



June 2018

Modern Slavery Statement from IRW Board of Trustees



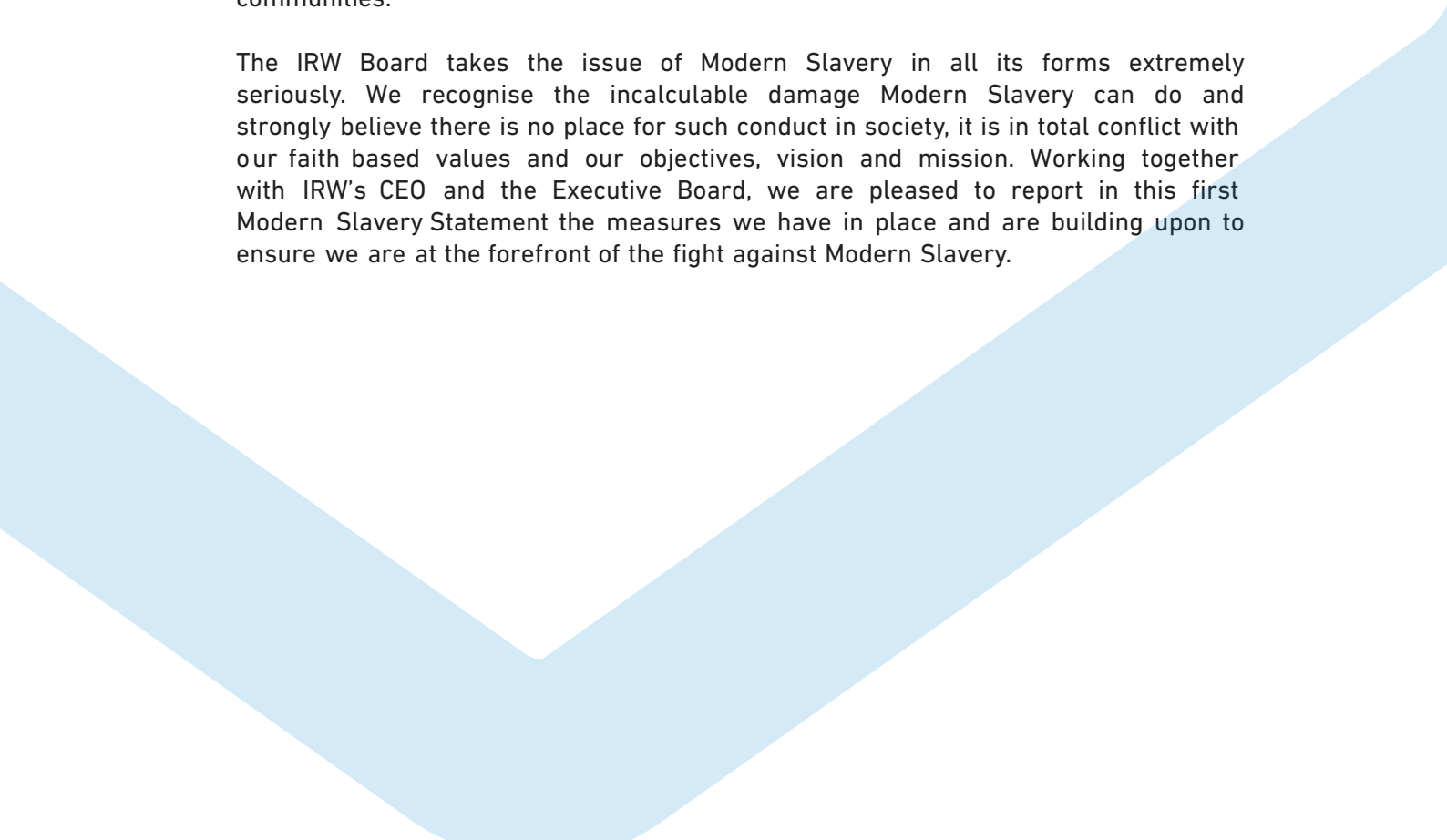
ISLAMIC RELIEF WORLDWIDE'S COMMITMENT TO TACKLING MODERN SLAVERY

Islamic Relief Worldwide is a company limited by guarantee incorporated in England and also a Charity registered with the Charity Commission of England & Wales. Established as a charity in 1984 in Birmingham, England, our organisation has grown to have an active presence in over 40 countries around the world and is one of the world's largest humanitarian and aid organisations. We provide disaster relief in humanitarian crises and emergencies and deliver development programmes through our implementing partners and Country Offices. IRW's global income for the financial year 2017 was £126,417,386 as indicated in our statutory accounts.

