



AMNESTY INTERNATIONAL MODERN SLAVERY STATEMENT: FINANCIAL YEAR 1ST JANUARY – 31ST DECEMBER 2024

FOREWORD

Throughout 2024, Amnesty International continued to advocate for workers' rights and for better protection against forced labour and human trafficking.

Through research and campaigning, Amnesty International has documented and exposed serious forms of labour exploitation, including forced labour and human trafficking, and advocated for stronger protections, access to justice and remedy for victims/survivors. For example, the organization uncovered that migrant workers at [franchised Carrefour sites](#) in Saudi Arabia were deceived by recruitment agents, cheated of their earnings and made to work excessive hours. This led Carrefour to undertake a third-party audit of the sites, while its franchise partner, Majid Al Futtaim, announced steps taken to remediate abuses, including providing new accommodation, reviewing policies on overtime and recruitment fees and improving access to its employee hotline. Amnesty International campaigned on the importance of [fair wages](#) and [trade unions](#) for workers around the world, and the pursuit of [remediation from Qatar and FIFA](#) for labour abuses suffered by migrant workers in the preparation and delivery of the 2022 football World Cup, as well as highlighting the risks of labour exploitation and other human rights abuses in prospective host countries for the [2030 and 2034](#) football World Cups, and [flaws in their strategies](#) for addressing these. Amnesty International also worked with Kenyan NGOs to document the severe exploitation and abuse of Kenyan women domestic workers in Saudi Arabia, and the failures of the two governments to guarantee their adequate protection. This research will be published in 2025.

1. ABOUT AMNESTY INTERNATIONAL

Amnesty International is a global human rights movement. Our vision is of a world in which every person enjoys all the human rights enshrined in the Universal Declaration of Human Rights. Our mission is to secure throughout the world the observance of the provisions of the Universal Declaration of Human Rights by undertaking research and action focused on preventing and ending grave abuses of these rights. Amnesty International would be unable to carry out its human rights work without the time, energy and financial resources which our 10 million members, supporters, activists and volunteers generously give.

In view of the nature and structure of our organisation (described in Section 1.1), and the nature of the goods and services procured (as discussed in 1.2) our overall assessment is that the risk of modern slavery and human trafficking in our value chain is relatively low. Nonetheless, there are areas of potentially higher risk, and we remain committed to improving our practices to combat modern slavery¹, as part of a broader strategy to ensure that our organisation operates to the same high standards of human rights compliance to which we hold states, companies, and other groups accountable.

In this section we aim to put this statement in context by providing an overview of our organisation and what we procure.

1.1 ORGANISATION STRUCTURE

Amnesty International is a global movement made up of 70 membership organisations, known as Amnesty International "Sections", which carry out Amnesty International work at a national level – plus the International Secretariat ("the IS").

The International Secretariat of Amnesty International is responsible for a wide range of functions spanning research, campaigning, communications, advocacy, policy, legal, global governance, growth and development, fundraising and education. It also develops global strategy, policies and standards, and represents Amnesty International externally through the Secretary General. The global movement is joined together through the Amnesty International Statute.

¹ In this document where reference is made to "modern slavery" this should be read as referring to forced labour or slave-like practices and other forms of debt bondage, as well as human trafficking, as defined by the International Labour Organisation: <https://www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm>

The work of Amnesty International's International Secretariat is organised into two legal entities:

- (i) Amnesty International Limited, a not-for-profit company registered in England & Wales, limited by guarantee (no. 01606776), with registered office at 1 Easton Street, London WC1X 0DW; and
- (ii) Amnesty International Charity, a not-for-profit company registered in England & Wales, limited by guarantee (no. 02007475) and a registered charity (no. 294230), with registered office at 1 Easton Street, London WC1X 0DW.

This statement is made in respect of Amnesty International Limited, the entity which employs the staff of the International Secretariat and conducts its global operations, for the financial year 1 January to 31 December 2024 ("FY2024"). The IS has offices in 18 locations worldwide set up by way of branch or subsidiary entities of Amnesty International Limited: London, Bangkok, Beirut, Brussels, Colombo, Dakar, The Hague, Jerusalem, Johannesburg, Madrid, Mexico City, Nairobi, New York, Paris, Riga, Seoul, Tunis and Washington DC ("Regional Offices"). This statement does not cover Amnesty International Sections as they are legally independent from the International Secretariat. The statement will be shared with Sections to raise awareness about how to manage modern slavery risk across the Amnesty International movement.

1.2 OUR SUPPLY CHAIN

In 2024, our total Operating Expenditure, or OPEX was £71.3m. Staff costs comprised the majority of expenditure at £54.1m or 76%. Activity costs, or expenditure with third-party suppliers, accounted for £17.2m or 24%. Capital expenditure in 2024 was £0.3m, so the IS's overall spend on procured goods and services for 2024 was £17.5m.

