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Fast Fashion

VIRTUAL ESCAPE ROOM

VIRTUAL ESCAPE ROOM MANUAL

Escape Racism: Toolbox to Promote Inclusive Communities



Photo: Mak Remissa/Epa/REX/Shutterstock. This photo shows female workers in a Cambodian garment factory.



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Introduction

Fast Fashion is one of 10 escape rooms created by the EU Erasmus+ project, Escape Racism: Toolbox to Promote Inclusive Communities, to highlight and combat social and racial prejudices worldwide. As in any escape room game, the objective of Fast Fashion is to escape from a locked room in as short a time as possible, although it is situated online. To achieve this, players must solve a series of clues and puzzles that point them toward the game's solution.

When players participate with Fast Fashion, the takeaways desired are that each player will have enjoyed the online experience, and come out with a greater understanding of modern slavery and the people who suffer through the calamity of forced labour, sexual abuse, and worker's rights and conditions. The garment industry operates under secrecy and deception with almost a total lack of transparency, allowing ongoing explications of its workers and their rights. Systemic human rights abuses pervade the global garment industry, from poverty pay, long working hours and denial of trade union rights to significant risks to workers' health and safety through unsafe buildings, heat, lack of ventilation, no access to clean drinking water and restricted access to the bathroom and use of dangerous chemicals. Violence and abuse are commonplace, and [workers are often attacked or even killed for joining a union and demanding better working conditions](#). It has been known from media reports over several years that illegal operations and practices have been active in garment factories within the U.K. for most of their biggest fashion brands.



Narrative

Navya, a young, aspiring woman, immigrated to the U.K. with her family when she was a child, where she obtained her British citizenship. She attended school and college, where she performed above average and earned enough qualifications to go to university. Although money was rather tight with her family, she wanted to ensure extra income for her parents and younger brothers, who were still at school. From a young age, Navya had a talent for sewing; and regularly created her clothes from old curtains and cushion covers. Knowing that she already possessed the skills and talents needed for the field of work she wanted to pursue, Navya started her job search in factories for some of the biggest, global fashion companies, mostly located in the city that clothes the world, her hometown.

Navya comes across many garment factories, where there are plenty of vacancies to choose from. She got a call back from one of the factories and was asked to meet with them, the factory she'd be working for is one of BeYou's supply chains. She arrived for her interview and induction, where she was welcomed by the team leader and supervisor, who gave her the lowdown on work policy, payment, and rights, which seemed very sparse. After some time and without checking her right-to-work papers, they offered her a position on the hemming station. Regardless of it not being on the sewing station like she'd hoped, Navya was quite ecstatic by the news.

The next day, Navya woke up at quarter to five to her early morning alarm. Whilst she was eager to start, she knew it would be a long day. She got dressed, grabbed her breakfast, and made her way to the bus stop. Her bus was running somewhat later than usual, which made her feel quite anxious. She knew the journey would take half an hour to get to the factory, she didn't want to be late on her first day. The bus crawled up ten minutes later than scheduled, the bus was empty to a degree which meant Navya could occupy the back-window seat, the best seats on any bus. When she bought her day ticket for £4, she wished the bus would magically arrive on time. Not meeting Navya's wish, the bus arrived ten minutes later than was scheduled at the destination. Building up a sweat, she runs towards the factory, where she can see the rest of the latecomers storming through the doors of the factory. She sprints and manages to catch the door before it shut on her, a few familiar faces catch Navya's darting eyes and made their way over to her. "We only told you yesterday that you must be here before 6 am." The team leader raised his voice, "It's 6:08 am now. You're getting a strike for this, keep this up, and you'll be out before you know it!"

The employers guided her and other new workers through to the workroom, where she'd spend most of her time. Upon arrival, all the women on the factory floor had their heads bowed down with mountains of cloth on either side of them. They were well-reserved from one another whilst all listening to the same radio chimes.

After a while, Navya's hands became tight and sore from the repetitive task; they had endured several needle pricks which inflamed her skin as time passed. The droning of the radio bellowed out across the factory floor, along with the tinny sound of sewing machines, filled the room as if it were an orchestra amidst the cloth jungle.



By three o'clock, everything seemed to be in order. Workers rounded up the clothes in groups and gathered them all into one spot for arranging. They had an exhausting time hemming and re-hemming, stitching, and re-stitching the same clothes again. Navya had been feeling discouraged by her first day; it was fast-paced as she'd imagined, but it lacked a convivial atmosphere that she didn't expect. Once four o'clock approached, the supervisor came out of his office and rallied the workers' attention.

"We are still low in numbers of garments needed for BeYou's requested inventory, which all need to be shipped out by 8 pm tonight. Because of this, you'll all have to stay on until half seven now. We'll hand out more assignments to you and will begin in twenty minutes." Navya, already aware she'd been working for ten long hours with only a half an hour break, approached the supervisor to breach the question of overtime pay. The supervisor looked at her with a plain expression before answering. "Everyone here is obliged to work the hours they are told to hit deadlines. Overtime is needed when the work hasn't been finished on time. There are no other options, so no, there is no overtime pay."

