

Stronger Together – Worker Questionnaire

Montracon Ltd wants you to have a positive experience working with us. We do not want you to feel harassed discriminated against, bullied or coerced. At no time should you be asked for gifts or money with us.

This confidential questionnaire will help us to monitor your experience and take action where necessary. You may complete the questionnaire anonymously or you can enter your personal details, this is your choice. Any matters raised will be dealt with confidentially.

Name:

Department:

RECRUITMENT		
Did you have to pay anyone in Montracon to get a job	YES / NO	
Did you have to pay anyone at our clients to get a job	YES / NO	
Did you have to pay anyone else to help you get a job with Montracon	YES / NO	
Do you have to pay anyone in Montracon to get regular work	YES / NO	
Did you have to pay anyone at our clients to get regular work	YES / NO	
Did you have to pay anyone else to help you get regular work	YES / NO	
Are you required to occupy, or pay for, specific accommodation in order to get regular work	YES / NO	
Are you required to pay for any other services or provide favours in order to get work or access to particular shifts	YES / NO	
Have your original ID papers been withheld by anyone in Montracon	YES / NO	
Do you feel you could leave Montracon of your own free will without suffering any penalty or detriment	YES / NO	
TREATMENT AT WORK		
Have you been subject to verbal or physical abuse by anyone in Montracon. By this we mean things like being shouted at or sworn at, being pushed, kicked or having things thrown at you	YES / NO	
Have you been bullied or harassed by anyone in Montracon	YES / NO	

Have you been subject to verbal or physical abuse, threats, sexual or other harassment by anyone at our clients	YES / NO	
Have you been treated unfairly because of your race, colour, religion, nationality, sex, pregnancy, disability or age	YES / NO	
Have you been bullied by anyone at our clients	YES / NO	
Has anyone in Montracon threatened you. For example to limit the amount of work they give you or not to offer you any more work	YES / NO	
Have you ever been forced to work long hours, overtime or on any days when you didn't want to be in Montracon	YES / NO	
Have you ever been forced to work long hours, overtime or on any days when you didn't want to by our clients	YES / NO	
Have you ever been forced to work when you didn't want to by anyone in Montracon	YES / NO	
Do you feel free to refuse overtime	YES / NO	
Are you able to take the legal minimum rest between shifts if you wish to	YES / NO	
Are you able to take the legal minimum rest days if you wish to	YES / NO	
Are you able to book and take holidays in accordance with reasonable rules in place	YES / NO	
Have you been asked to undertake hazardous work, or other work without appropriate safety training or equipment	YES / NO	
Have you been prevented from joining a trade union or been penalised for doing so	YES / NO	
PAY		
Do you owe money to anyone in Montracon such that you feel you cannot leave of your own free will	YES / NO	
Has anyone in Montracon loaned you money that you have to repay	YES / NO	
Has anyone of our clients loaned you money that you have to repay	YES / NO	
Have you been withheld pay for work you have performed	YES / NO	
Are you paid correctly for the hours you work	YES / NO	
Are you paid correctly for your holidays	YES / NO	
Have you had any money unfairly deducted from your wages	YES / NO	
Are you free to open and be paid into the bank account of your choice	YES / NO	
Are you in control of your own bank account and able to deposit and take money out as you wish	YES / NO	

ACCOMMODATION AND TRAVEL		
Do you rent your accommodation from anyone that works for or who is liked to Montracon	YES / NO	
Do you rent your accommodation from anyone that works for or who is liked to our clients	YES / NO	
Are you threatened by your landlord for unpaid rent	YES / NO	
Is your accommodation safe and well maintained	YES / NO	
Are you or have you been threatened with immediate eviction	YES / NO	
Can you leave your accommodation if you wish with reasonable notice and no fixed penalty	YES / NO	
Are you free to return to your home country of origin when you wish	YES / NO	
Are you free to buy and prepare food of your choice	YES / NO	
Are you free to travel to and from work using the transport method of your choice	YES / NO	
RAISING PROBLEMS		
Would you raise a complaint to Montracon, If not why	YES / NO	
Do you feel your complaints are dealt with promptly	YES / NO	
Do you know how to raise a confidential complaint	YES / NO	

Most complaints can be resolved verbally with Montracon. If your complaint has not been resolved satisfactorily then put it in writing to your Line Manager. If you are still not satisfied or your matter is sensitive or confidential then contact Human Resources in writing.

HELP REDUCE EXPLOITATION
POMÓŻ NAM WALCZYĆ Z WYZYSKIEM
PADĖKITE SUMAŽINTI ŽMONIŲ
IŠNAUDOJIMĄ
ПОМОГИТЕ УМЕНЬШИТЬ
ЭКСПЛУАТАЦИЮ

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tackling hidden labour exploitation



We need your help to reduce the exploitation of migrant workers by criminal gangs and abusive individuals.

