



CARE International UK

Commitment to ensuring we play our part in eradicating the curse of modern slavery

In 2015 the UK Parliament took the progressive step of passing the Modern Slavery Act, which UK civil society has campaigned for over a number of years. The Act states that UK organisations with a turnover of £36 million or more must prepare a slavery and human trafficking statement for each financial year of the organisation. Beyond this legal requirement, CARE's commitment to achieving dignified work for women requires us to take seriously our responsibilities to reduce the risks of exploitation and degradation within our own operations, our supply chain and the programmes which we manage and support.

Slavery in modern value chains is a largely hidden issue which therefore requires a rigorous approach to many aspects of an organisation's operations. This is particularly true for an organisation like CARE International UK which supports and manages operations not just in the UK, but in many countries around the world, including in fragile and conflict-affected areas.

Whilst we have in place rigorous programme and financial management controls, we now need to ensure that these explicitly address the issue of modern slavery. The CARE International UK senior management team will be responsible for overseeing our strategy and policies on determining and combating modern slavery in our direct and indirect activities. A cross-organisational Working Group has been set up to support the development of policies to integrate increased vigilance, due diligence and improved processes and procedures into our governance, strategy and operations. We will explore actions that are needed in the following areas:

- Develop a modern slavery risk analysis and mitigation framework for our programmes
- Develop and deliver modern slavery awareness and risk mitigation training for relevant staff
- Review and update relevant organisational policies to incorporate appropriate measures on anti-modern slavery, including:
 - Procurement, both UK-based and international
 - Appointment of programme partners
 - Human resources-related policies and procedures for permanent and non-permanent members of staff
 - Policies and procedures relating to fundraising and communications work
- Work with our affiliate organisations in the CARE International confederation to improve the awareness of the risks of modern slavery and how these can best be combated across the confederation
- Identify within our programme strategy for Dignified Work (under our Women's Economic Empowerment strategy) how we can influence and support governments, companies and civil society in the countries where we work to identify and work towards eradicating those aspects of modern slavery that we can most effectively address.