

Modern slavery in construction

What?

- Slavery was abolished but never eradicated. In 2016, around 40.3 million men, women and children globally were victims of slavery with over 50% in forced labour in sectors such as **construction**, manufacturing, mining, utilities, agriculture, forestry, fishing and domestic work.
- Modern slavery is the illegal exploitation of people (of any nationality, gender, or age) for personal or commercial gain. It can include:
 - **Labour exploitation:** victims are forced to work with little or no pay and may suffer poor working conditions, excessive working hours or wage deductions, or be housed in squalid accommodation
 - **Domestic servitude:** victims are forced to work (normally in private homes), subject to ill treatment, humiliation and excessive working hours with little or no pay
 - **Sexual & criminal exploitation:** victims are forced into prostitution or forced to commit crimes
- It is estimated that there is a large number of people within modern slavery in the UK construction industry
- Victims may be subject to violence and under the control of gang-masters.

Modern slavery victims in construction

- The risks from modern slavery can occur anywhere in our operations, be they through direct employment, sub-contract employees of their material suppliers. The risks vary from failure to pay minimum wage in the UK to the use of bonded or child labour in our extended supply chains.
- While it may be unlikely large companies are directly employing trafficked people, contractors and sub-contractors (or the agencies supplying labour) could find themselves targeted by unscrupulous gang-masters who may be offering a ready supply of labour at knocked down rates.
- Anyone can become a victim of modern slavery. However, victims of this crime are often Eastern European men who are promised a job in the UK and then forced by traffickers to work as labourers, or in factories for instance, for little or no money. Through threat, violence or coercion they may be forced to live in squalid accommodation and have their identity documents taken from them.



The warning signs

Indications of modern slavery can be difficult to spot. Some of the things to look out for include:

- Workers who don't have written employment contracts
- Workers who have had to pay fees to obtain work
- Workers who can't prove that they're legally entitled to work in the UK
- A large number of people listed as living at the same address
- Agencies charging suspiciously low rates against standard industry pricing
- Workers who seem to have few personal possessions or often wear the same clothes
- Workers who appear frightened or reluctant to talk to others
- Workers who are dropped off or collected for work by the same person regularly, either very early or very late at night
- Workers showing signs of physical abuse and may appear malnourished or unkempt.

How to report a concern

If you're concerned that an employee, or someone working on our behalf could be a victim of modern slavery, you must report it to your **Lucas Site Manager, Lucas UK Group Ltd head office – 01732 884 022**. You can also get help via:

Via the App: ['Unseen'](#)

National helplines (any language):

Modern Slavery Helpline – 0800 0121700 (24 hours)

GLAA – 0800 4320804 (09:00 – 17:00)

If you're worried that the individual is in immediate danger, phone 999.

Do

- ✓ Be vigilant – look out for the warning signs that may indicate something is wrong
- ✓ Speak Up if you're concerned that someone might be a victim
- ✓ Complete the modern slavery training on the
- ✓ Take a look at our Anti-Slavery and Human Trafficking policy

Don't

- ✗ Attempt to act on your suspicions by confronting a trafficker or a potential victim. **This can put you, and possibly the victim in danger.** Instead, speak up about your concerns with the project manager or phone Safecall on 0800 915 1571, or the police if the individual is in immediate danger.
- ✗ Employees must not take any other action or carry out investigations without the approval of the Group Compliance Director.