ISLAMIC RELIEF WORLDWIDE'S MODERN SLAVERY STATEMENT

(Covering the year ending 31 December 2023)



1. INTRODUCTION

Islamic Relief Worldwide was established in 1984 and today operates in over 40 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 fifth update on the steps we are taking to minimise and mitigate risks in our operations.

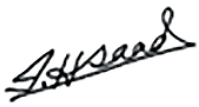
There are estimated to be over 50 million people living in slavery today. A report, published by Walk Free Foundation[1], highlighted five key actions to address this crisis – one of which was to embed anti-slavery measures in humanitarian and crisis responses and ensure that human rights are embedded in efforts to build a green economy.

In 2023, Islamic Relief supported more than 16.8 million people through our humanitarian and development programmes. We supported communities uprooted by conflict in Sudan and Gaza, driven from their homes due to drought in the Horn of Africa and faced with major disasters in Türkiye, Syria, Morocco and Libya. With the challenges of conflict, climate change and the residual impact of the Covid-19 pandemic both socially and economically, it is easy for responses to tackling modern slavery to slip down the list of government and organisational priorities. However, it is important to acknowledge that with these crises comes increasing risk of corruption, – a key driver in exploitation, slavery and human trafficking. At Islamic Relief, we have continued to develop our complaints and safeguarding reporting mechanisms. 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 of fraud, bribery and corruption, indicating growing trust among communities, our staff and volunteers in our complaints and feedback response mechanisms.

At Islamic Relief, we recognise that these problems are growing, especially within the humanitarian sector and that we need to respond. We are making complaints more accessible through a new online portal launched in December and investigating appropriate concerns to the Core Humanitarian Standard (CHS), with a zero-tolerance approach for those found guilty of wrongdoing. We are continuously training our staff and running raising awareness initiatives for implementing partners, suppliers and members of the communities we serve to equip them with the knowledge required to identify, report and proactively mitigate potential risks in these areas to strengthen and build upon our measures taken in tackling and minimising risks within our operations.

2023 saw the launch of our new 10-year Global Strategy which highlights the three main challenges affecting the world's most vulnerable; worsening climate emergencies, erosion of rules-based international order, and abuses of the principles of fair economy which leads to a reduction in social protection, health and educational resourcing. Within the next 10 years we aim to achieve three core outcomes of saving lives and reducing vulnerability to humanitarian crises, empowering communities to tackle poverty and vulnerability and advocating for change to eliminate global and root causes of inequality.

We can confirm that during the reporting period (January – December 2023) we had no confirmed cases of modern slavery within our operations or workforce. 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.



Dr Ihab M. H. Saad

Chair of the Board of Trustees, Islamic Relief Worldwide



Waseem Ahmad

Chief Executive Officer Islamic Relief Worldwide

[1] (Walk Free Foundation Posted19 Jun 2023 Originally published16 Jun 2023 https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf)

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	£269,320,732
Islamic Relief Worldwide in-kind	£5,373,329
Total Islamic Relief Worldwide Income*	£274,694,061
Field offices cash	£21,466,907
Regionalisation field offices	£nil
Country Office in-kind	£50,380,054
Total income	**£346,541,022**

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

3. Policies, processes and standards

The following policies were updated during 2023:

- **Partnerships Policy** – This outlines our commitment to our partnerships, ensuring that we are transparent, accountable and answerable to our donors. All of our partnerships must adhere to best practices and ensure that considerations of safeguarding, modern slavery and anti-terrorism are taken into account, as well as embodying the principle of 'do no harm' and exemplifying the commitment for localisation.
- **Whistleblowing Policy** – This is part of our Complaints and Whistleblowing framework that ensures we are clear with regards to our complaints and whistleblowing receiving channels. It also ensures that individuals are aware of the protection afforded to them under the Public Interest Disclosure Act 1989 including their right to remain anonymous when sharing concerns deemed to be in the public interest to disclose.
- **Serious Incident Reporting Policy** – This outlines our process to ensure compliance with Charity Commission requirements to report serious concerns.

3.1 Core Humanitarian Standard

Throughout 2023, Islamic Relief followed up on the observations made by Core Humanitarian Standard (CHS) in our2022 mid-term audit. The nine Core Principles of the CHS[2] guide and contribute towards the steps we take in mitigating risks and encouraging robust reporting mechanisms for all concerns. The principles ensure that certain standards are met, particularly with regards to managing the negative effects – whether intentional or unintentional – of humanitarian action on individuals and communities receiving aid, 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

Our safeguarding and international HR colleagues continued to deliver training sessions during 2023, building on sessions delivered in 2022 on Safeguarding, Dignity at Work and Modern Slavery, in 2023, colleagues provided training in South Africa, Iraq, Indonesia, Mali, Niger and South Sudan to a total of 163 participants.

