



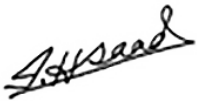
ISLAMIC RELIEF WORLDWIDE'S MODERN SLAVERY STATEMENT 2021

1. INTRODUCTION

In 2021 we saw the continuation of the severe impact that the global Covid-19 pandemic presented. Organisations like Islamic Relief have needed to continue to adapt to these challenges, not only in everyday life, but also in the delivery of our projects and programmes on the ground.

With the extended crisis bringing additional strain upon the world's most vulnerable and exacerbating already critical situations, we are extremely grateful and proud of our staff and volunteers. They have shown great resilience and dedication in enabling us to continue to serve our target communities by developing ways of responding to these challenges with innovation and flexibility in our service delivery. We must also acknowledge the tremendous generosity and compassion of our donors, especially in economically challenging times: their continued support has sustained our efforts to respond to increasing demand for our life-saving and life-changing work.

This year's statement outlines the measures taken during the reporting period. It highlights our continued commitment to build upon the progress we have made in our responsibilities to understand, continue to learn from and raise awareness amongst our target communities, staff, partners and suppliers around the issues surrounding modern slavery and human trafficking; as well as in our programme planning and delivery, internal policies and processes and enhanced due diligence.



Dr Ihab M. H. Saad
Chair of the Board of Trustees,
Islamic Relief Worldwide



Waseem Ahmad
Chief Executive Officer,
Islamic Relief Worldwide

Country office income

Global Islamic Relief Worldwide income 2021

Total cash income	182,731,636
Islamic Relief Worldwide in-kind	308,000
	*183,039,636
Field offices cash	8,683,409
Regionalisation field offices	2,757,617
Field in-kind	26,800,339
Total income:	221,281,001

*IRW audited income signed off by Grant Thornton external auditors

2. OUR POLICIES AND PROCESSES

Core Humanitarian Standard (CHS)

In late 2021, an independent audit of Islamic Relief's activities was undertaken against the Core Humanitarian Standard (CHS), covering our humanitarian and development programmes globally. In our fourth year of certification, it has shaped and driven positive change and continuous development in numerous areas.

Key findings from the audit relating to Islamic Relief's Do No Harm and Risk Management approach, and approach to Safeguarding and Protection from Sexual Exploitation and Harassment (PSEAH) included the following:

- There has been an extensive roll-out across Islamic Relief programmes of a new project proposal and reporting template which includes a robust risk register that systematically requires staff to identify and act upon 12 standard risks related to people's safety, security, dignity and rights, sexual exploitation and abuse, culture, gender, social and political relationships, livelihoods, the local economy, and the environment.
- There has been significant progress to address the area of identifying and acting upon actual and potential unintended negative effects, at all levels. This includes the development of an organisational Do No Harm and Risk Management framework, outlining steps and tools to be taken and used throughout the project cycle, along with the person responsible for such action, to identify, mitigate, review and report unintended negative effects.
- The emphasis on identifying, mitigating, monitoring and managing unintended negative effects systematically has been integrated into programming through the development and successful roll-out of new guiding documents and tools within the Islamic Relief Monitoring, Evaluation and Learning (MEAL) Framework. This supports the systematic analysis of context, stakeholders, gender and diversity, and the environment in project design to mitigate potential and actual negative effects of project actions. The audit team found that despite their recent roll out, the various tools were regularly used by staff to inform programming.
- Evaluations query whether programmes have had any unintended negative effects and specifically whether there was any ill treatment of community members. Sampled country programmes undertake post distribution monitoring surveys, which have the potential to identify actual unintended negative effects.

- Islamic Relief's internal quality management system, IHSAN, assesses the extent to which local project level and country level safeguarding and whistleblowing mechanisms are in place, the existence of safeguarding focal points, and the extent of training they have received. It also assesses training completed by all country office staff on safeguarding and child safeguarding online training.
- Induction processes and ongoing training cover policies including a comprehensive Code of Conduct. Staff are familiar with relevant policies and the consequences of non-adherence. Staff undertake at least annual performance appraisal against objectives and development plans. They have access to training and Islamic Relief is supportive of staff training. Islamic Relief and country offices' staff safety and security protocols are strong, and staff reported that Islamic Relief takes safety and well-being seriously.
- Community members were found to understand the expected behaviours of Islamic Relief staff, how to make a complaint, the type of behaviour or issue that might warrant a complaint. They expressed confidence in how Islamic Relief would manage the complaints handling process. More work was recommended on consulting with communities on the design of complaints mechanisms.
- Programme design was found to be cognisant of protection needs and Islamic Relief designs programmes that take constraints into account through vulnerability, gender and power analysis, and risk analysis. Islamic Relief also ensures representation is inclusive, working with communities to establish project committees which include men and women, people of different ages, and people with disabilities to ensure representation from across the community.

