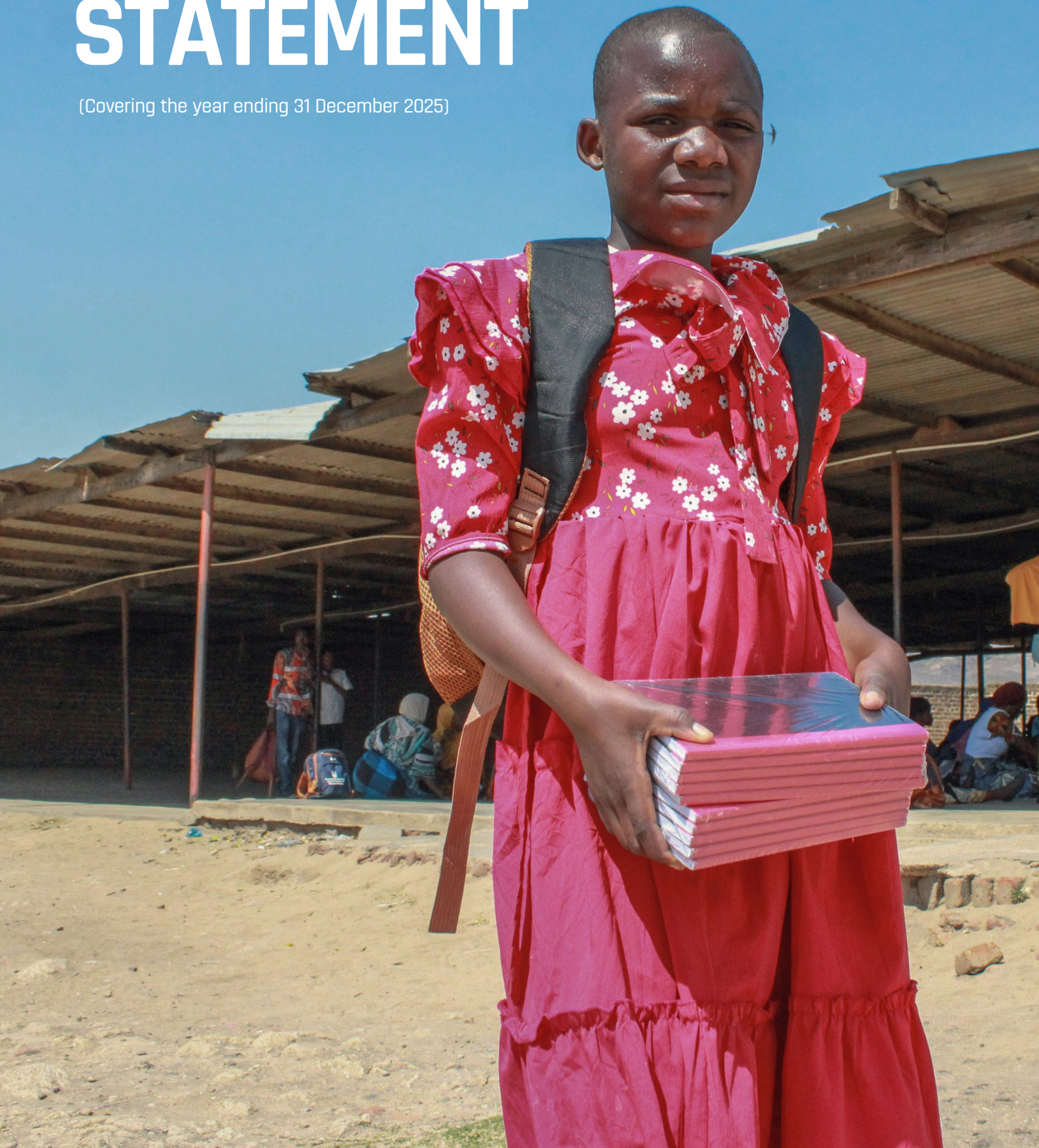


ISLAMIC RELIEF WORLDWIDE'S

MODERN SLAVERY STATEMENT

(Covering the year ending 31 December 2025)



1. Introduction

In 2025, Islamic Relief Worldwide stood alongside communities enduring profound hardship, while also being recognised for our leadership and impact within the UK charity sector. The year began with the honour of attending the Buckingham Palace Humanitarian Reception, before swiftly turning to urgent humanitarian action following the devastating earthquake in Myanmar and Thailand.