The International Secretariat's major area of supplier engagement is in the form of consultancies and professional services to cover (a) substantive human rights work; and (b) operations which support that work. Suppliers therefore vary from experts who assist with human rights research, to photographers who provide content for our publications, to IT services suppliers which support our global operations. The purchase of goods is a small proportion of our overall activity spend.

The overall risk profile is reduced as only a quarter of spend is with third party suppliers. Measures in place to mitigate the risk of modern slavery in our supply chains are set out in Section 2. We have identified the highest areas of modern slavery risk where parts of the supply chains involve minerals which could be from conflict-affected areas; or, they are staffed by low-paid workers who may lack autonomy over their job or may be subject to a power imbalance:

Temporary Labour; Conference Space/ Venue Hire; IT Consumables; IT Hardware; Print & Merchandise; Hotels & Accommodation; Building Repairs/Maintenance & Building Equipment; Building Security; Catering Supplies; Cleaning & Cleaning Consumables; Courier/Postage; Storage & Archiving; Facilities CAPEX; Mechanical & Electrical (M&E); Office Consumables & Equipment; and Waste & Recycling.

We have mapped out the proportion of expenditure on these high-risk areas in 2024:

| High Risk Category | % of Overall Spend | No. of Suppliers |
|--|--------------------|------------------|
| Temporary Labour | 0.3% | 3 |
| Conference Space/ Venue Hire | 3.05% | 15 |
| IT Consumables | 0.04% | 6 |
| IT Hardware | 0.01% | 2 |
| Print & Merchandise | 0.04% | 6 |
| Hotels and Accommodation | 0.68% | 28 |
| Building Repairs/ Maintenance & Building Equipment | 4.33% | 19 |
| Building Security | 1.17% | 12 |
| Catering Supplies | 0.03% | 8 |
| Cleaning & Cleaning Consumables | 0.92% | 12 |
| Courier/Postage | 0.08% | 11 |
| Storage & Archiving | 0.18% | 2 |
| Facilities CAPEX | 0.43% | 10 |
| Mechanical & Electrical (M&E) | 0.6% | 3 |
| Office Consumables & Equipment | 0.48% | 22 |
| Waste, Recycling & Utilities | 0.83% | 18 |

| | | |
|--------------|---------------|------------|
| Total | 13.17% | 177 |
|--------------|---------------|------------|

1.3 WHERE ARE SUPPLIERS BASED?

In 2024 Amnesty International Limited worked with 966 suppliers from 92 different countries (excluding hotels and accommodation suppliers). Many of these suppliers will be independent consultants, contractors or freelancers. The proportion of our suppliers who are based in the UK increased from 37% in 2023 to 38% of our supplier base in 2024. The geographical spread of our supplier base and the associated risk of modern slavery in each location is shown below using data from the [Global Slavery Index produced by Walk Free](#). Our highest risk region had been, in 2023, Europe & Central Asia. Due to the increase in the geographical spread of our supplier base in 2024, which was higher in some locations than others, Africa is now our highest risk region:

| | GSI's Overall Weighted Average | % of Suppliers per Region in FY2024 | Risk Score |
|----------------------------------|---------------------------------------|--|-------------------|
| Africa | 64 | 25% | 1,472 |
| Europe & Central Asia | 27 | 37% | 918 |
| Asia & the Pacific | 48 | 16% | 720 |
| Americas | 44 | 14% | 572 |
| Arab States | 56 | 8% | 392 |

2. POLICY, PROCEDURE & CONTROLS

2.1 PROCUREMENT

As an organisation that researches and campaigns on human rights issues globally, we are mindful of the potential for modern slavery to occur in our own value chain, so we continually strive to ensure that we apply the same high standards to our own supplier arrangements as those to which we hold other organisations.

Our procurement policies and processes, which take account of modern slavery risks, apply globally within the International Secretariat and must be followed by all staff who are responsible for purchasing goods or services from third-party suppliers.

The Procurement & Contracts Manager is responsible for implementing and managing procurement-related policy and procedure. The procurement lifecycle is not fully centralised through the Procurement function, which means that it is not realistic to obtain detailed oversight of all supplier engagements, although direct support with higher value and/or higher risk procurement activities is provided. The procurement process is embedded within the relevant programme teams in all locations globally and programme teams are all subject to the same procurement policies and procedures.

New suppliers undergo ethical screening that is proportionate to planned expenditure, risk exposure and complexity, and a Modern Slavery Questionnaire is issued as part of higher value tenders. If there are adverse findings from due diligence, Amnesty International would seek to mitigate the risks identified, or choose not to engage that supplier if other more ethical suppliers are available.

