



Modern Slavery and Human Trafficking Statement

Modern slavery is a crime resulting in the abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking.

We are committed to preventing the existence or prospect of modern slavery within our organisation or within our supply chains and this statement explains the steps we take to ensure that it does not take place.

Who we are

Development Initiatives (DI) is an independent international development organisation working on the use of data to drive poverty eradication and sustainable development. Our vision is a world without poverty that invests in human security and where everyone shares the benefits of opportunity and growth.

We work to ensure that decisions regarding the allocation of finance and resources result in an end to poverty, increase the resilience of the world's most vulnerable people, and ensure no one is left behind. We want these decisions to be underpinned by good quality, transparent data and evidence on poverty and resources, and lead to increased accountability and sustainable long-term outcomes.

Our group consists of: Development Initiatives Poverty Research Ltd, DI International Ltd and Development Initiatives Poverty Research America Inc who together has c70 employees operating in the UK, Kenya, Uganda and the US.

Who we work with

Our supply chain consists of businesses and self-employed consultants who largely work with employees from our offices in the UK, Kenya, Uganda, the US. We acknowledge that some of our supply chains may operate in higher-risk environments including countries with high levels of poverty and we ensure that we are diligent with our internal mechanisms (such as checks on our suppliers, policies, guidelines and training) to detect and prevent modern slavery.

We are careful about who we choose to work with and do not work with any organisations directly involved in anything that we consider to be unethical or immoral and aim to partner with organisations who share our principles.

We expect our employees and business partners to obey the law, observe regulations, guidelines and standards.

Our culture and values

Our values are at the forefront of our thinking and our integrity is derived from our values. They embody the type of organisation we are and how we behave towards one another, our partners, stakeholders and beneficiaries. Staff are appraised against our values and they empower us to continually ensure we are the type of organisation we want to be.

Our organisational values and behaviours embody: Empowerment, trust, transparency, impartiality, innovation, agility, and quality.

We are committed to acting ethically, with integrity and transparency in all our business dealings and relationships and expect the same high standards from our suppliers.

Compliance

We have a range of policies and procedures that support our culture of trust and transparency and continually review our practices to ensure that they remain legally compliant and in line with our ethical standards.

We increase awareness of modern slavery using training and communication to ensure that our employees understand how to identify exploitation and modern slavery.

We reviewed our suppliers from the 2017 financial year, looking at their country of origin, type of activity and length of the business relationship, to assess the highest areas of risk for us and developed a supplier register which is now being continually added to and updated.

Our zero-tolerance approach will be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts. A modern slavery questionnaire regarding supply chains will be presented to our suppliers for completion.

We have in place systems to:

- Identify, assess and mitigate risk areas in our supply chains using a supplier register
- Monitor potential risk areas in our supply chains
- Protect whistle blowers.

If employees suspect a breach or conflict with this statement, they should report it in accordance with our whistleblowing policy.

Review and responsibility

We are committed to reviewing our policies and practices annually and this Statement was approved by the Board in July 2018.

The Director of Business and Finance has day to day responsibility for implementation and monitoring effectiveness and is responsible for investigating allegations of modern slavery in our business or supply chains.

Line managers are responsible for ensuring that their direct reports understand and comply with this statement.

Signed:



Date:

20/7/18

Harpinder Collacott, Executive Director