



International Initiative for Impact Evaluation

UK Modern Slavery Act Statement 2024

1. Purpose of this statement

This statement is International Initiative for Impact Evaluation's ("3ie") voluntary modern slavery and human trafficking statement relating to section 54(1) of the UK Modern Slavery Act 2015 ("the Act").

While 3ie does not have an annual turnover of £36 million or more from the provision of goods and services (as set out in the Act), and hence, not required to make a modern slavery and human trafficking statement under the Act, we are choosing to make such a statement voluntarily as we believe that it is part of our responsibility to prevent modern slavery and human trafficking in all its forms.

2. About us

3ie promotes evidence-informed equitable, inclusive, and sustainable development. We support the generation and effective use of high-quality evidence to inform decision-making and improve the lives of people living in poverty in low and middle-income countries. We provide guidance and support to produce, synthesise, and quality assure evidence of what works, for whom, how, why and at what cost. 3ie is registered as a non-governmental organisation in the United States.

Consistent with 3ie's zero tolerance approach, we are committed to a work environment and operations that are free from human trafficking, modern slavery, and all forms of exploitation. Human trafficking and modern slavery are wholly contrary to 3ie's mission and values. We are committed to proactively identifying, preventing, and addressing any such risks, however remote, across our supply chain and operations.

3. Organisation structure and supply chain

3ie has its headquarters in Washington, DC and has offices in London and New Delhi. Our organisational structure is headed by the executive director, with a team of five directors and four deputy directors/heads who lead offices and specialised teams. The teams include:

- Executive Director's Office
- Evidence for Policy and Learning Office
- Evaluation Office
- Programme, Finance, IT and Administration Office
- Synthesis and Reviews Office
- Strategic Communications Office
- Business Development
- Human Resources/Global People.

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The work of 3ie is overseen by a board which elects its members. The board comprises ten members representing diverse backgrounds, including policymakers from developing countries and high-profile leaders in evaluation and evidence-informed decision-making.

We are committed to working towards the elimination of any possible slavery in our supply chain. Our supply chain is relatively simple. The key services we procure are auditing, financial consulting, legal consulting, IT supplies, Employer of Record services, housekeeping, insurance.

broking, background verification, and record keeping. We also work with firms that assist with field investigation and data collection. While our risk of exposure to modern slavery in these areas is low, we remain vigilant and committed to maintaining ethical standards across all vendor relationships.

4. Our policies

3ie maintains a range of policies that support our commitment to safeguarding and preventing modern slavery and human trafficking. These include our [Safeguarding Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), Procurement Policy, and [Whistleblowing Policy](#), among others. These policies collectively help ensure that our internal operations and those of our partners uphold high ethical and labour standards. Staff and partners are expected to comply with these policies as a condition of engagement.

5. Our actions

As part of our commitment to ethical operations and in line with the expectations of our funders, including the UK FCDO, 3ie has established due diligence and safeguarding protocols for all our programmes, including the Research Commissioning Centre (RCC). These protocols include risk assessments, contractual clauses on modern slavery, and spot checks of partners and vendors. We work to ensure that all implementing partners in the RCC programme meet FCDO standards related to modern slavery, including through due diligence screening and contract management processes.

We conduct risk-based due diligence on all 3ie's sub-grantees, partners, vendors, and suppliers. For data collection firms, due diligence is mandatory for contracts over USD 100,000. Our standard due diligence process takes approximately six weeks. We expect all suppliers to hold their own supply chains to the same high standards.

Our due diligence timeline is six weeks.

6. Effectiveness in combatting slavery and human trafficking

We continuously review and strengthen our efforts to prevent modern slavery and human trafficking across our operations. Our Anti Modern slavery & Anti human trafficking policy and the Supplier Code of Conduct were most recently updated in January 2025 to reflect evolving best practices.

Concerns or complaints can be raised confidentially with 3ie's Senior Safeguarding Officer at safeguardingconcerns@3ieimpact.org. In addition, we have introduced an anonymous reporting mechanism through 3ie's Whistleblowing Reporting Form, available on our website.

7. Training

To promote awareness of the risks of modern slavery and human trafficking in our business and supply chains, 3ie requires all staff and long-term consultants to complete training on safeguarding and related policies. Since January 2022, this has included annual modules on Safeguarding, Risk Management, and Fraud and Anti-Corruption. We regularly assess whether dedicated training on modern slavery and human trafficking is needed.

This voluntary modern slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31 December 2024. It was approved by 3ie on June 6, 2025.

Approved by:

Signed by:

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Marie Gaarder
Executive Director
On behalf of 3ie

Date: June 6, 2025