

# KCM 16 Modern Slavery & Human Trafficking Policy

Revision 3 20/06/2018



**Knighton  
Countryside  
Management**

WOODLAND • ECOLOGY • LANDSCAPE

**The Management of Knighton Countryside Management Limited is committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity and objectivity in relation to the management of its activities.**

It is the Managing Director's wish that the Company complies with and fully embraces the spirit of the requirements of the Modern Slavery Act 2015. We fully support the government's objectives to eradicate modern slavery and human trafficking.

We call upon all organisations we engage with to influence their global supply chains by improving transparency and accountability; and together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

Knighton Countryside Management Ltd operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Knighton encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Employees, customers and other stakeholders who have concerns can raise them under the protocols of this policy.

## **Identifying victims**

Human trafficking or modern slavery is the acquisition of people by improper means such as force, fraud, or deception, with the aim of exploiting them. Adult victims are trafficked all over the world for little or no money – including to and within the UK. They can be forced to work in the sex trade, domestic service, forced labour, and criminal activity or have their organs removed to be sold. There is no typical victim and some victims don't understand they have been exploited and are entitled to help and support.

Victims are often trafficked to a foreign country where they cannot speak the language, have their travel and identity documents removed, and are told that if they try to attempt an escape, they or their families will be harmed.

The following may be indicators of modern slavery or human trafficking:

- Is the victim in possession of a passport, identification or travel documents? Are these documents in possession of someone else?
- Does the victim act as if they were instructed or coached by someone else? Do they allow others to speak for them when spoken to directly?
- Was the victim recruited for one purpose and forced to engage in some other job? Was their transport paid for by facilitators, whom they must pay back through providing services?
- Does the victim receive little or no payment for their work? Is someone else in control of their earnings?
- Was the victim forced to perform sexual acts?
- Does the victim have freedom of movement?
- Has the victim or family been threatened with harm if the victim attempts to escape?
- Is the victim under the impression they are bonded by debt, or in a situation of dependence?
- Has the victim been harmed or deprived of food, water, sleep, medical care or other life necessities?
- Can the victim freely contact friends or family? Do they have limited social interaction or contact with people outside their immediate environment?

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Knighton will ensure that its employees are familiar with the issues surrounding Modern Slavery & Human Trafficking by raising awareness of the above indicators.

### **Whistleblowing**

In the first instance, concerns should be raised with the office team by phone call, email or face to face conversation.

For more information or to report a case of modern slavery directly, the government helpline is 0800 0121 700 or report online on the modern slavery helpline website.

<https://www.modernslaveryhelpline.org/report>

The Salvation Army are working in partnership with the government to support victims

<https://www.salvationarmy.org.uk/human-trafficking>

Salvation Army 24-hour confidential Referral Helpline on 0300 3038151.

This policy statement is communicated, understood and followed by all personnel employed by the Company.



Mark Gibbens

Managing Director

20<sup>th</sup> June 2018