

MODERN SLAVERY POLICY

Document Control	
Approved By	AmplifyChange Directors
Responsible Owner:	CEO, Operations Manager
Created:	1 June 2021
Revised:	
Approved:	
Next Review:	
Version	1



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1. Introduction

AmplifyChange's vision is the full attainment of Sexual and Reproductive Health and Rights (SRHR) for all, including women and girls, young people, and the vulnerable and marginalised. Our mission is to be the global leader in supporting grassroots organisations and building stronger, more inclusive movements for SRHR, especially in challenging contexts.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour. It is a heinous crime and violates fundamental human rights. AmplifyChange is committed to tackling modern slavery and human trafficking within our operations and supply chains. We recognise the importance of credibility, integrity and trustworthiness to our success and the significance of promoting the highest ethical principles in every aspect of what we do and how we do it.

This policy applies to all persons working for AmplifyChange, including employees (permanent, fixed-term or temporary), directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, donors, and grantees.

2. General Principles

AmplifyChange has a zero-tolerance approach to modern slavery and implement and enforce effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own operations or in our grant support. In order to adhere to our commitments, we and everyone working with us or on our behalf abide by the following principles and measures to safeguard against modern slavery:

- Prevent, detect, and report modern slavery and human trafficking in any part of our operations or grant support,
- Apply an evidence-based assessment of the capability and capacity of our grantees, and a structured and proportionate methodology to identify and assess risks,
- Evaluate the merits of writing to suppliers requiring them to comply with our Code of Ethics, which sets out the minimum standards required to combat modern slavery and trafficking or determining whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties,
- Raise concerns about any issue or suspicion of modern slavery in any

parts of our operations or supply chains of any supplier tier at the earliest possible stage,

- Notify the CEO as soon as possible if there is a belief or suspicion that a conflict with this policy has occurred, or may occur in the future or report it in accordance with AmplifyChange's Whistleblowing Policy as soon as possible, and
- If it is unclear whether a particular act, the treatment of workers more generally, or their working conditions within our supply chains constitute any of the various forms of modern slavery, raise it with your manager.

3. Responsibility

AmplifyChange' Directors have the overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The CEO has the primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Annually, the CEO reports to the Board of Directors on the key performance indicators in relation to our modern slavery and our operations. The CEO is supported in this role by the Operations Manager.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

All persons working for or on behalf of AmplifyChange must read, understand and comply with this policy, report any concerns and assist with investigations.

Training on this policy, and on the risk our operations face from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training is provided as necessary.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and grantees at the outset of our operational relationship with them and reinforced as appropriate thereafter. All parties are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the CEO.

4. Breach of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. AmplifyChange may terminate our relationship with consultants, contractors, grantees, partners, suppliers and associated third parties who breach this policy.

5. Review of policy

AmplifyChange will review this policy annually to reflect new legal and regulatory developments and ensure good practice.