

# MODERN SLAVERY TOOLKIT



**DE MONTFORT  
UNIVERSITY**  
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**ADVICE & GUIDANCE FOR BUSINESS**

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# PART 1 – INTRODUCTION TO MODERN SLAVERY AND HUMAN TRAFFICKING

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Anti-Slavery International states the following:

*“Many people think that slavery happens only overseas, in developing countries. In fact, no country is free from modern slavery, even Britain. The Government estimates that there are tens of thousands of people in modern slavery in the UK.”<sup>1</sup>*

The UK Government estimates that the number of Modern-Day slaves within the UK is between **10 and 13,000** but this figure is small when compared to that quoted by the Global Slavery Index, which puts that figure at around **136,000**.

Human Trafficking is where people are trafficked or “traded” for various purposes, such as sexual exploitation or forced labour.

Human Trafficking is a crime as it clearly violates the right to the free movement of an individual, through the coercion and control exerted and because of their commercial exploitation. It is a (very lucrative) trade in people, and it does happen in the UK, especially with individuals subject to Modern Slavery who are transit workers trafficked from one working site to another to avoid detection by the authorities.



Modern Slavery or Human Trafficking can occur anywhere, and no business or country can be said to be completely free of these crimes. These crimes have a major impact on victims, both during and after their experience, and many of them are traumatised for life as a result.

Many countries now treat Modern Slavery prevention and detection as a priority. For each and every crime found in the UK the cost to the economy is around £330,000

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<sup>1</sup> <https://www.antislavery.org/slavery-today/modern-slavery/>

(including victim support, lost earnings and enforcement) resulting in an overall annual cost of between £3.3 billion and £4.3 billion.

Modern Slavery cannot and should not be ignored, and could occur directly within your business, however small, or within your supply chain and have a serious impact on your brand.

***You should therefore take steps to make sure that you are aware of what Modern Slavery is about, how to spot it and help prevent and what to do if you should come across it.***

Below are links to two videos that demonstrate clearly how Modern Slavery happens and how it affects victims, many ending up trapped for years.



**HORSE TRADING**



**CAN YOU SEE ME?**

This toolkit, can help your business to spot exploitation and modern slavery.

Below are two case studies. Fortunately, for these victims, they stood up and spoke out and are now living better lives. Many, however, remain trapped and are still suffering exploitation.

## Modern Slavery Case Study – Midlands Farm Workers

An employee spoke out at a Christmas Party. The Gangmasters & Labour Abuse Authority (GLAA) was contacted by the Farmer at 9:00 am on the Monday following the party. The GLAA dispatched officers the same day to interview the workers at the farm. Workers indicated they were forced to work and allowed only to keep £20 or £30 of their wages which sometimes amounted to nearly £500 each. Landlord (pictured right) lived a lavish lifestyle, with multiple cars, properties and a “palace” in Poland with over 50 windows. During interviews by the GLAA one of the workers was so distressed he had a minor heart attack and was taken to hospital. The landlord and his “enforcer” became aware of the interest and went to the hospital to get access to the victim to prevent him talking. Police intervention led to subsequent arrests & conviction of 8 years imprisonment following a guilty plea. The result of this was a positive response from both the customers and suppliers of the business as well as from the media. The earlier investment in Modern Slavery training of all staff had paid off as they clearly knew what action to take once suspicions were raised.



## Modern Slavery Case Study 2 – West Midlands Slavery Ring

Most recently, this case made the headlines in the West Midlands. It was described as the largest ever Modern Slavery ring which preyed on over 400 people. There was a three-year investigation, where victims were lured by promise of work and good money. The victims were paid 50p per day, while their bosses made over £2m and lived in luxury. Meanwhile, the victims lived in squalor, washed in canals, and ate out of date food. They worked in farms, recycling plants and poultry factories. If they complained, they were threatened and beaten. Victims’ ID Cards and passports were seized and benefits were claimed in their names. One was stripped naked in front of other workers, doused in surgical chemical iodine, and told that the gang would remove his kidneys if he did not keep quiet.