7:30 pm comes and goes slower than ever. Navya was exhausted; the thought of having to get the bus after a long shift was painful to think of. However, the thought of receiving her payment straight away seemed to be very rewarding after a horrendously long day. As she queues up to clock out and receive her first payment, she witnesses a few people up ahead gathered around a team leader, one in tears, the others in disbelief. Their jobs swept from under their feet; they were only taking home half of what they'd worked so hard to earn. Navya got to the office to check out and the collection of her earnings. The supervisor looks up at Navya briefly, then down to the sheets of paperwork and money at the side of the cluttered desk. He started to count the notes and coins, which were stacked piled on top of one another and gathered the total together. Navya reached her hand out to accept the money; the supervisor placed the money on the opposite side of the desk to her, which looked pitiful.

'This is all I'd earned. This is all I'm worth.' Navya thought to herself.



Creating Groups and Online Rooms¹

This entire chapter is extracted from 'A Guideline to Creating a Virtual Escape Room (VER) in Microsoft Teams and Zoom', which is available on gchangers.org.

VER Channel Settings on Microsoft Team and Microsoft OneDrive (SharePoint) or Google Drive
Each group member can collaborate using the team meeting functions, whether it's via voice or video conferencing. It is recommended that one learner shares their screen with their group to see the room folder contents available in the external cloud folders collectively. When a group answers Step 1's mission correctly, they can advance to Step 2, which instructs them to solve the new mission puzzles to unlock the next room in the activity. Mission objectives in each step of a room will always have a connection, so group members may find they will need to relook at the puzzles and clues they may have missed to solve a code. Facilitators can join the private team channels to assist if needed.

Instructions on Creating a VER Channel in Teams

1. Ensure you have an email address assigned to Microsoft Outlook.
2. Open [Microsoft Teams Online](#) or [download](#) the Microsoft Teams application using the email address associated with Microsoft Outlook.
3. Create a spreadsheet of participants, ensuring you have their names and email address to assign them to specific groups.
4. Open Microsoft Teams and select 'Join or Create a team' from the left-hand panel.
5. Select 'Create a team', and when a new window opens, select 'Other' from the team types on offer.
6. Click the '...' icon shown next to the team's name and select 'Add channel'. When a new window appears asking you to add a channel name, description, and privacy settings, name each channel appropriately, for example, Group 1, Group 2, etc, and set the privacy setting for each group to 'Private'.
7. You can skip the process of adding members to the groups at this time.
8. Click the '...' icon shown next to the team's name and select 'Manage Team'. When a new window opens, add your facilitators and players to the team.
9. If these are external to your organisation, you can add them using their email address.
10. Click the '...' icon next to a group to assign the relevant facilitators and players to it using the 'Add members' option. This is performed by typing their names or email address in and selecting their details from the drop-down menu. Repeat this process until each facilitator and player has been assigned to the correct group channel.
11. To limit the ability to edit settings to facilitators only, select the 'Manage teams' option (see step 8) and select the 'Settings' option. Open the 'Member permissions' tab and deselect the following options for your players:
 - Allow members to create and update channels
 - Allow members to delete and restore channels
12. Please note, there is a choice between Microsoft OneDrive (Sharepoint) and Google Drive to use as the external cloud-based folder for VER, depending on feasibility and preference. For instructions about hosting materials on Google Drive, please see [page 8](#).
13. Once your teams are created, upload the prompt reports for each group channel by selecting the 'Files' tab at the top of the screen.

¹ Sarah Kernaghan-Andrews (2021) Coventry University | Disruptive Media Learning Lab, A Guideline to Creating a Virtual Escape Room (VER) in Microsoft Teams and Zoom <https://gchangers.org/wp-content/uploads/2021/04/handbook-creating-your-own-virtual-escape-room-gchangers.pdf>



Instructions on Hosting VER Materials on Microsoft OneDrive (SharePoint).