During July 2023 the safeguarding team delivered a workshop to 39 staff in Malawi. The workshop content was comprehensive, covering safeguarding definitions, the safeguarding framework of policies and concepts. Modern slavery and trafficking were included so staff could gain a better understanding of these areas. Scenarios and case studies were included to enable discussion of how to address such issues should they arise. Participants found the case studies and scenarios beneficial as they enabled them to understand how the concept of safeguarding, exploitation and modern slavery apply to practical situations they may encounter. A common misunderstanding was around the routine use of child labour and when such situations may be deemed modern slavery and trafficking. Over all, country office staff found these discussions expanded their knowledge and enhanced their understanding.

3.3 Capacity building

Our ongoing Establishing Community and Faith Based Approaches to Safeguarding in Humanitarian Contexts project, initiated in January 2022, aims to strengthen and build on Islamic Relief's existing work around safeguarding in emergency contexts by continuing to build staff capacity around safeguarding, awareness raising among communities – particularly at-risk members, such as people with disabilities. This provides greater engagement with faith leaders to establish a community-led approach to safeguarding and Protection from Sexual Abuse and Harassment (PSEAH) in humanitarian programmes, working towards outcomes of mainstreaming safeguarding practices and procedures into programmes through project activities, capacity building and improved engagement with local actors, faith leaders and madrassah in order to strengthen our community-based safeguarding mechanisms.

[2] https://www.corehumanitarianstandard.org/the-standard/language-versions

The project currently targets the following locations: Malawi, Mali, South Sudan, Sudan, the Occupied Palestinian Territory, Bangladesh, the Philippines and Yemen.

The training during qurbani distribution was particularly targeted to minimise risks when rapid recruitment is essential due to the nature of time-sensitive distribution of our seasonal programmes to ensure that all involved were fully aware of our safeguarding and PSEAH policies.

Location	Total staff	Further detail
Malawi	51	
Mali	91	Awareness raising sessions took place with protection committees on 12 July, targeting 38 community members from Kodougou, including 21 women and nine persons with disabilities, as well as 31 participants from Diogare, including 19 women and four persons with disabilities
South Sudan	72	
Sudan	9	Awareness sessions were conducted with three community mobilisers, three volunteers, three psychologists.
The Occupied Palestinian Territory	29	29 participants representing 12 partner organisations working alongside Islamic Relief Palestine in order to speak to them about the capacity development of their teams. Islamic Relief Palestine developed a Terms of Reference to share with the partners so that they can appoint a safeguarding focal point within their own respective organisations. In addition, a flowchart explaining Islamic Relief Palestine's safeguarding procedure was shared with the partners. Following this meeting, a training for all 13 partners was being planned but due to a sharp escalation that began in October 2023, this had to be postponed
Bangladesh	59	Dhaka – 24 staff. Online training provided to field staff and implementing partners ahead of Qurbani distribution
The Philippines	291	The L-MARSH project orientation at the barangay (village) level in the municipality of General Salipada K. Pendatun (GSKP) was conducted in five the barangays of Makainis, Sadangen, Bulod, Lower Idteg and Badak. The L-MARSH Team conducted another safeguarding training 26-28 September 2023, for two municipalities (Sultan Sa Barongis and General Salipada Kudal Pendatun) with 50 participants (32 male, 18 female) comprising school heads, Islamic Studies and Arabic Language (ISAL) teachers, barangay and local government officials, as well as staff from Islamic Relief Philippines
Yemen	141	Training provided ahead of qurbani distribution
TOTAL	**743**	

4. Supply chains

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

UK supply chain expenditure (2023)

Islamic Relief Worldwide – £7.5 million

Islamic Relief UK – £8.9 million

Waqf – £96,800 thousand

UK 2023 expenditure: Total: £16,496,800

International supply chain expenditure by country (2023)

Country	2023 expenditure (£)
Afghanistan	11,213,956
Albania	1,917,702
Bosnia and Herzegovina	1,659,102
Bangladesh	2,870,836
Ethiopia	5,495,222
Occupied Palestinian Territory	4,550,566
Indonesia	525,562
Iraq	1,346,930
Jordan	7,169,416
Kenya	3,263,590
Kosova	4,641,940
Lebanon	1,531,734
Sri Lanka	727,188
Mali	4,647,808
Malawi	1,980,773
Niger	3,835,983
The Philippines	644,585
Pakistan	9,687,000
The Russian Federation	385,873
Sudan	2,309,415
Somalia	9,195,473
South Sudan	2,752,289
Tunisia	239,216
Türkiye	12,608,503
Nepal	5,895
Yemen	10,027,979
TOTAL	**105,234,536**

Update on completed supply chain commitments during 2023

In early 2023, we established a new department to manage the global supply chain function and recruited a Head of Global Supply Chain to lead on developing our risk mitigation measures. We are now using the PROACTIS system (online procurement system) which will be used for all of our procurement going forward. The system provides a complete online procurement solution for suppliers to provide bids for our live tenders and requests for quotations (RFQ's). It was implemented in early 2022 and went live in July 2023 for Islamic Relief Worldwide, Islamic Relief UK and Islamic Relief Pakistan. Roll out to other country offices will be ongoing.

