CARE International UK

Commitment to ensuring we play our part in eradicating the curse of modern slavery

In 2015, the UK Parliament took the progressive step of passing the Modern Slavery Act, which UK civil society had campaigned for over several years. The Act states that UK organisations with a turnover of £36 million or more must prepare a slavery and human trafficking statement for each financial year of the organisation. Beyond this legal requirement, CARE International UK's commitment to achieving dignified work for women requires us to take seriously our responsibilities to reduce the risks of exploitation and degradation within our own operations, supply chain, and the programmes we manage and support.

Slavery in modern value chains is a largely hidden issue which therefore requires a rigorous approach to many aspects of an organisation's operations. This is particularly true for an organisation like CARE International UK which supports and manages operations not just in the UK, but in many countries around the world, including in fragile and conflict-affected areas. This statement lays out the steps we have taken to eliminate, as far as possible, the risk of modern slavery our organisation and supply chains.

CARE International UK Structure and Governance

CARE International is a leading humanitarian organisation fighting global poverty, operating in over 100 countries. It is a confederation consisting of CARE members, candidates, and affiliates who share a common vision and mission to defeat poverty. All CARE International members are independent organisations with their own areas of activity, strengths and expertise who coordinate and work together to achieve our shared goals. The CARE International Code is a core guiding document, subject to the statutes, that defines who CARE International is, what binds us, and how different parts of the CARE International network work together.

CARE International UK is one of 16 full members of the global CARE International confederation. We support the work of the confederation through programme support and expertise, fundraising, and global policy and advocacy work. Programmes are implemented through CARE Country Offices. They are supported with technical

assistance and management by CARE members, working in partnership with local organisations.

CARE International UK employs around 100 staff. Most are based in the UK, but some are based in CARE offices around the world.

Our Board of Trustees has overall responsibility for the governance of the charity, delegating the daily operations to the Senior Leadership Team but retaining oversight through regular board and committee meetings. Please find more information about the confederation's governance here https://www.careinternational.org/about-us/governance, and https://www.careinternational.org.uk/about/our-people/.

Our Policies and Procedures

CARE International UK is committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. As such, we have in place robust policies and procedures that explicitly address the issue of modern slavery in our direct and indirect activities. Our organisation has worked diligently to ensure organisational policies enable the inclusion of vigilance, due diligence and improved processes and procedures in our broader governance, strategy, and operations. We review and update our policies regularly to incorporate appropriate measures on anti-modern slavery, including:

- Procurement policies and practices, including robust due diligence, both in the UK and internationally;
- Inclusion of modern slavery requirements and expectations in partner and supplier contracts;
- Human resources-related policies and procedures, such as Code of Conduct, for all staff members;
- Organisation-wide risk assurance framework ensuring regular review of main risks, including those relating to modern slavery;
- Continuous and frequent staff trainings on our policies, procedures, and code of conduct; and
- Variety of policies and procedures in our programming, fundraising, and other activities, including Safeguarding Policy, Whistleblowing Policy, Anti-Bribery Policy, and Fraud and Corruption Policy.

In addition to our operational policies and procedures, CARE International UK is also a member or supporter of several initiatives that address modern slavery issues:

- International Labour Organization (ILO), a UN agency that sets global standards for labour conditions;

- United Nations Global Compact, a non-binding UN pact to get organisations and businesses to adopt sustainable and socially responsible policies, and to report on their implementation. Among the ten principals are two relating to the elimination of all forms of forced and compulsory labour, and the effective abolition of child labour. CARE International UK will continue to support the UN Global Compact in advancing all principles, including through our ongoing collaboration with the private sector;
- Ethical Trade Initiative (ETI), an alliance of businesses, trade unions and NGOs working to reduce exploitation and ensure all workers enjoy conditions of freedom, security and equity;
- CARE International UK is accredited by the Living Wage Foundation, an organisation tackling in-work and post-work poverty and ensuring UK employees are paid the living wage.

Supply Chain Risk Management and Due Diligence

CARE International UK has limited supply chains that start and end in the UK, as most of our activities take place abroad through our programmes implemented by CARE Country Offices and other partner organisations. As such, we have adopted a risk-based approach to addressing modern slavery, looking at it through our Risk Appetite Statement. This can be viewed in detail here: https://www.careinternational.org.uk/about/transparency/our-policies-and-procedures/

We identify supply chain and modern slavery risks as part of our due diligence assessment on partners and suppliers, conducted prior to onboarding. Following the assessment, should any weaknesses or gaps be identified, our team puts in place mitigation measures and sets up appropriate trainings to ensure that our partners and suppliers can meet our requirements relating to modern slavery. During our programmes and activities, our partners are required to report on risks on a quarterly basis as during coordination meetings. Furthermore, CARE International UK passes down any requirements to our partners through the signature of contracts, which include provisions and obligations that adhere to ILO standards around child labour and forced labour, as well as provisions on the living wage, and child safeguarding standards. They also include specific references to UK modern slavery legislation. Lastly, CARE International UK also conducts spot checks and audits on our partners.

Training and Awareness

Staff are inducted on the relevant policies and occasional refresher training provided as needed when changes take place in the legislation, requirements, or our own policies and procedures.

Further Steps

CARE International UK is committed to continuing to combat modern slavery, and to build on the steps already taken regarding the supply chains for our UK and international operations. As international supply chains are often complicated, especially in some areas where we operate, CARE International UK ensures to work closely alongside our colleagues across the CARE confederation and the CARE Country Offices to improve awareness and understanding of modern slavery issues. This includes enhancing trainings for staff and suppliers, due diligence on suppliers, and the procedures for identifying and reporting modern slavery incidents and concerns.

Our programme strategy for Dignified Work (under our Women's Economic Justice strategy) focuses on how we can influence and support governments, companies, and civil society in the countries where we work to promote dignified working conditions for women in the formal and informal economies. Our programming helps to mitigate some of the risks associated with modern slavery by building the agency of women workers to know their rights, changing their relationships in their home and working lives and transforming discriminatory policies, systems and norms which put women at risk. In our advocacy, we continue to call for women in both the formal and informal sectors to be supported in accessing decent work and for all their rights at work to be protected. We also work to support women's voice and leadership, including in the workplace, which can also help to reduce their vulnerability to exploitation.

November 2026



Laura Kelly
Interim Co-Chair



Matthew Sherrington
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