



2020

## Islamic Relief Worldwide's Modern Slavery Statement

## INTRODUCTION



The Covid-19 pandemic presented unprecedented and far-reaching challenges in 2020. For non-governmental organisations like Islamic Relief, this meant facing additional difficulties in delivering life-saving and life-changing programming – particularly in already complex contexts. No corner of the globe has been unaffected by the crisis. As well as taking the lives and health of many people, the pandemic is having devastating impacts with both short-term and long-term implications.

Physical and mental health has suffered, while medical and health services have been placed under enormous strain. Livelihoods have been lost or curtailed amid restrictions to halt the spread of the deadly virus, and the provision and production of goods and services, travel, import and export and the worldwide economy have also been hard hit.

Wealthier countries struggled to navigate through these turbulent times but the impact has been seismic for many poorer countries, which were struggling even before the pandemic.

Islamic Relief Worldwide worked tirelessly to adapt to the constantly changing environment in order to continue to serve vulnerable people around the world.

We adapted our projects in ways that protect the safety of the communities we serve as well as our staff, volunteers and partners. My thanks to our staff, volunteers, supporters and partners, for their enormous efforts to ensure that Islamic Relief remained by the sides of vulnerable people during this most challenging time.

Many Islamic Relief staff have been directly affected by the virus and its broad impacts. Colleagues in the UK and beyond switched to work from home, and some were furloughed. We faced restrictions in our activities and a significant impact on our usual ways of working.

This has affected progress in building on our previous commitments to tackle modern slavery – including in inspecting suppliers' premises, training and general awareness raising. However I am heartened by the steps forward that we have achieved, and am determined that Islamic Relief continue to do more to tackle the grave injustice of modern slavery.

**Dr Ihab Saad**

Chair of the Board of Trustees

## Field Office Income

Total Cash Income	147,112,426
Islamic Relief Worldwide in-kind	
	<b>147,112,426</b>
Field offices cash	16,281,739
Regionalisation field offices	2,474,140
Field in-kind	40,237,914
<b>Total Income:</b>	<b>206,106,220</b>



## OUR POLICIES AND PROCESSES

The Covid-19 pandemic, which altered life as we knew it, continues to affect our everyday operations. In the restricted and constantly-changing environments we face, the risk of violence, abuse and exploitation has been heightened. During 2020, it was reported that 'calls to child helplines soared by nearly 25 per cent, from 1,562,590 in 2019 to 1,949,887 in 2020'.<sup>1</sup>

During 2020 we wanted to ensure we continued engagement with, and safe access for, the vulnerable people we serve. We delivered a series of webinars to ensure that Islamic Relief Worldwide's staff were kept up to date with significant developments. We showed exposing with whom to

Islamic Relief also adapted our work on the ground, in line with World Health Organization guidelines. There was an emphasis on protection, inclusion and using alternative methods to share advocacy messaging and safe access to support and assistance.

In addition, in line with Core Humanitarian Standards (CHS) Investigation Guidelines, we held a four-day global safeguarding investigation training event. It was designed to meet the needs expressed by colleagues and increase the capacity of safeguarding focal points. Some 40 safeguarding focal points and headquarters staff participated. The training also aimed to develop greater gender diversity, including having more female trained investigators, as we drive through a survivor-centred approach.

To further support Islamic Relief's commitment for Safeguarding and Protection Against Sexual Exploitation and Abuse (PSEAH), we held a four-day online Global Partners Safeguarding Summit towards the end of the year.

Similar to our first Global Safeguarding Summit in 2019, this summit explained our Safeguarding Policy Framework, complaints mechanism and investigation approaches to representatives from 15 Islamic Relief national partner offices. By involving national partners, the summit also endeavoured to secure their commitment to fund initiatives to mainstream protection and inclusion in our programming. In addition to the summit, we encouraged all partners to review all of our safeguarding policies and align them in accordance with their local legislation.

In July 2020 our Global Advocacy team published a report and ran a campaign as part of the World Day against Trafficking in Persons. Marking the day, we stood with local and international partners and encouraged people to join us to raise awareness of human trafficking and contribute to efforts to prevent it. We developed a Social Media Guide and Toolkit alongside articles about survivors' stories and information on one of our projects in Nepal.

Islamic Relief, along with our local partner, the Rural Development Centre, is implementing a project preventing and responding to trafficking in children and the worst forms of child labour. So far it has supported vulnerable children and their families in six municipalities across Rautahat district. They have benefited from support with livelihoods, education, skill-based training and psychosocial support. The project is anchored within the community, engaging and consulting with key stakeholders throughout the implementation process. While the project is still ongoing, the following are some of the successfully implemented components:

<sup>1</sup> <https://www.end-violence.org/articles/new-research-shows-surge-calls-child-helplines-due-covid-19>

## OUR POLICIES AND PROCESSES

### **Successfully supported 83 children, including 63 rescued from child labour**

- Those helped included six people rescued from child sex trafficking, five at risk of child labour and 11 at risk of child sex trafficking
- Re-established 10 ward child protection committees, 10 youth groups and four women's groups. They are part of the community-based early warning system, making case referrals and raising awareness. Established 10 child protection and awareness centres
- Ran several awareness-raising initiatives including anti-trafficking and child protection campaigns, and campaigns tackling gender-based violence, in cooperation with community members. We have also delivered four awareness workshops for youth, members of ward child protection committees, local community leaders and local ward representatives.

