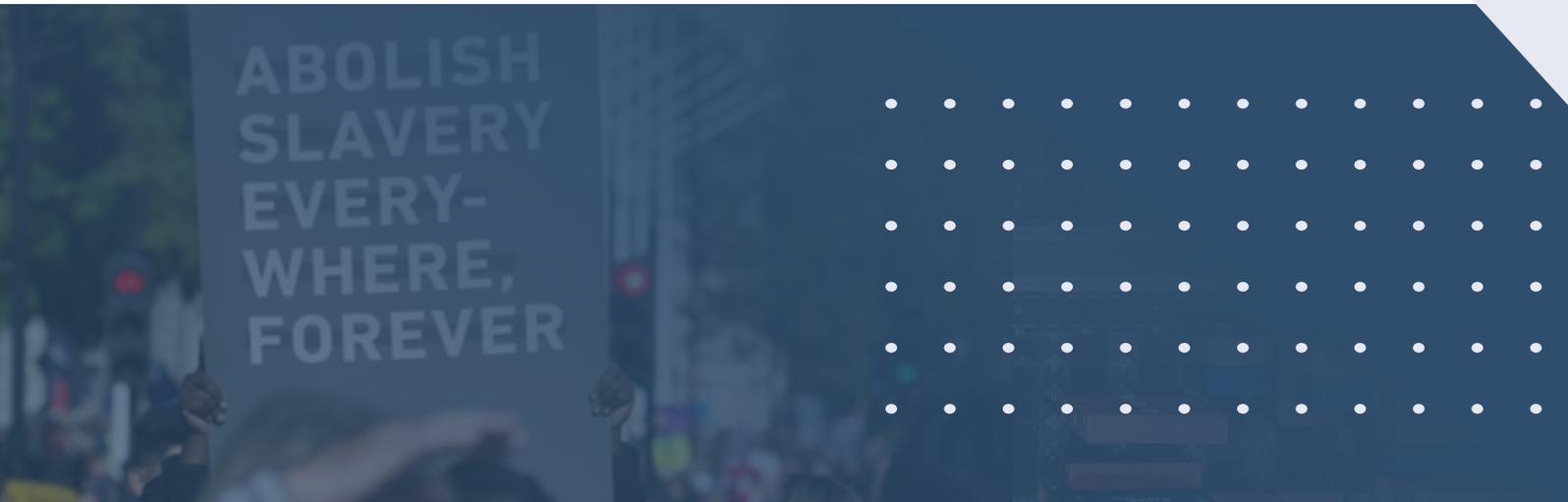


GUIDE

Modern Slavery Red Flags

Recognizing the Signs of Modern Slavery Practices in Your Workplace and in Your Suppliers' Workplaces



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▶ MODERN SLAVERY PRACTICES IN THE 21ST CENTURY

With over 40 million people trapped in modern slavery around the globe, it is important that employers and their employees speak up for these victims and understand some of the red flags that may indicate someone in their workplace or in the workplace of any of their suppliers is trapped in modern slavery. Some employers and their employees earnestly believe they are not part of this global problem, but modern slavery practices can flourish in plain sight in your community and workplace.

The slavery practices prevalent in the 21st century do not necessarily look the same as the 17th and 18th centuries practices that are so familiar to most people. The victims of modern slavery in the 21st century may not always be in metal chains so it may not always be easy to identify slave workers, even in your own workplace. Victims of modern slavery may be reluctant to speak up for a number of reasons, including a fear of reprisal to themselves or their families, concern that their story will be dismissed, personal shame in acknowledging to others that they allowed themselves to get trapped in modern slavery conditions, a basic lack of understanding of their rights under the law, or language differences.

The phrase “modern slavery” encompasses a wide range of practices, including the following:

- ▶ **Human trafficking;**
- ▶ **Slavery;**
- ▶ **Servitude;**
- ▶ **Forced labour;**
- ▶ **Debt bondage;**
- ▶ **Deceptive recruiting for labour or services; and**
- ▶ **Worst forms of child labour.**

There are a number of indicators of modern slavery, but not all of the indicators will be present in every case and some indicators may not be immediately apparent. There is no predetermined number of signs that will definitively indicate that an individual is a victim of modern slavery. One or a combination of factors could indicate that a person is a potential victim, so each situation should be reviewed on a case-by-case basis. Some factors may even indicate other problems, such as domestic violence.

▶ RED FLAGS TO WATCH FOR AS AN EMPLOYEE OR EMPLOYER

If you see any of the behavioural or situational indicators in your workplace or in the workplace of any of your company's suppliers, say something by reporting your suspicions to your manager or through your company's designated employee hotline, if one is available. In certain circumstances, it may also be appropriate to contact law enforcement.