1. Ensure you have created all the prompt letters for each step in your chosen word processor before you start.
2. Once the team channel has been created and the settings have been adjusted, go to the [OneDrive](#) website and sign in to access the cloud storage system.
3. Under 'My Files', create a new folder and enter the name of the VER. Open the folder and create the same number of folders created in Teams and name them Room 1, Room 2, etc.
4. Open 'Room 1' and create another 2 new folders and name them 'ACCESS ROOM 1 STEP 1 HERE' and 'ACCESS ROOM 1 STEP 2 HERE'.
5. Open 'ACCESS ROOM 1 STEP 1 HERE' and upload the curated materials for this folder. When you've uploaded everything, back and open 'ACCESS ROOM 1 STEP 2 HERE' and upload the curated materials for this folder.
6. Repeat the last two steps for the rest of the rooms and their steps' materials.
7. When all the rooms and steps' materials have been uploaded, go, and open the 'Room 1' folder too, right-click 'ACCESS ROOM 1 STEP HERE' and select 'Copy link'.
8. Open the prompt letter for Room 1 Step 1 and type in the following 'ACCESS STEP 1 HERE: **Hold down the SHIFT key and click on the link** to open folder'. Highlight 'ACCESS STEP 1 HERE', right-click and go to 'Link', insert the link copied from the folder to add the URL and click 'OK'.
9. Repeat steps 7, 8 and 9 for each step and apply them to the appropriate prompt letter.
10. Test all the links redirect users to the right location and make any changes if necessary. If everything is correct, export all the letters as PDFs.
11. Once the letters have been exported into PDFs, open them via Adobe Acrobat or Preview and re-export and save the PDFs with each encrypted password applicable to the prompt letters.

Go back to Microsoft Teams and add each prompt letter to each group's Files tab. Check again that all the links within the prompt letters open to the correct Microsoft OneDrive folder; and that they function correctly.

VER Channel Setting on Zoom and Google Drive

Using Zoom is a good alternative if one's not familiar with Teams or does not have access to it through their workplace. Zoom can assign participants into breakout rooms within a scheduled meeting and enables participants to share their screens with the rest of their group. A host can also broadcast a message across the active breakout rooms, for example, inform them of how much time is left before the game finishes.

As a host, it is possible to invite more than one facilitator within the meeting to co-host and assist with the facilitation of the remote activity. The host and co-host/s can then jump in between breakout rooms to check and prompt participants if needed; they can share links to the letters of each room step for learners to read through and begin their missions. Links attached within the letters will redirect learners to Google Drive where folders to each room will contain all the evidence and clues. The participants will be temporarily restricted to access the other rooms and materials to prevent the groups from skipping parts of the VER.

Instructions on Hosting VER Materials on Google Drive

1. Ensure that you have created all the prompt letters for each step in your chosen word processor before you start.
2. Create or sign in to a Gmail account and open 'Google Drive' at the top of the page.
3. Select 'New', create a new folder and enter the name of the VER. Open the folder and create the desired number of folders representing each room and name them Room 1, Room 2, etc, and a separate folder for 'Letters'.



4. Open the Room 1 folder, create another 2 new folders and name them 'ACCESS ROOM 1 STEP 1 HERE' and 'ACCESS ROOM 1 STEP 2 HERE'.
5. Open 'ACCESS ROOM 1 STEP 1 HERE' and upload all the curate materials for this folder. When you've uploaded everything, go back and open 'ACCESS ROOM 1 STEP 2 HERE' and upload the curated materials for this folder.
6. Repeat the last two steps for the rest of the rooms and their steps' materials.
7. When all the rooms and steps' materials are uploaded, go back to 'Room 1' and right-click 'ACCESS ROOM 1 STEP HERE' and select 'Copy link'.
8. Open up the prompt letter for Room 1 Step 1 and type in the following 'ACCESS STEP 1 HERE: **Hold down the SHIFT key and click on the link** to open the folder.' Highlight 'ACCESS STEP 1 HERE', right-click and go to 'Link', insert the link copied from the folder to add the URL and click 'OK'.
9. Repeat steps 7 and 8 for each step and apply them to the appropriate prompt letter.
10. Test all the links redirect users to the right location to make any changes, if necessary, if everything is correct, export all the letters as PDF.
11. Once the letters have been exported into PDFs, open them either via Adobe Acrobat or Preview and re-export and save the PDFs with each encrypted password applicable to the prompt letters.
12. Go back to Google Drive, open 'Letters' and upload all the prompt letters. These letters are shared only with players via their links; they mustn't be shared as a folder.

Instructions on Creating a VER Breakout Rooms in Zoom

1. Ensure you have access to Zoom within your organisation to arrange meetings and breakout rooms within the online activity. [Download](#) Zoom onto your desktop and work online via the [website](#) to create breakout rooms.
2. Create a spreadsheet of participants, ensuring you have their names and email address to assign them to specific groups.
3. Log in via Zoom's website, select the 'Meetings' tab on the left-hand panel and click on 'Schedule a Meeting'. Enter in the details about the VER:
 - a. The topic names
 - b. Description
 - c. The date and time it shall take place
 - d. The duration (recommended time between 1 to 2 hours)
 - e. The time zone (this is important to address if the online activity outreaches other European countries).
4. On the security settings, enable a waiting room within the meeting to allow the hosts to admit players into the call once they are ready to start the introduction.
5. It is required to allow video settings for both hosts and players, although some players might not want to be on video, it's recommended to have this option available. Leave the audio settings on **both**.
6. Navigate to 'Meeting Options', tick 'Breakout Room pre-assign', here a dropdown appears with the option to create the rooms, clicking on 'Create Rooms' to continue this step. A new window will appear, add rooms by clicking the '+', rename the breakout rooms to desired group names, and add participants using the email addresses provided to you.
7. To add alternative hosts to facilitate the call, add them using their email addresses and finish by clicking 'Save' at the end of the webpage.
8. On the day of the VER, ensure you have all the right links ready to share with players. Do this by opening each prompt letter from the 'Letters' folder on Google Drive, going to 'Share' and copying every link to paste them into a new document, and labelling them so they're all together in one place.



