



StepUp.One

WE'VE STEPPED UP.
WILL YOU?

Modern Slavery and Human Trafficking Statement of StepUp.One

Introduction

StepUp.One is steadfast in its commitment to the highest ethical standards in all business practices and throughout our supply chain. We are dedicated to eradicating modern slavery and human trafficking in every form, upholding human rights and dignity for all individuals involved in our operations.

Our Business

StepUp.One is a pioneering social impact initiative that provides refugees from camps with advanced training in digital, social, and AI skills, subsequently connecting them with global businesses needing expertise in sales, marketing, recruitment, and fundraising. Our approach combines reskilled refugee teams with sophisticated AI platforms and proven methodologies to deliver exceptional value to our clients.

Our Supply Chain

Our supply chain is specifically designed to be transparent and ethical, involving the following steps:

- 1. Refugee Recruitment:** We collaborate with UNHCR-managed camps like the Kakuma Refugee Camp in Kenya to recruit refugees voluntarily wishing to enhance their skills and employment prospects.
- 2. Training:** Comprehensive training in essential digital and AI skills is provided through safe, ethical platforms such as Zoom and Discord.
- 3. Job Placement:** We facilitate placements of trained refugee teams with reputable businesses globally, ensuring all partnerships adhere to our ethical standards.
- 4. Job Payment:** Payments are processed through a transparent subscription model, with clear distributions to refugee team leaders and members, and remaining funds allocated to operational costs and support services.

Governance and Ethical Practices

StepUp.One implements rigorous governance practices to oversee and enforce our ethical standards:

- **Code of Conduct:** We maintain a strict Code of Conduct that outlines expected behaviours and ethical practices for all employees and stakeholders involved.
- **Stakeholder Engagement:** We engage continuously with all stakeholders, including refugees, clients, and partners, to gather feedback and improve our practices.



StepUp.One

WE'VE STEPPED UP.
WILL YOU?

Modern Slavery and Human Trafficking Statement of StepUp.One

Modern Slavery Risk Mitigation

To mitigate risks of modern slavery and human trafficking, we:

- **Ensure Voluntary Participation:** All refugee recruitment and participation are voluntary, with ongoing consent and no coercion.
- **Provide Ethical Training and Compensation:** Training is accessible and ethically managed, with compensations for facilitators and clear terms for participants. All of our training is free and voluntary.
- **Uphold Transparent Job Placements:** Refugees are placed only with vetted, ethical businesses and maintain the freedom to decline job placements without repercussions.
- **Transparent Financial Practices:** Our payment model is designed to be fair and transparent, ensuring that all parties are compensated appropriately fully respecting the minimum wage requirements and understand the financial arrangements.

Reporting and Continuous Improvement

We encourage reporting of any concerns related to modern slavery through our confidential hotline directly with the CEO, ensuring anonymity and protection for whistleblowers. We are committed to investigating all reports thoroughly and taking appropriate actions.

Commitment to Annual Review

StepUp.One will review this statement and our underlying policies annually, making necessary adjustments to address new challenges and improve our practices continually. This commitment is in alignment with section 54(1) of the Modern Slavery Act 2015.

This statement has been approved by the organization's Founder & CEO and constitutes our slavery and human trafficking statement for the current financial year.

Date: 18 May 2024

Approved by: Mohamed Anis, Founder & CEO, StepUp.One

Mohamed Anis

CEO