

FONDATION MAROY |
MAROY FOUNDATION

Modern Slavery Statement

We take care to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Maroy Foundation has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Maroy Foundation is a company operating in the Democratic Republic of the Congo. Maroy Foundation is a No. F.92 tax-exempt NGO registered directly in Kinshasa with the national government of the Democratic Republic of the Congo that works in two main areas: (i) health care—via our Maroy Foundation Hospital (ii) education, entrepreneurship, women's empowerment, and youth leadership (EWEYL).

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Maroy Foundation operates a partnership policy and attains revenue via grants and private funding. We conduct due diligence on all partners before allowing them to become a partner. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with partners, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own partners and funders to account over modern slavery.
3. (For European based suppliers) They pay their employees at least the national minimum wage / national living wage (as and when appropriate).
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This statement was approved by the Board of Directors on 14th July 2019.

Rudahindwa Maroy
Executive Director and Chair of the Board



16th July 2019