



**GU  
TV**

# Modern Slavery Policy

Effective February 2022

*A. Nevins*

Signed,

**Andrew Nevins**

DIRECTOR & OPERATIONS  
MANAGER



**M**odern slavery is a form of exploitation. In construction it takes the form of controlling and forcing individuals to work against their will. People in forced labour conditions are often physically and mentally abused, have their documentation (passports, immigration documents etc.) taken away from them and are forced to live in squalid conditions with only just enough money to survive.

GUTA Enterprise Ltd. does not tolerate modern slavery. Putting an end to this inexcusable practice will demand a concerted effort from stakeholders at every level, including governments, national organizations, the private sector and civil society; we recognize it is impossible alone. Nevertheless, at GUTA Enterprise Ltd., we hold as a necessary commitment the defense of our employees' most fundamental rights. Chief of these is the right to freedom.

This document outlines company procedure for recognizing and responding to instances of modern slavery in the workforce.

## Why?

*It's the right thing to do:* No one should be exploited. Preventing modern slavery before it starts is the right thing to do.

*Avoid prosecution:* Keeping someone in slavery is a criminal offense punishable by up to life imprisonment.

## Do:

*Do* look for the signs of modern slavery, including those who:

- never take breaks or holidays and are always available to work.
- are dropped off and picked up from work in groups.
- are in poor physical or mental health.

*Do* call Safecall (0800 915 1571) if you suspect someone may be enslaved on your site, or if you yourself are in a position of modern slavery, call the police.

*Do* ensure the Safecall poster is displayed on all sites.

*Do* educate other people on what modern slavery is and the signs to look for.

## Don't:

*Don't* confront someone you suspect of being a perpetrator of modern slavery. Call Safecall (0800 915 1571) or, in an emergency, the police (999).

*Don't* assume people in modern slavery know they are being exploited. The majority of people in modern slavery are foreign and may not be aware of their rights in the United Kingdom. If you suspect someone of being exploited, call Safecall (0800 915 1571) or, in an emergency, the police (999).