

## Report your concerns

If you think someone is being exploited or controlled you can report your concerns to your modern slavery compliance officer or the GLAA. **In an emergency**, if there is a risk of danger to life, or violence is being used or threatened, **call the police using 999**.

**Remember: Seek advice and guidance.** Don't approach a potential victim as you may put them or yourself in danger, or compromise any possible investigation.

## Contact us

Get in touch with the GLAA for advice, assistance or to report an issue.

Call our confidential helpline: **0800 432 0804**

Email: [contact@gla.gov.uk](mailto:contact@gla.gov.uk)

Visit us online: [www.gla.gov.uk](http://www.gla.gov.uk) and click on 'Report issues'.

Call the 24/7 Modern slavery and exploitation helpline: **08000 121 700**



Gangmasters &  
Labour Abuse Authority

## Spot the signs of labour exploitation

**Modern slavery is a global problem and international crime.**

Despite being illegal in every country in the modern world, slavery still exists, affecting millions of people worldwide, including many victims within the UK.

All incidents of modern slavery include two basic elements: The deception or coercion of an individual for the purpose of exploitation. This includes a number of illegal and unethical practises such human trafficking, forced and compulsory labour, debt bondage, servitude and forced marriage.

## The Gangmasters and Labour Abuse Authority

*Working in partnership to protect vulnerable and exploited workers*

We are a national enforcement agency, our role is to protect workers from exploitation through prevention, regulation and enforcement.

Working with our partners in industry, education, government, law enforcement, charity and faith groups, we raise awareness of labour exploitation and investigate unlicensed and illegal activity throughout the UK.

Our licensing scheme regulates businesses who supply workers to the fresh produce supply chain and horticulture industry to make sure that they meet the employment standards required by law.



**Human trafficking** is the movement of a person from one place to another, to exploit them. People are deceived, coerced, threatened, forced or even abducted in order to control and exploit them for profit.



**Forced labour** People are made to work, often for little or no pay, through the use of violence or intimidation. Victims are trapped, without the freedom to leave, and with no choice over their situation.



**Labour abuse** includes issues such as non-payment of the national minimum wage, lack of personal protective equipment (PPE), few or no breaks and long hours.

# Spot the signs

There are a number of indicators of modern slavery and labour exploitation. If you believe someone is at risk, please seek assistance for them without delay.

## Appearance



### Victims may:

- Wear the same clothes each day.
- Not be dressed adequately for work - no protective equipment or warm clothing.
- Have injuries that could indicate assault, that are not treated or they cannot explain.

## Finances



### Victims may:

- Receive little or no payment for work.
- Have no money, bank cards or documents.
- Be disciplined through punishment or fines.
- Be charged for unwanted services.
- Accrue debts for transport and accommodation.

## Restricted freedom



### Victims may:

- Be unable to communicate freely.
- Have limited contact with family or friends.
- Depend on employer for work, travel and accommodation.
- Not have passport or identity documents.
- Have no access to medical care.

## Behaviour



### Victims may:

- Be unfamiliar with the local language.
- Follow instructions from someone else.
- Allow others to speak on their behalf.
- Have limited or no interaction with others at work or home.
- Be distrustful of the authorities.

## Working conditions



### Victims may:

- Be unable to choose when and where they work.
- Work long hours over long periods of time.
- Have no time off.
- Be forced to work under certain conditions.
- Have no contract.

## Accommodation



### Victims may:

- Not know their home or work address.
- Live in poor, substandard or unsuitable accommodation.
- Have no choice where or who they live with.
- Live in groups in the workplace, rarely leaving.