signs that seem out of the 'norm' for the environment a person works in i.e., chapped hands if they work in an office?
- Have you noticed any physical injuries?
- Have you noticed anyone at work with hygiene issues?



## 2. Large Groups of People

- Have you noticed any groups who rely on one person to speak for the majority?
- Have you noticed one person having all the personal documents for a group of people?
- Are you aware if a group all share the same or similar surname?
- Are you aware of anyone in a 'group' that looks anxious and/or timid?



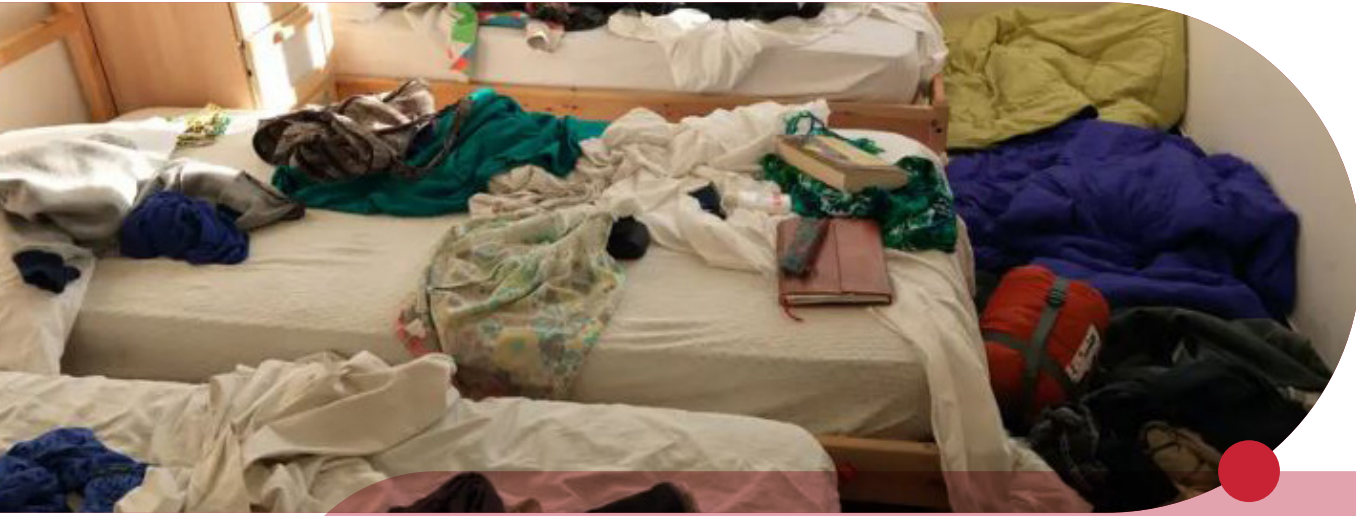
## 3. Sharing Personal Details

- Have you noticed anyone who relies on someone else to provide any contact or personal information for them?
- Have you noticed anyone who avoids social interactions where personal contact information might be needed?



## 4. Sharing Transport

- Have you noticed colleagues being dropped off or picked up a lot earlier or a lot later than other colleagues?
- Have you noticed colleagues being dropped off or picked up by a person who does not work at the site?
- Have you noticed colleagues saying they have their own transport but appear to walk to work?
- Have colleagues expressed concerns about getting to or from work?



## 5. Sharing a Residential Address

- Are you aware of multiple colleagues living at the same address at the same time?
- Are you aware of colleagues changing addresses very often?
- Are you aware of a particular address that multiple colleagues seem to use?



## 6. Concerns about colleagues (inc. factory floor chat)

- Have you noticed a change in behaviour or attitude of a colleague?
- Have you noticed anyone who has long periods off from work but doesn't talk about holidays or their personal lives?
- Have you overheard conversations between colleagues that seem concerning?
- Have you noticed anyone who is often isolated and not engaging with others?
- Have you noticed anyone who often seem anxious, nervous, or sad?
- Have other colleagues expressed concern regarding a colleague?





## 7. Third-party control

- Have you noticed anyone who escorts multiple people to and from work?
- Have you noticed someone who speaks on behalf of anyone without letting them answer questions directed at them?
- Have you noticed anyone who avoids being involved in social situations including WhatsApp groups?
- Have you noticed any unusual cars that are used for dropping off and picking up colleagues, these can be quite expensive cars or cars that look unsafe – are they driven by the same person?
- Have you noticed any colleagues who speak to only one person while at work?

## Key Contact Details

**Modern Slavery Helpline:** 0800 0121 700

**GLAA:** 0800 432 0804 or [intelligence@gla.gsi.gov.uk](mailto:intelligence@gla.gsi.gov.uk)

**Crimestoppers:** 0800 555 111

**UK Emergency Contact:** dial 999