



UK Modern Slavery Act Statement 2023

1. Purpose of this Statement

This statement is International Initiative for Impact Evaluation's ("3ie") voluntary modern slavery and human trafficking statement relating to section 54(1) of the UK Modern Slavery Act 2015 ("the Act").

Consistent with 3ie's vision to improve lives through evidence-informed action in developing countries, we are committed to a work environment and operations that are free from human trafficking, modern slavery, and all forms of exploitation. Human trafficking and modern slavery are wholly contrary to 3ie's mission and values. We will not allow human trafficking or modern slavery to take place in any part of the organisation or with any of our members, partners, commissioners, suppliers, or consultants.

2. About us

3ie promotes evidence-informed equitable, inclusive, and sustainable development. We support the generation and effective use of high-quality evidence to inform decision-making and improve the lives of people living in poverty in low and middle-income countries. We provide guidance and support to produce, synthesise, and quality assure evidence of what works, for whom, how, why and at what cost. 3ie is registered as a non-governmental organisation in the United States.

3ie does not have an annual turnover of £36 million or more from the provision of goods and services (as set out in the Act). We are not therefore required to make a modern slavery and human trafficking statement under the Act. Nevertheless, we are choosing to make such a statement voluntarily as we believe that it is incumbent upon all organisations to do what they can to tackle modern slavery and human trafficking.

3. Organisation structure and supply chain

3ie has its headquarters in Washington, DC and has offices in London and New Delhi. Our organisational structure is headed by the executive director, with a team of five directors and three deputy directors/Heads who lead offices and specialised teams. The teams include the Executive Director's Office, Evidence for Policy and Learning Office, Evaluation Office, Programme, Finance, IT and Administration Office, Synthesis and Reviews Office, Strategic Communications Office, Business Development, and Human Resources.

The work of 3ie is overseen by a board, which elects its members. The board comprises ten members representing different backgrounds, including policymakers from developing countries and high-profile leaders in evaluation and evidence-informed decision-making, who help promote 3ie.

We are committed to working towards the elimination of any possible slavery in our supply chain. Our supply chain is relatively simple. The key services we procure are auditing, financial consulting, legal consulting, IT supplies, Employer of Record services, housekeeping, insurance

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broking, background verification, and record keeping. We also work with firms that assist with field investigation and data collection.

4. Our policies

We have an Anti-Human Trafficking and Anti-Modern Slavery Policy (“the Policy”). In addition, we have various other policies applicable to all staff, which provide information regarding the behaviour we expect of our personnel.

5. Our actions

We have undertaken a modern slavery and human trafficking risk assessment in respect of our business and supply chain. Overall, 3ie’s business and supply chain pose a low risk of involvement with modern slavery and human trafficking. We are not complacent, however. We continue to monitor and work to improve the systems in place to ensure that our business and supply chain are free from modern slavery and human trafficking. Details of the systems we have in place are summarised below. Due diligence of all grantees so far in RCC is completed, and we are in the contracting stage. For the next phase we are scheduled to complete the DDA in six weeks' time. This diligence includes all financial, HR and safeguarding policies, including risk management and anti-human trafficking and modern slavery.

We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and human trafficking in our contracts with third parties.

Using our risk-based approach, we also assess which of our suppliers will be required to comply with our Supplier Code of Conduct, which sets out the minimum standards required to combat modern slavery and human trafficking.

We carry out appropriate due diligence in respect of all 3ie’s sub-grantees and some of our suppliers, as required (i.e., if there is an elevated risk). Due diligence on firms doing data collection for 3ie is undertaken if the contract value exceeds USD 100k. We also carry out appropriate diligence in respect of any suppliers that have reason to enter 3ie’s office. We require our suppliers to hold their own suppliers to the same high standards as 3ie. As India is a high-risk jurisdiction for modern slavery and human trafficking, statutory due diligence has been carried out on suppliers operating in higher risk sectors (i.e., housekeeping) to mitigate the risk.

For a large FCDO grant we undertook in 2023, 3ie confirms that for all sub grantees/ downstream partners under the “FCDO Research Commissioning Centre” program, we have reviewed their safeguarding policies (of which anti human trafficking is a part) to ensure they meet our compliance requirements. In cases where a specific policy on anti-human trafficking and anti-modern slavery is not available, these partners will sign a declaration confirming that they will abide by 3ie's policies until such time that they have their own policies in place.

6. Effectiveness in combatting slavery and human trafficking

We will continue to keep our effectiveness under review and to make changes to our operations and our ongoing work if they are not proving to be as effective as they ought to be.

7. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and supply chains, we recognise the importance of staff training. In January 2022,

training and safeguarding and associated policies (of which the Policy is one) was offered to all staff members and long-term consultants. Our ongoing annual training includes modules on Safeguarding, Risk Management, and Fraud and Anti-Corruption Policy. We keep the need for modern slavery and human trafficking training under review, in particular whether standalone training on modern slavery and human trafficking is required.

This voluntary modern slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31 December 2023. It was approved by 3ie on July 10, 2024.

Approved by:



Marie Gaarder
Executive Director

On behalf of 3ie
Date: July 10, 2024