<https://corehumanitarianstandard.org/the-standard>

The CHS sets out Nine Commitments that organisations can and should make to people affected by crises or situations of vulnerability to deliver quality, effective and accountable support and assistance. Together, the Nine Commitments provide a coherent and integrated accountability framework to help organisations assess and measure and continuously improve their performance and accountability towards the people and communities they support.

Do no harm

The 'Do No Harm' (DNH) principle was developed in response to a growing recognition of the potential negative effects of aid. The aim is to avoid exposing people to additional risks through our action by taking a step back from an intervention to look at the broader context and mitigate potential negative effects on the social fabric, the economy and the environment.

Global safeguarding

A three-day safeguarding course, 'Developing knowledge, skills and confidence in Safeguarding within an Islamic Relief context', was delivered in August 2021 to 43 staff from 30 country offices. The modular course covered understanding safeguarding within an Islamic Relief context to build knowledge of harm, understanding sector standards and Islamic Relief's safeguarding framework of policies. The second module focused on safeguarding children, people at risk and staff, developing knowledge of vulnerabilities, risks, protection and inclusion, and how to address these issues. The last module developed knowledge on building strong safeguarding systems, including working with implementing partners and safe programme design.

The course developed the capacity of Safeguarding and Complaints Focal Points, enabling them to mainstream safeguarding into the operational activity of country offices and work to prevent abuse and the risk of modern slavery or trafficking.

Safeguarding training for downstream partners

Islamic Relief partnered with Save the Children and the Catholic Agency for Overseas Development (CAFOD) to deliver famine response and prevention projects in Madagascar and Nigeria respectively.

In the Androy region of Ambovombe district, Madagascar, Save the Children worked with a local partner – TOMPY – to provide cash assistance and support households to enhance their financial inclusion. The project also included developing a village savings group approach as a poverty reduction initiative.

In Nigeria, in Askira Uba, Borno State, CAFOD delivered a project to improve livelihoods and reduce negative coping strategies by diversifying income sources of displaced and host community members. This was achieved through training on income generating activities, cash grants and start up kits.

Islamic Relief delivered workshops to Save the Children's partner TOMPY and to CAFOD staff in February 2022. The workshops explained Islamic Relief's Safeguarding Framework, covering trafficking and modern slavery. It also addressed how to ensure the effectiveness of complaints and feedback response mechanisms, and the need to develop community awareness of individual's rights and entitlements around safeguarding and complaints. We trained 55 staff and gave them the presentation materials to train their colleagues in these areas.

Policies

As part of our ongoing action plan to tackle Modern Slavery, the review of our policies is a continual process. During 2021 we updated the following documents:

- Safeguarding (Arabic)
- Partnership Policy
- Code of Conduct
- Field Office Complaints Policy

Due diligence

During 2021 we updated and strengthened our clauses in our partnership agreement templates relating to:

- Third Party Grantor and Islamic Relief entities
- Third Party Grantor and Islamic Relief Worldwide
- Islamic Relief Worldwide and Third Party Implementing Partners - £5k+
- Islamic Relief Worldwide and Community Based Organisations - £5k or less

3. Our supply chain

UK expenditure 2021: Total: £10,019,467.88

For our UK based operations (which consist of our offices based in Birmingham and London).

