



# **TACKLING HIDDEN LABOUR EXPLOITATION POLICY**

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# Policy Statement

Taylor Made Services UK LTD commits to developing and adopting a proactive approach to tackling hidden labour exploitation.

Hidden labour exploitation is an abuse of job applicants or workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management.

It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as the forced use of accommodation.

It is understood that it is often well hidden by the perpetrators with victims if they perceive of themselves as such, reluctant to come forward.

# Policy Commitments

We shall:

1. Designate appropriate managers to attend “Tackling Hidden Labour Exploitation” training and to have responsibility for developing and operating company procedures relevant to this issue.
2. Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants.
3. Ensure that all Taylor Made Services UK Ltd's staff responsible for directly recruiting workers are aware of issues around third-party labour exploitation .
4. Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
5. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters Labour Abuse Authority and police if Modern Slavery is suspected.
6. Provide information on tackling “Hidden Labour Exploitation” to our workforce through workplace posters, Intranets, induction, etc.
7. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
8. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities and inform the best ways how to do report any case.
9. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

# How to raise a concern

The following people have been nominated and agreed by Taylor Made Services UK Ltd:

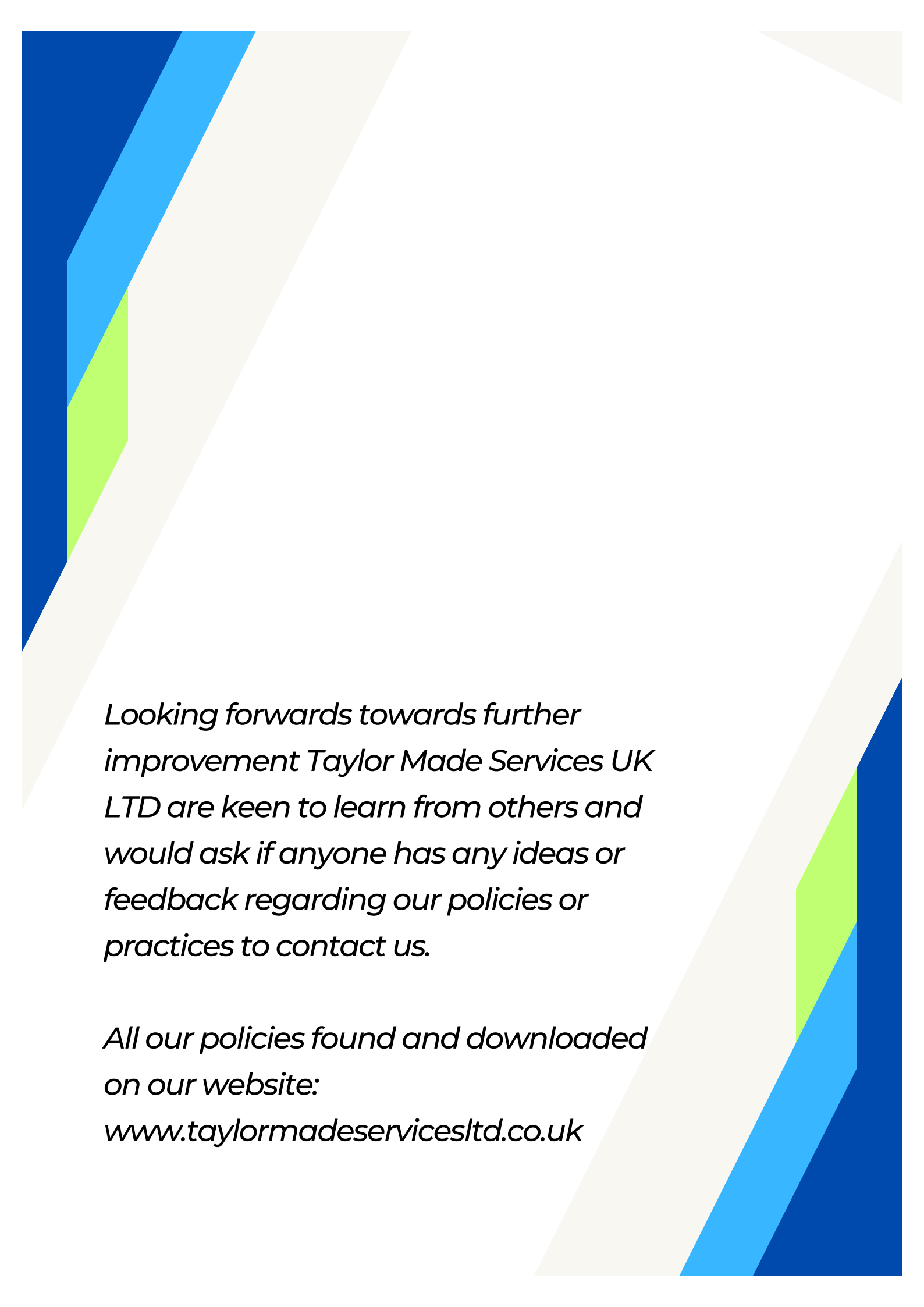
- Christopher Taylor - Managing Director  
chris@taylormadeservicesltd.co.uk
- Svetlana Zaslavska - Office Manager  
svet@taylormadeservicesltd.co.uk
- Zaiga Tapina - HR & Payroll Manager  
zaiga@taylormadeservicesltd.co.uk

These designated officers will act as an independent and impartial source of advice to staff at any stage of raising a concern, with access to anyone in the organisation.

All these people have been given special responsibility and training in dealing with Modern Slavery concerns and will give you information about where you can go for more support.

Concerns should be raised in writing (including email). The letter should set out the background and history of the concerns, giving names, dates and places where possible and the reason why the member of staff is making the disclosure. If the individual does not feel able to make the disclosure in writing, an interview will be arranged.

Or alternatively you can call the modern slavery and exploitation helpline on 0800 0121 700. Or fill in an online form or contact the Gangmasters and Labour Abuse Authority on 0800 432 0804.



*Looking forwards towards further improvement Taylor Made Services UK LTD are keen to learn from others and would ask if anyone has any ideas or feedback regarding our policies or practices to contact us.*

*All our policies found and downloaded on our website:  
[www.taylormadeservicesltd.co.uk](http://www.taylormadeservicesltd.co.uk)*