

How to Spot the Signs of Modern Slavery

Modern slavery is an issue that we must all tackling head on. We need to keep modern slavery out of our business operations and by being vigilant, there are ways we can do something to help those who are in a vulnerable situation.

You've all been issued with a wallet-sized information card. This card should give you the information you need to report an instance of modern slavery or to seek assistance if you've seen something you're not happy about. This could be either within our own business operations, the business operations of others, where you're delivering or in the wider community.

As well as the information card, new on fleet information panels with the National Modern Slavery Helpline number are also being put on our vehicles. The short training film specifically for logistics will also give you more details about why we are tackling Modern Slavery and what we can do about it.

As our staff, you're more than qualified to decide whether something looks ok to you or not – you know what's right and what's not. Use the card and the short training film to call whichever number or person you consider to be the most appropriate. A training film produced by Marshalls plc, specifically for transport and logistics can be viewed here:
www.youtube.com/watch?v=SDRJS2hyOYU

One thing to remember though, and this is very important: Please remember that in doing the right thing, never ever step in and risk putting yourself or a victim in further danger.

Someone is in slavery if they are:

- Forced to work – through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property' Physically constrained or have restrictions placed on their freedom of movement

Spot the Signs of Modern Slavery:

- Signs of being controlled
- Fearful of police/authorities
- Signs of trauma – psychological (such as anxiety) and/or physical (such as bruising)
- Excessive hours/overtime, few breaks
- Poor or non-existent health and safety standards Fearful of telling others about their situation
- Limited freedom of movement
- No passport or someone else holding their identity documents Abusive working/living conditions
- Not paid or paid very little Malnutrition

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Working Together to End Modern Slavery