

UNICEF UK MODERN SLAVERY STATEMENT, MAY 2022

Introduction From Jon Sparkes, CEO of UNICEF UK

This is the fifth statement of the United Kingdom Committee for Unicef (UNICEF UK) published in accordance with Clause 54 in the UK Modern Slavery Act 2015 (the 'Act') as part of our commitment to uphold the highest levels of transparency and accountability. The Act requires organisations to set out the actions they have taken during a financial year to ensure Modern Slavery and human trafficking is not taking place in their operations and supply chains. This statement covers the activities of UNICEF UK for the financial year ending 31 December 2021. Human trafficking, slavery, servitude and forced or compulsory labour ('Modern Slavery') continues to be prevalent across the world, including in the UK. In 2021, 12,727 potential victims of modern slavery were referred to the Home Office, representing a 20% increase compared to the preceding year. The number of referrals received this year is the highest since the National Referral Mechanism (NRM) began in 2009.

Advocating For Change

In line with our global mandate to uphold the Convention on the Rights of the Child and promote the rights and wellbeing of all children, UNICEF UK remains strongly committed to playing our part to eradicate Modern Slavery and specifically, any form of child exploitation and abuse.

In 2021, UNICEF UK played an active role monitoring and contributing to efforts to ensure full and proper implementation of the child protection provisions within the Modern Slavery Act 2015. We continued to be an active member of the Multi-Agency Assessment Panels (MAAPs) – an independent body that reviews all decisions taken by the Home Office refusing to grant a status of victim of trafficking to children.

UNICEF UK is a member of the project management group and an evaluation panel for a Home Office pilot project to test a new NRM procedure embedded within the existing child protection system at a Local Authority level. UNICEF UK also worked together with the Home Office to develop the Independent Child Trafficking Guardians (ICTG) system. ICTGs are a vital mechanism of support for trafficked children ensuring all their rights are protected.

UNICEF UK also advocates for the UK to have an enabling legal and policy environment that ensures business respect children's rights and the environment. Throughout 2021 UNICEF UK together with other civil society organisations and businesses continued its work calling to the UK Government to introduce a legal requirement for businesses to conduct human rights and environmental due diligence and ensure access to justice for victims of abuses. This included endorsement of a set of legal principles that should form the basis for this legislation.

Update On Progress

At UNICEF UK, we remain committed to being open and honest in how we have continued to understand and tackle some of the major risks in Modern Slavery in our own operations and work, whether this is with regards to our own due diligence in our supply chains or through our organisational frameworks, policies, and procedures. In our last statement we provided a summary of our progress and considered the steps we have made against the commitments we made in our last report. This statement provides a summary of the further progress we have made. Additionally, we have laid out a number of actions we seek to pursue in the following year in order to strengthen our approach to potential risks of Modern Slavery and human trafficking in UNICEF UK.



Jon Sparkes, UNICEF UK Chief Executive

Governance

UNICEF UK recognises Modern Slavery as a potential organisational risk and is monitored within UNICEF UK's Risk Register. This Register tracks the causes and effects of the most significant risks to our organisation and is monitored each quarter by the Risk Management Group, co-chaired by UNICEF UK's Chief Financial Officer and Director of Finance. The risk register is regularly reviewed by the Audit and Risk Committee and included within the Board of Trustees board meeting packs as a standing item for review. If a significant issue arises, such as a mitigation control failure, this will be escalated to the Audit and Risk Committee. Our Chief Executive and Board of Trustees have oversight of our governance systems and a process for escalation to the Board is in place.

Training and capacity building

We recognise that the responsibility to tackling Modern Slavery is a shared one across all departments within our organisation. We have designed and put in place an "Introduction to Modern Slavery" eLearning module which is designated as essential induction learning for all new colleagues to the organisation. The short course provides an overview of how fast-moving global markets play a huge influence on consumer behaviours and in turn both supply chain dynamics and labour patterns which often link to causes of Modern Slavery. In conjunction with this global economic overview, learners are informed of international frameworks including the UN Guiding Principles on Business and Human Rights (UNGPs), Children's Rights and Business Principles (CRBPs) and national law such as the Act.

Reviewing our Ethical Framework

The UNICEF UK Ethics Framework provides the foundation to our organisation and staff behaviours in our day-to-day operations and encapsulating our values 'Our Shared Commitment'. The framework was approved again by the UNICEF UK Board in November 2021. We remain committed to strengthening our procurement standards and building on our existing manufacturing requirements. Our in-house Legal Director and the arrival of our Procurement Officer in 2021 have helped ensure this is embedded into supplier contracts.

Raw material sourcing

Unicef UK does not purchase many goods as it is broadly a services-based organisation. However, it will continue to ensure all products and services are responsibly and ethically sourced.

Independent workers and homeworking

UNICEF UK has an online marketplace platform, some of the products are available on this site are sourced and made by homeworkers which bring many benefits to individuals and families. However, UNICEF UK also recognises some associated risks to children which can occur in these environments. In 2019, our marketplace provider committed to uphold the rights of homeworkers as outlined in the ILO Convention on Homeworking (1196, C177, Article 4) with the provision of a homeworking policy that was incorporated into producers' internal onboarding documents. In 2020, this foundation was further strengthened by ensuring that all producers had signed an agreement with the marketplace provider to confirm their commitment to upholding the relevant ILO standards. Additionally, in Summer 2021, the marketplace provider's regional teams were trained and began their workplace inspections, beginning with the highest volume producers. UNICEF UK will continue to work closely with our online marketplace supplier to ensure continual review and amends are made as and when necessary.

Engagement with New Suppliers and Partners

UNICEF UK aims to work exclusively with organisations and individuals who represent a commitment to our organisational values and mandate to uphold children's rights. In doing so, before we go into any significant partnership, we review and look for allegations of labour and human rights abuses including

poor working conditions which may have occurred within their operations and supply chains. In addition, for companies, we record whether or not they have a Modern Slavery Statement on their website.

Moving forward

At UNICEF UK we recognise the importance of continued improvement, strengthening our practices to address potential risks of Modern Slavery and human trafficking taking place in our organisation and supply chains. We are committed to collaborating with stakeholders across civil society, policy and corporate sectors who are equally dedicated to tackling Modern Slavery and improving wider labour practices in such a way which reduces peoples' vulnerability to exploitation. We have therefore committed to the following activities:

- Continue to review our procurement practices, to improve efficiencies and consolidate ethical practices;
- Aim to work only with suppliers that adhere to internationally recognized social and environmental sustainability standards;
- Continue capacity building training for colleagues involved in procurement across UNICEF UK;
- Continue to review our Homeworker Policy ensuring it remains relevant and fit for purpose.