



## Modern Slavery Statement

International Medical Corps UK (the “Charity”) is committed to preventing modern day slavery and human trafficking within its organisation and its supply chains. As part of the charity sector, International Medical Corps UK recognizes its fundamental responsibility to take a robust approach to slavery and human trafficking. This statement applies to the financial year ended on 30 June 2016 and outlines the steps that the Charity has taken to address and eliminate, as far as possible, the risk of modern slavery and human trafficking.

### Organisational Structure and Business

The Charity is an international humanitarian non-governmental organisation headquartered in London. The Charity is an independent affiliate of International Medical Corps, a U.S. registered non-profit organisation that shares the same mission. Through an Administrative Services Agreement, International Medical Corps UK engages International Medical Corps in the delivery and implementation of its programmes in over thirty countries in accordance with the terms and conditions of its grants. The Charity is governed by five trustees who are also directors of the company for the purposes of the Companies Act. The day-to-day management of the Charity is delegated to the Charity’s Executive Director, who makes operational decisions in coordination with a team of senior staff. In the year ended 30 June 2016, the Charity provided assistance to vulnerable populations in thirty-five countries:

Afghanistan	Iraq	Pakistan
Burundi	Japan	Philippines
Cameroon	Jordan	Republic of Guinea
Central African Republic	Kenya	Saudi Arabia
Chad	Lebanon	Sierra Leone
DR Congo	Liberia	Somalia
Ecuador	Libya	South Sudan
Ethiopia	Mali	Sudan
Greece	Myanmar	Syria
Guinea Bissau	Nepal	Turkey
Haiti	Nigeria	Ukraine

Yemen

Zimbabwe

Humanitarian programs in these countries are managed by the Charity's U.S. affiliate and their project activities are conducted from decentralized sites determined by the humanitarian needs of affected populations.

The Charity works in six main areas:

- Building health capacity
- Emergency response
- Mental health and psychosocial support
- Women and children's health
- Clean water, sanitation, and hygiene
- Nutrition

The Charity does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Charity in its own work is obtained by means of slavery or human trafficking. The Charity strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the above-listed countries and in many cases exceeds those minimum requirements for its employees.

### **Supply Chain**

In order to fulfil its humanitarian mission, the Charity must procure goods from a variety of suppliers. The Charity's main supply chains include suppliers of:

- Medical commodities and equipment (including pharmaceutical, medical, and laboratory consumables)
- Non-food items (such as hygiene kits and blankets) and food items (such as therapeutic food)
- Non-medical supplies and equipment (such as vehicles, mobile phones, and IT equipment)

### **Potential Exposure**

The Charity understands that, due to its extensive work and procurement in countries where human rights protections may be limited, it is exposed to the risk of doing business with an entity that facilitates, supports, or engages in modern slavery and/or human trafficking. The Charity actively and continuously works to eliminate the risk to the extent possible.

## **Policies, Procedures, and Training Related to Modern Slavery and Human Trafficking**

The Charity and its U.S. implementing affiliate have the following policies and procedures that set forth its commitment to preventing modern slavery and human trafficking:

- Code of Conduct and Ethics
- Combating Trafficking in Persons Policy
- Combating Human Trafficking Compliance Plan
- Policy Against Sexual Exploitation & Abuse
- Anonymous Hotline Reporting Mechanism (EthicsPoint)
- Guidance for Responding to Suspected Fraud and Other Illegal Conduct

New employees are informed about these organisational policies by the human resources function during their on-boarding orientation. Additionally, all employees are provided with discrete annual trainings about the prevention of both trafficking in persons and sexual exploitation and abuse. Related information is made available to employees on the organisation's intranet, as well as through posters and informational sheets that are displayed in all field and headquarters offices.

These policies and procedures embody the Charity's commitment to ethical standards in all of its work, and to comply with to them in implementing and enforcing effective systems and controls to eliminate, as far as reasonably practicable, the risk of modern slavery and human trafficking in its work or its supply chain. In addition, the Charity has a Slavery Compliance Officer to whom all concerns regarding modern slavery are required to be addressed.

### **Due Diligence Processes to Combat Modern Slavery and Human Trafficking**

The Charity carries out due diligence to ensure that modern slavery and/or human trafficking does not take place in its organisation or its supply chains. To this end, both the Charity and its U.S. implementing affiliate have implemented the following processes:

- To register all suppliers that supply over \$1,000 of goods or services and require agreement to our standard terms and conditions that include a ban on any activities that violate international laws prohibiting corruption, sexual exploitation, trafficking, and other abuse of persons or facilitate or support trafficking in persons in any form (including sex trafficking or the recruitment, harbouring, transportation, provision or obtaining of a person for labour or services through the use of force fraud or collusion).
- To require subcontracts to contain a provision prohibiting the conduct described above.

- To require suppliers to endorse a “Vendor Code of Conduct” that prohibits child labor and human trafficking.
- To screen all suppliers through a third-party *prohibited party* screening database.
- To include compliance with ethical requirements in its evaluation of supplier performance.

The Charity has not, to its knowledge, conducted any business with another organisation that has been found to be involved in modern slavery and/or human trafficking. Our audit, legal, and compliance teams are involved in ensuring the Charity’s systems work effectively and monitor them regularly, adapting as necessary to changing circumstances and needs.

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes International Medical Corps UK’s modern slavery and human trafficking statement for the financial year ended 30 June 2016 as approved by the Board on 15 December 2016.