# PART 2 – MODERN SLAVERY ACT 2015 SUMMARY & BUSINESS REQUIREMENTS

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The Modern Slavery Act 2015 contained the following main provisions:

- The consolidation of the existing slavery and trafficking offences
- The introduction of two new civil orders to enable the courts to place restrictions on those convicted of [modern slavery](#) offences, or those involved in such offences but not yet convicted
- The establishment of an independent Anti-Slavery Commissioner to encourage good practice on the prevention of modern slavery offences and the identification of victims. The first commissioner was [Kevin Hyland](#), the newly appointed one being [Dame Sara Thornton CBE QPM](#)
- The provision of mechanisms for seizing traffickers' assets and channelling some of that money towards victims for compensation payments
- The creation of a new statutory defense for slavery or trafficking victims compelled to commit criminal offences
- The provision of child trafficking advocates

## IMPORTANT NOTE!

Following concerns raised that the act failed to address the measures to counter the use of slave labour abroad, an amendment (at section 54 of the Act) was introduced and in October 2016 it became **law for businesses with a turnover of more than £36 million to publish an annual statement as part of the act**

Section 54 of the Modern Slavery Act deals with [Transparency Within Supply Chains](#)

In March 2016 the UK Government launched the [Transparency In Supply Chain \(TISC\)](#) register to capture the details of all companies identified as having to comply with this legislation. As of October 2019, there were still around 25% of businesses in the UK who had not published a statement.

In July 2018 the UK Government, commissioned an independent report of the MS Act 2015. The Government's response to [this report](#) and to the recommendations made was published in July 2019.

In total 80 suggested amendments were considered by the Government, of which, recommendations (numbers 15-35), relate to the Transparency in Supply Chains which impact businesses.

In summary the main recommendations that the Government accepted and that will affect businesses in time are given below:

- The Government will check with identified companies required to publish a Modern Slavery Statement that they are covered by the legislation. The Government has now written to all

relevant businesses on at least one occasion reminding them of their legal responsibilities under the Act

- Individual companies should remain responsible for determining if they need to produce a Modern Slavery statement. Non-inclusion in the list or register will not be accepted as an excuse for non-compliance. Responsibility will be collective rather than individual
- Businesses will no longer be allowed to state that “no steps” have been taken to combat Modern Slavery
- The Home Office will issue and oversee guidance to ensure mandatory consistency of Modern Slavery statements. The [Independent Anti-Slavery Commissioner](#) and The Home Office to monitor compliance under Section 54
- There will be consultation on proposed enforcement options if businesses do not comply with their legal requirements. The Home Office have already begun to ensure compliance and non-compliant organisations risk being publicly named
- Businesses will have to report on due diligence and intended future action to prevent Modern Slavery, throughout their whole supply chains
- The Government will provide a repository for organisations to upload their Modern Slavery Statements. This repository is freely accessible to the public.

The Government are committed to further strengthening compliance towards Modern Slavery and it will no longer be an excuse for businesses to say they did not know they had to do this. It is our view that all businesses and organisations, no matter how large or small, should be aware of their requirements and should have a strategy in place to prevent or reduce the risk of Modern Slavery occurring directly or indirectly within its structure and/or supply chain.

*It is a collective responsibility and all businesses and individuals should play their part in preventing Modern Slavery and Human Trafficking. This includes any business and not just those that must comply with the legislation described within this toolkit.*



**S**EE IT OR HEAR IT

**L**EARN FROM IT

**A**CT QUICKLY, DON'T DELAY OR IGNORE IT

**V**ICTIMS NEED YOUR HELP, DON'T LET THEM DOWN

**E**NGAGING EARLY CAN HELP OR EVEN PREVENT IT



# PART 3 – HOW TO SPOT MODERN SLAVERY

**ARE** there signs of injury or malnourishment? Do they look unkempt, distressed, or are they wearing the same clothes all the time?



## APPEARANCE

**DO** they appear frightened, sad or anxious? Are they often accompanied by others and unwilling to talk or engage with anyone? Does an individual often speak on their behalf?



## BEHAVIOUR

**DO** they always travel with others and never alone? Are they dependent on others? Are they in possession of their own identification documents?



## RESTRICTED FREEDOM

**DO** they work excessively work long hours without days off? Do they appear isolated at work and do not interact with colleagues? Do they lack equipment to perform the tasks they perform?



## WORKING CONDITIONS

**CHECK** for common mobile numbers, bank accounts, email and home addresses to reduce the risk of control by a third party.



## WORKERS DETAILS

<https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-spot-the-signs/>

Modern Slavery is not always straightforward to spot, it can come in many guises, and something, perhaps just one single action, can be a sign that it may be present.

A worker not making eye contact, looking worried or distressed, especially around one individual or individuals, food being stolen, exhaustion, dishevelled, they are all possible signs and are listed above to provide some guidance for businesses.

The best advice for any organisation is to be aware, always be observant and if you think you may have spotted something, however small or insignificant, act quickly rather than ignoring it.