The system provides an automated procurement process from procurement to pay, and this includes the creation and receipt for all products and services, it restricts users to follow a defined process from purchasing right through to invoicing which is aligned with our organisational policies and procedures. The system makes clear the correct steps in the purchasing process, while the order requisition process ensures that orders are placed with contracted (preferred) suppliers and in accordance with the correct terms and conditions.

The system provides suppliers with the relevant documents such as the supplier code of conduct and the modern slavery sensitisation form upon registration and again once they have been added to the system as an approved vendor. All new suppliers going forward will then be sensitised and made aware of their modern slavery obligations through this method. Suppliers convicted of modern slavery offences will be blocked on this system for any further trade and the system can be further configured to our requirements as we develop its functionality.

Training

- Mandatory modern slavery training completed by two personnel (Ethiopia and Jordan).
- Procurement and Logistics Level 1 (Basic) training delivered to 10 staff in Afghanistan.
- Procurement and Logistics induction delivered to two staff (Kenya and Iraq) and HQ-based International HR team.
- Temperature Sensitive Items and Cold Chain Management training completed by three staff (Myanmar, Ethiopia and Niger).
- International Supplier Screening training delivered to two staff in Malawi.
- Medicines and medical items training regarding safe disposal procedures delivered to three staff (Niger, Sudan and Afghanistan).

Supplier sensitisation

- Supplier sensitisation is ongoing across Islamic Relief country offices which have been instructed to implement sensitisation when working with any supplier. Offices that have verified checks include Türkiye, Syria, Lebanon, Myanmar, Somalia, Sudan, South Sudan, Ethiopia and Kenya. All Islamic Relief HQ suppliers and suppliers providing services on behalf of International Programmes Division have been sensitised.

Supplier audits (site visits)

- Islamic Relief offices in Kosova, Mali, the Occupied Palestinian Territory and Jordan offices have audited give of their top value suppliers by spend.
- Islamic Relief Pakistan has audited 10 of their top value suppliers by spend.

Community forum

- International procurement and logistics forums were held in West and East Africa Regions.

5. Training

As per our previous statements, training in our mandatory areas is ongoing and includes Modern Slavery, Safeguarding, Child Safeguarding and Fraud Bribery and Corruption e-modules. New staff cannot pass their probationary period until this has been completed. These figures are for UK-based and expatriate staff as of the end of 2023.

Course	Completed	% completion
Modern Slavery	310	89%
Anti-bribery and Corruption	295	85%
Child Safeguarding	309	89%
Islamic Relief Safeguarding	314	90%

We also introduced a requirement for staff to complete refresher training every two years in the mandatory areas outlined above. There are three cohorts of training per year.

Two hundred and nine staff completed Modern Slavery, 211 completed Safeguarding Training, 208 completed Child Safeguarding and 202 completed Anti Bribery and Corruption training.

Our Corporate Induction was completed by 46 new staff face-to-face and eight remotely. Our Corporate Induction covers our obligations under the Modern Slavery Act.

Our Induction and mandatory training provide staff with the knowledge of how to identify concerns in the specific area, potential impact on individuals and the organisation, and outlines our policy positions and clear processes for the reporting of concerns in these specific areas.

6. Update on commitments from the previous year

- New software (Isight) was implemented in December 2023 to manage complaints and investigations. This now provides an online portal where concerns can be submitted online.
- Preparation work was completed for our new learning Portal (IQRA), providing a new learning platform which will improve accessibility, particularly with regards to improving completion rates for mandatory training areas.
- The review and revision of our standard contracts and documentation for suppliers and other commercial agreements is underway.
- Increasing the number of inspections of suppliers sites over a wider range of countries to improve compliance rates.

7. Ongoing commitments for 2024

- In 2024 we will undertake a review and update our Modern Slavery Action Plan.
- We will increase staffing capacity within our Safeguarding and Counter Fraud teams to support with investigation of concerns, capacity building and awareness raising.
- We will launch our Counter Fraud Strategy and working group, and roll out fraud risk workshops within our country offices to promote fraud awareness and a counter fraud culture.
- We will review country office procurement manuals
- We will increase and build upon our current due diligence measures in our supply chain.
- We will be commissioning independent reviews on our HQ and country office complaints mechanisms.

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 2023.

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