9. Start the introduction by sharing any digital materials created for the VER, such as a video explaining the activity and answering any questions learners may have before they start.
10. Once participants are ready to start, unlock the rooms by going to 'Breakout Rooms' and selecting 'Open All Rooms'. When the breakout rooms are unlocked, send the participants into their assigned breakout rooms, and join each room one at a time to send them a link to the first prompt letter to start the VER. Remember, you can send broadcasts to and close all rooms at any time.

Required Digital Materials

To begin the puzzle creations, you'll need to follow the resource links provided within this section alongside the descriptions of what each digital file represents. You can also choose to find your digital files and images to use in your virtual escape room, do ensure all digital components downloaded are copyright free and ideally licensed as ***Creative Commons Attribution-NonCommercial 4.0 International (CC BY-NC 4.0)***.

All digital materials will need to be allocated into six different folders that serve as locked rooms and items within the VER. Most of the components were made in Adobe Illustrator and Photoshop; if the text needs altering to fit the desired language, then the .ai and/or .psd files will need to be accessed. All images and files are accessible via the shortened links which redirect to Dropbox.

Room 1: Step 1 - Factory Room:

- Images of blocked fire exits
- A copy of an outdated health & safety notice form
- Thermometer: Temperature readings of the factory floor
- Images of sheets of plastic cellophane ceiling
- Cigarette buds
- Frayed electrical cabling
- BeYou clothing price tags
- A half-finished plate of food
- Health and Safety site safety notice board
- Time system machine
- Room 1 Step 1 password hint

Room 1: Step 2 - Factory Room:

- A piece of paper with the words Addition Dovelike Intreat – an anagram of riddle = Fire
- Symbols of alphabet
- Room 1 Step 2 password hint

Room 2: Step 1 – Navya's Bedroom:

- Newspaper clipping of school competition
- Navya's money diary
- Photo of bruising on wrist
- Navya's phone– chat windows
- Sketchbooks with fashion drawings
- Sewing kits and cloth
- Room 2 Step 1 password hint



Room 2: Step 2 – Navya’s Bedroom:

- Emoji poster chart on the wall
- News articles about fast fashion factories
- Dictionary definition of an ‘acronym’
- Room 2 Step 2 password hint

Room 3: Step 1 - Factory Office:

- Factory’s purchase log
- Factory’s books
- Factory emails
- Outdated national minimum wage poster
- Old Workers’ payslip
- Money boxes
- Calculator
- Room 3 Step 1 password hint

Room 3: Step 2 - Factory Office:

- Hexadecimal chart
- Decimal Chart
- Recent worker’s payslip
- Pythagorean numerology
- Maths equation
- Post-it Note
- Room 3 Step 2 password hint

Fonts and Styles

- Reenie Beanie - <https://fonts.google.com/specimen/Reenie+Beanie>
- Davys Crappy Writ - <https://www.1001fonts.com/davyscrappywrit-font.html>
- Caveat - <https://fonts.google.com/specimen/Caveat>
- Victor Handwriting - <https://www.1001fonts.com/victor-handwriting-font.html>
- Bebas - <https://www.dafont.com/bebas.font>

Access to Puzzle Materials

All final puzzles and materials are available on the Escape Racism’s Fast Fashion webpage for download from Google Drive. Please note that the editable files included are formatted as **.ai** and **.psd** files, as the materials were all created in Adobe Illustrator and Adobe Photoshop.

Game Goals and Puzzle Connections

Players have been tasked to help a specialist slavery investigator from a charity assigned to investigate a modern slavery accusation report within the U.K.

During this game, players need to research evidence and decipher clues in three different locations provided to look through. The whistleblower, Navya, is a young woman who has given you an insight into clues and access to the factory floor, her bedroom, and the factory office to analyse and declare the investigator’s findings.



