

# Modern Slavery and Human Trafficking Indicator List for the Hotel Staff

## What are some of the signs I should be looking out for when interacting with colleagues / staff / team members?

The list below contains types of indicators that would raise your suspicion. If you notice 3 or more of these indicators, please follow the process for reporting indicators.

- Physical appearance:** may show signs of abuse, appear malnourished, exhausted or unkempt
- Isolation:** may associate rarely with co-workers at work or outside of working hours
- Few or no personal possessions:** may have few personal possessions and might always wear the same clothes day in day out
- Restricted freedom of movement:** may not be able to move freely outside of work
- Unusual travel times:** show signs that their movements are controlled, victims may be dropped off/collected for work on a regular basis either very early or late at night
- Multiple people** listing the same address, phone number, bank account and/or next of kin on work records
- Holiday request** is submitted through the HR system by any other employee other than the one requesting the holiday
- Work excessively** long hours over long periods, have to resort to crime in order to get food or money for food, may need to scavenge for food