



**Norwegian People's Aid**

# **Modern Slavery and Human Trafficking Statement**

## 1. Structure, business and supply chain

Norwegian People's Aid (NPA) is a member based non-governmental organization established in 1939 operating from a head office in Oslo Norway. NPA is undertaking various humanitarian activities both in Norway and abroad, and employ over 2.200 staff internationally where most employees are local nationals.

NPA works within two key areas: Just distribution of power and resources, and protection of life and health. NPA's key area of work in Norway is first aid and rescue services. Internationally NPA has its focus on development and humanitarian cooperation, and humanitarian disarmament.

Norwegian People's Aid's values are based on equal rights for all, irrespective of sex, ethnicity, religion, sexual orientation, disability and social status.

«Solidarity in Action» is our vision, and characterizes our work and engagement. NPA's work is based on solidarity, not charity.

NPA has Board approved ethical standards that also covers purchase and procurement. These standards apply to our own employees, all our suppliers, those who manage our investments, our donors and other business partners. The standards comprise of requirements relating to work and the environment, as well as other requirements in compliance with the provisions of international conventions and instruments such as, for example, the core conventions of the UN and ILO. Furthermore, NPA believes that transparency is the best way to ensure the public that we are doing our best as an ethical corporate. In that spirit, NPA will annually publish statements also covering slavery and human trafficking, made in compliance with section 54 of the UK Modern Slavery Act 2015

## 2. Slavery and human trafficking procedures

Norwegian People's Aid shall continuously assess and improve internal standards, practices and our code of conduct to ensure that NPA comply with national and international ethical standards, also aimed at slavery and human trafficking. NPA requires that our suppliers and business partners respect the ethical standards in the course of their operations and production. NPAs objectives for slavery and human trafficking follows these themes:

- Relationships: Strengthening our supplier engagement process
- Feedback: Have grievance mechanisms and channels for individual worker feedback
- Knowledge: Improving our knowledge base by collecting relevant data and continuously improving
- Third party engagement: Building strategic alliances with independent social auditors, unions etc
- Measurable change: Developing or updating verifiable KPIs to measure progress
- Incentivisation: Developing mechanisms to incentivise employees and suppliers to address slavery and human trafficking and improve labour standards
- Accountability: Establishing a framework for organisation accountability to allow for raising issues, making suggestions, voicing grievances and reporting slavery and human trafficking

## 3. Due diligence process

Given that the majority of NPAs work is undertaken by contracted staff, they have to adhere to NPAs work ethics, code of personal conduct, systems and routines. Further NPA have a relatively small-scale supply chain. For these reasons NPA do in general believe that the risk of slavery, human trafficking or exploitation connected to our activities is low.

New suppliers are subject to due diligence checks in the form of ethical/compliance audits, and such audits are also regularly conducted for existing suppliers and factories/sites. These audits assess compliance with amongst other things Modern Slavery practices. If issues are identified, appropriate actions will be taken.

## 4. Identifying, assessing and managing risk

NPA set out to identify the extent of any slavery and human trafficking in our work and our supply chains by:

- Conducting internal spot-checks
- Engaging third party auditors to conduct social audits when necessary
- Collect supplier-provided data to assess and track improvement in suppliers' attitudes

## 5. Key performance indicators

In order to assess the effectiveness of our modern slavery measures NPA will be reviewing the following key performance indicators:

- Number of staff trained on modern slavery and human trafficking issues
- Number of background checks on suppliers
- Number of slavery reports received

## 6. Training available to staff

As part of a comprehensive induction process, all national and international staff are given training on NPA policies and procedures, and are required to sign up to the Staff Code of Practice and Policies.

## 7. NPAs commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes NPA's slavery and human trafficking statement for the financial period ending December 31<sup>st</sup> 2019. The statement has been approved by our secretary general, who will review and update it annually.