

Malaria Consortium

Combating Trafficking in Persons: Compliance Plan

2018

Modern Slavery Statement

Malaria Consortium has a statement published on our website <https://www.malariaconsortium.org/governance/malaria-consortium-policies-and-procedures.htm> outlining its support to the UK Modern Slavery Act, 2015 to protect against slavery, servitude and forced or compulsory labour; and human trafficking. This includes information relating to supply chains and working with supplies and partners.

Risk assessment

Malaria Consortium now includes Trafficking in Persons in its risk assessment of programmes. These programmatic risk assessments are consolidated at country, regional and global levels, are updated quarterly and reviewed by the Finance, Audit and Risk Committee.

Recruitment

Use of Recruitment Agencies

Where agencies are used, the Malaria Consortium Procurement process will apply and no agency would be used where a fee is charged to a candidate. Strict conditions apply, which are monitored by our Human Resources Department.

Reference & Security Checks

Reference checks are carried out when hiring new staff from two previous employers. Where applicable, police background checks will be conducted and/or a Criminal Record self-declaration is completed. Candidates will be required to present an ID and evidence of their right to work in a particular location.

Induction

There is an induction in place for all staff covering the Code of Conduct, Dignity at Work, Safeguarding, the global Procurement Policy, the expected behaviours, the consequences for violating policies and how to raise any concerns.

The Induction involves raising awareness of Human Trafficking and the law(s) surrounding this. All employees engaged in the delivery of USAID-funded projects are also made aware of the requirements of the US Combatting Trafficking in Persons Act (MAR 2015) and the option to call or email the Global Human Trafficking Hotline. (See Whistleblowing below)

Code of Conduct

Malaria Consortium has a Code of Conduct in place, which is mandatory for all staff and partners to adhere to. The Code, also published on our website (URL as above) includes expected behaviours and outlines the prohibition of any sexual activity with persons (adult or child) who look to or benefit from Malaria Consortium's protection or assistance, or with any persons under the age of 18 years, Commit any act of sexual exploitation, sexual abuse or sexual violence, exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This prohibition extends to engaging the services of sex trade workers. In addition the code prohibits staff or partners to ask for, invite or accept any personal payment, service or favour from others, especially beneficiaries, vendors, suppliers, in return for performing duties assigned to the staff member by Malaria Consortium. Working for Malaria Consortium requires accepting the responsibility for safeguarding human rights, showing a commitment to working with vulnerable populations and protecting their dignity. The code requires the adherence to the UN Convention on the Universal Declaration of Human Rights.

Safeguarding

Malaria Consortium has in place a Safeguarding Policy for Children and Vulnerable persons, fitting international standards including the United Nations Convention on the Rights of the Child. The policy outlines the organisation's commitment with laws relating to human trafficking and consequences for any violations.

Whistleblowing

Whistleblowing Policy

Policy in place and holds staff responsible for reporting any violation of the code of conduct including those linked to Trafficking in Persons.

Complaints/Concerns

The Malaria Consortium's website contains the Whistleblowing Policy and a Complaints Notice, which outlines how people can raise any concerns via: concern@malariaconsortium.org

Specifically for those working on USAID-funded programmes employees are able contact the Global Trafficking Hotline +1-844-888-3733 (3733 typing FREE on a telephone keypad) or at its email address help@befree.org. If an employee refers a concern on Trafficking in Persons to concern@malariaconsortium.org, Malaria Consortium will in turn refer them on to the Global Trafficking Hotline and relevant local authorities.

Programmatic

Procurement

Malaria Consortium has a procurement policy in place with global standards to ensure engagement only with verified suppliers.

Sub-contracts

Malaria Consortium includes compliance wording against Trafficking in Persons in our sub-contracts, directly passes through the requirements under USAID contracts to sub-contractors, and has commenced verifying compliance as part of ongoing performance evaluation and through audit.