

Modern Slavery Act Statement 2021

Introduction

TechnoServe is committed to respecting the rights of all people and has a zero tolerance policy for trafficking in persons. 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. In 2021, TechnoServe employs more than 1750 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 and Practice Leads. 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 was recently updated to make some key improvements, including the creation of an Ethics Committee to ensure that each reported incident is quickly and completely reviewed, investigated appropriately, and resolved. As always, this policy reminds us to speak up when we see any ethical violation and that anyone who steps forward in good faith with a concern is protected from retaliation of any kind.

Combating Trafficking Policy - TechnoServe reviewed and refreshed our Combating Trafficking Policy this year which reiterates TechnoServe's commitment to respecting the rights of all people and has zero tolerance for trafficking in persons. The updated policy is designed to ensure that employees understand TechnoServe's position on these issues and their responsibilities in ensuring compliance with this policy.

HEADQUARTERS

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Safeguarding Policy – In 2020, TechnoServe introduced a new Safeguarding Policy. This new policy conveys our expectations and requirement that all TechnoServe staff treat all people with respect, to actively prevent harassment, abuse, and exploitation—and to report such activities whether observed or experienced.

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 2020, TechnoServe will continue working with partners and vendors to conduct due diligence and to ensure ethics are a cornerstone of all our work. Partner and vendor agreements have been updated to include the need to promote respect for social standards recognized by the international community such as the basic conventions of the International Labour Organization, U.S. government regulations on trafficking and the UK Modern Slavery Act of 2015. As always, we continue to 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 and their ethical responsibilities to each other, our partners and our beneficiaries. On-boarding training provided to all new hires include: Conflict of Interest, Preventing Harassment in the Workplace, and Code of Conduct. The on-line Code of Conduct training was launched in the last quarter of 2020 and was taken by all staff, who upon completion, certified their understanding of and compliance with the Code of Conduct.

In addition, Human Resources staff provide occasional refresher trainings in Conflict of Interest and Anti-Harassment at the country level when requested. The Anti-Harassment training contains a section on the prevention of sexual exploitation and abuse (PSEA). We anticipate developing a separate training on PSEA in 2021.

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 the 2021 calendar year.



William Warshauer
Chief Executive Officer
May 2021