Islamic Relief Worldwide (IRW) is the international office of the Islamic Relief family. We oversee global standards, coordinate and monitor project implementation, identify new areas for fund development, oversee the response to emergencies and disasters by members of the Islamic Relief family, and support them as needed. We also work closely with multi-lateral institutions, represent the Islamic Relief family in international forums, and develop and coordinate the global strategy.

Inspired by our Islamic faith and guided by our values, we exist to support those in need; those who are vulnerable; and those who are marginalised around the world – regardless of race, political affiliation, gender or belief. We work to provide lasting routes out of poverty, empowering people to transform their lives and communities.

The IRW Board takes the issue of Modern Slavery in all its forms extremely seriously. We recognise the incalculable damage Modern Slavery can do and strongly believe there is no place for such conduct in society, it is in total conflict with our faith based values and our objectives, vision and mission. Working together with IRW's CEO and the Executive Board, we are pleased to report in this first Modern Slavery Statement the measures we have in place and are building upon to ensure we are at the forefront of the fight against Modern Slavery.



IRW's Modern Slavery and Human Trafficking Policies

We continually look to build upon and enhance our understanding of Modern Slavery. The advice and learning achieved so far has resulted in our current policy framework which mitigate the risks of Modern Slavery and human trafficking in our work. IRW's policies in this area include our:

- Child Protection Policy
- Recruitment and Selection Policy
- Procurement Policy
- Partnership Policy
- Gender Justice, Early forced Marriage (EFM)
- Prevention of Sexual Exploitation and Abuse (PSEA)
- Remuneration Policy
- Anti-Fraud Bribery and Corruption Policy
- Complaints (including field office complaints policy)
- Code of Conduct
- Whistleblowing Policy (which forms part of a wider overhaul of the complaints and whistleblowing mechanism).

In addition, policies currently under development during 2018 include:

- Safeguarding Framework (which brings together all of our safeguarding specific policies)
- Procurement Guidelines across IRW
- A revised staff induction programme.

Supply Chain

IRW, in broad terms, has two supply chains. The first is the supply chain for our UK based operations which consists of our offices based in Birmingham and London. This includes suppliers to deliver our fundraising needs such as caterers, speakers, venue hire and general purchases for the everyday running of our offices such as utilities, consumables, stationary and office equipment. Where possible, products purchased are fair trade and ethically procured. Furthermore, all procurement goes through a process which includes an element of due diligence. Therefore, risks to our direct UK supply chain from Modern Slavery are minimal.

IRW's second supply chain supports our international activities relating to disaster and emergency operations and development programmes.

Procurement for our Country Offices is currently done in-country. The exceptions are our procurements for Turkey and Syria which is managed from the UK. Our current procurement manual outlines the procedures to be followed. At Country Office level many of our pre-approved suppliers have been assessed for both national regulatory standards and compliance requirements. IRW Country Offices ensure we have established strong business relationships and understanding.

This means IRW spends:

- £3.5 million in the UK
- £54,818,613 internationally.

No cases of Modern Slavery have been identified through our current due diligence processes within our supply chain during 2017.

Modern Slavery Safeguards

IRW is an active member of the Inter Agency Procurement Group (IAPG). This is a network of logistics professionals who share the idea that international NGOs can enhance their influence among stakeholders and increase their negotiating power by acting as a group rather than as individuals. Collaboration and knowledge sharing in procurement and the supply chain is key to maximising the capacity of the whole community, so working together in this way will enhance the quality and the cost effectiveness of our actions for beneficiaries. We adhere to the IAPG requirements including:

- Goods and services purchased are produced and developed under conditions that do not involve the abuse or exploitation of any persons
- Goods produced and delivered by organisations subscribe to no exploitation of children
- Goods produced and manufactured have the least impact on the environment.

