



## Modern Slavery Act Statement 2019

### Introduction

TechnoServe is committed to respecting the rights of all people and has a zero tolerance for trafficking in persons as defined by FAR Subpart 22.17 and 52.222-50 and the UK Modern Slavery Act of 2015. We recognize and respect the inherent dignity of all persons, and we expect our partners to share this commitment. Human trafficking, modern slavery, child labor, gender inequality, and unsafe or unfair work practices have no place in our global society. We achieve our most lasting results not only by focusing on the impact we make with our projects and goals, but also by demonstrating the integrity and respect for others with which we pursue them.

TechnoServe recognizes the ILO human rights principles and is a member of the UN Global Compact. We respect human rights by:

- Promoting equality between men and women
- Safeguarding children and never using child or prison labor in our work
- Combatting trafficking and slavery
- Providing proper working conditions, hours, and compensation to everyone who works at TechnoServe
- Making sure our partners are committed to fair labor and sustainable sourcing practices that protect the health and well-being of workers and communities

### Organizational Structure

TechnoServe is a non-profit organization registered in the state of New York, and headquartered in Arlington, VA. We work with communities in 29 countries across Africa, Asia and Latin America. Our mission is to work with enterprising people in the developing world to build competitive farms, businesses, and industries.

TechnoServe employs more than 1,200 people, 90 percent of whom are host-country nationals working in the field. TechnoServe is governed by a Board of Directors, and day to day management of the organization is the responsibility of the Senior Management Team, who are located in the Arlington office with the exception of the Regional Directors. Each country office is led by a Country Director or Country Manager, who reports to the appropriate Regional Director.

### Policies and Procedures

**Code of Conduct** - Our Code of Conduct provides TechnoServe with guidance to understand how to apply our values to tasks across the globe and across the organization and ensure that we consistently deliver impact with integrity. It focuses on our four core values of Integrity, Collegiality, Resourcefulness and Results.

**Ethics Reporting Policy** - Our Ethics Reporting Policy reminds us to speak up when we see an ethical violation and that anyone who steps forward in good faith with a concern is protected from retaliation of any kind.



Combatting Trafficking Policy - Our Combatting Trafficking Policy reiterates that TechnoServe is committed to respecting the rights of all people and has zero tolerance for trafficking in persons.

Employment Policies - Our Anti-Harassment Policy reminds us of our commitment to making the work environment at TechnoServe that is cooperative, safe, conducive to good job performance, and free of all forms of unlawful discrimination or harassment. Employment with TechnoServe is voluntary and employees are free to resign at will at any time.

#### Due Diligence

TechnoServe expects all of our partners to share in our commitment to respecting the rights of all people. In 2019, TechnoServe is working to expand our due diligence processes to ensure that all partners and vendors are aware of our ethics policies and Code of Conduct. This will include updated contracts and agreements drafted to ensure full understanding of our expectations for all downstream partners. Currently we work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains.

#### Training

TechnoServe partners with an online training platform to ensure that all staff have access to the necessary training modules and are able to certify that they have reviewed and understood our policies. Staff are provided training annually on topics including: Conflict of Interest, Preventing Harassment in the Workplace, Our Values and Duties, and Combatting Human Trafficking among others.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of TechnoServe Inc. for 2019.

William Warshauer  
Chief Executive Officer  
April 2019