Key:
= Answer

Yellow = Artefact

Red = Red Herring

Green

Room 1 - Factory Room:

1. Examine **the photograph of the blocked fire exits** – the conclusion should be recognised as a fire hazard.
2. Players should note that the **health and safety notice** situated on the factory floor is outdated by six years, which means the current factory tenants are not complying with the law.
3. Players should identify the **health and safety site safety notice** that lacks relevant legal requirements at the factory. Clues leading to health and safety are giving players a hint on the answer.
4. Examine the **frayed electrical cabling** located next to the pile of cloth scattered on the floor next to workstations – Should recognise the exposed electrical wiring has a high possibility of causing a fire, especially with the cellophane ceiling hanging above the workers.
5. **Thermometer** – The heat building up is likely to affect workers and cause health concerns such as fainting; whilst using machinery.
6. **An Image of a plastic cellophane ceiling** – this should identify as a fire hazard
7. **Cigarette butts** - It is illegal to smoke within a workplace in the U.K. due to increased fire risks; and other serious health hazards such as developing long-term/terminal illnesses from second-hand smoke.
8. From all the evidence seen here in Room 1, they should be able to identify the national law violated is **HEALTH&SAFETY** – do provide information that the password might include a special character that players have to enter to access the next step.
9. Using the guide provided to players with some of the alphabetical letters added to the puzzle, players should decode **the anagram of the riddle**:
'I eat to live and drink to die'.
10. Using the clues from the previous step, players should get **FIRE** from the riddle and move on to the next room.

Red Herrings:

1. **BeYou price tag** introduces players to the Retailer but is not a contributing clue for this room.
2. **A half-finished plate of food is** there to show the conditions of the factory but does not indicate any clues to players.
3. **The symbols of alphabets** are a red herring – there will be some symbols placed throughout images and documents that add up to a word that is the wrong answer.
4. The time system machine has a symbol hidden within the image. This has no relevance in the game that could lead to any positive impact for the players.



Room. 2 – Navya’s Bedroom:

1. **Navya’s money diary** from the past three months indicates she’s been paid very little for the work she does and barely has enough left over from contributing to her parent's income.
2. **Photographs of bruised wrists** indicate physical assault inflicted onto Navya, but unsure why or by who.
3. **The newspaper clippings of the school competition** will provide the players with a background story of Navya, letters are highlighted within the article which is of interest for players to assemble, making the work **GRABBING** to describe the bruising on Navya’s wrist.
4. **A chat on Navya’s phone** is available for players to look through, some of the messages are encrypted with emojis, she looks like she’s been talking to a close friend of hers.
5. **A news articles** on a city’s fast fashion industry are open as tabs on Navya’s laptop which explore in-depth into **FORCED LABOUR**.
6. Navya has looked up ways to disguise her problems by using an acronym.
7. An **emoji poster chart** is on her bedroom wall, to decode her messages, which come out as **SEXUAL COERCION**.
8. Combine the acronyms of **FORCED LABOUR** and **SEXUAL COERCION** together to get **FLSC**

Red Herrings:

1. **Sketchbooks** show players the illustrations created and continue to make
2. **Sewing kits and cloths** are in her room don’t reveal anything to the players

Room 3 – Factory Office:

1. Players will need to investigate a passage of the **factory’s purchase log** to some encoded numbers and letters, part of the hexadecimal puzzle. Players should notice **A = 10** and **F = 15** corresponds with the **hexadecimal chart** in the final step.
2. The office has **an outdated poster displaying 2017’s national minimum wage poster**, where they can see workers earn **£3.50** as stated under the current rates section. It's over four years out of date to what (at the time) the current minimum wage should be.
3. Examine the **factory’s emails** which are available on the computer, players will see correspondence with the Retailer’s recruitment agency discussing subcontracting to the factory to be the supply chain. Players should also take note of the dates of the correspondence, the year is **2020** and the minimum wage is **£8.72**. Players must think of a way to work out the *cost difference* between the factory’s emails **2020’s** national minimum wage to the figure displayed on **2017’s** national minimum wage poster. They’ll see that the difference between the two wages is: **5.22**
4. Players will see an encoded clue within **the national minimum wage poster** – which is part of the hexadecimal puzzle and should be kept note of by the players. **N.8 = N.50** translates to **£3.50**.



5. Players should investigate through **the worker payslips** in Room 3 Step 1 & 2 to sort the numbers and equate them into the puzzle. They should align **32** as a hexadecimal value and translate it to **50** as a decimal value.
6. Upon looking into the **hexadecimal chart and the decimal chart** available to the players as a guideline, they should work out **the payslips, purchase log and poster** that the worker works on average **50 hours** per week for **£3.50** per hour.
7. The post-it note provides players with the equation they need to decode and calculate to retrieve the correct answer.
8. Players can refer to the **maths equation** available to them to understand how to calculate hexadecimal into decimals.
9. With the findings, players must calculate the total payment on a week wages (**50 multiplied by 3.50**) and translate AF as being **175**
AF
A = 10 x 16¹ [x1] = 160
F = 15 x 16⁰ [x0] = 15
= 175
10. Another way to figure out the answer if players are struggling is to subtract the total income from **each payslip**.
i.e. $2527 - 2352 = 175$
Only suggest this hint if the clock has less than 2 mins remaining; when the players are struggling.

