

Modern Slavery Red Flag Warning Signs

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This resource does not constitute legal advice, nor does it replace formal risk assessments, audits, or investigations. Brands and businesses are responsible for ensuring that their own due diligence processes comply with applicable laws, regulations, and internal compliance standards.

The presence of one or more of these indicators does not confirm modern slavery but may warrant further investigation or additional vetting. Always use professional judgment and consult relevant authorities if there is serious concern. Learn more about GFD’s ethical sourcing initiatives at www.globalfashiondirectory.com.

Workforce Conditions

- Workers appear fearful, withdrawn, or unable to speak freely.
- Workers are under constant surveillance or escorted everywhere.
- Living and working conditions are controlled by the employer (e.g., locked housing).

Recruitment and Contracts

- Workers report paying recruitment fees to get their jobs.
- Contracts are missing, misleading, or not provided in a language workers understand.
- Employer withholds passports, IDs, or wages as 'security'.

Hours and Compensation

- Excessive working hours with no breaks or days off.
- Workers are paid less than legal minimum wage or are unpaid entirely.
- Pay deductions for discipline, accommodation, or ‘debts’ incurred to employer.

General Operational Red Flags

- Supplier refuses access for site visits or third-party audits.
- High worker turnover with anonymous labor pools or subcontracting layers.
- No evidence of formal HR policies or grievance procedures.