

The Modern Slavery Act prohibits several offences during the course of, or related to, your employment, specifically: modern slavery, forced or compulsory labour and human-trafficking.

These terms have very specific definitions (listed below, along with contact numbers for help outside of the company). If you are the victim of these conditions or genuinely suspect that a colleague could be, you can contact HR, in confidence.

- Modern slavery is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. A key element of slavery is the behaviour on the part of the offender as if he/she owns the person, which deprives the victim of his/her freedom.
- Forced or compulsory labour involves coercion, either direct threats of violence or subtler forms of compulsion. The key elements are that work or service is extracted from a person under the menace of a penalty and for which the person has not voluntarily offered him/herself.
- Human-trafficking occurs when a person arranges or facilitates the travel of another person, with a view to that person being exploited. The offence can be committed even when the victim consents to travel. A victim is often deceived by the promise of a better life. The exploitation of the potential victim does not need to have taken place for the offence to be committed. It is enough to arrange or facilitate the movement of the individual, with a view to exploiting him/her for sexual or non-sexual exploitation.

Hire Safe Solutions Ltd are committed to acting ethically and with integrity to prevent modern slavery, forced or compulsory labour and human trafficking from taking place within the business. We undertake risk assessments to identify the key risks in our business and have robust policies and procedures in place to support our 'zero tolerance' approach.

## **Employee's responsibilities**

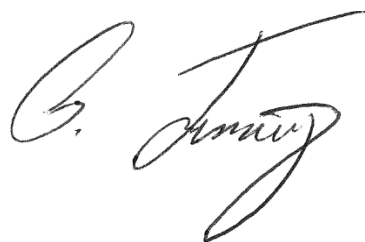
- All employees, and in particular those with management responsibility over others, are required to report any activity which they suspect involves modern slavery/human-trafficking, alongside any other unlawful activity, to Hire Safe Solutions Ltd HR or company directors.
- It is fundamental, therefore, if employees believe that modern slavery/human-trafficking is taking place or that their position is being compromised as a result of these types of activity, that they report this immediately to Hire Safe Solutions Ltd HR or company directors.
- This also applies to contractors who may work inside Wetherspoon's properties.

## **Company's responsibilities**

- To provide training, to all new employees, on modern slavery and human-trafficking.
- To publish a modern slavery statement, outlining those company measures which ensure that there is no slavery or human-trafficking in any part of its business.

## **Management guidance**

- If there is suspicion of modern slavery or human-trafficking, you must report this to Hire Safe Solutions Ltd HR or company directors.



**Signed by:** Gerard Jennings (MD)

**Date:** 03/10/2024

## References

[Modern Slavery Act 2015 \(legislation.gov.uk\)](https://legislation.gov.uk)

[UK modern slavery adult victim support providers](#)

*Modern Slavery Helpline - available throughout the UK*

*The UK Government also provides a 24-hour modern slavery helpline which victims, employers and members of the public, who may encounter modern slavery, can call for expert support and advice: 0800 0121 700*

England and Wales

*The Salvation Army: 0300 303 8151*

*Migrant Helpline: 01304 203977 or 07766 668781 (out of hours)*

Scotland

*Trafficking Awareness Raising Alliance (TARA): 0141 276 7724*

*Migrant Helpline: 0141 884 7900 or 0141 812 2553 (out of hours)*

Northern Ireland

*Migrant Helpline: 01304 203977 or 07766 668781 (out of hours)*

*Women's Aid: 028 9024 9041*

[Republic of Ireland modern slavery adult victim support provider](#)

*The Salvation Army: 0300 303 8151*

Issue	Section	Details of change	Date/Initial
1.0	All	Initial release	12/03/2021 SY
1.1	All	Reviewed and change box added	27/04/2021 RM
1.1	All	Reviewed- no changes made	26/04/2022 SY
1.1	All	Reviewed- no changes made	14/04/2023 SY
1.1	All	Reviewed- no changes made	15/04/2024 SY
2.0	All	Multiple changes made and references added	03/10/2024 PC