International expenditure 2021:

Country	GBP (£)
Afghanistan	1,875,789
Albania	1,083,895
Bangladesh	3,720,686
Bosnia	663,342
Ethiopia	2,217,119
Indonesia	683,544
India	978,699
Iraq	108,646
Jordan	2,640,993
Kenya	938,044
Kosovo	1,418,681
Lebanon	3,210,410
Mali	2,701,421
Malawi	1,150,476
Niger	1,764,131
Nepal	53,304
Occupied Palestinian Territory (Gaza)	6,584,368
Philippines	821,886
Pakistan	3,775,022
Russian Federation	614,553
Somalia	3,335,644
South Sudan	1,489,539
Sri Lanka	207,548
Sudan	6,314,589
Tunisia	1,279,426
Turkey	6,146,708
Yemen	6,291,585
Total	62,070,048

No cases of modern slavery were identified through our current due diligence processes within our supply chain during 2021. We received two reports of alleged modern slavery which were linked to safeguarding concerns but upon investigation these allegations were unfounded in both cases. One investigation highlighted an incidence where a local Islamic Relief staff engaged domestic support outside of our recruitment and selection process, without an Islamic Relief contract of employment. Remedial action was taken, and we have taken appropriate steps to ensure that this was an isolated incident which has prompted a review of our current recruitment policy and process for global recruitment.

4. OUR SUPPLY CHAIN MANAGEMENT

Commitments (2021)	Update and ongoing commitments 2021
<p>C/F from 2020</p> <ul style="list-style-type: none"> Develop a framework for assurance including: <ul style="list-style-type: none"> Self-assessment toolkit for our field offices A modern slavery audit checklist for suppliers, enabling staff to audit, assess or investigate Materials for third party and sub partner training Specific training, tools and templates for 'training the trainer' Amending supplier contracts to add a 'right of inspection clause' of suppliers' premises Rolling out training to field procurement /logistics staff 	<p>Self-assessment toolkit for our field offices - is completed</p> <p>A modern slavery audit checklist for suppliers, enabling staff to audit, assess or investigate – audit checklist is completed and training on how to conduct Audits will begin in 2022</p> <p>Materials approved and delivery will commence in 2022</p> <p>This clause was added and operational in UK supplier contracts, however our contracts were reviewed in 2021 for roll out in 2022</p> <ul style="list-style-type: none"> Four Procurement and Logistics Level 1 (Basic) training sessions delivered in 2021 One modern slavery training (non-mandatory) delivered One international emergency procurement and logistics training delivered One international supplier screening training delivered Two International Procurement And Logistics community forums delivered One International Procurement and Logistics Department induction delivered Globally, 90 procurement and logistics staff have completed the mandatory modern slavery training to date. <p>Procurement personnel from 24 countries have sensitised their suppliers (top 20-25 suppliers by value) on issues and signs of modern slavery. Six countries are outstanding supplier sensitisation (2022)</p> <p>Twenty-six of our country procurement manuals have been reviewed, updated and distributed.</p>

5. OUR STAFF

Induction and vetting

During 2021 our e-induction was completed by 45 newly recruited staff. The induction includes input regarding our responsibilities and legal obligations under the Modern Slavery Act 2015 and related mandatory training requirements.

We continue to vet prospective staff to ensure that all available checks and safeguards are met prior to employment in order to protect existing 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 Protection Against Sexual Exploitation Abuse and Harassment (PSEAH) from former employers.

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

Training

We implemented our Modern Slavery e-learning training module in 2019. It is an ongoing mandatory requirement for existing staff and new employees, who cannot pass their probationary period without evidencing completion.

As of December 2021, an additional 316 UK-based and expatriate staff completed the module – an increase of 15 per cent on 2020.

We introduced our Child Safeguarding e-learning module in 2020. It runs alongside our Safeguarding E-Learning Module as a mandatory requirement for staff. For the reporting period, 312 UK-based and expatriate staff completed the module – an increase of 28 per cent on 2020 – while 311 completed the Child Safeguarding Module, an increase of 19 per cent on the prior year.

6. ONGOING COMMITMENTS

The pandemic is still impacting progress with our commitments for 2021, so some will be carried forward during 2022:

1. To provide training and begin implementing our assurance framework in relation to our supply chain management and audit of supplier's premises
2. To continue reviewing and updating our operational policies within our current policy framework which mitigates the risks of modern slavery and human trafficking within our operations on an ongoing basis
3. To develop key performance indicators that will assess the effectiveness of our measures to mitigate risks in our operations
4. To improve the accessibility of our mandatory training requirements and monitoring of mandatory training completion of our international staff.

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 2021.



Islamic Relief Worldwide

19 Rea Street South
Birmingham
B5 6LB
United Kingdom

Tel: +44 121 605 5555
Fax: +44 121 622 5003

irw@irworldwide.org
www.islamic-relief.org

Registered Charity No. 328158
Registered Company No. 02365572