If you simply ignore it because “it was nothing” or “I was too busy with other things” then victims may continue to suffer, often for many years.

If you decide to act, do it by seeking advice and guidance first (see this toolkit at ***Part 7 – Getting Further Help & Advice***), as if you decide to challenge the individual or individuals you think are behind this, and without any support or proof, the problem may well be moved elsewhere and the victim’s plight will continue, or **much worse you may put the victims themselves at risk of harm.**

Act correctly by recording what you have seen or been told, risk assess the situation, and then immediately seek the help and guidance you need from those who deal with this crime on a regular basis (see ***Part 7 – Getting Further Help & Advice***). If your suspicion was correct, victims can then be located to a safe place, away from those who exploit them, and authorities can then pursue the perpetrators.

Victims are unlikely to walk up to you and state “I am a slave, please help me”, but they may try to gain that help in a subtle way, by telling trusted friends or colleagues and rely on them to advise others who will then help them.

Worker rights’ complaints are common, and most can be rectified easily, but if issues raised are frequent and common in regard to, say, hours not being paid, no time off, threats made following complaints etc. it could be a sign of something more sinister, so **engagement** is the key to reducing any risk.

You can help prevent risk by carrying out regular checks on those who provide you with labour, especially where you use agency labour. You can (and should) also speak to the individuals who work with or for you regularly to ensure their welfare.

**GUIDANCE ON THE TYPES OF QUESTIONS YOU MAY WANT TO CONSIDER IS GIVEN LATER IN THIS TOOLKIT AT**

***PART 5 – REDUCING RISK OF MODERN SLAVERY WITHIN SUPPLY CHAINS***

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There are a number of Anti-Slavery organisations available online that have useful material about how to spot and deal with Modern Slavery and we have included these within the final section of the toolkit at

***Part 7 – Getting Further Help & Advice***

## Part 4 – How to Deal with issues of Modern Slavery or Exploitation

Whatever the risk you feel there is of modern slavery in your business, or its supply chain, you as a business need to be prepared. You must always be alert, and ready to act in the correct way, should you become aware of, or suspect, that Modern Slavery is present either directly within your business or indirectly within your supply chain.

It is therefore advised that you develop your own policies and strategy for dealing with any issue, but as a guide, the diagram below picks out the suggested way to initially deal with any such issue.

**IN ALL CASES** ensure the victim is safe *then* seek further help & guidance



*If you simply suspect an issue, you may always seek appropriate advice first and details are given in this toolkit at **Part 7 – Getting Further Help & Advice***

# PART 5 – REDUCING RISK OF MODERN SLAVERY WITHIN SUPPLY CHAINS

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As Modern Slavery may not always be obvious, businesses can be (and have been) often caught completely unaware that it was ever present.

The first you may know is when enquiries are made with you by enforcement agencies, or at the very worst you become part of a Police operation, and the subsequent media coverage in order to rescue victims of Modern Slavery within your organisation.

While the above may be viewed as extremes, and for most businesses the risk will be not be as high as in some sectors of industry, this should not mean that you can afford to become complacent and assume it will not happen. You need to be aware at all times, be proactive, and above all be prepared.

This toolkit cannot give you all the answers to ensure it will never happen, but it can help you to identify your high-risk areas and then take appropriate action yourself to reduce the risk.

To repeat, Modern Slavery can happen anywhere at any time so you need to be alert to that possibility and have a plan in place to react in the event of suspicions emerging. Below are suggested actions you can take to help prevent Modern Slavery.

## **Business Uses Direct Labour**

If the model used within your organisation is to recruit workers for direct employment, you can assess the risk by asking these questions:

1. Where are your workers recruited from UK or abroad? If abroad this could pose a higher risk.
2. If you do recruit from abroad, who do you use, how well do you know them, and do you carry out regular audits on the recruitment process? Does the person you use employ or use anybody else to recruit the workers?
3. How are they recruited, by what method, by whom, from where? Could anyone else outside of your organisation be involved in this “recruitment process”?
4. During recruitment do you ask questions of the workers concerning how they found out about the role they have applied for, are the same names mentioned in terms of “friends” who “assisted”?

