



**Physical indicators of a potential victim of modern slavery may include:**

- They appear malnourished and tired.
- If from overseas, they may not speak much English.
- They wear inappropriate clothing for the work or weather conditions.
- They seem to be under the control of someone else and are hesitant to interact with others.
- They avoid making eye contact or conversing with people.
- They work excessively long hours and rarely, if ever, have days off.
- They exhibit fearfulness, unease, anxiety, or distrust towards authorities.
- They have untreated injuries, illness.
- They allow others to respond to questions directed at them.
- They are restricted to their workplace and there may be indications that they sleep there as well.

**Social indicators of modern slavery may include:**

- They consistently appear scruffy and unwashed.
- They lack personal possessions.
- They are frequently dropped off or picked up at unusual hours.
- They do not know their home or workplace address.
- They have limited social contact or contact with their family.
- They don't seem to have money, despite working long hours.
- They do not possess their passport, driving license, or other identification documents.
- It is perceived that they are in debt to their employer or someone else.
- They provide incoherent or inconsistent accounts of events.
- They repeat a story that has been heard elsewhere—as if instructed to learn it.

**Indicators that a residential property could be a base for modern slavery:**

- The property appears too small for the number of occupants.
- People are often seen entering or leaving the property during darkness, often in PPE.
- There are bars on the windows and/or the curtains are permanently drawn or boarded up.
- Large numbers of young women have recently moved into the property, which then receives numerous visitors throughout the day and night.
- Large number of men living together with inadequate facilities for cooking, washing, recreation, mattresses on the floor.
- Hoarding of possessions in bundles around their mattress which is often on the floor. Living out of hand luggage, PPE scattered around.
- The letterbox is sealed or there is a lot of unopened mail in and around the doorway.
- There is CCTV at the entrance to the property.
- There is a strong odour emanating from the property.
- Electricity is being re-routed from neighbouring properties or directly from power lines.