

Modern slavery is a serious violation of human rights, and many countries and international organisations have enacted laws and regulations aimed at preventing, combating, and punishing modern slavery practices. The term "modern slavery" encompasses various forms of exploitation, including forced labour, human trafficking, debt bondage, forced marriage, child labour, and domestic servitude.

There are also many wider abuses that also fall with modern slavery legislations including failure to pay the minimum wage, depriving workers of facilities to wash, rest, eat and drink, demanding excessive hours, domestic servitude, harassment, assault and unpaid wages.

Here's an overview of key international and national laws related to modern slavery:

1. International Laws and Conventions

- **Universal Declaration of Human Rights (1948)**
Article 4 prohibits slavery and servitude in all forms. It declares that "no one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms."
- **International Labour Organisation (ILO) Conventions**
 - **Forced Labour Convention (1930) – ILO Convention No. 29:** One of the earliest international legal instruments to combat forced labour. It obligates countries to take effective measures to prevent forced labour.
 - **Abolition of Forced Labour Convention (1957) – ILO Convention No. 105:**
This convention supplements Convention No. 29 by aiming to abolish all forms of forced or compulsory labour as a means of political coercion, punishment for holding or expressing political views, or as a form of discrimination.
 - **Worst Forms of Child Labour Convention (1999) – ILO Convention No. 182:**
Requires the prohibition and elimination of the worst forms of child labour, including child slavery and forced recruitment of children for use in armed conflict.
- **UN Protocol to Prevent, Suppress and Punish Trafficking in Persons (2000)**
Also known as the **Palermo Protocol**, it supplements the **United Nations Convention against Transnational Organised Crime**. Focuses on preventing and combating human trafficking, especially women and children, and promotes cooperation between countries.

2. National Laws & Related Laws

- **The Modern Slavery Act (2015)**
The **Modern Slavery Act 2015** is the main piece of legislation in the UK to combat modern slavery, human trafficking, and exploitation. It consolidates existing laws and introduces new provisions aimed at addressing these issues more comprehensively.

Section 54 of the Modern Slavery Act (Transparency in Supply Chains)
Requires companies with a turnover of more than £36 million to publish a statement on what actions they are taking to address slavery and human trafficking risks in their operations and supply chains.
- **National Referral Mechanism (NRM)**
Although not part of the Modern Slavery Act itself, the **National Referral Mechanism (NRM)** is a framework used in the UK to identify and support potential victims of modern slavery. Victims can be referred to the NRM by authorised organisations, and once in the NRM, they can access tailored support, including medical care, counselling, and temporary accommodation.

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- **The Immigration Act (2016)**

The **Immigration Act 2016** complements the Modern Slavery Act by introducing additional measures to prevent exploitation of migrants in the UK, including:

- **Illegal Working:** The Act makes it an offense for undocumented migrants to work in the UK and enables the seizure of wages earned illegally.
- **Gangmasters and Labour Abuse Authority (GLAA):** The Act expands the powers of the **Gangmasters and Labour Abuse Authority**, giving it broader authority to investigate labour exploitation and trafficking. The GLAA can now target businesses across different sectors where exploitation is suspected.

- **The Human Rights Act (1998):** Though not specific to modern slavery, the Human Rights Act protects individuals in the UK from exploitation, ensuring their right to liberty and security, and protection from forced labour and servitude under **Article 4** of the European Convention on Human Rights.

- **The Asylum and Immigration (Treatment of Claimants, etc.) Act (2004):** This Act includes provisions against trafficking for exploitation and forced labour.

3. Enforcement and Support Agencies

Several agencies are responsible for enforcing the UK's modern slavery laws and supporting victims:

- **Gangmasters and Labour Abuse Authority (GLAA):** Focuses on preventing labour exploitation and regulating employment agencies, particularly in high-risk industries like agriculture, construction, and hospitality.
- **National Crime Agency (NCA):** Works on investigating human trafficking cases and prosecuting offenders.
- **Police Forces and Border Forces:** Local police and border agencies play a key role in identifying and responding to modern slavery cases, particularly through specialised units.

4. Civil Society Involvement

Several non-governmental organisations (NGOs) work alongside law enforcement and government agencies to combat modern slavery in the UK. Some of the key organisations include:

- **Unseen:** Runs the UK-wide Modern Slavery Helpline and works on victim support and advocacy.
- **Anti-Slavery International:** The world's oldest human rights organisation, focusing on campaigning to end slavery.
- **The Salvation Army:** Provides victim support, including accommodation, healthcare, and counselling services.

Zero Tolerance Policy

We have a zero-tolerance policy with regards to modern slavery and we are committed to ensuring transparency in our organisation, compliance with legislation, conducting our business ethically and with integrity, ensuring we have robust systems in place that ensure modern slavery is not taking place in our business or any of our supply chains.

This policy applies to all persons working for us on our behalf including employees, directors, agency workers, volunteers, agents, contractors, consultant and third party representatives or partners.

Our Suppliers

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We only work with reputable suppliers and fully qualified subcontractors, to manage this we operate a preferred supplier list and a supplier evaluation process which ensure each supplier and subcontractor is subject to regular checks and reviews of their procedures to ensure they adhere to our high standards before they can be a preferred supplier.

Our Policies

We operate a number of internal policies and practices to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Human Rights Policy. This policy sets out the organisation's stance on Human Rights and the measures taken to uphold Human Rights.
2. Recruitment Policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Supplier Evaluation Procedure. We operate an approved supplier process which requires all suppliers and subcontractors to successfully pass an evaluation that ensures they meet our required standards in all areas including conducting eligibility to work in the UK checks to safeguard against human trafficking or individuals being forced to work against their will.

Communication and Compliance

We ensure our zero tolerance approach towards modern slavery is communicated to all our employees, contractors and suppliers at the outset of our relationship. All parties must ensure they read and understand and comply with the policy and are required to notify a manager if they suspect a conflict with this policy has arisen or may arise and encouraged to raise concerns or suspicion of modern slavery in any part of the business or supply chain at the as soon as possible. We will support anyone who raises a concern and ensure no one suffers detrimental treatment as a result of reporting suspicions of modern slavery in good faith.

We may terminate our relationship with suppliers or contractors who breach this policy and any employee who breaches the policy will face disciplinary action.

Signed:

Dated: 27th September 2025

Rachel Winterton
Position: Director

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