

Modern Slavery Act 2015

Although companies with an annual turnover greater than 36 million are required to publish a slavery and human trafficking statement, ABS IT services recognises its responsibility towards combating this heinous crime and are taking the following steps to tackle modern slavery.

- Right to Work: All employees' documents are checks and copies retained.
- Compliance with the national minimum wage rates.
- Observation for any signs indicating modern slavery:
 - Clothes – What is the state of an employee's clothes?
 - Physical Abuse – Are there any signs or evidence of physical abuse?
 - Possessions – Does the employee have any possessions? Any money for food?
- Informal Chats: Management will communicate with all its employees on general manners which should help to identify if an employee needs help or is in some form of modern slavery:
 - Does the employee avoid questions?
 - Does the employee either avoid answering a question or looks for others to answer?
- Restriction of Freedom:
 - Are the employee's movements restricted in anyway?
 - Are they worried about leaving late or even early?
 - Is the employee dropped off and/or collected from work?
- Behaviour is also an indicator that a person may linked to modern slavery:
 - Fearful of authorities, releasing immigration status, unfamiliar to local language, etc.
- Baseline Personnel Security Standard (BPSS): All employees are BPSS checked.
- Security Clearance: All Technical and where appropriate some admin employees are SC screened.

If there is a suspicion that an employee or any stakeholder is a victim of or is involved in modern slavery, you should do one or more of the following:

- Notify the Head of HR immediately
- Call Modern Slavery Helpline: 0800 0121 700
- Report online: <https://www.modernslaveryhelpline.org/report>
- Call the Authorities: 999