



CROWN AGENTS

ACCELERATING SELF-SUFFICIENCY & PROSPERITY

Modern Slavery and Human Trafficking Statement 2023

Crown Agents has a clear zero-tolerance approach to modern slavery and human trafficking (“modern slavery”), as set out in our Global Code of Conduct and Ethical Code for Business Partners. As a responsible and ethical organisation, this statement sets out the steps that we have taken during the financial year ended 30 June 2023 (“reporting period”) to ensure that modern slavery has no place in our operations around the world and within our supply chains. We abide by the standards of the UK Modern Slavery Act, the US Combatting Trafficking Regulation and other applicable laws relating to modern slavery.

Who we are:

Crown Agents offers supply chain, programme design, delivery and evaluation, training, institutional efficiency and revenue generation expertise. We do this across health, humanitarian and stabilisation, governance and public administration and renewable energy sectors, throughout several geographic regions. As an international development organisation, we work with clients, governments, donors, foundations and the private sector to implement practical solutions to the challenges they face.

Our commitment to tackling modern slavery and human trafficking:

We are aware that we work in certain countries where the risk of modern slavery is high and further, that exposure to modern slavery is higher within our supply chain than in our own operations. We have in place a robust risk assessment process which includes using approved third-party services for screening entities and related parties. We regularly update and strengthen our processes to remain aligned with international standards.

Achievements in 2022/23:

For the reporting period, there have not been any incidents of modern slavery reported within Crown Agents, including with our subcontractors.

The following were achieved during the reporting period:

- Reviewed Crown Agents’ Modern Slavery Policy and the Spotting the Signs Checklist to further strengthen our compliance processes such as creating greater awareness on how to address instances of non-compliance within Crown Agents and our supply chain.
- Continued refinement of Crown Agents’ due diligence guidelines, policy and the business partner questionnaire, with a deliberate focus on collecting information from our suppliers, partners and donors on issues related to human/labour rights, modern slavery and human trafficking, amongst others.
- In 2022, a Safeguarding Advisor was appointed and to date has trained over 400 Crown Agents’ staff on safeguarding.
- Our Compliance Manager attended a workshop organised by the organisation, Stronger Together, on Tackling Modern Slavery in Global Supply Chains. The training provided insights on how to identify and manage modern slavery and the UK reporting obligations in place.
- The modern slavery committee met periodically during the reporting period and offers risk identification and mitigation advice, as required, to Crown Agents staff.
- Modern slavery continues to be included as a mandatory training topic to all new starters, improving knowledge awareness for staff across the organisation and empowering them to identify and report any signs of potential modern slavery. Over a hundred new employees have been trained in the reporting period.



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- Whistleblowing mechanisms were monitored for cases involving modern slavery to ensure that any reported incidents would be handled appropriately. However, no cases involving modern slavery were reported.
- As part of risk mitigation including appropriate provisions in all contracts with direct suppliers requiring compliance with our Ethical Code for Business Partners, which includes a confirmation that those suppliers must take strong measures to mitigate against the risk if modern slavery in their operations.

2023/2024 Plan:

Crown Agents recognises the importance of maintaining good relationships with our stakeholders and harnessing this to continue in our commitment to tackling modern slavery. We aim to deliver on the following during the next reporting period:

- Our 2022 annual United Nations Global Compact Communication on Progress submitted in December 2022 includes setting out our commitment to labour rights and we continue to be an active signatory member of the United Nations Global Compact.
- Continued enhancement of our due diligence end to end process of all subcontractors we work with to ensure compliance with our policies and procedures, including regarding modern slavery.
- Continued monitoring of Crown Agents' whistleblowing mechanisms for cases involving modern slavery to ensure that any such cases are responded to efficiently and appropriately.
- Rolling out targeted modern slavery training to key business streams and projects to ensure staff have a comprehensive understanding of the risks of modern slavery in our supply chains and provide staff with the tools to identify and respond to such risks.
- Modern slavery committee members to participate in networking through Stronger Together and other relevant organisations that share a commitment to tackling modern slavery.
- Active participation in Stronger Together events and initiatives to ensure continued awareness of modern slavery best practice and to share in peer-to-peer learning.
- Include modern slavery in the scope of Crown Agents' annual safeguarding audit on Crown Agents' projects.

We are committed to continuous improvement of our processes with regards to reporting and enhancements to our related frameworks. Our human rights approach is founded on the UN Guiding Principles on Business and Human Rights (UNGPs).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's modern slavery and human trafficking statement for the financial year ending 30 June 2023. It was approved by the Board on 24 November 2023.

Fergus Drake, Chief Executive Officer
Crown Agents
Date: 30 November 2023