5. Is there any evidence that workers have paid any money to get (or apply for) this role, and if so to whom?
6. When you interview workers as part of your recruitment process, does anyone accompany the worker, tend to speak for them if so who and why?
7. Post recruitment, how well do you know your workers? ([Refer to How to Spot the Signs – Part 3 of this toolkit](#)). Do you speak to them regularly so would identify any issues of welfare concern?
8. Are you aware of where your workers live, have any comments or concerns been made about the accommodation such as it being poor or overcrowded?
9. Do you provide any training for all your workers on how to spot Modern Slavery within your business and what action to take if they suspect it?
10. Do you ensure that there is anti-slavery material that workers are made aware of within communal areas?
11. Do you ensure that workers have a trusted contact within your organisation that they can go to for help if needed, if they feel they themselves are being exploited or are subject to any Modern Slavery issues?

### **Business Uses Indirect Agency Labour**

A number of organisations, especially those with seasonal “peaks and troughs” at certain times of year, use the “top up” model. In effect this means they will often have a fairly static number of direct employees, but numbers will be topped up by agency labour according to customer demand. As an example, food companies use vast amounts of additional labour in the lead up to the Christmas period to ensure that we as consumers have the choice we desire when we shop.

With this model comes a higher risk, and more needs to be done proactively by the business to ensure Modern Slavery is not present. If you as a business do not recruit your workers you do not have that reassurance of knowing how they go to where they are at present or how they are being treated by their employer. It is advisable therefore to carry out checks on any agency you use, both by speaking to or auditing the labour provider (that is, the agency) and also by you speaking directly to the workers that are supplied to your business.

It is for you as a business to decide how often you do this, and the process you adopt, but by being proactive and also having a close relationship with the agencies you use you will ensure that any risk of Modern Slavery is reduced or (if present) is quickly identified.

Below is a series of suggested questions that you may want to use when interviewing either a labour provider (agency) and also when talking to workers that are supplied to your site or sites.

The following link provides suggested questions you may wish to ask if you use an agency to provide your “top up” labour. These should enable you to gain more information about the business and an idea of their compliance level

### **Suggested Questions for Agencies**



Agency  
Questions.docx

### **Suggested Worker Interview Questions (UK and Non-UK Workers)**

The following questions can be used to interview workers to gain information and assurance within each of the heading areas. If any issues of concern are found or raised by workers take action accordingly be referring to other areas of this toolkit.



Questions for  
Workers.docx

# PART 6 – MODERN SLAVERY STATEMENTS

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As was stated earlier within this toolkit, in October 2016 it became law for businesses with a turnover of more than £36 million to publish an annual statement as part of the act [Transparency Within Supply Chains Section 54](#).

The requirement states that the Modern Slavery Statement should be completed within **SIX** months of the financial year end and must clearly set out the steps taken to ensure that Modern Slavery does not happen within the business or supply chain.

***It is no longer an option to state that no such steps have been taken in order to simply comply with the legislation.***

Included within the toolkit below is a link to a video giving more details of what should be in a [Modern Slavery Statement](#) but generally the composition should, and following the recent MS Act review **must** now include:

- **INTRODUCTION** – Business details statement number, commitment etc.
- **STRUCTURE** – Main business details and if appropriate the supply chain
- **POLICIES** – in relation to MS and HT
- **DUE DILIGENCE** – action taken to prevent MS
- **RISK AREAS** – steps taken to reduce that risk
- **EFFECTIVENESS** – of action taken
- **TRAINING** – available & completed for staff

It is for individual businesses to decide how much detail is included within the statement, but it should reflect both the business commitment to tackling the issue and also what has been done over the past 12 months.

Certain larger businesses with global supply chains, and with higher risk, may have much more to say within their statement, and it could therefore run to several pages, whereas for others the risk will be low and the statement tailored accordingly

As an example, take a look at the detailed one produced by the high street retailer [M&S \(Mark and Spencer\)](#)

In accordance with government recommendations businesses will now also have to outline what steps they **intend** to take in the future 12 months to combat the threat of Modern Slavery.

Through De Montfort University speaking to different businesses, we found mixed opinions as to whether any issues of Modern Slavery (that were discovered or occurred within the business during the previous year) should be mentioned within a statement.

Some businesses felt that although it was important to be transparent, that by declaring issues of Modern Slavery had actually occurred within the business, it could have commercial implications, if for example customers were seeking organisations with which to trade.

Their concerns surrounded as to whether the very mention of “Modern Slaves” within any statement put off prospective customers, who may then choose to take their business elsewhere?

An alternative view, was however, would customers looking at that statement see that the business was in fact open and honest in making this declaration, and additionally had dealt with it firmly, speedily and correctly?

There is no right and wrong answer but your statement should reflect the work you have done and intend doing in this problematic area, so it would be advised not to leave out any issues that may have occurred completely, especially if any of those resulted in any action by enforcement agencies and any media interest, and are available within open source research for others to then ask questions about.

