

WWF-UK MODERN SLAVERY ACT 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 is not legally required to comply with the requirements of the Act to make an annual modern slavery statement, 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 on the steps that we are taking to support the principles of the Act.

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 implemented a Modern Slavery Policy in 2018 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. This policy has been reviewed and updated in 2021.

In 2021 we have reviewed and updated our Speak Up! (Whistleblowing) policy and our child safeguarding policies and are rolling out a new set of values to staff.

All staff are required to comply with our employee Code of Conduct which signposts key policies in this area and which will help ensure that everyone who works for WWF, as an employee, volunteer or trustee, is clear about the high standards of behaviour we require.

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.
- All new suppliers are asked to sign up voluntarily to our supplier code of conduct, which includes our expectations around human rights, or to provide evidence that they adhere to equivalent standards.
- We have developed a new supplier due diligence questionnaire which includes social and human rights due diligence.
- We continue to undertake specific due diligence in respect of suppliers to our on-line shop in respect of their commitment to World Fair Trade Organisation good practice including around slavery and child labour.
- We have undertaken an appointment process to create a preferred supplier list for recruitment agencies which include thorough due diligence checks.

- All our agreements with corporate partners contain clauses requiring them to adhere to integrity, good conduct and labour standards in line with International Labour Organisation (“ILO”) best practices, or to have their own similar commitments and policies in place. We also carry out environmental and social due diligence on corporate partners.

International

We carry out programmatic work in other 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 standard network grant conditions include clauses requiring network offices to adhere to integrity, good conduct and labour standards in line with ILO best practices.

All WWF network offices also adhere to core network standards that include child safeguarding, a conservation & human rights framework, a global whistleblowing policy and a global whistleblowing system.

The WWF network has recently launched a global grants management standard which includes enhanced due diligence requirements on social & environment safeguards, including child safeguarding and labour.

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 adopt a risk-based approach to working with our suppliers to address modern slavery concerns. We will report our progress on an annual basis to our internal governance bodies.

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.

Approved by Tanya Steele, CEO, WWF-UK



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