# RFUK Modern Slavery and Human Trafficking Policy

<table>
<thead>
<tr>
<th>Version</th>
<th>1</th>
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<tbody>
<tr>
<td>Approvals</td>
<td>Approved by the Senior Management Team on 14 June 2024</td>
</tr>
<tr>
<td>Review</td>
<td>This policy shall be reviewed every three years by the Senior Management Team.</td>
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<tr>
<td>Target audience</td>
<td>Employees, partners, consultants and individuals associated with RFUK.</td>
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<tr>
<td>Legal compliance</td>
<td>This policy is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes RFUK’s modern slavery and human trafficking statement for the financial year ending 2023.</td>
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Policy

1. Introduction

1.1. Rainforest Foundation UK (RFUK) is committed to the prevention and eradication of modern slavery and human trafficking in all its forms.

1.2. This policy outlines our dedication to upholding the UK Modern Slavery Act 2015 and the Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Transnational Organized Crime. It also outlines the measures that RFUK takes to combat these practices within its operations and supply chains.

2. Definition of modern slavery and human trafficking

2.1. Modern slavery is an umbrella term encompassing various forms of coercive labour practices, including forced labour, debt bondage, and child labour, where individuals are exploited and unable to refuse or leave due to threats, violence, coercion, deception, or abuse of power. Human trafficking involves the recruitment, transportation, transfer, harbouring, or receipt of people through force, fraud, or deception, with the intent of exploiting them. Both practices deprive individuals of their freedom and violate fundamental human rights.

3. Integration with other policies

3.1. RFUK enforces a zero-tolerance stance towards modern slavery and human trafficking through a set of policies adhering to the Modern Slavery Act 2015:

- Our Procurement Policy ensures that suppliers meet high ethical standards emphasising fair labour practices.
- Additionally, our Code of Conduct outlines clear expectations for staff and partners, focusing on ethical behaviour and respect for human rights.
- Our Whistleblowing Policy provides established processes for reporting suspected instances of modern slavery, ensuring protection for whistleblowers and individuals reporting concerns.
- Our Child Protection and Safeguarding policies include robust mechanisms for reporting sexual exploitation, which encompasses human trafficking and modern slavery.

4. Our commitment

4.1. Building on these policies and other standards, RFUK will never engage in:

- Trafficking in persons (as defined in the Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Transnational Organized Crime);
- Procurement of a commercial sex act;
- Use of forced labour;
- Acts that directly support or advance trafficking in persons, including the following acts:
  - Destroying, concealing, confiscating, or otherwise denying an employee access to that employee’s identity or immigration documents;
ii. Failing to provide return transportation or pay for return transportation costs to an employee who were recruited from another country and are living abroad due to a company assignment upon the end of employment if requested by the employee, unless:
   a) exempted from the requirement to provide or pay for such return transportation by prior contractual agreement; or
   b) the employee is a victim of human trafficking seeking victim services or legal redress in the country of employment or a witness in a human trafficking enforcement action;

iii. Soliciting a person for the purpose of employment, or offering employment, by means of materially false or fraudulent pretences, representations, or promises regarding that employment;

iv. Charging employees recruitment fees; or

v. Providing or arranging housing that fails to meet the host country housing and safety standards. This obligation does not apply to employees who have independently arranged their housing or whose contracts do not include housing benefits.

5. Due diligence, risk assessment and training

5.1. RFUK collaborates with Indigenous Peoples and local communities to protect and manage rainforests in remote and challenging environments across various countries. Our mission is achieved through partnerships with local entities, suppliers and service providers. Among many initiatives, we develop programmes to enhance the livelihoods of Indigenous communities, including sustainable agriculture.

5.2. To ensure these programmes do not contribute to modern slavery or child labour, RFUK undertakes rigorous due diligence when selecting local partners. This process includes thorough assessments of suppliers and partners, auditing, and monitoring supply chains to identify and address risks. We assess partners’ adherence to ethical labour practices and compliance with our anti-slavery policies.

5.3. Furthermore, we provide training to our staff, partners and community members on the identification and the risks of modern slavery and child labour.

6. Responsibilities

6.1. Employees, consultants and partners are expected to comply with the policy and report any concerns related to modern slavery, following the reporting channels outlined in the Safeguarding, Child Protection, and Whistleblowing policies.

6.2. The Senior Management Team is responsible for ensuring the policy is implemented and maintained, as well as for ensuring timely reporting of actual or suspected breaches to relevant authorities and donors, when required.

7. Monitoring and review

7.1. RFUK is committed to continuous improvement, regularly reviewing and updating the policy to reflect new risks and best practices. We aim to publicly report on our efforts and progress in combating modern slavery annually. We measure the effectiveness of our initiatives through audits, stakeholder feedback, and impact assessments to ensure our actions make a tangible difference.