



ISLAMIC RELIEF WORLDWIDE'S MODERN SLAVERY STATEMENT

(Covering the year ending 31 December 2022)

1. INTRODUCTION

Islamic Relief Worldwide was established in 1984 and today operates in over 45 countries. We assist individuals, families and communities around the world through emergency humanitarian response and development projects, supporting at least 10 million people each year. Our charitable objectives are to ensure the practical application of the humanitarian values inspired and guided by the Islamic faith. Our values inspire our commitment to protecting the world's most vulnerable people, in particular our work towards social justice. We strive for the elimination of all forms of slavery and human trafficking across our work and throughout our supply chains and we place this commitment at the forefront of our operations.

As part of our commitment to continuous improvement in how we tackle modern slavery and human trafficking, this report represents our fourth update on the steps we are taking to minimise and mitigate risks in our operations.

Many communities around the world are currently subject to conflict and instability, while continuing to suffer from the continued repercussions of the Covid-19 pandemic. Multiple factors, including the rising cost of living and a volatile global energy market, are pushing greater numbers of people into extreme poverty. Humanitarian actors are faced with increasing demand which they are unable to meet.

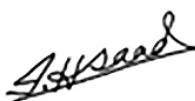
As a result, those already suffering are increasingly vulnerable to issues such as forced displacement and food and employment insecurity, which further heighten the risk of exploitation and human trafficking. These factors pose significant risks to Islamic Relief's operations and impact the fundraising activities upon which we heavily rely. We witnessed a sharp increase in global food insecurity during 2022, while supply chain and living costs have increased due to rising inflation and economic stagnation. We have seen a significant rise in requests for support from affected communities in the Southern Hemisphere and also in our donor communities.

This increased level of demand has caused a degree of uncertainty in some of our project delivery, due to limitations on what we can deliver (downscaling) or the need for additional funds. Despite these challenges, Islamic Relief's global programmes supported over 17 million people in 37 countries during this reporting period (2022). We continue to develop our complaints and safeguarding reporting mechanisms. We have invested resources into

raising awareness of all forms of misconduct, including modern slavery, as well as to promote our receiving channels to our rightsholders, the communities we serve, our implementing partners, commercial partners and our own workforce to increase trust and confidence so that we can be made aware of such issues. Our collective efforts to raise awareness and improve reporting mechanisms have contributed to an increase in the number of people coming forward to report concerns, indicating growing trust among communities, our staff and volunteers in our complaints and feedback response mechanisms.

Communities continue to be at the forefront of reporting and preventing cases of sexual exploitation, abuse and harassment and protecting vulnerable members of their societies. The trusted relationships between communities and Islamic Relief have led to greater accountability and open dialogues. Islamic Relief continues to adhere to best practice when investigating breaches of safeguarding policies, with the needs of the survivor always at the heart of our response.

We are committed to further improving and streamlining our procurement processes and due diligence within our supply chains. We will continue to implement awareness raising activities within our supply chains, from tender to contract, alongside audits and inspections of our suppliers. We did not receive any reports of modern slavery or human trafficking concerns during this reporting period. We are fully conscious, however, that this does not mean that there are no risks or unreported incidents and we remain committed to learning and continuous improvement in the steps we take to mitigate these risks. Our policies and processes, due diligence measures, current risks, mitigation efforts and training will be addressed later in this report.

A handwritten signature in black ink, appearing to read "I. Saad".

Dr Ihab M. H. Saad

**Chair of the Board of Trustees,
Islamic Relief Worldwide**

2. Global income

Our global income is generated from multiple sources. Our member offices undertake global fundraising activities, which generate revenue to fund project delivery and emergency response activities that are delivered by our country offices and implementing partners. Additional income is derived from institutional donors, trading activities (shops and textile recycling), Waqf investment income and other sources of fundraising across the world. Below is a breakdown of the sources of our global income.

| | |
|--|---------------------|
| Total cash income | £234,004,543 |
| Islamic Relief Worldwide in-kind | £174,577 |
| Total Islamic Relief Worldwide Income* | £234,179,120 |
| Field offices cash | £18,197,506 |
| Regionalisation field offices | £nil |
| Field in-kind | £14,684,085 |
| Total income | £267,060,711 |

***Islamic Relief Worldwide audited income signed off by Grant Thornton external auditors**

For further information please refer to
[Our income in 2022 – IRW Annual Reports \(islamic-relief.org\)](https://islamic-relief.org)

3. Policies, processes and standards

The following policies were updated during 2022:

- Protection from Sexual Exploitation, Abuse and Harassment (PSEAH): definitions have been expanded and terminology updated to include harassment. Complaints and Feedback Policy: greater emphasis is now placed on the grievance route for staff issues and immediate sharing with Head Office for sensitive complaints (relating to safeguarding, fraud, bribery and/or corruption)
- Dignity at Work Policy
- Criminal Records Check Protocol.

