

Modern Slavery Statement

This statement sets out the actions WWF-UK is taking to address the issue of modern slavery following the implementation of the Modern Slavery Act 2015 ('the Act').

Whilst WWF-UK does not believe it is strictly required to comply with the Act, as an organisation we take our responsibilities around modern slavery, ethical labour and workforce practices extremely seriously. We believe that any form of exploitation is wrong and we are committed to doing our best to ensure that our charitable activities and supply chains are free of slavery and human trafficking as defined in the Act. We are therefore committed to reporting annually on the steps that we are taking to support the principles of the Act.

This statement has been approved by the Executive Directors and the Board of Trustees of WWF-UK (at their meeting on 21 June 2018) and relates to the financial year ending on 30 June 2018.

The Organisation

WWF-UK is a registered charity in England and Wales and Scotland. WWF-UK is part of the world's largest and most experienced independent conservation organisation operating in more than 90 countries.

WWF-UK is an accredited Living Wage employer meaning that we pay a living wage to our staff and contracted staff who work directly with us on a regular basis.

Policies

As part of our commitment to combating modern slavery, we are implementing a Modern Slavery Policy which applies to the entire organisation. In this policy we set out the actions that we have taken and will continue to take to reduce the risk of modern slavery in the organisation and our supply chains.

In addition to the implementation of a Modern Slavery Policy, we have improved and updated our Speaking Out (Whistleblowing) policy.

We have introduced an employee Code of Conduct which signposts key policies in this area and which will ensure that everyone who works for WWF, as an employee, volunteer or trustee, is clear about the high standards of behaviour we require.

We have in place a child safeguarding policy and are implementing an equivalent policy around vulnerable adults.

Actions

We have taken a number of other specific actions in addition to implementing a Modern Slavery Policy:

- We have a modern slavery clause in our standard terms and conditions of supply which sets out our expectations and the responsibilities of our third party suppliers in relation to modern slavery. This includes provisions to ensure their responsibilities flow down to their subcontractors.
- We are introducing a supplier code of conduct to be used initially in respect of suppliers we deem to be working in areas of higher risk in respect of modern slavery.
- We have undertaken an appointment process to create a preferred supplier list for recruitment agencies which include thorough due diligence checks.
- We are putting in place a mechanism for staff to report any known or suspected malpractice which includes guidance and steps to follow.
- We undertake specific due diligence in respect of suppliers to our on-line shop in respect of their commitment to WFTO good practice including around slavery and child labour.

International

We carry out programmatic work in developing countries which are generally managed locally by our WWF network offices, rather than directly by WWF-UK. We provide grants to these network offices who may work with other organisations to procure goods and services as required to deliver programmatic work.

Our international partner organisations are committed to asking all corporate partners to sign WWF-Worldwide Fund for Nature's ('WWF International') Code of Ethical Labour conduct, which certifies that they are committed to labour practices in line with ILO best practices. In addition, many offices use due diligence software to check all outgoing supplier payments. Modern slavery is a form of egregious human rights abuse and as such in principle is also covered in WWF International's human rights statement on the Conservation Initiative on Human rights.

In addition we are:

- Refining the due diligence requirements that WWF-UK will implement for itself by specifically building in a requirement to conduct integrated due diligence on all our partners including suppliers, consultants and corporate partners.
- Completing a WWF-UK Grant Management policy, requiring the same social safeguards of grant recipients as we require of ourselves.
- Adjusting the special conditions in WWF-UK grant agreements in line with the Grant Management Policy.

Ongoing work to address modern slavery

We will continue to monitor our supply chain and due diligence processes to ensure that we are as informed and knowledgeable as possible about our suppliers and any risk they may present in this area. We will continue to assess our supply base and identify areas which are deemed to be higher risk in terms of modern slavery. We will work with our suppliers to address modern slavery concerns.

We will continue to develop our policies in this area and strive to ensure that staff and volunteers are appropriately aware of and as necessary trained in this area.

We will continue to work with our international colleagues to raise the profile of and address issues around modern slavery.


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Sir Andrew Cahn 10/12/18
Chair of the Board of Trustees, WWF-UK