



March 2019

**Modern Slavery Statement Update
Islamic Relief Worldwide
Board of Trustees**

Our 2018 Modern Slavery Statement outlined our commitment as a humanitarian and aid charity to minimise the risks of modern slavery within our global operations. Modern slavery is an increasing global problem which is estimated to impact in excess of 40.3 million people around the world. This is an appalling statistic to face in 2019. With Islamic Relief Worldwide (IRW) operations extending to a presence in over 40 countries globally, we are fully committed to doing everything possible to detect and prevent modern slavery in our supply chains. We are making strong progress across all levels of our organisation. Focusing on advocacy work, we have succeeded in increasing awareness within our own operations and commercial relationships; and most importantly, among the wider communities with whom we seek to serve. We are working to ensure that our commitments and responsibilities in this area align with our Islamic values.

This statement is an update of our progress since our last statement, building on our initial commitments from 2018 and beyond. The board remains focused and committed to doing all we can in this to ensure that IRW makes its contribution towards the fight against modern slavery.

Global Income

In 2018 our global income was £190,411,595.

Update on IRW's modern slavery and human trafficking policies

Following the policy audit as part of our Modern Slavery Action Plan, during 2018 we have been able to further develop our Safeguarding Framework and ensure it meets key benchmarks.

Our Safeguarding Framework now consists of a:

- Safeguarding Policy
- Child Protection Policy
- Protection from Sexual Exploitation and Abuse (PSEA) Policy
- Gender Justice Policy
- Early Forced Marriage Policy
- Whistleblowing Policy
- Complaints Policies targeting the engagement of beneficiaries and staff

We have also worked on our Global Procurement Manual.

At Islamic Relief Worldwide the protection of our beneficiaries, staff and volunteers from exploitation and abuse is why we exist. We fully acknowledge the gender imbalance of those affected by modern slavery with women and girls being disproportionately affected, in particular being victims of forced labour (especially in the commercial sex industry) and those subjected to forced marriage. We believe in fulfilling the rights and respecting the dignity of each person, including children and young people. Thus, our work is rooted in providing solutions for a life free from abuse and exploitation. In order to fulfil our obligations, we have developed a framework to safeguard the security and safety of those we have responsibilities towards. We must "respect, protect and do no harm".

IRW's Global Procurement Manual incorporates Modern Slavery Act requirements and safeguards as part of our compulsory business behaviour. This encompasses all aspects of procurement of goods and services, contractual agreements and management of our global supply chains.

Our commitments for 2019 are to continue to develop our policies to incorporate and systematise Modern Slavery Due Diligence requirements in our work and partnerships. We are particularly focused on highlighting the relationship between bribery, corruption and modern slavery.

We will target a refresh of IRW's:

- Partnership Policy
- Anti-bribery and Corruption Policy

Supply Chain

During 2018 our supply chain expenditure was:

- **UK: £8,179,112**
Supply chain for our UK based operations which consists of our offices based in Birmingham and London
- **International: £51,570,768** (subject to audit)
Supports our international activities for our disaster and emergency operations and development programmes. Procurement for Turkey and Syria is managed from the UK. Procurement for our remaining country offices is done in-country.

No cases of modern slavery have been identified through our current due diligence processes within our supply chain during 2018.

Update on Supply Chain Management

Ongoing Commitments (2017)	2018 Update
1. Update Global Procurement Manual with a particular focus on compliance throughout all areas of our operations including in the field.	Procurement Manual has been updated and practices revised, leading to its official release for implementation in July 2018. Our initial focus has been in our West Africa regional operations (Malawi, Niger, Chad and Mali) where we have customised the procurement manual. Orientation and training on the updated manual is ongoing for all procurement and logistics staff.
2. Recruitment of a Roving Supply Chain Advisor.	The Roving Supply Chain Advisor was recruited and commenced post in September 2018. The work plan for the post holder is to implement the four phased approach across all areas of our operations as follows: <ul style="list-style-type: none">• Phase I : Review and reform the supply chain polices which includes procurement, logistics, fixed assets, vehicle usage etc for all regions.• Phase II : Reengineering and develop business processes, flow charts, legal contracts, formats etc.• Phase III : Online supply chain module which includes vehicle management system, warehousing, assets / inventory, facility management, vendor database and vendor performance evaluation etc.• Phase IV : Training of national staff to build the capacity on departmental record keeping, assets management, procurement techniques for selection of vendor, use of AX (accounting system).