Red Herrings:

1. **The calculator** has a false figure on its display, which will give players an inaccurate answer they need to escape the room.
2. **The money box full of cash** does not reflect on your whistleblower's daily wages needed to escape the room.
3. **The Pythagorean numerology** is a red herring; as it is not relevant to the hexadecimal cypher and encryption.

Prompt Reports

Prompt reports are featured throughout the VER to aid players in the right direction. They provide crucial information and objectives for the following stages of the rooms' steps which need to be solved. The reports contain details uncovered from the previous room steps and provide players with the investigator's insight into the scenario.



Each prompt report should follow the narrative written for each room; any expectations to adaptations depend on the desired location setting. Prompt reports must contain links to the external cloud-based storage shown below.

Templates for each prompt report are available as Microsoft Word documents which allow editing, whilst locked prompt reports are in PDF formats ready for a VER game setup. The passwords for each locked PDF are listed below.

Modern Slavery Response Unit		Version 7.6.0
Report No: 0386-03	Date of Report: 10/06/2020	
Submitted form field:		
I am contacting you because...	I think I might be a victim	
Please provide a description of what you have seen or experienced or your question.	I've been working for Handsew Suppliers' factory for around 3 months now and the working conditions don't seem to be very safe for us employees. There are more overtime hours than regular for very little reward and acknowledge of the work. I don't know if I'm overreacting, but it doesn't feel right to me... I feel unsafe and vulnerable. I would be happy to help or provide any information where I can.	
Location (optional)	Unit 6, Textiles Industrial Estate, Hereford Road, W1W 8AQ	
Name (optional)	Navya Anand	
Can we contact you? We will only contact you if we need more information about the situation you are reporting.	Yes	
Assigned: Janet Watters Role: Modern Slavery Specialist Investigator		
Date of Inspection: 12/06/2020		
Investigator notes and comments:		
I have been assigned to investigate the conditions at Handsew Suppliers, they have only been running as a company for 4 months so what alone is a cause for suspicion.		
I need to decide what the common links within the photographs are to move swiftly on. I think a national law has been violated, which act should I look for specifically?		
ACCESS STEP 1 HERE (Hold down on SHIFT key and left click to open folder)		
Signed <i>Janet Watters</i>		
Typed: 12/06/2020		

Access to Room 1's
Step 1 external
cloud-based folder
is located here
with the URL

Modern Slavery Response Unit		Version 7.6.0
Report No: 0386-03	Date of Report: 10/06/2020	
Submitted form field:		
I am contacting you because...	I think I might be a victim	
Please provide a description of what you have seen or experienced or your question.	I've been working for Handsew Suppliers' factory for around 3 months now and the working conditions don't seem to be very safe for us employees. There are more overtime hours than regular for very little reward and acknowledge of the work. I don't know if I'm overreacting, but it doesn't feel right to me... I feel unsafe and vulnerable. I would be happy to help or provide any information where I can.	
Location (optional)	Unit 6, Textiles Industrial Estate, Hereford Road, W1W 8AQ	
Name (optional)	Navya Anand	
Can we contact you? We will only contact you if we need more information about the situation you are reporting.	Yes	
Assigned: Janet Watters Role: Modern Slavery Specialist Investigator		
Date of Inspection: 12/06/2020		
Investigator notes and comments:		
After reviewing the images, I need to decide the major cause for concern within this factory's working environment.		
There are a number of safety factors at risk here but one sticks out more than others, I've come across a couple of items which could lead me to the final conclusion.		
ACCESS STEP 2 HERE (Hold down on SHIFT key and left click to open folder)		
Signed <i>Janet Watters</i>		
Typed: 12/06/2020		

Access to Room
1's Step 2
external cloud-
based folder is
located here with
the URL

Passwords:

(All passwords must be entered CAPS LOCK ON and if necessary, include special characters, no spaces.)