1. Are you being forced to work when you don't want to?
2. Do you have to pay someone money to give you work?
3. Are you being forced to live in accommodation against your will?
4. Is someone controlling your identity documents or bank account?
5. Is someone threatening or intimidating you or your family?

If you answer YES to any of these questions, tell a trusted manager, worker representative and:

- Report it to the Gangmasters Licensing Authority on 0800 432 0804 or Modern Slavery Helpline on 0800 0121 700 or at <https://modernslavery.co.uk/contact.html>.
- Call the Police in an emergency on 999, or 101 if it is not urgent.

For more information visit www.stronger2gether.org



Potrzebujemy Twojej pomocy, aby walczyć z wyzyskiwaniem pracowników zza granicy przez gangi i osoby postępujące w podobnie niedopuszczalny sposób.

1. Czy jesteś zmuszany/ zmuszana do pracy wtedy, kiedy tego nie chcesz?
2. Czy musisz płacić komuś w zamian za otrzymanie pracy?
3. Czy jesteś zmuszany/ zmuszana do mieszkania w lokalu wbrew swojej woli?
4. Czy ktoś ma kontrolę nad Twoimi dokumentami identyfikacyjnymi lub rachunkiem w banku?
5. Czy ktoś grozi Tobie lub Twojej rodzinie?

Jeżeli odpowiedziałeś/odpowiedziałaś TAK na którekolwiek z powyższych pytań, powiedz o tym zaufanemu menedżerowi lub przedstawicielowi pracowników oraz:

- Zgłoś to do Gangmaster Licensing Authority pod numer 0800 432 0804 lub do Modern slavery Helpline pod numer 0800 0121 700 lub na stronie internetowej <https://modernslavery.co.uk/contact.html>.
- W nagłych przypadkach zadzwoń na Policję pod numer 999, w przypadkach nie wymagających nagłego przybycia Policji zadzwoń pod 101.

Więcej informacji znajdziesz na stronie internetowej www.stronger2gether.org



Mums reikia jūsų pagalbos, kad sumažintume migrantų darbuotojų išnaudojimą, kurį vykdo nusikalstamos grupuotės ir piktaivaliai asmenys.

1. Ar jus verčia dirbti per prievartą?
2. Ar privalote duoti kam nors pinigų, kad parūpintų jums darbo?
3. Ar esate priversti gyventi nurodytose patalpose prieš savo valią?
4. Ar kas nors kontroliuoja jūsų tapatybės dokumentus ar banko sąskaitą?
5. Ar kas nors grasina arba gąsdina jus ar jūsų šeimą?

Jeigu atsakėte TAIP bent į vieną klausimą, pasakykite apie savo situaciją vadovui darbe arba darbuotojų atstovui.

- Pranešti apie tai įdarbintojų licencijas išduodančiai institucijai numeriu 0800 432 0804 arba šiuolaikinės vergovės pagalbos linijai numeriu 0800 0121 700 arba bent internetiniame puslapyje <https://modernslavery.co.uk/contact.html>.
- Iškviesti policiją skubiu atveju numeriu 999, arba 101 jei tai nėra skubu.

Daugiau informacijos rasite : www.stronger2gether.org



Нам нужна ваша помощь, чтобы уменьшить эксплуатацию трудящихся-мигрантов преступными группировками и оскорбительные лица.

1. Вы вынуждены работать, когда вы не хотите?(против вашего хотения)
2. Вы вынуждены платить кому-то деньги чтоб получить работу?
3. Вы вынуждены жить в жилье против вашей воли?
4. Кто-то контролирует ваши документы, удостоверяющие личность или счет в банке?
5. Кто-то угрожает или запугивает вам или вашей семьи?

Если вы ответили утвердительно на любой из этих вопросов, скажите доверенного менеджера или работника и представителя и:

- Сообщите бригадире лицензирующих органов по номеру 0800 432 0804 или по горячей линии современного рабства по номеру 0800 0121 700 или <https://modernslavery.co.uk/contact.html>.
- Звоните в полицию по номеру 999, в случае чрезвычайной ситуации, или 101 если это не срочно.

Дополнительная информация доступна на сайте www.stronger2gether.org



ПОМОЖТЕ ЗАБРАНИТИ ЗНЕУЖИВАНИЕ
ПОМОГНЕТЕ ЗА ОГРАНИЧАВАНЕ НА
ЕКСПЛОАТАЦИЯТА
PALĪDZIET MAZINĀT EKSPLOATĀCIJU
SPRIJINIŅIŅI LA REDUCEREA
EXPLOATĂRII

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Potrebujeme vašu pomoc, aby sme zastavili zneužívanie migrujúcich pracovníkov kriminálnymi skupinami alebo násilným jednotlivcom.

1. Ste násilím prinútený pracovať?
2. Musíte niekomu platiť, aby vám dal prácu?
3. Ste nútený žiť v danom ubytovaní proti vlastnej vôli?
4. Kontroluje niekto vaše osobné údaje alebo bankový účet?
5. Vyhráža sa alebo ztrašuje vás alebo vašu rodinu niekto?