Adverse media can have a dramatic impact on a business and brand, especially in terms of Modern Slavery, so transparency and awareness and full co-operation with the relevant authorities are key.

If in doubt seek further help and guidance ***see Part 7 of this toolkit.***

# PART 7 – GETTING FURTHER HELP & ADVICE

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Below are quick links for you to obtain further help and guidance on all issues within this toolkit. With numbers 1 and 2 you will be able to talk one to one with an individual person and discuss your concerns.

**IF THE MATTER IS SERIOUS AND VICTIMS ARE AT ANY IMMEDIATE RISK CALL THE POLICE IMMEDIATELY ON 999**

## Help on reporting & dealing with Actual or Suspected Modern Slavery

1. [GLAA \(Gangmasters & Labour Abuse Authority\)](#)  
Specialist organisation sponsored by the Home Office, deals with all aspects of labour exploitation and Modern Slavery. Able to provide advice and guidance via direct contact
2. [Modern Slavery Helpline](#)  
Advice and reporting site run by Unseen (see below) a Charity dealing with Modern Slavery. Contains lots of useful statistics and general guidance as well as a reporting mechanism
3. [Unseen](#)  
Works in partnership with many stakeholders to provide support, help and guidance to victims of Modern Slavery and Trafficking. Site has lots of useful information and guidance on all matters contained within this toolkit
4. [National Crime Agency](#)  
The National Crime Agency (NCA) leads the UK's fight to cut serious and organised crime, protecting the public by targeting and pursuing those criminals who pose the greatest risk to the UK. Their site contains useful information both written and visual (videos) about Modern Slavery and how victims are dealt with.
5. Stronger Together – their website provides a lot of useful tools and templates which would be very useful for business.

## FURTHER RESOURCES TO HELP YOU COMBAT MODERN SLAVERY

### Help with Spotting the Signs of Modern Slavery

1. [GLAA Spotting the Signs Information](#)
2. [Police – Sign and Indicators of Modern Slavery](#)
3. [Spotting the Signs Short Video 2 mins](#)
4. [Case Study Re-Enactment Forced Labour 10 mins](#)

### Help with Writing a Modern Slavery Statement

1. [UK Government Practical Guide](#)
2. [De Montfort University Partners – Specific Help & Guidance<sup>2</sup>](#)
3. [Example Template for a Modern Slavery Statement](#)

### Help with Developing appropriate Policies to tackle Modern Slavery

1. [Ethical Trade Initiative Base Code](#)
2. [Human Rights Policy](#)
3. [Supplier Code of Conduct](#)
4. [Remediation Policy](#)
5. [Whistleblowing Policy](#)

Finally, there is a short podcast that has been produced that will advise more concerning some of the details that we have discussed in this toolkit. I recommend looking at it to gain yet further information and understanding. The podcast is available from this link.

<https://llrmodernslaveryactiongroup.our.dmu.ac.uk/toolkit-to-help-businesses-tackling-modern-slavery/>

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<sup>2</sup> This is for more specific, tailored and individual advice and guidance on any matter within this toolkit, and may incur a cost



DMU hope that you have found this toolkit useful, and that it has enabled you to gain a greater understanding of Modern Slavery.

It is crucial that all businesses realise their responsibilities within this area and make every effort possible within their own organisation and also within their supply chains.

Many victims of Modern Slavery, Trafficking and Exploitation are still suffering globally, and no doubt will be for many years, so please ensure you play your part in helping to identify and deal with this terrible crime.

If you should need any additional help with any matter contained within this toolkit, please make contact by emailing me at [dave.walsh@dmu.ac.uk](mailto:dave.walsh@dmu.ac.uk), and I will do my best to assist you or provide you with details of others who can.

Professor Dave Walsh, De Montfort University Law School.

*Modern Slavery devastates communities and our economy. It is hidden in plain sight all around us, in the places we shop and eat, in our local factories and farms and on our streets. Modern Slavery exists in the supply chains of the goods and services we as Government and consumers buy. Our response will strengthen our ability to stop criminals putting men, women and children into criminal, dangerous and exploitative working conditions.*

*I am determined to ensure that Modern Slavery has no place in the communities and businesses of our modern world, and that we protect and support the most vulnerable in society and relentlessly pursue the perpetrators behind these vile crimes.*

*Rt Hon Sajid Javid MP*

*July 2019*

***“You may choose to look the other way, but you can never say again that you did not know”.***

***William Wilberforce***

