



UK Modern Slavery Act Statement 2025

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").

While 3ie does not meet the turnover threshold of £36 million under the Act), and is therefore, not required to make a modern slavery and human trafficking statement under the Act, we do so voluntarily as part of our commitment to ethical operations and preventing modern slavery and human trafficking in all its forms.

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.

Consistent with 3ie's zero tolerance approach, 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 are committed to proactively identifying, preventing, and addressing any such risks, however remote, across our supply chain and operations.

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 four deputy directors/heads who lead offices and specialised teams. The teams include:

- 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
- Strategic Partnerships
- Human Resources/Global People

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

We are committed to working towards the elimination of any possible slavery in our supply chain. While our supply chain is not complex, it includes sectors where risks of modern slavery and labour exploitation may arise, and we remain vigilant in managing these risks. . The key services we procure are auditing, financial consulting, legal consulting, IT supplies, Employer of Record services, housekeeping, insurance, background verification, and record keeping. We also work with firms that assist with field investigation and data collection. We expect all suppliers and partners to adhere to applicable labour laws and to uphold standards consistent with our Supplier Code of Conduct.

4. Our policies

3ie maintains a range of policies that support our commitment to safeguarding and preventing modern slavery and human trafficking. These include our [Safeguarding Policy](#), [Code of Conduct](#), [Supplier Code of Conduct](#), [Anti-Human Trafficking and Anti-Modern Slavery Policy](#), and [Whistleblowing Policy](#), among others. These policies collectively help ensure that our internal operations and those of our partners uphold high ethical and labour standards. Staff and partners are expected to comply with these policies as a condition of engagement.

5. Our actions

As part of our commitment to ethical operations and in line with the expectations of our funders, including the UK FCDO, 3ie has established due diligence and safeguarding protocols for all our programmes, including the Research Commissioning Centre (RCC). These protocols include risk assessments, contractual clauses on modern slavery, and spot checks of partners and vendors. We work to ensure that all implementing partners in the RCC programme meet FCDO standards related to modern slavery, including through due diligence screening and contract management processes.

We conduct risk-based due diligence on all 3ie's sub-grantees, partners, vendors, and suppliers, with enhanced due diligence screening applied to all contracts above USD 100,000. Our standard due diligence process takes approximately six weeks. We expect all suppliers to hold their own supply chains to the same high standards.

6. Effectiveness in combatting slavery and human trafficking

3ie monitors the effectiveness of its approach through due diligence processes, supplier engagement, and internal compliance mechanisms. Our Anti Modern slavery & Anti human trafficking policy and the Supplier Code of Conduct were updated in January 2025 and an anonymous reporting mechanism established.

During the reporting period, no incidents of modern slavery or human trafficking were identified or reported through our safeguarding or whistleblowing channels. We continue to review and strengthen our policies and procedures to ensure alignment with evolving best practices.

7. Training

To promote awareness of the risks of modern slavery and human trafficking in our business and supply chains, all staff and long-term consultants are required to complete safeguarding training and annual refreshers. We periodically assess the need for dedicated training on modern slavery and human trafficking and will expand training coverage where risk exposure increases.

8. Looking ahead

In the coming year, 3ie will strengthen its supplier onboarding and procurement processes by further integrating modern slavery risk screening and due diligence requirements into standard workflows.

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 2025. It was approved by 3ie on June 29, 2026.

Approved by:

Signed by:

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Marie Gaarder
Executive Director | 3ie

Date: 6/29/2026