

Modern Slavery Statement

October 2020



Introduction

Hope for Justice is a global charity founded in the UK in 2008. We work to end modern slavery and human trafficking with an effective, proven multi-disciplinary model that is replicable, scalable, and widely admired.

Hope for Justice owns and runs an innovative social enterprise, **Slave-Free Alliance**, which provides services to businesses seeking to protect their operations and supply chains from modern slavery .

Whilst not required to produce a Modern Slavery Statement under the requirements of Section 54 of the Modern Slavery Act 2015, we choose to publish this statement to demonstrate transparency, to be accountable to our members, donors and the public and as part of our commitment to change lives and end slavery.

This is our third Modern Slavery statement and outlines the developments in our internal systems, policies and practices to improve due diligence and prevent, mitigate and manage risks of modern slavery in our supply chains and operations globally.

Hope for Justice Operations



Slave-Free Alliance Ltd is a part of Hope for Justice.



272

Modern slavery cases
worked by our Hubs,
April 2019 - March 2020



HOPE^{FOR}**JUSTICE**

Year in Review 2019 - 2020

Structure - Business, Supply Chain, Operations

Responsibility for overseeing our modern slavery risk lies with the CEO and our trustees.

Implementation of our Modern Slavery strategy lies with our International Operations Director and Chief Financial Officer.

The Hope for Justice family employs staff across eight countries in four continents including:

- UK: Manchester-based Head Office with regional hubs in the West and East Midlands and West Yorkshire, including fundraising, training, investigation, community outreach and advocacy
- Africa: Lighthouse*, education, reintegration, migration and outreach projects in Ethiopia, Uganda and Zimbabwe enabling prevention, rescue, restoration and reintegration of victims of trafficking and slavery
- Norway: Hub including fundraising, training, investigation and community outreach

- Cambodia: Lighthouse, education, residential, outreach and reintegration projects to help victims of sex-trafficking
- USA hub including fundraising, training and investigation

Our Supply chain consists of IT and office provisions, promotional materials, IT support, car hire, flights, clothing, food and provisions for Lighthouses and long-term residences for victims. Waste services are provided by the owners of buildings that we lease.

We are setting up an internal Modern Slavery Working Group. This group will comprise people from all geographies and many disciplines and will be a key part of our evaluation and process improvement plan.

*A Lighthouse is a short-term residential care facility for minors referred to us who have been in a situation of exploitation or at risk of exploitation. These beneficiaries receive trauma-informed care and education before being reintegrated to family-based care, foster-care or supported independent living.

Policies

We have developed global policies to set consistent standards throughout our operations and those most relevant to modern slavery are:

- ❖ **Outreach Policy**
- ❖ **Safeguarding**
 - Child safeguarding policy and operations manual
 - Vulnerable adults safeguarding policy
- ❖ **Equality & Diversity (includes recruitment)**
- ❖ **Lighthouses Global Policy & Guidelines**
- ❖ **Rescue Hubs Global Policy & Guidelines**
- ❖ **Reintegration Policy**
- ❖ **Conflicts of Interests**
- ❖ **Incident Reporting**
- ❖ **Reporting Wrongdoing (Whistleblowing)**
- ❖ **Anti-Bribery**
- ❖ **Risk Management**
- ❖ **Supplier Code of Conduct**
- ❖ **Modern Slavery Policy**
- ❖ **Criminal Practices and Anti Money-Laundering**



Approach to Mergers/Partnerships

Hope for Justice & Slave-Free Alliance are aware of their specific roles in the field of modern slavery and therefore approach any mergers or partnerships mindful of the obligations that this carries. We collaborate with reputable and recognised NGOs who have appropriate governance and undertake thorough due diligence prior to undertaking new partnerships or mergers.

Due diligence

Recruitment for all personnel in the UK, Norway and the USA is managed by our UK-based HR team and includes a process of application forms followed by face to face interviews. Identification, basic security and right to work are checked.

Senior Africa and Asia-based directors and staff are also engaged via Head Office processes, whilst operational staff in those areas are employed by local management again including a process of application forms, vetting and referees as appropriate to the position.

Cleaning at offices is managed by local management or landlords at each site.

For procurement, we have introduced a

Supplier Code of Conduct to support the existing Modern Slavery Supplier Questionnaire that is sent to all third party providers of goods & services. We monitor responses to the questionnaire and evaluate how we continue to work with the supplier.

We use our resources to monitor performance and influence best practice and these actions, combined with checking the Modern Slavery Statements of our larger branded suppliers, enable us to make more informed choices of suppliers and facilitate a level of risk assessment.

We are conducting a review of our current processes including developing our own risk map. This will help us prioritise our actions in the next year.

Identifying Risk

The highest risk of modern slavery occurring in our operations is

- In domestic and guarding functions at our global facilities for victim rehabilitation (Lighthouses)
- Waste management provision for offices, hubs and residential units
- In lower tiers of suppliers of goods and services

To date we have not identified any actual or suspected cases of modern slavery in our operations or supply chain.

In the event of any incident or suspected incident, we have a detailed, numbered Incident Report, which includes corrective actions and an impact assessment as well as preventative actions to ensure learnings are captured. We have close relationships with Police and NCA as well as our own investigators from senior police backgrounds.



Effectiveness

The expertise of our internal personnel, combined with our daily focus on the issue of modern slavery serves to ensure that this topic is always front and centre in our undertakings.

We have strong processes in place for recruitment of all staff and a team that is equipped to spot the signs of slavery.

We are continuing to map our suppliers and are continuing to introduce the Supplier Code of Conduct.

Training

As an organisation we provide training on the risks of modern slavery to our members and clients.

Our employees have qualifications and experience across business, law enforcement and advocacy. Colleagues input into development of policy and law, liaising with government in this regard.

Internally we also ensure that training on safeguarding is given to all employees whether involved in projects or administrative roles and is updated periodically.

This Modern Slavery Statement was approved by the Board on 30th October 2020 and signed by:

A handwritten signature in black ink, appearing to read 'Ben Cooley', positioned above a horizontal line.

Ben Cooley, CEO