



ABACUS CARE & SUPPORT LIMITED
Devonshire Business Centre, Letchworth, SG6 1GJ

POLICY

- 4.1** Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which include the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 4.2** ABACUS CARE & SUPPORT LIMITED has a zero-tolerance approach to modern slavery within the business and supply chains and we are committed to acting ethically and with integrity in all our dealings and relationships. We will implement and enforce effective systems and controls to ensure that modern slavery is not taking place anywhere in ABACUS CARE & SUPPORT LIMITED or within any third parties (agencies) that we are associated with.
- 4.3** All staff will be made aware of the issues surrounding slavery and human trafficking, whilst being encouraged and supported to report any concerns to ABACUS CARE & SUPPORT LIMITED management. ABACUS CARE & SUPPORT LIMITED will also support any staff that may be subject to slavery or human trafficking.
- 4.4** Where modern slavery or human trafficking is identified, ABACUS CARE & SUPPORT LIMITED will share information with the Hertfordshire Safeguarding Team to safeguard the individual from harm and with the objective of preventing future situations arising, to promote the elimination of routes and sources of slavery or human trafficking.
- 4.5** All line managers are responsible for ensuring that those reporting directly to them comply with the provisions of this policy in the day to day performance of their roles.
- 4.6** All employees who suspect any members of the workplace being victim of modern slavery must notify their line manager.
- 4.7** ABACUS CARE & SUPPORT LIMITED will take steps to ensure that sufficient communication and employee awareness training is undertaken with regards to Modern Slavery.
- 4.8** All employees will be made aware of the Raising Concerns, Freedom to Speak Up and Raising Concerns, Freedom to Speak Up and Whistleblowing Policy and Procedure at ABACUS CARE & SUPPORT LIMITED. The purpose of this policy and associated procedure is to enable ABACUS CARE & SUPPORT LIMITED to thoroughly investigate allegations of any wrongdoing raised by employees within ABACUS CARE & SUPPORT LIMITED without fear of reprisal.
- 4.9** ABACUS CARE & SUPPORT LIMITED will use this policy to underpin and inform any statement on slavery and human trafficking that we may be required to produce to meet the requirements of Section 54 of the Modern Slavery Act 2015 (MSA).

DEFINITIONS

6.1 Section 52 Modern Slavery Act

- This places a duty on Local Authorities to identify and refer modern slavery child victims and consenting adult victims through the National Referral Mechanism (NRM) This responsibility identifies a local authority as a First Responder. The Council as a first responder (FR) into the NRM process has a duty to notify the Home Office if anyone working within the council identifies a person with indicators suggesting they may be trafficked or enslaved

6.2 Modern slavery

- Modern slavery encompasses slavery, human trafficking, forced and compulsory labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment
- A large number of active organised crime groups are involved in modern slavery. But it is also committed by individual opportunistic perpetrators
- There are many different characteristics that distinguish slavery from other human rights violations, however only one needs to be present for slavery to exist



6.3 Exploitation (Modern Slavery and Human Trafficking)

- Sexual Exploitation – forced sex work or working in the commercial sex industry (pornography, lap dancing, telephone lines etc.); those manipulated or coerced into sexual activities of any kind for another person's gain
- Modern Slavery – human trafficking; forced labour; domestic servitude; organ harvesting
- Financial Exploitation – debt bondage; finances controlled by others; financial scams; benefit fraud
- Criminal Exploitation – those manipulated or coerced or trafficked for the purpose of any illegal activity i.e., County Lines/drug trafficking; cuckooing (taking over of a person's property); forced street crime (shoplifting, begging etc.); cannabis cultivation
- Cultural Exploitation – those manipulated or coerced using religious, social or cultural beliefs e.g., FGM, radicalisation, forced marriage

6.4 Turnover

- "Turnover" means the amount derived from the provision of goods and services falling within the ordinary activities of the commercial organisation or subsidiary undertaking, after deduction of
 - Trade discounts
 - Value added tax
 - Any other taxes based on the amounts so derived (HM Government - 'Transparency in Supply Chains')

6.5 Human Trafficking

- Human trafficking is defined as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation
- It is important not to confuse human trafficking with human smuggling. Human smuggling is also called people smuggling. Human smuggling occurs when an individual seeks the help of a facilitator to enter a country illegally, and the relationship between both parties ends once the transaction ends. Many of those who enter the UK illegally do so by this route. Human smuggling is not a form of modern slavery