Suppliers of goods or services to the IS are required to confirm their acceptance of the principles outlined in Amnesty International's Supplier Code of Conduct, available at <https://www.amnesty.org/en/careers/#tab-procurement> ("the Code"), which includes anti-slavery and human trafficking provisions. Reference to the Code is included by default in Amnesty International's standard terms and conditions. Although the Code provides that Amnesty International may terminate its relationship with a supplier if a supplier breaches the Code, Amnesty International encourages the prioritisation of remedial action in its value chain, recognising that a "zero tolerance approach", which often involves the automatic cancellation of supplier contracts upon discovery of a breach, misses the opportunity to provide support to any victims of abuse and to prevent further abuse from occurring.

2.2 POLICIES RELATING TO INTERNAL PEOPLE-MANAGEMENT

Our internal employment practices take account of the risks associated with modern slavery. We carry out external reference checks on all new staff, regardless of contract duration, which includes identity verification by an independent third party. As per our Supplier Code of Conduct, all suppliers in our value chain are prohibited from charging recruitment fees to workers. Volunteers are managed at Amnesty International according to a set of guiding principles.

2.3 REPORTING MECHANISMS

Adherence to our Procurement Policy and Supplier Code of Conduct is supervised by the Procurement and Contracts Manager. Under the Code of Conduct, a supplier is required to report any human rights abuses to the IS Procurement function and/ or their contact person at the International Secretariat within 10 working days of the information coming to their attention.

A whistleblowing policy is available to all staff globally via the intranet; it enables staff to use internal mechanisms (or an external hotline) to report anonymously any serious concerns they may have regarding wrongdoing, illegal acts, omissions, or serious malpractice by people who work for the organisation. Details of the external hotline are also made available to consultants, contractors and freelancers via the Code of Conduct for Consultants.

3. RISKS & STEPS TAKEN

In line with our commitment to improve our internal processes to identify and mitigate against the risks of modern slavery and to raise awareness of the topic with our staff and suppliers, Amnesty International's policies and processes continue to evolve.

Throughout 2024, a cross-functional Modern Slavery Act Working Group ("the Group") was in place, comprised of members of Amnesty's Procurement, Legal, Business & Human Rights and Economic & Social Justice teams, amongst others. It was comprised of nine team members that acted as ambassadors for modern slavery prevention across the organisation.

Due to internal staff changes and a growing awareness of the synergies between human rights due diligence, including modern slavery due diligence, and environmental due diligence, in 2025 the Modern Slavery Act Working Group will move under the umbrella of Amnesty International's operational Sustainability Committee, which includes a Sustainable Procurement Working Group.

The Modern Slavery Act Working Group worked on the following activities in FY2024:

| Activity Area | Challenge | FY2023 Status | FY2024 Status |
|--|--|---|--|
| Review the Modern Slavery Questionnaire, when it is used, who by, and what to do with results | The Group recognised that the Questionnaire developed initially does not yield rich enough data and is too often seen as a "checkbox" exercise by those completing it. | Underway: Several iterations of the questionnaire have been put together in the last year and we are testing the usefulness of the questions, answers and format. | Complete: A Modern Slavery Due Diligence Questionnaire is available for use with suppliers of high-risk goods and services. |
| Update the Whistleblowing Policy | The Whistleblowing Policy from 2019 requires a routine review and the Group seeks to strengthen the provisions for reporting suspected instances of Modern Slavery. | Underway: We are seeking to simplify the policy to make it easier for users to follow. | Underway: The policy has been reviewed and is currently going through the internal approval process. |
| Develop Modern Slavery Awareness Training and roll this out to key staff Build processes and skillsets to enable Group members to review modern slavery due diligence submissions from suppliers to verify their suitability and advise on any areas for improvement. | Ensure that IS staff are aware of the risks of modern slavery in our own internal operations and that they are aware of the warning signs. Ensure a broader range of people are able to assess modern slavery risks | Internal training for all staff was developed and delivered in October 2023. | Not complete: no further training sessions on Modern Slavery were carried out in 2024 due to a comprehensive update of the Procurement Policy and associated processes in late 2024, and a lack of capacity. |
| Maintain awareness of the progress of the International Standard on addressing modern slavery risk (currently in development). | Keep up to date with best practice | n/a | Standard not issued at the time of writing. |

3.1 INCIDENTS INVESTIGATED IN 2024

No incidents within our own value chain were reported to the International Secretariat or investigated in 2024.

3.2 SUMMARY

Since its initiation in 2022, the Modern Slavery Act Working Group has achieved many of its objectives. Given Amnesty International's growing operational focus on the holistic nature of environmental sustainability, and its relation to and impact on individuals and communities, it makes sense to include the work formerly carried out by the Modern Slavery Act Working Group in wider sustainability objectives and activities. 2025's challenge will therefore be to combine modern slavery prevention practices with broader sustainability activities to create a more cohesive approach.

This statement is approved by the Board of Directors of Amnesty International Limited.

A handwritten signature in blue ink that reads "Bernardita Boock Perinehti". The signature is written in a cursive style and is underlined with a long, thin blue line that tapers to a point on the right side.

Bernardita Boock
Acting Chair of the International Board
Amnesty International

Date: 29 May 2025