



# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

Compassion UK (CUK) fully supports and respects the protection of internationally proclaimed human rights. As a charitable child development organisation, CUK is committed to preventing slavery and human trafficking. This statement sets out the steps that CUK has taken during the previous financial year (1 July 2017 to 30 June 2018) to ensure that slavery and human trafficking is not taking place within either its own business or its supply chains.

## Organisational structure and supply chains

CUK was set up as a charity in 1999, as a funding partner country to Compassion International (CI). It operates as an independent organisation with its own board of Trustees and partners with CI, one of the world's leading child development and child advocacy organisations, to link a child living in poverty in the developing world with a loving sponsor in the United Kingdom. CUK now manages sponsorships of over 105,000 children.

CI cares for more than 1.9 million children in 25 of the poorest countries, with the support of sponsors like those in the UK. CI administers the programmes with the local church in these developing countries.

## Organisational position on Child Protection

In September 2017, Compassion's Child Protection 2.0 strategy which outlines a ministry-wide approach to prevent and respond to child abuse, was approved. Policies, codes of conduct, standards, processes and procedures at all levels were revised to strengthen child protection across the organisation, reduce wherever possible the opportunity for child maltreatment to occur, and respond quickly and appropriately if it does.

Compassion defines child protection as the prevention of and response to person-to-person harm. This includes any behaviour by a person, either an adult or a child, which causes harm to a child through physical, sexual, emotional, harmful cultural practices, exploitation or neglect. Compassion will endeavour to prevent and respond to the harm of all beneficiaries regardless of age.

Compassion is committed to child protection and believes that children should be known, loved and protected. It believes the protection of children is central to God's heart for them. As an expression of that belief, Compassion places the love, care, and protection of children above all other considerations. Because children living in extreme poverty are among the most vulnerable in the world, CI, its board of directors,



global partners and implementing church partners have established clear policies that are designed to promote the safety and protection of every child in its programme.

### Due diligence in relation to modern slavery and human trafficking

#### Suppliers

CUK would never knowingly conduct business with suppliers or contractors who are complicit in human rights abuses. CUK would not continue to purchase goods or services from any supplier that is found to be engaging in human trafficking or using slave labour.

#### Employment

- CUK is dedicated to maintaining a workplace that is free from unlawful discrimination.
- CUK provides a safe and healthy workplace for its employees.
- CUK prohibits corruption in all its forms, including extortion and bribery.
- CUK respects the rights of workers to join, form or not to join workers organisations including trades unions.
- CUK does not use forced or compulsory labour. Employment is freely chosen.
- CUK complies with minimum age laws and does not participate in child labour.
- CUK pays its employees above the living wage and working hours are not excessive.
- CUK prohibits any harsh or inhumane treatment.
- CUK believes that freedom of expression is a fundamental human right.

#### Policies

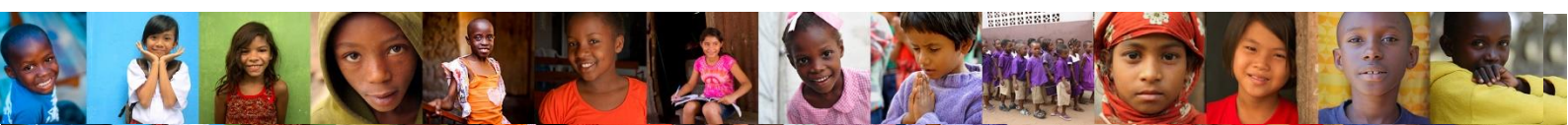
CUK operates the following policies relevant to modern slavery and human trafficking in its operations:

- **Procurement Policy**

This policy outlines CUK's committed to best practice procurement to ensure purchases are made responsibly and in accordance to the internal requirements for robust due diligence assessments of suppliers.

- **Child Protection Management Policy**

The organisations policy makes it clear that any breach of Compassion's global child protection standards is an act of misconduct and is grounds for disciplinary action and/or termination of employment or relationship, applicable across all of Compassion globally.



- **Anti-Bribery Policy**

This policy outlines CUK's zero-tolerance of bribery in any form, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability

- **Whistleblowing Policy and Procedure**

CUK encourages the reporting of any concerns related to its activities. The organisation's whistleblowing procedure is designed to make it easy to make disclosures, without fear of retaliation.

- **Code of Conduct**

The organisation's code makes it clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

CUK requires all employees, and those carrying out work for the organisation i.e. independent contractors, consultants and volunteers, to adhere to the principles expressed in these policies where applicable to specific roles.

## Board approval

This statement of transparency has been approved by the organisation's Board of Trustees, who will review and update it annually.

### Designated member's signature:



**GRAHAM WILLIAMS (Chairman)**

**30 November 2018**

**COMPASSION UK CHRISTIAN CHILD DEVELOPMENT**

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