

## Spot the signs

There are a number of signs that can indicate labour exploitation or modern slavery. Find out more at [www.gla.gov.uk](http://www.gla.gov.uk) or request our 'Spot the signs' guide by emailing [communications@gla.gov.uk](mailto:communications@gla.gov.uk).

## Report your concerns

If you think someone is being exploited or controlled you can report your concerns to the GLAA. **In an emergency**, if there is a risk of danger to life, or violence is being used or threatened, **call the police using 999**.

**Remember: seek advice and guidance.** Don't approach a potential victim as you may put them or yourself in danger, or affect any potential investigation.

## Contact us

Get in touch with the GLAA for **advice, assistance** or to **report an issue**.

📞 Call our confidential helpline: **0800 432 0804**

✉ Email: [contact@gla.gov.uk](mailto:contact@gla.gov.uk)

🌐 Visit [www.gla.gov.uk](http://www.gla.gov.uk) for information and resources.  
To report a concern about worker welfare go to the 'Report issues' page

📞 Call the Modern Slavery & Exploitation Helpline: **08000 121 700**



Gangmasters &  
Labour Abuse Authority

## An introduction to the GLAA Scotland



**Stopping worker exploitation**

# The Gangmasters and Labour Abuse Authority

We are a national enforcement agency, our role is to protect workers from exploitation through prevention, regulation and enforcement.

Working with our partners in industry, education, government, law enforcement, charity and faith groups, we raise awareness of labour exploitation and investigate unlicensed and illegal activity in the UK.

In Scotland we operate under The Gangmasters (Licensing) Act 2004 tackling worker exploitation, tax evasion and health and safety negligence in horticulture and the fresh produce supply chain.

The three core areas of our work are:

## Prevention



Working with a broad range of partners locally, nationally and internationally, our prevention work aims to educate about workers' rights, promote awareness of labour exploitation and disrupt criminal activity in our regulated sectors.

## Regulation



Our licensing scheme regulates businesses who supply workers to the fresh produce and horticulture sectors to make sure that they meet the employment standards required by law. We inspect to check compliance and take enforcement action when needed.

## Investigation



We investigate any offences under the The Gangmasters (Licensing) Act 2004, and work with Police Scotland where there is a risk of worker exploitation or other illegal activity in the regulated sectors.

## Who needs a licence?

If you are an employment agency, labour provider or gangmaster who provides workers to the regulated sectors listed below, you will need a GLAA licence:

- agriculture
- horticulture
- shellfish gathering
- any associated processing and packaging

The GLAA licensing scheme also covers anyone who uses labour to provide a service in the regulated sectors, such as harvesting or gathering shellfish.

For more information on which activities need a licence or how to apply for a licence visit [www.gla.gov.uk](http://www.gla.gov.uk) or telephone 0345 602 5020.

Operating without a licence is an offence, with a maximum penalty of ten years in prison and/or a fine. If you are not sure whether you need a licence, please contact us for advice.

## Check who has a licence

It is a criminal offence to use an unlicensed labour provider in the GLAA regulated sectors. You can check your labour provider has a licence by searching the GLAA public register or by signing up for the active checks service.

The [GLAA public register](#) lists the labour providers who have a licence to supply workers to the GLAA regulated sectors. You can search for a labour provider by their unique reference number (URN), business name or business location to check their contact details, authorised sectors and the date of their licence.

Register for the [active check alerts service](#) to receive direct updates about any changes to your labour provider's licence, such as a compliance inspection or revocation. You'll also have a record to show you have taken reasonable steps to use a licensed labour provider.