Our guideline document for tenders contains the IAPG 'Supplier code of conduct' which outlines certain conditions that a supplier must adhere to when contracted to IRW and these include the following:

- Employment is freely chosen
- The rights of staff to freedom of association and collective bargaining are respected
- Wages paid are adequate to cover the cost of a reasonable living
- There is no exploitation of children
- Working conditions are safe and hygienic
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment of staff is allowed
- Environmental Standard.

Suppliers are subject to stringent screening using a reputable renowned global system and we reserve the right to inspect suppliers.

Our staff

IRW ensures that all staff employed in the UK are eligible to work in the UK and we confirm this with the required evidence which is retained on file. In addition, all prospective employees are screened.

Our operating model as a charity is to be cost effective. All UK based staff are in receipt of salaries above the national minimum wage.

As a global operation, all staff which are recruited in our Country Offices are done so in line with our international due diligence and recruitment practices as well as the local legal requirements of that country. We ensure that national and internationally recognised labour standards are adhered to within the working conditions we provide to all of our staff. As with our UK employed staff, our international colleagues are also screened through our vetting provider.

Identifying Risk of Slavery in parts of our business and supply chains

The Board recognises that there is more work to do in this area for IRW. We have delegated to the Executive, the creation of a multi-disciplinary team to review all areas of IRW's operations which are particularly vulnerable to being exposed to Modern Slavery. We are pleased to say this has resulted in IRW's Modern Slavery Action Plan 2018. This work is underway and will be ongoing throughout 2018.

IRW are committing to the following:

- Strengthening existing policy and procedures to enhance Modern Slavery safeguards through a Modern Slavery focused policy audit
- An updated Procurement Manual incorporating Modern Slavery requirements with a particular focus on compliance and enhanced checks on suppliers throughout all areas of our operations including in the field.
- Recruitment of a Roving Supply Chain Advisor
- Strengthening clauses in supplier contracts that include compliance with Modern Slavery Act (2015), additional due diligence, reporting of incidents, prohibiting subcontracting and termination clause for breaches relating to Modern Slavery. Primarily we will focus on our largest suppliers, higher risk activities and locations as identified through IRW's review
- Strengthening our supplier pre-selection criteria.
- Seeking accreditation from the Living Wage Foundation to reflect our target to pay all of our UK staff at least the national living wage, aspiring to move towards the real living wage where required.
- Only engaging the services of employment agencies that have a robust Modern Slavery record
- Awareness raising of all UK and international staff on the issue of Modern Slavery, its identification and reporting through internal and national mechanisms where applicable
- Reviewing all expatriate contractual terms and conditions and ensure international staff receive a competitive salary which will be regularly reviewed in line with the cost of living within the countries that we operate.

Ongoing commitments

1. IRW will incorporate our fight against Modern Slavery as part of our anti-bribery guidelines and our staff code of conduct.
2. IRW has also begun working on raising awareness of Modern Slavery across our organisation with a particular focus on our international programme staff and procurement within our Country Offices.
3. Whilst IRW has some measures in place within our procurement contracts used by Country Offices which provide some important safeguards, we aim to review and update all of our contracts, to incorporate Modern Slavery requirements and provide further guidance and raising awareness to our contractors on how we expect them to address and recognise Modern Slavery as a concern.
4. Developing procurement audits to incorporate additional messages around Modern Slavery within our existing business relationships by recruiting a Roving Supply Chain Advisor who will be responsible for having oversight of our revised procedures, processes and systems in relation to procurement across IRW globally.
5. IRW also recognises the need to work on localised, cultural perceptions of Modern Slavery in all of the countries we work in. Raising awareness and standards amongst our beneficiaries, communities, local civil society organisations ,and implementing partners is a priority for IRW.
6. We will put in place key performance indicators to assess the effectiveness of our measures to mitigate the risk of Modern Slavery in our operations by the end of 2018.
7. As part of the wider review we are in the process of developing resources to raise awareness both in the UK and our International operations on Modern Slavery. We are currently sourcing appropriate training and developing materials to meet our diverse organisational needs.

This statement is pursuant to S 54(1) of the Modern Slavery Act 2015 and constitutes Islamic Relief Worldwide's slavery and human trafficking statement for the financial year ending 31st December 2017.



Lamia El Amri
Chair of Board of Trustees