We also marked 30 years since the Srebrenica Genocide by sharing powerful stories of survival and resilience, standing with families who continue to heal from deep, lasting wounds. September saw a landmark partnership with Qatar Charity signed to strengthen our collective ability to tackle poverty, respond to humanitarian crises and confront the growing threat of climate change. Climate change and modern slavery reinforce each other in a harmful cycle as climate-related disasters, environmental damage and resource scarcity drive poverty and forced migration, leaving people more exposed to trafficking, forced labour and child exploitation. Those who lose livelihoods or are displaced in search of safety or work face significantly higher risks of abuse.

As conflicts intensified globally throughout 2025, the risk of modern slavery also increased significantly. The breakdown of law, protection systems and access to basic services left millions more vulnerable to exploitation. Sudan and Gaza starkly illustrate how prolonged violence, widespread displacement and blocked humanitarian aid can exacerbate human rights abuses and modern slavery risks.

With the conflict in Sudan entering its second year with no end in sight, Islamic Relief reached more than 1.9 million people with life-saving support, refusing to abandon communities facing unimaginable loss. Since April 2023, millions have been displaced across the country. Reports highlight the trafficking of women and girls for sexual exploitation and forced marriage, alongside the recruitment of boys by armed groups, all in violation of international humanitarian law.

Our research and publications continued to shine a light on overlooked crises, from community kitchens combating hunger in Sudan to the global reach and shared learning from our programmes worldwide.

In Gaza, two years of sustained bombardment led to repeated displacement, the destruction of livelihoods and rising famine risks. The high cost of escaping bombardment further increased exposure to trafficking, debt bondage and forced labour. In response, Islamic Relief renewed its commitment to hope and protection, launching a major campaign to secure sponsorship for thousands of orphaned children in Gaza.

Throughout 2025, our work was guided by compassion, driven by justice, and rooted in an unshakeable belief in the dignity and resilience of the people we serve.

Iftikhar Ahmad Shaheen
Chief Executive Officer
Islamic Relief Worldwide

2. Global income

Our global income comes from various sources, including:

- fundraising activities by partner offices
- institutional donors
- trading activities (such as shops and textile recycling)
- waqf investment income
- other global fundraising efforts.

This income supports our projects and emergency responses.

Total cash income	£236,030,497
Islamic Relief Worldwide in-kind	£5,798,880
Total Islamic Relief Worldwide income	£241,829,377
Country offices cash	£10,601,022
Regionalisation field offices	Nil
Field in-kind	£5,444,375
Total income	£257,874,774

3. Policies, processes and standards

As part of our policy audit which forms part of our Modern Slavery Action Plan, we have reviewed and updated the following policies, guidelines and processes in 2025:

- Safeguarding Policy (internal)
- Reference Procedure
- Islamic Relief Worldwide Environmental Policy
- Islamic Relief Worldwide Complaints Management and Feedback Policy
- Supplier Suspension Guidelines
- Whistleblowing Policy
- Risk Management Policy (and SOP's)
- Distribution Guidelines
- Disciplinary Policy
- Dignity at Work

4. Core Humanitarian Standard

Islamic Relief has been certified against the Core Humanitarian Standard (CHS) since 2017. The CHS outlines nine commitments to ensure organisations support crisis-affected people and communities with respect, dignity and collaboration. It aims to address power imbalances and improve accountability and quality in our humanitarian work. These standards are widely used and recognised in the aid sector, guiding organisations to enhance their performance and accountability.

In our latest maintenance audit, the feedback acknowledged improvements in our complaints management and handling of safeguarding cases. Having undertaken external reviews of our Field Office Complaints and Feedback Policy and its application, as well as our overall complaints mechanism, we clarified the processes for handling sensitive complaints and provided guidance on timelines and communication with complainants.