Following the policy audit that forms part of our ongoing action plan to tackle modern slavery, the review of our policies is a continual process. During 2020 we updated the following:

- Partnership Policy
- Global Procurement Manual
- International Emergency Procurement Manual
- International Procurement Screening Manual
- Safeguarding Policy
- Child Safeguarding Policy
- Serious Incident Reporting Policy.

### **Read more about the project on our website:**

<https://www.islamic-relief.org/debt-bondage-and-dowry-abuse-kiran-tells-her-story/>

<https://www.islamic-relief.org/i-worked-20-hours-a-day-and-was-beaten-for-falling-asleep-a-former-child-worker-speaks-out/>

<https://www.islamic-relief.org/why-local-partners-are-crucial-to-the-fight-against-child-labour-in-nepal/>

## OUR SUPPLY CHAIN

**UK expenditure 2020:** We spent £8,505,463 on our supply chain, which includes suppliers from whom we buy goods and services as well as the goods and services from their suppliers. This expenditure was through and for our UK based operations, which consist of our main offices in Birmingham and London and some smaller local fundraising offices.

**International expenditure 2020:** £ 58,203,168

Afghanistan	1,973,553
Albania	633,952
Bosnia	1,011,908
Bangladesh	2,360,161
Ethiopia	2,612,287
Occupied Palestinian Territories (Gaza )	3,050,710
Indonesia	1,748,118
Iraq	795,235
Jordan	2,820,216
Kenya	1,212,268
Kosovo	1,016,832
Lebanon	1,459,170
Sri Lanka	576,237
Mali	2,431,576
Malawi	3,717,525
Niger	2,561,228
Nepal	160,051
Philippines	322,351
Pakistan	4,849,150
Russia	388,244
Sudan	4,129,022
Somalia	3,606,544
South Sudan	1,126,628
Tunisia	1,036,489
Turkey	8,342,064
Yemen	4,261,650
<b>TOTAL</b>	<b>58,203,168</b>

Our current due diligence processes have not identified any cases of modern slavery within our supply chain during 2020. We received one report of alleged modern slavery linked to a safeguarding case, but upon investigation determined that the allegation was unfounded.

## OUR SUPPLY CHAIN MANAGEMENT



Commitments (2019)	Update and ongoing commitments 2021
<ul style="list-style-type: none"> <li>• Develop a framework for assurance including:               <ul style="list-style-type: none"> <li>➤ Self-assessment toolkit for our field offices.</li> <li>➤ A modern slavery audit checklist for suppliers, enabling staff to audit, assess or investigate.</li> <li>➤ Materials for third party and training for partners who implement our projects.</li> <li>➤ Specific training, tools and templates so our staff can deliver awareness-raising training to colleagues and suppliers – and so those trained can in turn train others</li> <li>➤ Training field procurement / logistics staff on the procurement manual and processesAmending supplier contracts to add a 'right of inspection clause' of suppliers' premises.</li> </ul> </li> </ul>	<p>This action has been carried forward to 2021/22 in light of Covid-19 implications</p> <p>This clause was added and operational in UK supplier contracts, however our contracts are due for review again in 2021.</p> <p>Procurement personnel from 23 countries received training in 2020. Colleagues in 10 other countries are due to complete this training in 2021.</p> <p>Procurement staff from 20 countries have sensitised their top 20-25 suppliers on issues and signs of modern slavery. Staff in 10 other countries will do so in 2021.</p> <p>Our tendering documents now make our requirements in regard to modern slavery clear to potential suppliers.</p>

## OUR STAFF

### Induction and vetting

In 2019 we revised our induction programme for newly recruited UK-based staff to include a session on governance and compliance, which provided an overview of our organisational requirements under the Modern Slavery Act 2015. Due to the pandemic, face-to-face induction moved to a corporate global online e-induction. In this time, changes to the economic climate meant we reduced recruitment to business-critical posts only. During 2020 the e-induction was completed by 48 new colleagues.

We continue to vet prospective staff to ensure that all available checks and safeguards are met prior to employment. This is to protect our staff and the people we serve from exploitation by anyone who has a history of wrongdoing, including a record of sexual exploitation, abuse or harassment. Islamic Relief continues to participate in the Misconduct Disclosure Scheme, which secures enhanced details

on PSEAH from former employers.

Our pre-employment checks also look for indicators of abuse and exploitation of potential employees by third parties.

### Training

In 2019 we initiated the roll-out of our bespoke Modern Slavery e-learning training module. We continue to make completing the module mandatory for existing staff and new employees, who cannot pass their probationary period without evidencing completion. In 2020, some 250 UK based and expatriate staff completed the module, as did 143 staff in country offices. This took the total number of staff completing the training in in the course of the year to 393 staff. In 2020 we developed a mandatory Child Safeguarding e-learning module which runs alongside our Safeguarding e-learning module. For the reporting period, 196 UK-based expatriate staff completed the Safeguarding module and 232 completed the Child Safeguarding module.

## Ongoing commitments

Due to the pandemic's impact on our progress, our commitments for 2021 are:

1. Develop and implement an assurance framework in relation to our supply chain management
2. Mitigate the risk of modern slavery and human trafficking within our operations on an ongoing basis by continuing to review and update the operational policies within our current policy framework to make sure they remain fit-for-purpose
3. Develop key performance indicators that will assess the effectiveness of our measures to mitigate risks in our operations
4. Continue to monitor mandatory training requirements and work towards systematic recording on our International HR system (HRIS), replicating how we record and monitor completion of training in the UK.

**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 31 December 2020.**