

# SPOTTING THE 11 RED FLAGS FOR LABOUR EXPLOITATION



[www.staffline.co.uk](http://www.staffline.co.uk)



# SHARED MOBILE NUMBERS & CONTACT DETAILS

Look out for workers that  
share mobile numbers with  
other people/workers.

Unless they share a number  
with a family member, it  
could be suspicious.



## MULTIPLE APPLICATIONS SUBMITTED BY ONE WORKER

All application forms should  
be completed individually  
by each applicant only.

Multiple submissions could  
be the result of previously  
failed applications.



## **SOMEONE INTRODUCING A SUSPICIOUS AMOUNT OF WORKERS TO THE EMPLOYER/WORKPLACE**

Naturally, workers tend to refer friends and family members to work with them.

It should only become suspicious if they are introducing multiple people to work.



## A CONSIDERABLE RISE OF ONE PARTICULAR NATIONALITY

If there is a sudden rise of one particular nationality, it may be worth looking into.

It's typical for gang leaders to organise mass introductions, usually of the same nationality.



## ONE WORKER PROVIDING FOOD & DRINKS FOR OTHER WORKERS

Unless it's clearly a friendly gesture, if a worker is seen giving food or drinks to a co-worker, this should be flagged immediately. This is a common sign of slavery.



# UNKEMPT PHYSICAL APPEARANCE

If a worker shows signs of injury and/or malnourishment, this should be looked into on a personal level.

Other things to look out for are worn or ill-fitted clothing.



## CONCERN FROM OTHER WORKERS (INCLUDING FACTORY FLOOR CHAT)

Rumours tend to spread frequently in any workplace, but if a worker has genuine concern as a result of what he/she has heard, it's worth investigating.



# SHARED BANK ACCOUNTS

Bank accounts should only ever really be shared between partners/family members. If multiple co-workers share the same bank details, further questioning should be applied.

Check their application forms - make sure that their surnames match or they know the account holder on a personal level.



# LARGE GROUPS OF WORKERS SHARING TRANSPORT

Look out for large groups of workers arriving or leaving work in a minibus or van.

More often than not, it will be an old vehicle which is most likely uninsured.



## MULTIPLE HOUSING OCCUPANCY

It's important to look out for multiple workers occupying the same address (unless they are family members).

Anywhere over 4 occupants at the same residence is worth questioning, especially if they all have different surnames.



## WHERE DID THE WORKER HEAR ABOUT THE VACANCY?

If a worker has been recommended the job through their landlord, this should require immediate investigation.

It may well be that their landlord genuinely recommended the job to them, but best to check.



## IS THE PERSON IN FRONT OF YOU WHO THEY SAY THEY ARE?

Always check your  
workers ID picture and  
date of birth. It's common  
for siblings who look alike  
to share ID cards.



# HELP US TO ERADICATE MODERN SLAVERY IN THE UK

As the UK's largest recruiter and employer of EU migrant workers, we have a duty to help to eradicate modern slavery in the UK and, more importantly, free the victims of this malicious crime. Help us spread awareness on Friday, 18th October (Anti-Slavery Day), by sharing this document with your friends, family and colleagues.