Our online portal I-Sight is used for reporting complaints and concerns, categorisation of complaints, and improved tracking and oversight of active complaints and investigations. The portal system, which is accessible from our website, provides an additional channel for the communities we support and other stakeholders to submit concerns.

We continued to build upon our capacity for handling safeguarding cases through comprehensive training and implementing improved reporting mechanisms and investigations. Investigations training held in 2024 ensured that in 2025 all country offices had at least one focal point to conduct safeguarding investigations.

5. Global safeguarding

This section outlines Islamic Relief's strengthened approach to safeguarding, with a clear focus on prevention, Leadership, accountability, and enhanced operational capacity across global teams. Activities conducted in 2025 contributed to more consistent safeguarding practice, improved support for country offices, and better alignment with survivor-centred standards.

5.1 Safeguarding investigation training

A structured safeguarding investigation training programme was delivered throughout 2025, including a final global investigator training in Türkiye. This programme, Investigator and Staff Training, strengthened technical capabilities in areas such as investigation planning, evidence handling, interviewing, report writing, risk assessment, and decision-making thresholds. The organisation now has a strengthened pool of over 40 trained investigators across country offices.

Additional online workshops for more than 50 Country Directors and Heads of Programme enhanced leadership understanding of governance duties, conflict-of-interest management, case handling responsibilities, and safeguarding risk oversight. Targeted training for implementing partners outside of Islamic Relief reinforced due diligence expectations, reporting pathways, and prevention standards across delivery partners.

New Safeguarding Focal Points (SFPs) received tailored training to help them fulfil their roles, strengthen awareness work, and support the implementation of safe reporting mechanisms at country level.

5.2 Webinars and peer learning

Three global webinars for SFPs enabled peer learning, problem solving, and knowledge exchange on referral pathways, operational challenges, and safer programming.

Peer-learning workshops held in 2025 provided opportunities to discuss global sexual exploitation, abuse and sexual harassment (SEAH) trends, survivor-centred approaches, risks in humanitarian environments, and the complexities of child-safeguarding investigations.

5.3 Awareness and culture-building activities

Internal communications reinforced zero-tolerance messaging, promoted reporting pathways, and emphasised confidentiality expectations and leadership accountability.

During the '16 Days of Activism' campaign in November and December, a global seminar highlighted the connection between safeguarding and gender-based violence (GBV) prevention. Sexual harassment awareness training was also delivered in the UK with input from the Safeguarding Team.

5.4 Operational field engagement

Safeguarding field visits were conducted with six country offices – Bangladesh, Kenya, Afghanistan, Albania, Kosova, and Jordan – providing contextualised support, systems assessments, and integrated reviews with HR teams. These visits identified training needs, strengthened local safeguarding systems, and enhanced relationships between HQ and country teams.

5.5 Child protection

The focus of our child protection approach has been to provide technical support to countries by building projects that mainstream protection and inclusion but also integrate protection-specific activities. Our projects have included support for at-risk children in Balochistan, with child reintegration into education through providing caregivers with income generating activities in Pakistan. Our greatest focus has been on capacity building, both through global webinars and through the community of practice on protection and inclusion, supporting protection and inclusion focal points to enhance their capacities and align programmes with the 6 A's of inclusive and protective programming (analysis, adapted assistance, attention to negative effects, adequate participation, accountability and adequate capacity).

Child protection capacity building activities

Child Protection – Introductory Concepts:	114 participants
Child Friendly Spaces	54 participants
Promoting Child Participation	70 participants
Understanding Child Wellbeing and Strengthening Family and Caregiving Environments	85 participants
Child Friendly Feedback Mechanisms	80 participants



6. Supply chains

In 2025 our supply chain expenditure for our UK operations was £24,290,000 (this consists of our operations in Birmingham and London).

