



**Ridley
Eye
Foundation**

Modern Slavery and Human Trafficking Policy

ridleyeyefoundation.org

Modern Slavery and Human Trafficking Policy

This statement is provided on behalf of the Ridley Eye Foundation and its subsidiary charity and is made pursuant to section 54 of the Modern Slavery Act 2015 ('the Act'). It constitutes the Ridley Eye Foundation's voluntary statement for the financial year ended 31 March 2022.

Introduction

The Ridley Eye Foundation (REF) is a UK registered charity providing funding cataract surgery through field surgical camps overseas, primarily in Nepal. The charitable activities of the Foundation are low risk in relation to modern day slavery, however in order to prevent any of our services being used (or potentially used), or our supply chain being involved in modern day slavery, as well as any of our beneficiaries being exposed to slavery, we wish to put in place the following modern day slavery policy which complements the anti-money laundering training given to all members of staff.

The Ridley Eye Foundation considers modern slavery and human trafficking extremely serious crimes, grave violations of human rights and contrary to the ethical standards and values we espouse. As a charity that, as part of its wider objectives, demonstrates a commitment to equality and social justice, both in the UK and through its subsidiary charity, Ridley Eye Foundation Nepal, we have a zero-tolerance approach to such abuses. We are committed to preventing modern slavery in our charity and ensuring that our supply chain is as equally free of both modern slavery and human trafficking (within the reasonable bounds of our influence and control to ensure compliance with the Act by our supply chain and / or assure ourselves of their compliance).

Our Charity

REF is a charity registered in England which exists to provide free cataract surgery to the poorest in the remote communities along the Himalayan Range in Nepal. REF comprises of REF in the UK and its subsidiary charity Ridley Eye Foundation Nepal (REFN).

REF through its subsidiary charity, REFN, funds the High Altitude Cataract Project Nepal, a programme of free cataract surgical camps delivered to remote communities above 2000m in Nepal.

REF raises funds from corporate entities, trusts and foundations, and the public.

REF and its subsidiary employs no staff, relies on partner hospitals in Nepal to deliver its charitable objectives, and benefits from the support of volunteers to administer the charity in the UK.

The majority of our professional advisers and volunteers are based in the UK and are not of an employment status generally considered to be vulnerable to modern slavery in this country. We are not complacent and have robust policies and procedures in place. Our focus, however, is on ensuring that our supply chain complies with the Act, relevant REF policies and procedures, and our values and ethical standards.

Our supply chain

REF is committed to improving our practices to identify and eliminate modern slavery and human trafficking in our supply chains, and to act ethically and with integrity in all our business and charitable relationships. Our supply chains comprise of no more than 20 suppliers and contractors. REF and its subsidiary use the products and services we purchase from these suppliers to support our charitable activity and operations both in the UK and Nepal.

REF works with the UK and Nepalese medical network and currently around 6 independent charities to deliver charitable services in Nepal. The Ridley Eye Foundation in Nepal works through a network of partners and agencies licensed by or part of the Nepalese government.



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Policies

REF endeavours to raise awareness among all employees of the identification, prevention and eradication of modern slavery and human trafficking, and has policies and procedures in place to ensure that they can do so. The REF procurement policy is determined by the Board of Trustees in conjunction with the Chief Executive, and overseen by the Chief Executive. The policy operates across REF's subsidiary in Nepal, REFN, and the Board of Trustees has oversight of our supply chain. The relevant policies are:

REF's Procurement Policy and Procedure requires that suppliers are formally approved by REF's Board of Trustees such that they can only provide goods and services after confirming compliance with all applicable regulations and legislation, including the Act.

REF's 'Whistleblowing' Policy and Complaints Procedure asks staff to confidentially report concerns including modern slavery or human trafficking.

REF's Safeguarding Policy and Procedures acknowledges modern slavery as a form of abuse and, where there is a concern about a child (under 18 years) or an adult (18 or over) who needs care and support, this Policy takes effect.

Supply Chain Due Diligence

REF aims to work with only those suppliers that demonstrate high levels of commitment to monitoring and reducing the risk of modern slavery and human trafficking taking place within their organisations or supply chains. As a pre-condition to supplying REF, suppliers must confirm their compliance with the Act. If a supplier fails to provide the information requested or meet REF's expectations, REF Trustees will take appropriate action, which may include not entering into a relationship, terminating the relationship, or if concerns are of an evidential nature informing the appropriate statutory authorities in the UK or Nepal, or both.

Progress in 2022/2023

In the 2022/23 financial year REF has taken steps to provide additional assurance of our supply chain's compliance with the Act:

REF continued to monitor all new suppliers and contractors prior to engaging with them to confirm compliance with the Act.

REF further developed its relationship database to enable a review of existing suppliers and contractors.

REF have been working with an outsourced consultant to improve its control over its supplier base and compliance with the Act.

Plans for 2023/24

In the 2023/24 financial year REF plans to take further steps to improve knowledge across the charities of modern slavery and human trafficking, and requirements under the Act by developing a training plan to increase partners, volunteers and contractors awareness and understanding particularly with our partners and suppliers in Nepal.

We will look to work with our procurement and delivery function to develop our plans and controls in this area.

This statement is made pursuant to Part 6, section 54 of the Act and constitutes the Ridley Eye Foundations anti-slavery and human trafficking statement for the financial year ending 31 March 2022 and has been approved by the Ridley Eye Foundation Board of Trustees on behalf of REF in the UK and REFN, its charitable subsidiary in Nepal.

Chief Executive, Ridley Eye Foundation

