

# LABOUR EXPLOITATION

## POLICY STATEMENT



# **The Government is currently pushing legislation to make Companies liable for and obligations to tackle Modern Slavery & Labour Exploitation.**

## **Policy Commitments, Hunterskill Recruitment shall:**

1. The Compliance Director to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue.
2. Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
3. Ensure that all staff responsible for directly recruiting workers are aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.
4. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
5. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licensing Authority and police.
6. Provide information on tackling “Hidden Labour Exploitation” to our employees and our Agency Worker workforce through a variety of formats such as workplace posters, worker leaflets, inductions, and assignment information.
7. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
8. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities (detail how).
9. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

# WHAT IS WORKER EXPLOITATION?

**Human Trafficking** The movement or recruitment of persons by means of threat, force or coercion for the purpose exploitation

**Forced Labour** Where a person is made to work against their will under the fear of a penalty

**Rogue landlords** Who house people in overcrowded and unsafe property often with threats of eviction or other intimidation

**Work-Finding Fees** In the UK it is unlawful for workers to be required to pay to get a job.

# INDICATORS OF LABOUR EXPLOITATION

**Bank Details** By checking bank accounts that shows a number of unrelated workers paid into one account is an indicator of Labour Exploitation.

**Mobile Number** If a Mobile/Emergency number is used to contact numerous unrelated workers this can be an indicator of Labour Exploitation.

**Address Details** By checking Address Details that shows a high number of unrelated workers living at the same address is an indicator of Labour Exploitation.

Threats of or actual **physical or sexual violence**

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**Restriction of movement** and confinement to the workplace or to a limited area

**Debt Bondage** Where a worker works to pay off debt or loan, and is not paid for his or her services

**Withholding of wages** Refusing to pay the worker at all or excessive wage reductions

**Retention of passports and identity documents**

**Threat of reporting to the authorities**

# **IT'S ALL ABOUT THE MONEY**

Usually a crime coordinated by organised gangs, moving and exploiting numbers of people, often as part of wider criminal enterprises.

It's a hidden crime and difficult to uncover - workers may not consider themselves as victims or want to report it

**...but working together we can reduce this hidden exploitation**

# WHAT WE ARE DOING TO TACKLE HIDDEN LABOUR EXPLOITATION?

Distribute worker leaflets/display posters

Building awareness by educating workers and supervisors

Implementing preventative and highlighting measures

Working together with trade unions/employee representatives

Implementing channels for workers to report exploitation



# WHAT YOU CAN DO ...OUTSIDE OF WORK

**If in immediate danger** call the Police on 999

**Non-emergency** call the local Police on 101

**For personal help and support for victims of human trafficking**  
call: The Salvation Army on 0300 303 8151 or Migrant Help on  
07766 668781

**Report it to the Gangmasters Licensing Authority confidentially** by  
calling 0800 432 0804

The Gangmasters Licensing Authority assists  
and protects vulnerable and exploited workers  
across the food industry.



Gangmasters  
Licensing Authority



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