

Preventing Human Trafficking and Child Labor: What You Can Do

While it may seem like a concept of the past, child labor and human trafficking is unfortunately still a common issue. The U.S. has seen an 88% increase in child labor violations in the last five years, with the Department of Labor (DOL) collecting \$8 million in penalties from employers last year.



WHAT IS CONSIDERED HUMAN TRAFFICKING AND CHILD LABOR?

Human trafficking exploits individuals through force, fraud, or coercion into forced labor, sexual exploitation, or involuntary servitude.

It represents a human rights violation, enables modern-day slavery, and is a serious crime. Child labor is the exploitation of children through any form of work that deprives them of their childhood, their potential and dignity, and that is harmful to their physical or mental development. It is an escalating concern in the U.S. despite federal and state laws. Even in states where it is legal to hire minors, it is our company policy to not employ children under the age of 18.

WHY IS IT IMPORTANT?

Human trafficking and child labor violate fundamental human rights and compromise our business' integrity. Our companies strive to uphold the highest ethical standards across all of our operations.



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18

BE ALERT TO THESE **RED FLAGS** OF HUMAN TRAFFICKING



Restricted freedom of movement; workers are not allowed to leave their homes after they finish working.



Unusual or substandard living arrangements; a large group of workers living in a small, cramped apartment or an industrial warehouse.



Excessive overtime and underage workers.



Discrepancies between the person working and their ID or work authorization documents.



Fear of conversing with coworkers or supervisors; deflecting answers to another individual; mentioning threats to themselves or their families that could indicate physical and/or mental abuse or coercion.



Someone other than the worker collects their wages; the worker gives their wages to another person.



Limited freedom of movement or transportation to a worksite, particularly in overcrowded, private vans.

Our brands have numerous resources for those who suspect human trafficking or child labor. If you see something suspicious on any of our sites, please don't hesitate to contact the national hotline.

CALL: 888-373-7888

TEXT #: 233733

**YOU ARE OUR FIRST LINE OF DEFENSE AGAINST HUMAN TRAFFICKING AND CHILD LABOR.
IF YOU SEE SOMETHING, SAY SOMETHING.**