▶ Behavioural Indicators

An individual trapped in modern slavery may:

- Have consistently poor hygiene or look unhealthy and simply physically unfit for the job
- Show signs of malnourishment or may need to scavenge or beg others for food
- Have few personal belongings
- Always wear the same clothing every day or wear clothing that is not suitable for the type of work they are doing or for the local climate
- Lack normal protective equipment, such as gloves or ear plugs
- Look unhealthy, dirty, and simply physically unfit for the job
- Appear to be frightened, withdrawn, or show signs of physical or psychological abuse
- Have bruises or other signs of physical abuse
- Be unwilling to make eye contact
- Lack proper training on how to use the equipment at their job site
- Read their personal details from a script
- Seem reluctant to interact or talk with others or the authorities or have limited or no social interaction in the workplace
- Appear to be under the control of someone else
- Allow others to speak for them when addressed directly
- Appear to be unable to move around freely either at the worksite or outside of the workplace
- Never leave the workplace without being accompanied by someone from their employer
- Always wear one or more colourful leather, plastic, or paper bracelets or wristbands stamped or marked with various dates and symbols or appear to be branded or tattooed with identifying information

▶ Situational Indicators

An individual trapped in modern slavery may:

- Always be dropped off and picked up from work by the same person in the same way, especially at odd hours or with a group of other workers
- Not be allowed to leave the worksite
- Be subjected to security measures or controls designed to keep them confined to the work premises
- Confide that they cannot leave the immediate area because their employer or recruiter is holding their identity documents, passport, or earned wages
- Confide that their pay is being docked for labour agency or recruiting fees, on-site living accommodations, daily food, work supplies typically provided by an employer, monetary fines for workplace violations, charges for medical care due to workplace injuries, or other unusual expenses

- Confide that someone is threatening to turn them over to the authorities
- Depend on their employer to provide transportation and/or accommodations
- Only travel with other workers
- Confide that they are subject to violence or threats of violence against themselves or against their family members or loved ones
- Have limited contact with their families or with anyone outside of their immediate environment
- Be required to work excessively long hours over long periods of time
- Be prevented from taking customary break times and local work holidays
- Not take any days off from work, including holidays and customary paid time off days
- Work at a job site that is not well-maintained and does not appear to meet customary workplace safety standards

▶ ADDITIONAL RED FLAGS TO WATCH FOR AS AN EMPLOYER

In addition to the red flags list above, a company should investigate further if any of the following behavioral or situational red flags are present in hiring or onboarding a new employee or contractor or from any current employee or contractor. In certain circumstances, it may also be appropriate to contact law enforcement.

▶ Behavioural Indicators

An individual trapped in modern slavery may:

- Not ask customary questions during the interview or new hire onboarding process, including questions about the wage rate for the position
- Provide fraudulent identification or licensing documents at new hire onboarding
- Provide identification documents that were issued the same month and list the same hometown as multiple other unrelated workers
- Be reluctant or unable to answer routine new hire onboarding questions, such as providing his/her home address or emergency contact
- Provide a current physical home address that does not exist or is a vacant lot, port, truck stop, bus station, public park, agricultural or industrial building, or other nonresidential site
- Provide a current physical residence address, but mail is returned from that address as undeliverable
- Provide the same home physical address, mobile or other telephone number, and/or employment references as other multiple unrelated workers
- Provide a telephone number that does not work or belongs to a random third party
- Confide that he/she is not possession of his/her passports or other travel or identity documents because those documents are being held by someone else
- Request automatic deposit of their paychecks into the same bank account identified by other multiple unrelated workers
- Ask that all of part of his/her earned wages be forwarded to a non-family member
- Refuse normal medical care for workplace injuries
- Decline to participate in off-site company sponsored events
- Not take any paid time off or work on normal local holidays

► **Situational Indicators**

An individual trapped in modern slavery may:

- Have last resided in a country known to have higher risks of modern slavery practices
- Have been hired from a recruiting or labour sourcing firm or external recruiter with no recruiting fee of any kind billed to or paid by the company

► **NEXT STEPS**

No one company or person can solve the global scourge of modern slavery and this problem will not be solved overnight, but an important first step in addressing this problem is to raise awareness of modern slavery practices. By understanding some of the red flags that may be present in workplaces, companies and their employees can serve as proactive first responders in identifying workers who may be at risk in Australia and around the globe. The red flag lists above are not meant to be exhaustive lists. Companies and their employees are encouraged to take ownership of these lists above and add other red flags they may see or have seen in their workplaces or in the workplaces of their suppliers.

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Australia: +61 1800 531 802

UK/Europe +44 (0) 20 3389 8429

US/Global +1-415-780-9667



msacompliance.oncentrl.com



msa@oncentrl.com