

Modern Slavery

Statement

The 2022 **statement** from the British Red Cross

This is a summary of the full 2022 Modern Slavery Statement from the British Red Cross. For further information about all our efforts to address the risk of modern slavery in our supply chains, please read the full statement. You can find it on the [Red Cross website](#).

At the British Red Cross, we are committed to preventing modern slavery and human trafficking in our supply chains. Our vision, as set out in our continuous improvement plan, is to eradicate the risk of modern slavery completely in any part of our operations. In our 2030 strategy we made a commitment to support people who are at risk of being, have been or continue to be exploited. To achieve this, we continued to deliver bespoke and enhanced support for people who have been trafficked or subjected to modern day slavery.

Building on our statements from previous years, this summary highlights the steps we have taken in 2022 to reduce the likelihood of exploitation, trafficking and other forms of modern slavery from our supply chains and in our organisation.



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Our progress in 2022

Here is some of the headway we made on tackling modern slavery in our supply chains in 2022. For more information, please read our full [Modern Slavery Statement 2022](#).

Governance

We kept working to ensure our staff and volunteers understand and comply with our British Red Cross Code of Conduct. The code confirms that we will not tolerate exploitation, including sexual exploitation, abuse or violence. We updated our Code of Conduct in 2022, continued to roll out our code training, developed a Dignity at Work policy and have started reviewing our casual worker model. In 2022, 4,280 of our 4,505 staff members and 6,550 of our 10,077 volunteers completed the Code of Conduct training, representing 95% of staff and 65% of volunteers.

Suppliers and partners

We continued to roll out the supplier Code of Conduct to our property landlords. We also began revising the process for managing landlords who do not sign the Code of Conduct, and will conclude those revisions in 2023. We continued to consolidate our suppliers, reducing their number by 30% compared to 2021. We used our ethical fundraising procedure throughout 2022 to screen all significant donations, partnerships, sponsorships and gifts in kind for modern slavery issues. We continued to roll out Sedex to help us oversee our suppliers, a process that will continue in 2023.

Safeguarding

We updated our internal incident management and reporting system, enabling us to more accurately report, track and respond to concerns about trafficking and modern slavery. We deployed a staff member to the Ukraine response as the IFRC's first ever dedicated safeguarding delegate. We also updated the responsibilities of our safeguarding lead with the board of trustees and appointed a new representative.

Training

In 2022 we began updating our introductory training module to include trafficking in times of emergency. This training is for all British Red Cross staff and volunteers, and 612 of our people were trained in 2022. At the time of writing, all staff working in purchasing and procurement; international logistics; internal audit; and health, safety and security have completed the training.

Anti-trafficking programmes

We continued to deliver our services within the UK and overseas, aiming to improve the identification and support available to survivors of trafficking and those at risk. In 2022 we improved our guidance for Red Cross caseworkers, and continued offering second-tier advice across the organisation. Through the Red Cross and Red Crescent Movement, and international and national networks and working groups, we continued to strengthen our response to trafficking. We developed tools and training materials on human trafficking, and supported National Societies with capacity building activities and delivering remote and face-to-face training.

Advocacy

We continued to engage widely to improve support for survivors of trafficking, and reduce the risks that contribute to people being exploited. Our key focus in 2022 has been the development and publication of a joint report with the UNHCR highlighting exploitation, and the risks of exploitation, in the UK asylum system. Our research found that people seeking asylum in the UK are at risk of exploitation or have been exploited in the UK. We held a trilateral meeting of the Home Office, the British Red Cross and the UNHCR, attended by senior Home Office officials, including the Modern Slavery Unit. We shared key findings from the research and agreed that a working group would be set up with representatives from the Home Office Asylum Operations and Policy team, the British Red Cross and the UNHCR to continue to discuss the recommendations from the report.

Next steps

Building on the progress of 2022, we have identified the following top priorities for 2023.

We will:

- Continue to improve our oversight of our work to eradicate the risk of modern slavery in our supply chains.
- Use Sedex to provide insights into high-risk areas and proactively engage with our key suppliers to ensure they also use Sedex.
- Increase awareness of our internal reporting tools for reporting modern slavery in our supply chains among our staff and volunteers.
- Continue to consolidate suppliers and make sure they sign up to our Supplier Code of Conduct through our e-procurement platform and the 'new supplier creation' process.
- Continue to develop methods to address the risks identified in our procurement processes and explore ways to move beyond reliance on self-certification and tier 1 due diligence.
- Continue to collaborate with our counterparts in other charities via the Charity Sector Procurement Group, to gain more insight across the sector.

- Build on our work with the IFRC to develop a movement-wide approach to procurement.
- Work with our British Red Cross and wider International Red Cross and Red Crescent Movement colleagues to investigate areas where we could enhance our due diligence procedures.
- Continue to strengthen our safeguarding visibility across the UK and internationally, and begin to embed our new Safeguarding Strategy Group to use our additional development capacity.
- Promote further completion of e-module 1 across the organisation; seek further completion of e-module 2 among frontline caseworkers; and continue to deliver module 2 training sessions to frontline caseworkers via virtual classrooms.
- Continue to monitor completion of mandatory training on our Code of Conduct; safeguarding; data matters; equality, diversity and inclusion; and health and safety by all staff and volunteers.

- Continue to actively roll out the global e-module 'Understanding and Responding to Trafficking in Persons' in English, French, Spanish and Arabic. And monitor completion of the e-module in these four languages.
- Launch an update to e-module 1 to include more information about trafficking in humanitarian emergencies, such as the conflict in Ukraine.
- Continue to monitor the UK context to identify new and emerging needs, and seek to evolve our services to meet those needs.
- Develop strong partnerships across the anti-trafficking sector.
- Champion anti-trafficking work across the International Red Cross and Red Crescent Movement.
- Continue to use our evidence to advocate for improvements to the standards of care and support available to survivors of human trafficking, drawing specific attention to the needs of survivors of trafficking who are also in the asylum system.

Where we are

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The British Red Cross Society, incorporated by Royal Charter 1908, is a charity registered in England and Wales (220949), Scotland (SC037738), Isle of Man (0752) and Jersey (430).