



# **Modern Slavery and Human Trafficking Policy**

## **1. Introduction**

The Redeemed Christian Church of God (RCCG) has a vision to spread the Word of God to the ends of the earth. It is a Bible believing church, where the teaching and a missionary approach emphasize the proper conduct and moral behavior of people. The church has an appeal to all types of people worldwide, with a determination to teach people in their various geographical areas, stages of secular life and levels of spiritual development.

RCCG Covenant of Grace (COG) is committed to upholding the highest standards of ethics, integrity, and respect for human rights. We recognize the profound impact of modern slavery and human trafficking and are dedicated to ensuring that these practices have no place within our operations, partnerships, or the communities we serve.

## **2. Our Commitment**

RCCG COG stands firmly against all forms of modern slavery, forced labor, and human trafficking. We are devoted to fostering an environment built on dignity, freedom, and equality, ensuring that all individuals engaged with our organization—whether employees, volunteers, or partners—are treated fairly and with respect. We actively work to identify, prevent, and mitigate risks associated with modern slavery within our sphere of influence.

## **3. Ethical Principles**

To reinforce our commitment to ethical and fair treatment, we adhere to the following principles:

- **Zero Tolerance for Exploitation:** We strictly prohibit any form of forced labor, servitude, or human trafficking within our operations, volunteer programs, and partnerships.
- **Respect for Individuals:** Every individual involved with RCCG COG participates willingly, with full understanding and without coercion.
- **Transparency and Accountability:** We maintain openness in our policies and procedures, ensuring fair treatment and ethical practices at all levels of our organization.

## 4. Policies and Procedures

To safeguard against modern slavery and ensure ethical engagement, RCCG COG has implemented the following policies:

### a. Recruitment Policy

We follow a strict recruitment policy to ensure that all individuals engaged with RCCG COG do so voluntarily and with informed consent.

- Volunteers and employees are provided with clear, transparent terms of engagement.
- No individual is subjected to forced labor or any form of coercion.
- Participants in our programs are free to disengage at any time without consequence.

### b. Whistleblowing Policy

We encourage individuals to report any concerns related to unethical practices, including modern slavery and human trafficking, without fear of retaliation.

- A confidential reporting mechanism is available to ensure concerns are addressed appropriately.
- Reports are taken seriously and investigated in a timely manner.

### c. Code of Conduct

Our Code of Conduct establishes clear behavioral expectations to prevent exploitation and unethical practices. All employees, volunteers, and partners are required to adhere to these standards.

## 5. Supply Chain and Partnerships

Although our operations primarily rely on volunteer efforts, we are committed to ensuring that any external partnerships and collaborations align with our ethical values. To this end:

- We conduct due diligence to assess ethical compliance before engaging with partners.
- We require adherence to international labor laws and ethical standards.
- We regularly review and monitor partnerships to identify and mitigate risks related to modern slavery.

## **6. Training and Awareness**

RCCG COG believes that awareness and education are essential in combating modern slavery. We provide training and resources to:

- Equip our volunteers, employees, and partners with the knowledge to identify and address exploitation risks.
- Encourage ethical leadership and responsible decision-making.

## **7. Monitoring and Continuous Improvement**

To ensure the effectiveness of our modern slavery prevention efforts:

- We regularly review our policies and processes to identify potential vulnerabilities.
- We implement reporting and monitoring mechanisms to track progress and enhance our strategies.
- We collaborate with relevant organizations and experts to strengthen our efforts against modern slavery.

## **8. Accountability and Transparency**

RCCG COG remains accountable to our stakeholders and is committed to maintaining a safe and ethical environment. We will continue to review and update our practices to prevent modern slavery and human trafficking within our organization.

## **9. Approval and Review**

This Modern Slavery and Human Trafficking Policy has been reviewed and approved by the leadership team of Covenant of Grace and is effective for the financial year ending 2025.

**Signed,**  
**Pastor EA. Babalola**