Room 1 Step 1: N/A

Room 1 Step 2: **HEALTH&SAFETY**

Room 2 Step 1: **FIRE**

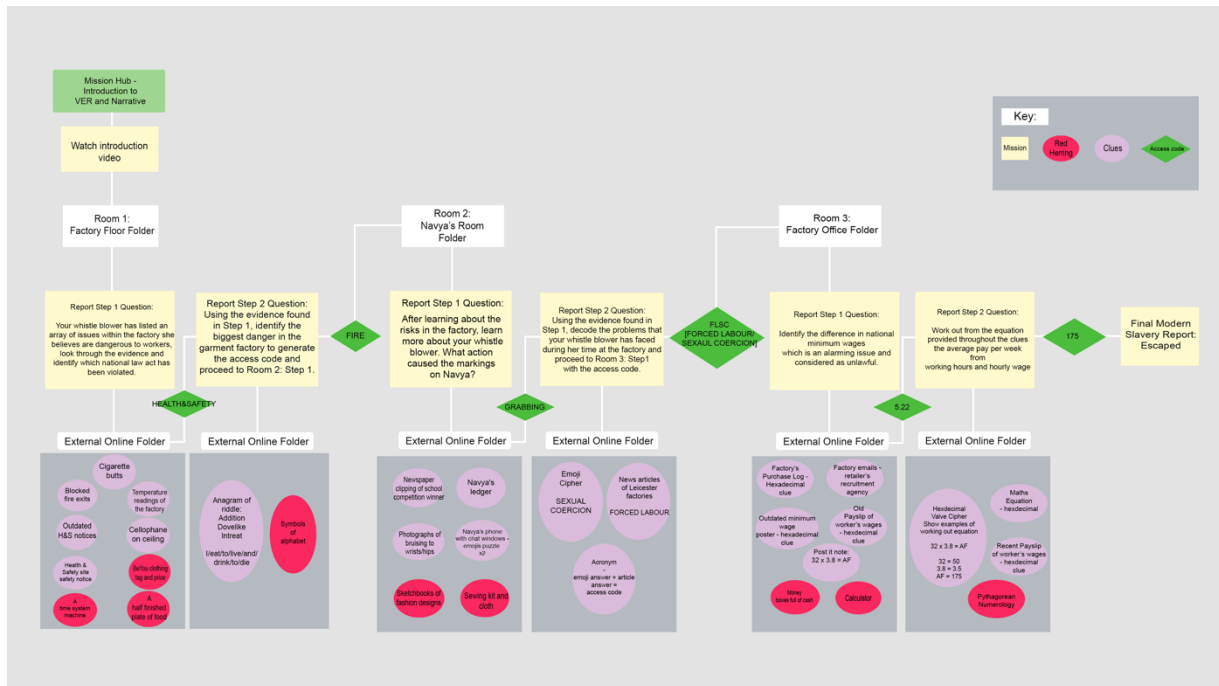
Room 2 Step 2: **GRABBING**

Room 3 Step 1: **FLSC**



Game Flow Diagram

The flow diagram shown below indicates how the structure and design of the VER game should be constructed and presented to players in each group.



How to Win

VERs can be won in one of two ways if the VER is played in a competitive style with the group against each other and within the 1-hour time limit, then whichever group completes all the room steps and cracks codes and puzzles the quickest wins the VER. If conducted as a group exercise, they must solve the clues and puzzles before the 1-hour time limit runs out. If a group fails to complete the VER before the time is up, facilitators must stop them and end the game.

Facilitation

Players must enjoy themselves whilst they're playing the VER, there may come a time when they get stuck on a clue or puzzle, but it can be visible that each team is having fun and working together whilst they aim to solve it. Although, if it's proven that the players are struggling and becoming disengaged, the facilitator should intercede and support them with the use of stimulating hints or questions.

Demanding on the age of the players within the VER and their skillsets, facilitators can provide hints within the group chat channel or verbally via the video call. Try asking questions that thought-provoke players into a direction that will guide them to an answer, although, don't be too obvious with the questions or hints as it's important for players to be able to conclude the answer themselves and that the puzzles aren't solved for them.



Game Dynamics

This section discusses the process of Fast Fashion which players will be participating in. It will also elaborate on how facilitators should introduce the players to the virtual escape room, how the play modes are structured into the game, how the VER is won or completed, and how facilitators should debrief the players. When debriefing your players on Fast Fashion, facilitators will be able to expand on the context of modern slavery and highlight areas of the subjects, which aren't covered by the contents of the virtual escape room.

To begin the activity, everyone starts in the general channel for the pre-session briefing in the format of a video conference. Players are introduced to the VERs before the start of the session at this stage. Afterwards, a video is shown to the participants which introduce the module and VERs objectives and activities. The structure and flow of the game feature a 2-step play mode:

- **Step 1** is designed for players to focus on the learning activities and objectives associated with the mission of the room, which is articulated in the letter for Step 1.
- **Step 2** is the puzzle-based gameplay for cracking the code using the findings from Step 1 of the rooms. From there, the code is used to unlock the next room's Step 1 letter for players to proceed.

Introducing the Game

To begin the Fast Fashion game, do ensure that everyone who's scheduled to participate in the activity is in the general channel video call. Once all the players are in the video call, facilitators can begin to introduce the setup of the game and assure all players know which teams they'll be working in. A video will be provided within the general channel under Files, this will need to be played to everyone as it will set the scene of the game and provide additional information that players will find useful and incorporate whilst they play.

Address the players before the VER starts that they must use caps lock on (all uppercase) when inputting the passwords into the prompt reports, and advise there may be special characters within the passwords that they should be aware of.

