



1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes World Animal Protection's slavery and human trafficking statement for our financial year ending 31 December 2019.

Our Organisation, structure and supply chains

World Animal Protection is registered as a charity in the UK with branches and subsidiaries around the world and is dedicated to improving the lives of animals. . We rely on the generosity of the public to fund our work through donations and by taking part in a wide of range of fundraising and other events.

We deal with many organisations and use suppliers to support the operations of our organisation. The key areas include IT professional services, property and facilities management and our latest risk assessment f we found no evidence of modern slavery in our global supply chains. It is also noted we do not have significant global spend in the vulnerable sectors of agriculture, hospitality or manufacturing.

2. Our governance and policies

World Animal Protection has a zero tolerance approach to modern slavery and human trafficking and is fully 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 that it is not taking place anywhere within World Animal Protection or in our supply chains. All staff involved in recruitment and procurement will be provided with adequate training in how to identify modern slavery and their responsibilities in implementing this policy.

The Board of Trustees has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that it is reviewed on an annual basis. Management are responsible for raising awareness and implementing the policy.

World Animal Protection has robust governance and risk management framework in place and a number of global policies which aim to minimise the risk of modern slavery in relation to our work. These include:

2.1. Recruitment

World Animal Protection as an equal opportunities' employer has a rigorous recruitment process. Our recruitment practices include 'right to work' checks for all prospective employees. This

ensures we maintain an assured overview of those entering our employment and prevents the occurrence of forced or involuntary labour. The Human Resources team ensure that:

- Recruitment practices are transparent, fair and equitable and in accordance with employment law
- The standard values, behaviours, and policy are being adhered to
- Satisfactory working conditions and related safeguards are in place
- Necessary pre-employment checks are undertaken and approved prior to prospective employees starting in a position
- Appropriate training is provided

2.2. Procurement

We have reviewed our procurement processes to ensure that we take into consideration the different risks associated in our supply chains, including modern slavery and human trafficking. We carry out due diligence checks on key suppliers and ensure we are satisfied that they have appropriate policies in place.

Our standard Terms and Conditions of business/supplier contract forms include a right to terminate in the event that we find, or have reasonable grounds to believe, that modern slavery or any form of forced or involuntary labour is being used.

Training is provided to all those involved in the procurement process.

3. Looking Ahead

A new anti-slavery and human trafficking policy was approved by the Board of Trustees and is being rolled out across the organisation and assurance on how to monitor the effectiveness of this Policy Statement is also being considered.

World Animal Protection has invested in a global compliance training platform and the appropriate training modules will be presented to staff shortly and included in induction programmes.

A handwritten signature in black ink, consisting of a stylized, cursive letter 'P' followed by a horizontal line extending to the right.

Chair

2nd June 2020