3. Strengthening clauses in supplier contracts focused on our largest suppliers, higher risk activities and locations as identified through IRW's review.	Supplier contracts have been updated and contain clauses in relation to due diligence requirements.
4. Strengthening our supplier pre-selection criteria.	Pre-selection criteria has been strengthened to include site visits to check operational conditions and compliance with International Labour Organization (ILO) standards.
5. Awareness raising of international staff on the issue of modern slavery, its identification and reporting.	An information sheet has been produced and translated into local languages for dissemination to staff and suppliers.

Our Staff

Confidential third Party Reporting facility (Whistleblowing)

As part of our Complaints and Whistleblowing Framework, we have enlisted services for a confidential reporting facility from a third party, to ensure staff and external stakeholders feel comfortable reporting serious concerns. Disclosures or concerns can be emailed or relayed via telephone providing local toll free numbers and interpreting provision and callers can remain anonymous if they wish.

To uphold our values of transparency, we have also committed to including data on the numbers of complaints we have received in our future Annual Report.

Staff induction Programme

We have revised our staff induction programme for UK based staff. We now have a session on governance and compliance, part of which explains the Modern Slavery Act 2015 and our commitment as an organisation to combat it. The session provides an overview of our organisational requirements under the act, highlights our modern slavery Statement and the work undertaken. In addition, it identifies the internal lead and reporting mechanisms as a lead up to the mandatory training requirement of the completion of the Modern Slavery e-learning, which is tied in to the successful completion of probationary requirements for all new employees.

Lastly, we have produced an updated induction pack for expat colleagues for use internationally. It contains information on modern slavery including the signs, our obligations under the Modern Slavery Act and the official reporting channels.

In addition to the above measures, we have revised parts of our overall existing policy framework, including:

- Staff Code of Conduct
- Recruitment & Selection Policy

Training

During the latter part of 2018, IRW developed a bespoke, e-learning training module explaining modern slavery and what we expect from all staff. This is being rolled out to all UK and field based staff, whereby module completion is now mandatory for both new and existing employees.

The IRW Modern Slavery training module was developed specifically for our staff and covers:

- Forms of modern slavery
- Global impact
- How to recognise signs and report concerns
- Overview of the Modern Slavery Act and requirements
- Importance of supply chain management
- Our Modern Slavery Statement and the steps taken to minimise risks in our operations

The training not only provides an awareness of the issues of modern slavery but also requires IRW staff to undertake a test to assess their understanding of the module. A 75% score or above has to be achieved to successfully complete the module. In our next statement we will provide data and performance indicators to monitor the effectiveness of our steps taken to minimise modern slavery.

IRW's recruitment and selection training for recruiting managers also includes training on modern slavery and due diligence requirements when recruiting new employees. To date, 48 UK based recruiting managers have completed this training.

Ongoing Commitments:

1. Continue to review and update our operational policies within our current policy framework which mitigate the risks of modern slavery and human trafficking within our operations
2. To finalise and report on key performance indicators that will assess the effectiveness of our measures to mitigate risks in our operations
3. Ongoing awareness raising in the UK and internationally, amongst staff beneficiary communities and our suppliers, whilst remaining sensitive to cultural perceptions of modern slavery in the locations in which we work.



Lamia El Amri on behalf of the IRW Board of Trustees

This statement is pursuant to S 54(1) of the Modern Slavery Act 2015 and constitutes Islamic Relief Worldwide's modern slavery and human trafficking statement for the financial year ending 31st December 2018.