



Slavery and Human Trafficking Statement 2024-Update

Organization of literacy support for independent Afghanistan

2025

OLSIA SLAVERY AND HUMAN TRAFFICKING STATEMENT

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Board Approval

The board of director of OLSIA, by resolution duly adopted by unanimous vote at a meeting duly called and held and not subsequently rescinded or modified in any way, has duly determined that this policy is workable and fair to and in the best interests of OLSIA, the board, approve this policy, recommended for use and directed that the amendment be submitted for consideration by OLSIA board members and ED at the OLSIA board meeting.

Each member of the board agrees to perform such further acts and execute such further documents as are necessary to effectuate the purposes hereof. This policy manual shall be understood and enforce in accordance with and governed by the laws of the government of Afghanistan.

The OLSIA Board Approval constitutes approval of this policy manual undersigned.

Abdul Qaum Almas

Signature

Fazal Rabani

Signature

Abdul Jabar Ameri

Signature

Farhad Naderi

Signature

Haroon Ahmadi

Signature



OLSIA SLAVERY AND HUMAN TRAFFICKING STATEMENT

Background of the Organization

The Organization of Literacy Support for Independent Afghanistan (OLSIA) was founded in 2024 with the conviction that education is the cornerstone of lasting peace, economic stability, and social inclusion in Afghanistan. Grounded in the belief that every person—regardless of age, gender or circumstance—deserves the opportunity to learn and grow, OLSIA is committed to building a brighter future for Afghan communities.

From its inception, OLSIA has positioned education as “first and for all,” directing its efforts toward increasing access to literacy, computer skills, vocational training and the English language. By mobilizing educated Afghan youth and partnering with local communities, OLSIA strives to overcome barriers that have long limited opportunities, especially among women and underserved populations.

Operating across multiple provinces, OLSIA implements projects that combine classroom learning with practical skill-building: establishing computer learning centers, delivering soft-skills training, and facilitating vocational pathways. These initiatives are designed not only to educate but to empower learners to participate meaningfully in the economy and society.

OLSIA’s vision is of a united and prosperous Afghanistan where development opportunities are accessible to all, thereby fostering social inclusion and stability. Its mission centers on building a collective movement of educated Afghan youth who champion education for all ages and all genders—with no discrimination. The ultimate goal is to enhance livelihoods, create economic opportunities, and contribute to the country’s long-term development.

Through transparent governance, community-centered design and partnerships that link education with employment, OLSIA seeks to ensure that every Afghan has a chance to unlock their potential. We believe that when people lead their own learning and development, the benefits ripple outward—strengthening families, communities and the nation.

Our Vision:

A united and prosperous Afghanistan where education and development opportunities are accessible to all, fostering social inclusion and stability.

Our Mission:

We aim to build a collective movement of educated Afghan youths to support education above all, education for all ages and all genders without any discrimination of any kind.

Goal

To improve access to education, vocational skills, and economic opportunities, enhancing the livelihoods of Afghan communities and contributing to the country’s long-term development.

Humanitarian Principles:

OLSIA is committed to the principles that are central to establishing and maintaining the provision of humanitarian response to the affected people in natural disasters and complex emergency situations

www.olsia.org

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and/or implementation of human development interventions. The main humanitarian principles defined by UN have been adopted by OLSIA. The four core principles are:

- Humanity
- Neutrality
- Impartiality and,
- Independence

1. Introduction

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such a slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

OLSIA's vision is to be the provider of choice for the humanitarian sector enabling them to implement rapid-response and development projects in fragile and conflict-affected countries.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business.

2. Policy Statement

OLSIA's policy is to conduct all business ethically and with integrity and takes a zero-tolerance approach to modern slavery. OLSIA continually assesses and addresses the risk of violations of anti-modern slavery and anti-human trafficking laws. We are committed to implementing and enforcing effective procedures and controls that aim to ensure slavery and human trafficking is not taking place anywhere in our supply chains. OLSIA also expects the companies and organizations with whom we do business to adopt and enforce policies which comply with anti-modern slavery and anti-human trafficking legislation.

Our policy is reinforced by other OLSIA policies and procedures. These include:

- Code of Conduct which applies to all staff working with OLSIA and that sets out a commitment to ensuring fair treatment and the promotion of an inclusive workplace.
- Whistleblowing Procedure which encourages disclosure from any person (internal or external),
- Supplier Code of Conduct
- Supplier Due Diligence Procedure which reflects the requirements of the Modern Slavery Act 2015.

a) OLSIA's core principles specify how we expect our staff to behave with their colleagues, clients and any third party with whom they come into contact;

b) OLSIA strives for gender equality, inclusion and diversity, seeks to treat everyone fairly and consistently and to create a workplace and business environment that is transparent and trusted; and

c) Our policies and procedures relating to the Act are in line with our culture and principles.

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Progress in Tackling Modern Slavery 2024

During 2023, Committed to Good took the following measures which are currently being implemented, monitored and improved:

- Integrated a broader range of human rights considerations into the Supplier Due Diligence Assessment process, which includes a number related to identifying slavery and trafficking risks.
- Participated in Human Rights Accelerator and developed a Human Rights Action Plan which sets out to address and mitigate identified human rights risks across OLSIA's operations and beyond.
- We continued to provide all newly on boarded staff with a clear explanation of our internal procedures to ensure they are well placed to report concerns regarding modern slavery and/or human trafficking.
- The OLSIA Ethics Committee continues to be responsible for driving awareness of modern slavery throughout our network.
- OLSIA regularly reviews the Supplier Code of Conduct to ensure continued adherence to the Modern Slavery Act.

Moving Forward: Goals and Targets for 2024

Recognizing that modern slavery is an on-going threat, OLSIA is committed to continuous improvement of our practices to combat slavery and human trafficking. Therefore, the company shall continue to monitor this and aim to achieve the following goals in 2024:

- Continue to educate staff on existing human rights, modern slavery and human trafficking risks across our countries of operation.
- Issue frequent reminders to all staff on how to report concerns in accordance with OLSIA's Whistleblowing Procedure.
- Continue conducting comprehensive Due Diligence on prospective partner and supplier organizations to ensure consistency with OLSIA's operational standards and expectations.

This statement is made pursuant of the Modern Slavery Act 2020 and constitutes our slavery and human trafficking statement throughout Committed to Good Limited's financial year, ending 31 December 2026.