

## Modern Slavery Reporting

### If you are victim of modern slavery:

If you are in immediate danger, call the police on 999. Medical assistance will be provided if required.

If you need advice or do not want to call the police you can call the Modern Slavery Helpline free of charge on 0800 0121 700 or The Salvation Army free of charge on 0800 808 3733. The Helplines are there to help you and listen to your concerns. They will be able to advise you and suggest who can assist you locally.

In the United Kingdom victims of modern slavery and human trafficking are provided with support funded by the government for at least 45 days. Support is available so please do call the police, the Modern Slavery Helpline or The Salvation Army.

### If you think someone is a victim:

If you think someone is in immediate danger, call the police on 999. In order to protect the potential victim, do not attempt to inform them of your actions.

If you think someone is a potential victim but there is no immediate threat to life, please call the local police on 101.

You can also call the Modern Slavery Helpline on 0800 0121 700 24 hours a day. You can report concerns online here: <https://www.modernslaveryhelpline.org/report>

If you have information that you wish to pass on 100% anonymously, contact the independent charity Crimestoppers online at [Crimestoppers-uk.org](https://www.crimestoppers-uk.org) or call their 24/7 UK Contact Centre on freephone 0800 555 111.

## If you suspect modern slavery is present in your business activities, then you should take the following action depending on the nature of the situation.

There are a number of reporting options that you may need to consider, including:

- Raising the issue with your line manager. This should be the initial course of action, but if you do not feel comfortable doing this, then you could report it to the Modern Slavery Helpline on 08000 121 700 / <https://www.modernslaveryhelpline.org/report> or the police on 101. In an emergency always call 999.
- If you have a Whistleblowing line, this is another option you could take depending on the circumstances.
- If you suspect that modern slavery may be linked to money laundering or terrorist financing, and your organisation is regulated by the Financial Conduct Authority, then you must also submit an internal report to your Money laundering Reporting Officer or equivalent. They will review it and they may submit a suspicious activity report to the National Crime Agency.

## The National Referral Mechanism

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

Modern slavery is a complex crime and may involve multiple forms of exploitation. It encompasses:

- human trafficking
- slavery, servitude, and forced or compulsory labour

An individual could have been a victim of human trafficking and/or slavery, servitude and forced or compulsory labour.

Victims may not be aware that they are being trafficked or exploited, and may have consented to elements of their exploitation, or accepted their situation. If you think that modern slavery has taken place, the case should be referred to the NRM so that the relevant competent authority can fully consider the case. You do not need to be certain that someone is a victim. You can find out more information here:

<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-form>