



**Declaration on Modern Slavery and Human Trafficking  
(Statement/Policy)**

We strive to operate to the highest ethical standards in all our work and in our dealings. We recognise that slavery and human trafficking are significant yet hidden issues. We believe we have a responsibility to be alert to modern slavery and human trafficking risks. This applies both inside our organisation and beyond. This statement gives some background to our organisation and partners.

This is a formal statement endorsed by Governing body of Doctors For You on 23rd of May, 2016 and re-endorsed on June, 2023 that outlines an organisation's commitment to combating modern slavery and human trafficking within its operations and supply chains. This statement reflects the organisation's efforts to prevent and address these human rights violations and is a requirement/precondition for our work.

## **Modern Slavery and Human Trafficking**

Doctors For You is committed to upholding human rights and ethical practices throughout our operations and partners. We recognise the grave issue of modern slavery and human trafficking and are dedicated to preventing and addressing these violations in every aspect of our activities. We recognise the impacts of the COVID-19 pandemic on people's lives continue to be felt across our global supply chains. In particular, vulnerabilities and inequalities have been exacerbated by the pandemic with many workers facing a variety of outcomes from temporary to total loss of work, short or long-term illness and losing family members in countries with little or no public health care and social security. We are committed to continuing our efforts to support decent work and strengthen supply chain resilience in the face of the lasting impact of the pandemic.

### **Key message/s**

- Modern slavery and human trafficking are crimes and a violation of fundamental human rights
- We have a zero-tolerance approach to modern slavery or human trafficking within Doctors For You and our supply chains

### **1. Policies and Standards:**

We have established clear policies and standards that strictly prohibit modern slavery, human trafficking, forced labour, and child labour. These policies apply to all our employees/Consultant/interns/volunteers and Partners/Donors. DFY policies are inspired by UN Global Compact since its inception and sees the integration of the principles on human rights, labour standards, environment and anti-corruption as critical for capturing long-term value. It details requirements around the right to freely chosen labour, no use of child labour, protection of young workers, fair wages, decent working hours, non-discrimination and humane treatment.

We are committed to ensuring that these principles are reflected in our business strategy, day-to day operations, organisational culture, sphere of influence and relationships with suppliers. We recognise the importance of the UN Guiding Principles on Business and Human Rights (UNGPs) which require businesses to have a rigorous approach to due diligence. All DFY policies have been drafted keeping in mind,

- To ensure that our monitoring of our businesses and suppliers is proportionate and risk-based.
- To maintain and improve our policies and processes to avoid any complicity in the violation of human rights.
- To encourage an open, transparent and collaborative culture. This will influence our dealings with everyone we come into contact with.
- We oppose any form of child labour or practices that impede the development of children.
- All our employees will be legally required to have qualified as a legal employee in India.

As Modern Slavery and Human Trafficking are covered within the Code of Conduct, we do not have a separate elaborate/specific policy about these topics. The Code of Conduct is communicated globally to all employees on commencing their employment and employees are reminded to adhere to these principles in their daily business operations. Breaches of the Code of Conduct may result in disciplinary procedures, including but not limited to termination of employment or contract, as well as potential legal proceedings.

## **2. Risk Assessment**

As a humanitarian organisation working with some of the most vulnerable groups, we consider the risks of coming in direct contact with modern slavery and human trafficking risks to be high. We also consider the risk to our direct suppliers that mainly provide highly skilled services as part of our deliveries to our customers. All efforts and screening will be undertaken to ensure the risk within DFY system and our suppliers are kept to a minimum.

## **3. Supply Chain Due Diligence:**

- Conduct thorough due diligence on our supply chains to identify and assess potential risks related to modern slavery and human trafficking.
- We collaborate with our suppliers to ensure that they adhere to our ethical standards.

## **4. Supplier Audits:**

- DFY will conduct periodically monitor our supplier's compliance with our anti-slavery and anti-trafficking policies. If any issues are identified, we work closely with the supplier to implement corrective actions.

## **5. Employee Training:**

- Provide comprehensive training to our employees/Consultant/interns/volunteers and relevant stakeholders to raise awareness about modern slavery and human trafficking, enabling them to identify, prevent, and report such incidents.
- The training includes interactive exercises and requires suppliers to confirm they understand and commit to comply with DFY's expectations.

## **6. Reporting and Communication:**

- Employees and suppliers are encouraged to report possible violations to DFY's reporting channels, including the line managers Compliance Officer ([compliance@docotrosforyou.org](mailto:compliance@docotrosforyou.org)) or DFY's Hotline (+91 8267967249). They can do so without fear of retaliation.
- We maintain an open and transparent line of communication with our stakeholders, including employees/Consultant/interns/volunteers, suppliers and beneficiaries, regarding our efforts to combat modern slavery and human trafficking.

## **7. Continuous Improvement:**

- We are committed to continuously improving our practices to ensure that our organization remains at the forefront of the fight against modern slavery and human trafficking.
- We value our ongoing engagement and collaboration with a broad range of interested and concerned stakeholder groups as part of our due diligence process and we welcome feedback from stakeholders on our approach.