Vocal pointers when introducing the game:

- Disclaimer: the virtual escape room experience you are about to enter contains topics covering sensitive issues, such as sexual crimes, physical assault and slavery. If you find any of these topics distressing, you have the right to be excused from the activity.
- There are three rooms to escape from presented in folders. Each room has two steps that must be investigated and evaluated before moving into the other rooms.
- The step folders contain one report; the team must read the reports to learn the objectives in each space. The reports have external hyperlinks that will redirect to rooms you need to go to.
- When inputting passwords into the reports, make sure ALL CAPS is on, and you may need to use special characters depending on the nature of the passwords.
- It is recommended that one person shares their screen with the rest of the team.
- You and your team have **1 hour** to complete and break out all of the rooms.
- Do you have any questions before we begin?

The video transcript:



"I woke up at quarter to five to my early morning alarm, got dressed, grabbed some breakfast, and made my way to the bus stop. My bus was running 10 minutes late, which made me feel anxious. I paid my fare and wished for the bus to magically arrive on time.

As I was late, it was 06:08 am when I arrived at the factory. I got a strike and was threatened that I wouldn't have a job to come back to if I kept this up. Not a great start on my first day... Everyone looks so distant on their stations, I tried smiling at an older woman, but she refused to look at me. The only thing with a voice it seems is the morning radio.

My hands are so sore... I can feel each pinprick on them as they're swelling up. The radio chimes and tinny noise of 100 sewing machines are driving me crazy, they're droning on and on and getting into my head. I'm exhausted, everyone looks it too, but we've just been told we've got to stay on until 7:30 this evening, despite already doing a 10-hour day. There isn't any overtime pay for this.

It was a hard first day, but I was able to collect my wages at the end of overtime. I went into the office where the manager sat, he barely looked at me after he'd counted the money and dropped it all onto my side of the desk. It looked pitiful. "This is all I'd earnt. This is all I'm worth." I thought to myself.

Three months later, I feel drained and dehumanised. This job is torturous, and I don't have anybody to turn to, my parents rely on this money so much. After searching relentlessly on the internet at home, I came across something that could be of some help... it just requires me to fill out a form.

Name: Navya Anand

I am contacting you because...: I think I might be a victim."

Debriefing the Players

Once the game has closed, whether it was from a team completing it the quickest or the clock running out, facilitators will have to debrief them on the activity. Facilitators should start by asking them what they believe learners had discovered during the VER, what they think the answer was for the step they could not complete in time and explain what was needed from the evidence to crack the code to the next stage.

If a team completed the VER by either beating other teams or the clock; they might have enquiries about a particular part of the activity and the clues and puzzles. For example; was there a faster way to solve puzzle A?

Facilitators can answer and explain how the puzzles are solved quickly. If players couldn't complete the virtual escape room within the time limit or lost to another team, facilitators should tell them another way to play the game again to beat it to the clock and uncover the ending of the VER.

This is also a good opportunity to go into the story depth and provide information on modern slavery, and the effects it has on victims.

"Navya fell victim to modern slavery within the UK fast fashion industry. Her employer took advantage of profiting from supply chain contract deals with fashion labels, such as BeYou, and has exploited employees like Navya for very little pay and respect for their human and worker rights.

It is estimated that 10,000 garment workers are paid as low as £2 to £3 per hour compared to the national minimum wage of £8.72 in 2020. This wage is alleged commonplace within garment factories as they tend to avoid the national minimum wage, sick pay, and entitlement to work documentation. Due to this practising of illegal employment, workers miss out on £2.1 million per



week or £27 million in total. There is still a call for supply chains and government bodies, such as the Home Office, to rectify and imply better protection for vulnerable garment workers who have endured violations.

Navya's employers also took advantage of her ethnicity as most garment workers are from a minority ethnic group, whilst around a third were born outside of the UK. Most workers in the fast fashion industry are women, who are at higher risk of being subjected to workplace sexual harassment or assault.

These workers are most vulnerable to abuse because of their immigration status, language skills and the lack of support systems. Modern slavery is not just about forced labour or sex trafficking; it also applies to people who have restricted working rights and access to a decent living wage. This kind of modern slavery is hidden within the shadows or behind closed doors to some of the most recognised, fastest-growing fashion brands the UK has.

Navya was lucky to have removed herself and others from the supply chain and factory's poor working conditions and ethics. By reporting to the Modern Slavery Hotline, she had instant access to the help and support she needed after taking that initial daunting step to whistleblow in the first place.*

If you would like to find out more about the issues surrounding modern slavery, please look at www.anti-slavery.org or www.modernslaveryhelpline.org. To learn more about modern slavery in the garment industry, please visit www.labourbehindthelabel.org. Each of these websites contains information about the problem and what to do should you encounter it. Thank you for your time; I hope you enjoyed playing Fast Fashion."

If you are running Fast Fashion in a country other than the UK, please change this information to best suit your location.