

# TBT: Modern Slavery (MS2)

## The Signs of Modern Slavery

The following signs may help you identify victims of modern slavery:

- **Physical appearance.** Victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn.
- **Isolation.** Victims may rarely be allowed to travel on their own, seem under the control/influence of others, rarely interact with others, or appear unfamiliar with their neighborhood or where they work.
- **Poor living conditions.** Victims may be living in dirty, cramped or overcrowded accommodation and/or living and working at the same address.
- **Few or no personal items.** Victims may have no identification documents, have few personal possessions and always wear the same clothes day in, day out. What clothes they do wear may not be suitable for their work.
- **Restricted freedom of movement.** Victims have little opportunity to move freely and may have had their travel documents retained, e.g. passports.
- **Unusual travel times.** They may be dropped off/collected at work on a regular basis, either very early or late at night.
- **Reluctant to seek help.** Victims may avoid eye contact, appear frightened or hesitant to talk to strangers, and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation and fear of violence to them or their family.

## Facts about Modern Slavery



## How We Can Help

We strive to provide safe and secure conditions for those working on ABM's behalf. Additionally, we expect all of our subcontractors and vendors to comply with this policy.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We recently published our enterprise-wide Human Rights Policy to complement our existing Modern Slavery Policy.

In the UK and Ireland, our annual Modern Slavery Statement reflects the commitments outlined in these policies and is signed by our UK and Ireland Directors once approved by ABM Compliance. The approved statement is published on the **abm.co.uk website**, within six (6) months of financial year-end, pursuant to Section 54(1) of the Modern Slavery Act 2015.

If you suspect modern slavery is happening near you, you can report it in a number of ways.

- In emergency situations, you should always contact the police and/or dial 999.
- By visiting our website at **abmhotlineeurope.ethicspoint.com** or calling the Compliance Hotline on **0800 0698801 (UK) or 1800903224 (Ireland)**.
- You can also report suspected modern slavery to the following government resources:

**In the UK** - you can contact the Modern Slavery helpline at **0800 0121 700**. It's completely anonymous, and calls from landlines and most mobiles are free.

**In Ireland** - <https://www.garda.ie/en/crime/human-trafficking/>

And finally, you can always speak to your manager or ABM HR.

## Group/ Individual discussions

### Questions

1. What are some physical signs that may indicate a person is a victim of modern slavery?
2. Why might victims of modern slavery appear isolated or unfamiliar with their surroundings?
3. What living conditions might suggest someone is a victim of modern slavery?
4. How can restricted freedom of movement be a sign of modern slavery?
5. What should you do if you suspect modern slavery is happening near you?