



## 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 had campaigned for over several 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, supply chain, and the programmes 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.

To support these efforts, CARE International UK has in place robust policies and procedures that explicitly address the issue of modern slavery in our direct and indirect activities. Our organisation has worked diligently to ensure organisational policies enable the inclusion of vigilance, due diligence and improved processes and procedures in our broader governance, strategy, and operations. We review and update our policies regularly to incorporate appropriate measures on anti-modern slavery, including:

- Procurement policies and practices, including robust due diligence, both in the UK and internationally;
- Inclusion of modern slavery requirements and expectations in partner and supplier contracts;
- Human resources-related policies and procedures for all staff members;
- Organisation-wide risk assurance framework ensuring regular review of main risks, including those relating to modern slavery;
- Continuous and frequent staff trainings on our policies, procedures, and code of conduct; and
- Variety of policies and procedures in our programming, fundraising, and other activities;

Our programme strategy for Dignified Work (under our Women's Economic Justice strategy) focuses on how we can influence and support governments, companies, and civil society in the countries where we work to promote dignified working conditions for women in the formal and informal economies. Our programming helps to mitigate some of the risks associated with modern slavery by building the agency of women workers to know their rights, changing their relationships in their home and working lives and transforming discriminatory policies, systems and norms which put women at risk. In our advocacy, we continue to call for women in both the formal and informal sectors to be supported in accessing decent work and for all their rights at work to be protected. We also work to support women's voice and leadership, including in the workplace, which can also help to reduce their vulnerability to exploitation.

*Carolyn Clarke, Chair of Trustees, CARE International UK*

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