



Mercy Corps Anti-Trafficking Policy

1. Purpose

Consistent with its mission to alleviate poverty, suffering and oppression, Mercy Corps is committed to a work environment and operations that are free from human trafficking and exploitation. Human trafficking and exploitation are wholly contrary to Mercy Corps mission. Mercy Corps will not allow human trafficking or slavery in any part of our global organization or with any of our partners. This policy sets forth the expectations we have of our team members to avoid engagement of, complicity in, or benefiting from human trafficking.

2. Scope of Policy

This policy applies to: Mercy Corps Global and Mercy Corps Europe, their subsidiaries and affiliate organizations (collectively “**Mercy Corps**”); Members of Mercy Corps’ Boards of Directors, officers, management, Team Members, seconded employees, interns, and volunteers (collectively “**Team Members**”); and Subrecipients, partner organizations, contractors, outside experts (including attorneys), consultants, agents, representatives, and any other organization or individual that acts on Mercy Corps’ behalf, at Mercy Corps’ direction or with Mercy Corps funding (collectively “**Partners**”).

3. Policy Statements

3.1. It is the policy of Mercy Corps to comply with laws and regulations prohibiting trafficking in persons. Mercy Corps Team Members, and Partners must avoid and are prohibited from active engagement, complicity in or benefiting from any practice that constitutes trafficking in persons. The consent of a victim of trafficking is irrelevant.

3.2. “**Trafficking in persons**” means the recruitment, transportation (including failure to provide return transportation), transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. “**Exploitation**” includes, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude or the removal of organs. The recruitment, transportation, transfer, harboring or receipt of someone under the age of 18 for the purpose of exploitation is considered “trafficking in persons”.

3.3. Examples of Team Member or Partner conduct that would violate this policy because it contributes to trafficking in persons, include (but are not limited to):

- Procuring commercial sex acts;
- Using forced labor in the performance of any contract, cooperative agreement or award;
- Destroying, concealing, confiscating, or otherwise denying any employee access to his or her identity or immigration documents, such as passports or drivers' licenses;
- Using misleading or fraudulent recruiting practices during the recruitment of employees or offering of employment/contract positions; such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding the key terms and conditions, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided by Mercy Corps), any significant cost to be charged to the candidate, and, if applicable, the hazardous nature of the work;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates/employees recruitment fees;
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment;
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; or
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

3.4. Employees who violate this policy will be subject to discipline, up to termination, and may be subject to criminal prosecution. Partners may have their agreements terminated, be prohibited from working with Mercy Corps in the future and/or be subject to criminal prosecution.

3.5. Team Members and Partners must immediately report violations or suspected violations to Mercy Corps Integrity Hotline in accordance with Mercy Corps Ethics Complaint and Whistleblower Policy. Mercy Corps will not tolerate any form of retaliation against Team Members and Partners who report suspected violations of this policy in good faith.

3.6. Mercy Corps will report Trafficking in Persons to the appropriate authorities and to the donor as required by its donors or by law, or, if not required, as Mercy Corps determines

appropriate. Mercy Corps will cooperate with investigators and law enforcement in ensuring those responsible are held accountable.

4. Processes and Procedures Required to Ensure Compliance

- 4.1. All Team Members will be trained on the contents of this policy via Mercy Corps' mandatory Code of Conduct training.
- 4.2. All Mercy Corps offices will display the Mercy Corps Anti-Trafficking Policy posters, translated into the primary language of the office, in conspicuous locations where all staff will see them.
- 4.3. All Mercy Corps agreements with Partners will include a clause that requires the Partner to adhere to the substance of this policy and to communicate this policy to their staff.
- 4.4. