ics Accounting

Modern Slavery in Construction



www.icsuk.com

Modern Slavery: Know the Signs

- Modern slavery can happen in any industry, including construction.
- It can affect workers from the UK or overseas.
- It may involve forced labour, exploitation, threats or coercion.
- You don't need to be certain that someone is a victim to raise a concern.

Key message: If something doesn't feel right, speak up.

What is Modern Slavery?

Modern slavery is when someone is exploited and unable to leave or stop the situation because of threats, coercion or other forms of control.

It can include:

- Forced labour
- Human trafficking
- Servitude
- Being forced to work to pay off a debt
- Threats or intimidation
- Having wages withheld or controlled

What Can It Look Like on a Construction Site?

Look out for workers who:

- Seem frightened, anxious, controlled or unusually withdrawn
- Having unsuitable clothes for the role
- Lack of personal belongings
- Are accompanied or monitored by someone who speaks for them
- Don't appear to have control over their own money or documents
- Are paid very little or have wages withheld
- Work excessive hours or live in poor/overcrowed living conditions
- Seem unable to leave their job or accommodation
- Don't know where they are working or have limited freedom to move around
- Say they owe money to an employer or someone who arranged their work



One sign alone doesn't necessarily mean modern slavery - look at the overall situation.

What Should I Do If I'm Concerned?

If someone may be in immediate danger:
Call 999.

If there is no immediate danger:

- Tell your site manager, supervisor or you can email people@icsuk.com
- Report your concern through the appropriate reporting procedure.
- You can report suspected modern slavery to the authorities.
- Don't confront the suspected exploiter yourself.
- Don't put yourself or the potential victim at risk.

You don't have to investigate it yourself.



Where Can I Report It?

Police

999 - immediate danger or emergency
101 - non-emergency police contact

Modern Slavery & Exploitation Helpline
08000 121 700

Online Reporting Portal: https://www.modernslavery.gov.uk/start

Free and confidential support and advice is available:
https://www.modernslaveryhelpline.org/

If you're unsure whether something counts as modern slavery, you can still ask for advice.

What If It's Happening to Me?

If you think you are being exploited:

- You are not to blame.
- Try to speak to someone you trust.
- Tell your site manager or safeguarding contact if it is safe to do so.
- You can contact the Modern Slavery & Exploitation Helpline.
- If you are in immediate danger, call 999.
- You can confidentially report via ICS through people@icsuk.com
- Reports will be taken seriously and handled confidentially.
- Don't feel that you need to deal with it on your own.

Help is available.

Remember: STOP • THINK • REPORT

STOP
If something doesn't feel right, don't ignore it.

THINK
Could someone be being controlled, threatened or exploited?

REPORT
Tell someone who can help.
You don't need to prove that modern slavery is happening before raising a concern.

Remember: Reporting a concern could help protect someone from exploitation.