

## 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 2016 to 30 June 2017) 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 101,500 children.

CI cares for more than 1.8 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.

CI is committed to child protection and specifically, to commitments made as participants in the Lausanne Conference (The Lausanne Cape Town Commitment), which includes the following statement:- *'Expose, resist, and take action against all abuse of children, including violence, exploitation, slavery, trafficking, prostitution, gender and ethnic discrimination, commercial targeting, and willful neglect.'*

### Due diligence in relation to 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:

- **Whistleblowing policy**  
CUK encourages the reporting of any concerns related to its activities. The organisation's whistleblowing procedure is designed to make it easy for employees 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, permanent or temporary, and those carrying out work for the organisation i.e. independent contractors, consultants and volunteers, to adhere to the principles expressed in these policies.

**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:**



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**GRAHAM WILLIAMS (Chairman)**

**24 November 2017**