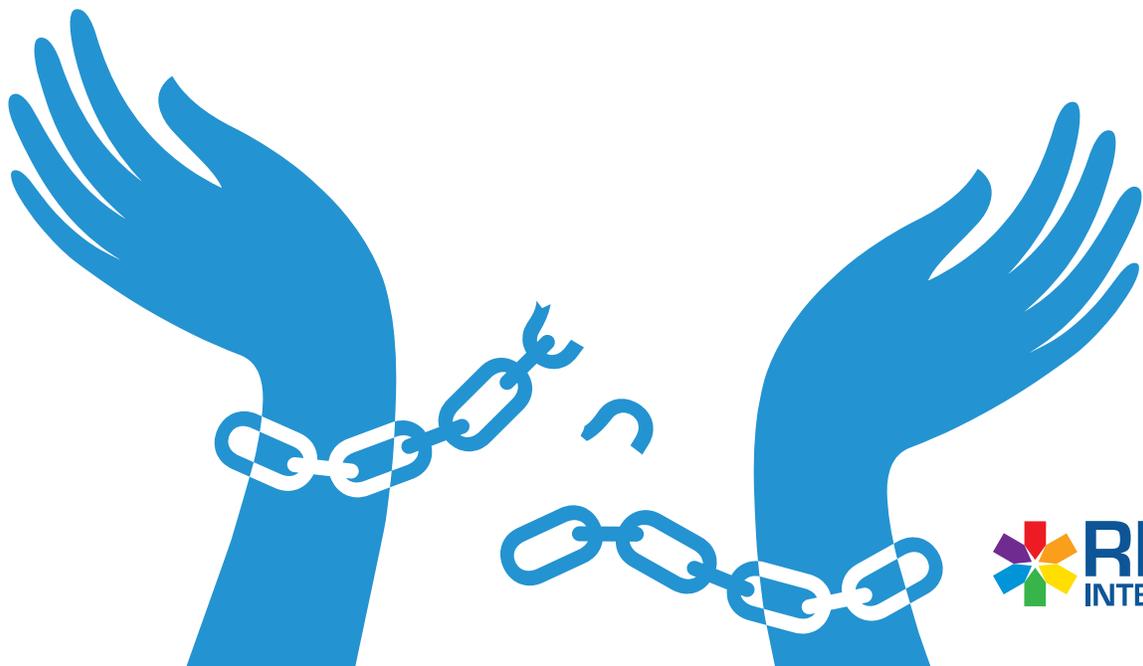


Modern Slavery and Human Trafficking Statement 2019



INTRODUCTION

Relief International (RI) welcomes the introduction of the Modern Slavery Act 2015 (UK) and the Federal Acquisition Regulation, 2015 “Ending Trafficking in Persons” (USA).

As an ethically driven alliance of organizations, we have zero tolerance regarding all aspects of modern slavery and human trafficking practices. At the heart of all our work are efforts to combat exploitation, abuse, discrimination and poverty and therefore we welcome the opportunity to affirm our commitment to tackling modern slavery throughout our organization and supply chains.

Modern slavery is a pervasive issue with an estimated 40.3 million¹ people in slavery around the world. However, it is a largely hidden issue in modern value chains and therefore requires a rigorous approach to many aspects of an organization’s operations. This is particularly true for organizations such as RI which support and operate programs in some of the most fragile countries in the world.

OUR STRUCTURE

RI is an alliance of non-profit organizations registered in the USA, UK, France and Belgium and our work supports communities in fragile countries that suffer from recurrent crises that impede human development.

Currently we support communities in 16 countries across the Middle East, Africa and Asia with programs that deliver economic opportunity, education, health, and water and sanitation services. We have approximately 6,000 staff and auxiliary personnel globally.

Each RI organization is governed by a Board of Trustees that is responsible for overall oversight of operations.

OUR SUPPLY CHAINS

RI has a complex, dispersed, supply chain and uses a wide range of suppliers whose goods and services are procured to support our programs. We undertake appropriate due diligence when taking on new suppliers and any supplier or sub-recipient’s award may be suspended or terminated for violation of our Human Trafficking Policy.

We are not involved in manufacturing, agriculture or retail activities, which are typically high risk activities for modern slavery. However, given that at least 80% of our procurement is sourced locally by our country offices – we take our risk of modern slavery very seriously.