3.1 Core Humanitarian Standard

In October 2022 we began our mid-term audit against the Core Humanitarian Standard (CHS)¹ as we move into a three-year transition cycle with a renewal audit and proceeding maintenance audits to maintain re-certification. The nine Core Principles of the CHS contribute to and guide our approach to tackling modern slavery. The principles ensure that certain standards are met, particularly in respect of the negative effects of humanitarian action on rightsholders, whether intentional or unintentional, in line with the 'do no harm' principle. These audits serve to monitor our progress in meeting the required indicators within the set standards.

We continue to take a proactive approach to PSEAH to mitigate and reduce any risks to protect our rightsholders from any exploitation by our staff. This includes raising awareness among our staff and communities, and the ongoing development and review of our complaints handling mechanisms. We aim to ensure that our mechanisms are inclusive and that rightsholders are fully aware of how to recognise and report concerns. We seek to continually build confidence that concerns will be taken seriously and that any abuse of power by our staff will not be tolerated. We outline the expectations of the behaviour of our staff to our rightsholders within our policy framework and when designing and implementing programmes through our clear commitment to the prevention of exploitation and abuse.

3.2 Global safeguarding

In 2022 we delivered a global safeguarding summit in Istanbul, attended by 27 staff representing 25 countries. The summit formed part of our commitment to regularly bring together staff with responsibility for safeguarding and provide training to equip them with the skills and knowledge necessary to fulfil their roles. This training enabled them to mainstream safeguarding into the operational activity of country

offices and work to prevent abuse and the risk of modern slavery or trafficking. It also provided the opportunity for staff to learn and share best practice with each other.

Modern slavery was at the centre of the training programme, including the provision of extensive information regarding Islamic Relief's policies and procedures and in-depth case studies. Face-to-face training allowed for sensitive issues to be discussed and skills and knowledge to be developed in a more thorough manner than can be achieved through online training alone.

3.3 Capacity building

The safeguarding team conducted a field visit to the Philippines in June 2022 to train Islamic Relief Philippines staff and implementing partners in safeguarding and modern slavery. Training was delivered to implanting partners including the Socio-Pastoral Action Centre of Daet Foundation (SPACFI), Western Samar Development Foundation (WESADAF) and Ecosystems Works for Essential Benefits (ECOWEB). The training enabled staff at these organisations to develop their understanding of safeguarding and the links with modern slavery. The 'do no harm' principle was discussed and ideas developed around how to incorporate this into work with children, young people and women who are at risk of modern slavery and human trafficking.

Challenges in incorporating safeguarding when faced with deeply conservative views and traditional cultures were raised by both staff and partners. The culture of silence around child abuse, modern slavery, human trafficking and gender-based violence (GBV) was discussed, alongside ideas as to how to address these issues. We are also in the process of developing a new tool to increase awareness of safeguarding among children of all ages and abilities in our projects and programmes.

3.4 Workshops with Islamic Relief country offices

In collaboration with the International Human Resources Manager, the safeguarding team delivered an in-depth Safeguarding and Dignity at Work workshop to Islamic Relief country office management teams. The programme covered all aspects of safeguarding, including modern slavery and trafficking. Extensive discussions took place regarding child labour and abuse, helping to develop a deeper understanding of the role of humanitarian staff in addressing such issues. The programme will continue into 2023.

¹ <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.

4. Supply chains

Our UK and international supply chains are currently managed separately. UK expenditure is for goods and services procured for our UK-based operations (based in Birmingham and London). Our international supply chain is managed at local-office level, with the exception of Türkiye and Syria, which are currently managed within the UK. This expenditure relates to goods and services procured for our country office operations for programme delivery and disaster response.

UK supply chain expenditure (2022)

UK 2022 expenditure: Total: £11,651,750.75

IRW – £4,822,979.91

IRUK – £6,739,208.16

Waqf – £89,562.68

International supply chain expenditure by country (2022)

