

Anti-Slavery and Human Trafficking Statement

In CAF, we are committed to improving our practices to combat slavery and human trafficking.

Modern slavery and human trafficking is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Charities Aid Foundation (CAF) has a zero-tolerance approach to modern slavery and human trafficking and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our suppliers.

CAF is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Organisation's structure

CAF is a major provider of charitable services to donors, businesses and charities worldwide. We operate across six continents, making it easy and convenient for people and businesses to support the causes they care about. CAF is also a major provider of financial services to charities.

Our business

CAF's services are provided directly by CAF and through a group of wholly owned or controlled subsidiaries. These are principally involved in three areas:

- Financial services for charities
- Investment management
- Charitable donations within and outside the United Kingdom

The CAF family includes:

- CAF Bank Ltd
- CAF Financial Solutions Ltd
- CAF Investments Ltd
- CAF Venturesome
- CAF Global Alliance covering US, Canada, Brazil, Russia, India, South Africa

Our supply chains

We procure a wide variety of goods and services, from networks and IT services to stationery and consultancy. Some of these products and services we use in our own business (like waste disposal services and stationery) and some we use as part of what we use to sell to our customers (like bespoke IT software platforms). Around 600 suppliers sell to us.

On top of that, many of our suppliers have their own suppliers. Therefore our supply chain is large and complex. So we prioritise attention on companies that supply high value products or services, or things without which our business couldn't run.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Encourage whistleblowing and protect whistleblowers.

Supplier adherence to our values

We have zero tolerance to modern slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place for new contracts a requirement that clearly set out a requirement that suppliers and their sub-contractors must adhere to the Modern Slavery Act 2015 and that the contract may be terminated if there is a breach of this requirement.

When we on-board new suppliers, we have a rigorous due diligence process that includes:

- Undertaking references from suppliers current customers.
- Undertaking site visits, and
- Requiring confirmation that suppliers adhere to all appropriate legislation, including but not limited to the Modern Slavery Act 2015.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we require our staff to be familiar with our Anti-slavery and Human Trafficking Policy and we provide periodic briefings, both face to face and written, to our staff.

Our effectiveness in combating slavery and human trafficking

To ensure we are effective in combating slavery and human trafficking, we have:

- Implemented a policy to ensure our staff are vigilant to the potential threat of slavery and human trafficking.
- Communicated our policy to staff.
- In place a confidential whistleblowing service for our staff to use if they suspect slavery or human trafficking is taking place in our supply chains. We monitor all whistleblowing reports. In the last year, we have received no whistleblowing occurrences relating to modern slavery or human trafficking.

Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- Gain confirmation from all our existing suppliers that they adhere to the requirements of the Modern Slavery Act 2015 and take any action as appropriate once this action has taken place. We will do this by 31 April 2017.
- Establish a full directory of all our suppliers to enable timely communication and effective monitoring. We will do this by 31 April 2017.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes CAF's slavery and human trafficking statement for the financial year ending 31 April 2016.

Corinne Wells
HR Director

25 October 2016