



July 2024

STICHTING 5W FOUNDATION ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

5W Foundation are committed to our practices to combat slavery and human trafficking and we have a zero-tolerance approach to modern slavery and human trafficking.

Modern slavery and human trafficking are crimes and violations of fundamental human rights. All types of modern slavery, be it slavery, servitude, forced and compulsory labour or human trafficking, have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

5W Foundation are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

5W Foundation are 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.

Furthermore, we require the same high standards from all of our contractors, suppliers, business partners, corporate supporters and grant applicant organisations/groups/charitable entities. We have made these standards a contractual term in our agreements with suppliers wherever possible.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

OUR STRUCTURE

5W Foundation is a private philanthropic foundation dedicated to assisting in the preservation and safeguarding of threatened wildlife and ecosystems around the world. Our goal is to ensure a world in which future generations can still experience this planet's current magnificent biodiversity.

Our priorities include endangered wildlife and threatened ecosystems. We work in partnership with other likeminded projects around the world bringing together expertise, physical support, community engagement, scientific endeavor and innovation with field conservation work.

5W Foundation is a provider of non-financial charitable support services to applicant projects worldwide.

OUR BUSINESS

5W Foundation services are provided directly or through an operational and logistical control not-for-profit entity, wholly owned and controlled by 5W Foundation.

OUR SUPPLY CHAIN

5W Foundation, in the course of our global conservation support work, procures a wide variety of goods and services, from IT services to stationery, from pharmaceuticals to animal blankets and veterinary consultancy. We have hundreds of supplier organisations open to us.

Some products and services procured are for our internal use, however the majority are in support of other projects or entities.



In addition, many of our suppliers have their own suppliers; resulting in our supply chain being very large and complex. Given the extensive range of products we purchase and the number of countries in which we operate 5W Foundation is aware that this makes for a challenging procurement landscape; hence we constantly strive to conduct appropriate due diligence within our supply chain and constantly require the input and cooperation of our supply chain participants.

5W Foundation has a zero-tolerance position on modern slavery and human trafficking. To ensure all those in our supply chain comply with our values, we have contractual requirements that clearly set out that those within our supply chain must adhere to the Modern Slavery Act 2015 and that their contract may be terminated if there is a breach of this requirement.

When we on-board new suppliers, we have a due diligence process that includes, but is not limited to;

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

In this way 5W Foundation can;

- 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 whistle-blowers.

RESPONSIBILITY FOR THE POLICY

The 5W Foundation governing Council has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all of our people comply with it.

The Council, with guidance from our legal advisors, have primary responsibility for implementing this policy. The procurement team also aid with reviewing the risk profile of our supply chain to ensure that any procedures implemented are effective in countering modern slavery.

OUR COMPLIANCE WITH THE POLICY

Every member of 5W Foundation must ensure that they read, understand, and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. We are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You should report any concerns regarding modern slavery and/or human trafficking in any parts of our business or supply chains to any member of the governing Council or legal department. If you are in any doubt about whether a particular act or working conditions in any of our business relationships may contravene any aspect of this policy, then err on the side of caution and report it to any member of the governing Council or legal department.

COMMUNICATION AND AWARENESS OF THIS POLICY

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 zero-tolerance approach to modern slavery is communicated to all significant suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.



BREACHES OF THIS POLICY

Any employee who breaches this policy could face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship or contract with other individuals and organisations working on our behalf, including any from our supply chain, if they breach this policy.

LOOKING AHEAD

5W Foundation will continue to mitigate risks related to this policy by:

- Ensuring all staff are familiar and trained regarding this policy;
- Implementing this anti-slavery policy or anti-slavery guidance, as appropriate;
- Communicating all changes to all staff and members of our supply chain;
- Identifying high-risk areas in our supply chain; and
- Working with our suppliers and acting to strengthen supply chains.

APPROVAL

This statement has been formally approved by 5W Foundation management and signed on their behalf.

Last revised: July 2024