| IR offices | Country | 2022 expenditure (£) |
|--------------|---------------------------------------|----------------------|
| IRAF | Afghanistan | 13,120,523 |
| IRAL | Albania | 1,945,054 |
| IRBA | Bosnia and Herzegovina | 842,307 |
| IRBD | Bangladesh | 8,770,447 |
| IRET | Ethiopia | 4,563,330 |
| IRGZ | Occupied Palestinian Territory (Gaza) | 4,614,580 |
| IRID | Indonesia | 580,368 |
| IRIQ | Iraq | 413,713 |
| IRJO | Jordan | 3,023,469 |
| IRKE | Kenya | 3,007,784 |
| IRKS | Kosova | 2,043,238 |
| IRLB | Lebanon | 2,776,382 |
| IRLK | Sri Lanka | 859,590 |
| IRML | Mali | 4,094,264 |
| IRMW | Malawi | 1,521,998 |
| IRNE | Niger | 4,618,704 |
| IRPH | Philippines | 1,137,698 |
| IRPK | Pakistan | 7,629,335 |
| IRRU | Russian Federation | 374,444 |
| IRSD | Sudan | 4,401,867 |
| IRSO | Somalia | 6,801,443 |
| IRSS | South Sudan | 3,716,330 |
| IRTN | Tunisia | 1,352,423 |
| IRTR | Türkiye | 7,116,563 |
| IRNP | Nepal | 762,235 |
| IRYE | Yemen | 8,067,486 |
| TOTAL | | 98,155,575 |

4.1 Supply chain management

We plan to introduce a new department in early 2023 to manage the global supply chain function. This department will empower and build the capacity of the country and IRW offices to manage funds effectively and efficiently, meeting international standards and those of Islamic Relief donor agencies. As part of the new structure, we are recruiting a Head of Global Supply Chain who will lead on further developing our risk mitigation measures within our global supply chain.

Our procurement and ethical vetting procedures ensure that values are a key deciding factor in our selection of suppliers. Islamic Relief requires all suppliers to adhere to our Code of Conduct which encompasses the Modern Slavery Act 2015; the International Labour Standards as defined by the International Labour Organization; and the United Nations Global Compact's 10 principles, which cover human rights, labour, the environment and anti-corruption. Through our Code of Conduct, we aim to attract and work with partners who strive for the same high standards.

Update on completed supply chain commitments during 2022

Training

- Mandatory modern slavery training completed by four personnel from the Islamic Relief Yemen office.
- Procurement and Logistics Level 1 (Basic) training
- delivered to two staff members from Islamic Relief Sri Lanka
- and Islamic Relief Lebanon.
- International emergency procurement and logistics training delivered to 20 staff: 18 from Islamic Relief Lebanon and two from Islamic Relief Malawi.
- International supplier screening training delivered to two staff from Islamic Relief Malawi.
- Medicines and medical items training regarding safe disposal procedures delivered to 48 staff: five from Islamic Relief Indonesia, six from Islamic Relief Kosova, one from Islamic Relief Sri Lanka, two from Islamic Relief
- Philippines, eight from Islamic Relief Pakistan, eight from Islamic Relief Jordan and 18 from Islamic Relief Lebanon.

Supplier sensitisation

- Supplier sensitisation is ongoing across Islamic Relief field and country offices which have been instructed to use this when working with any supplier. Offices that have verified checks include Türkiye, Syria, Lebanon, Myanmar, Somalia, Sudan, Ethiopia and Kenya.

Supplier audits

- Islamic Relief Indonesia and Islamic Relief Philippines have audited five of their top value suppliers (ranked by level of spend).

5. Training

Forty-seven newly recruited staff completed our induction during 2022. The induction covers our responsibilities and legal obligations under the Modern Slavery Act 2015 and related mandatory training requirements.

Our modern slavery e-learning training module was implemented in 2019. It is an ongoing mandatory requirement for existing staff, and new employees cannot pass their probationary period without completing it.

We also introduced a modern slavery refresher training requirement for existing staff which was completed by 115 individuals during 2022.

Our child safeguarding e-learning module was implemented in 2020. It runs alongside our safeguarding e-learning module as a mandatory requirement for staff. For the reporting period, 101 UK and expatriate staff completed child safeguarding refresher training and 115 staff completed safeguarding refresher training.

6. Ongoing commitments for 2023

In 2023 we will undertake a review and update our modern slavery action plan, further developing our risk mitigation measures and due diligence with the support of the Global Supply Chain Manager. Additional areas of focus will include:

- implementation of new software (Case IQ) to manage complaints and investigations and enable more effective case management
- reviewing our current mandatory training provision and delivery platforms with a view to improving completion rates, particularly in our country offices, updating content and improving accessibility and reporting
- improving the compliance rate within our country offices with our due diligence measures (including supplier audits, supplier sensitisation and inspection visits to suppliers and sub-suppliers)
- standardisation of our procurement processes and review of associated policies and guidelines
- reviewing and revising our standard contracts and documentation for suppliers and other commercial agreements
- reviewing and updating our modern slavery action plan.

This statement is pursuant to S 54(1) of the Modern Slavery Act 2015 and constitutes Islamic Relief Worldwide's modern slavery and human trafficking statement for the financial year ending 31 December 2022.



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