Islamic Relief Worldwide - £14.63 million

Islamic Relief UK - £9.1 million

International WAQF Fund - £560k

International supply chain expenditure by country (2025)

Intervention country	2025 expenditure (£GBP)
Afghanistan	3,207,266.00
Albania	1,213,974.43
Bangladesh	4,828,773.00
Bosnia and Herzegovina	1,266,019.56
Ethiopia	4,021,175.38
Indonesia	1,422,174.00
Iraq	3,794,208.65
Jordan	5,321,640.59
Kenya	7,479,367.60
Kosova	4,173,441.93
Lebanon	2,953,986.53
Malawi	2,471,953.61
Mali	3,988,438.29
Morocco	1,280,371.98
Nepal	64,413.00
Niger	3,309,082.21
Occupied Palestinian Territory	18,469,430
Pakistan	5,689,804.05
Philippines	918,933.61
Russian Federation	240,699.97
Somalia	8,330,955.31
South Sudan	1,508,260.16
Sri Lanka	404,024.00
Sudan	7,249,303.85
Türkiye/Syria	16,808,808.32
Yemen	7,166,075.94
Total	£117,582,581.48

We confirm that there were no proven instances of modern slavery within our operations or workforce during the 2025 reporting period.

6.1 Supply chain training

Training session	Date	Location	Delivery method	Participants
Procurement committee proceedings & TOR	7/8/2025	South Sudan	In-house	4
Procurement committee proceedings & TOR	7/5/2025	Kenya	In-house	3
Procurement processes & best practices	24/6/2025	Niger	Online	4
Procurement processes & best practices	6/8/2025	South Sudan	In-house	4
Orientation on distribution guidelines	6/11/2025	Niger	Online	20
ERP AX	8/7/2025	Mali, Malawi & Niger	Online	24
Procurement processes & best practices	12/12/2025	Malawi	In-house	4
Procurement processes & best practices	22/5/2025	*Somalia	In-house	10
Procurement committee proceedings & TOR	22/5/2025	*Somalia	In-house	3
Orientation on modern slavery Regional Supply Chain Meeting	15/10/2025	West & East Africa	Online	8
Orientation on distribution guidelines Regional Supply Chain Meeting	23/4/2025	West & East Africa	Online	8

As part of our due diligence measures, site visits were conducted by procurement staff to supplier's premises in Afghanistan (5 suppliers) Ethiopia (3 suppliers) Occupied Palestinian Territory (5 suppliers) Philippines (2 suppliers). We ensure all our suppliers across the globe are sensitised to the risks of modern slavery at the tendering stage of the process.

* Some training was delivered in country in Somalia as opposed to those delivered on a regional basis for East and West Africa.

7. Training

Training in our mandatory areas remains ongoing, covering topics such as modern slavery, safeguarding, child safeguarding, and fraud, bribery and corruption via e learning modules and courses. Completion of this training is required for all new staff before successfully passing their probationary period. These figures apply to UK-based and expatriate staff as of the end of 2025.

Course	Completed	% Completion rate
Anti-bribery and Corruption	352	83%
Child Safeguarding	362	85.5%
Islamic Relief Safeguarding	361	85.3%
Modern Slavery	361	85.3%

Completion figures for bi-annual refresher training in mandatory areas can be seen below, with numbers of additional staff members completing refresher training in the following areas during 2025.

Course	Completed
Anti-bribery and Corruption	203
Child Safeguarding	196
Islamic Relief Safeguarding	198
Modern Slavery	195

Forty-three staff attended our corporate induction which gives new staff an insight into key areas of our operations:

- Complaints and whistleblowing procedures
- Safeguarding
- Operational policies
- Organisations commitments and responsibilities under the Modern Slavery Act 2015.

8. Update on commitments from the previous year

- The second Global Fraud Risk Workshop has been rolled out to country offices. Country offices have now completed their first dedicated fraud risk registers. Islamic Relief Worldwide has also implemented a Counter Fraud, Bribery and Corruption module which is mandatory for staff. The investigation team continues to evolve with completion times for investigations decreasing.
- We have updated a number of our key policies and processes.
- New refresher training modules have been developed in key areas such as Modern Slavery, Safeguarding, Risk Management and Counter Fraud with improved accessibility with availability in different languages and the facility to work offline.

This statement is pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Islamic Relief's modern slavery and human trafficking statement for the financial year ending 31 December 2025.





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