¹Anti-Slavery International (March 2019). To be found at: <https://www.antislavery.org/slavery-today/modern-slavery>. Accessed 12/03/2019

POLICIES ON MODERN SLAVERY

RI's Human Trafficking Policy addresses all forms of modern slavery and applies to anyone working for RI or those associated with RI, for example, contractors, partners and other agents. The policy articulates that RI has zero tolerance regarding human trafficking, exploitation, coercion, sex trafficking / commercial sex, debt bondage, forced labour, and involuntary servitude and details the reporting requirements as per our safeguarding approach.

Other relevant policies are the Child Protection Policy and the Sexual Exploitation and Abuse and Harassment Policy. These policies apply to all staff and anyone associated with RI and present our zero tolerance for child abuse, sexual exploitation and abuse, harassment and sexual harassment.

Our Code of Conduct underscores and reiterates adherence to these key protection and safeguarding policies, while our Whistle-blower Policy makes staff and partners aware of their rights regarding upholding the values contained within these policies and how to raise concerns when these standards aren't upheld.

Additional relevant policies are the Conflict of Interest Policy, Fraud Bribery and Corruption Policy, Money Laundering Policy, and the Terrorist Financing Policy.

DUE DILIGENCE PROCESSES

To identify and mitigate risk within our supply chain, our contractors and sub-contractors are required to comply with our Laws and Ethical Warranty check. This warranty seeks to ensure adherence to all applicable local laws and ethical standards in the areas of anti-corruption, bribery and fraud, money laundering, terrorist financing, sexual exploitation and abuse, human trafficking and child protection.

To confirm that our suppliers have the appropriate safeguards in place our procurement policy is used to evaluate suppliers' terms and conditions for all child protection and safeguarding requirements and suppliers' are asked to sign and agree their commitment to comply with these policies. In addition to this, construction contracts have a clause explaining that RI cannot engage with companies using child labour or are engaging in human trafficking or other forms of violence, exploitation and abuse.

RISK ASSESSMENT

At the global level, RI actively maintains an organisational Risk Register which is reviewed quarterly by the Senior Management Team and Boards of Trustees. This includes a key risk relating to safeguarding the well being of communities that work with RI. A wide range of safeguarding risk mitigation measures are in place and progress is actively monitored and managed ongoing. Additionally, RI is in the process of rolling out a specific Safeguarding Risk Assessment process across the organization that allows for us to undertake detailed due diligence of our own and our partner's safeguarding policies and procedures, their arrangements for reporting concerns and their ability to implement safeguarding and Do No Harm measures relevant to modern slavery.

MEASURING EFFECTIVENESS

RI's staff are trained in our Human Trafficking Policy (and all safeguarding policies) to recognize modern slavery and human trafficking in its various forms. Project staff provide monitoring and oversight of project sites to ensure that

project activities in no way – directly or indirectly – support modern slavery or human trafficking activities. RI reviews compliance plans submitted by sub-recipients (where required), provide feedback and monitor for compliance. All RI staff, sub-recipients and suppliers are required to report modern slavery or human trafficking concerns to us through our established reporting channels.

TRAINING FOR STAFF

Comprehensive training is provided to all new staff on the Code of Conduct, the Human Trafficking Policy, Sexual Exploitation and Abuse (SEA) and Harassment Policy, the Child Protection Policy, the Whistle-blower Policy and also the Incident Reporting and Management Policy. Further training is provided on our Conflict of Interest Policy, Fraud Bribery and Corruption Policy, Money Laundering Policy, and the Terrorist Financing Policy.

NEXT STEPS

Relief International is committed to ensuring zero tolerance towards modern slavery and human trafficking. In keeping with this commitment, our safeguarding agenda will see us make concerted efforts to address the risk of modern slavery and human trafficking across the organization – including enhanced supplier due diligence, training and risk assessment.

REPORTING

Concerns about modern slavery and / or human trafficking in Relief International's programs should be reported to us via incidents@ri.org.



This statement is approved by and on behalf of the governing bodies of the Relief International alliance organizations.

Chip Levengood
Chairperson, Relief International alliance organizations

Nancy E. Wilson
Chief Executive Officer of Relief International

Date: 3/28/2019