Ak vaša odpoveď bola **ÁNO** na niektorú z otázok, obráťte sa na dôveryhodnú nadriadenú autoritu alebo kontaktnú osobu.

• Oznamte to na Gangmasters Licencing Authority (licencny organ gangmasters) na číslo 0800 432 0804 alebo na Modern Slavery Helpline (linka moderného otroctva) na číslo 0800 0121 700 alebo na <https://modernslavery.co.uk/contact.html>.

• V prípade núdzovej situácie prosím volajte Políciu na 999, alebo 101 ak to nie je núdzová situácia.

Taktiež nájdete informácie na webovej stránke www.stronger2gether.org



Нуждаем се от Вашата помощ за ограничаване на експлоатацията на работници-имигранти от страна на криминални групи и лица, които печелят от злоупотреби.

1. Принуждават ли Ви да работите против волята Ви?
2. Налага ли се да плащате на някого, за да Ви осигурява работа?
3. Принуждават ли Ви да живеете на определено място?
4. Има ли някой, който контролира документите Ви за самоличност или банковата Ви сметка?
5. Има ли някой, който заплашва Вас или семейството Ви?

Ако отговорът на някой от изброените по-горе въпроси е **ДА**, обърнете се към доверен ръководител или представител на работниците.

• Уведомете Агенцията за лицензиране на фирми-посредници за набиране на работници на тел. 0800 432 0804 или се свържете с Комисията за борба с трафика на хора на горещата им линия 0800 0121 700 или на тяхната интернет страница: <https://modernslavery.co.uk/contact.html>.

• Обърнете се към полицията на телефон 999 за спешни случаи или на телефон 101 за не-спешни случаи.

За повече информация посетете www.stronger2gether.org



Mums nepieciešama jūsu palīdzība, lai mazinātu migrantu strādnieku eksploataciju, kuru veic kriminālas bandas un vardarbīgi indivīdi.

1. Vai jūs spiež strādāt, kad jūs negribat to darīt?
2. Vai jums kādam jāmaksā nauda, lai jums dotu darbu?
3. Vai jūs spiež dzīvot mājvietā pret jūsu gribu?
4. Vai kāds kontrolē jūsu personas dokumentus vai bankas kontu?
5. Vai kāds draud jūsu ģimenei vai to iebiedē?

Jā atbildejat apstiprinoši uz jebkuru no šiem jautajumiem, pastāstiet par to uzticamam darba vadītājam vai strādājoši pārstāvim un:

• Ziņojiet Vidutāju licencēšanas iestādei uz 0800 432 0804 vai arī Mūsdienu Paverdzināšanas palīdzības dienestam uz 0800 0121 700 kā arī <https://modernslavery.co.uk/contact.html>.

• Ārkārtas situācijā zvaniet uz 999, vai arī 101 ja tas nav steidzami.

Iel saņemtu sīkāku informāciju, apmeklējiet www.stronger2gether.org



Avem nevoie de ajutorul dvs pentru a reduce exploatarea muncitorilor migranți de bande de criminale și de persoanele fizice abuzive.

1. Sunteți forțați să lucrați în pofida voinței dvs?
2. Sunteți nevoiți să plătiți pe cineva pentru ca să vă dea să lucrați?
3. Sunteți obligați să trăiți într-o anumită locuință împotriva voinței dvs?
4. Vă țin sub control cineva documentele de identitate sau conturile bancare?
5. Vă amenință sau vă intimidază cineva pe dvs sau pe familia dvs?

Dacă răspunsul dvs este **DA** la oricare dintre aceste întrebări, sunați unui manager sau reprezentant/ lucrător de încredere și:

• Raportați-l la organizația Gangmaster Licensing Authority la numărul 0800 432 0804 sau la Linia de Asistență Telefonică a Sclaviei Moderne Modern Slavery Helpline la numărul 0800 0121 700 sau la <https://modernslavery.co.uk/contact.html>.

• Chemați Poliția în caz de urgență la numărul 999, sau la 101 dacă nu este urgent.

Pentru mai multe informații vizitați www.stronger2gether.org



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Ar jus verčia dirbti per prievartą?

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Ar kas nors kontroliuoja jūsų tapatybės dokumentus ar banko sąskaitą?

Ar kas nors grėsina arba gėsdina jus ar jūsų šeimą?

YES? TAK? JĀ? TAIP?

GET HELP! POSZUKAJ POMOCY! SA EMIET PAL DZ BU! SIEKITE PAGALBOS!



Tell a trusted manager or worker representative or call **HUMAN RESOURCES**



Report it to the Gangmasters Licensing Authority on 0800 432 0804 or Modern Slavery Helpline on 0800 0121 700 or at <https://modernslavery.co.uk/contact.html>.
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For personal help and support if you are a victim - Call Migrant Help on 07766 668781 or the Salvation Army on 0300 303 8151.

www.stronger2gether.org

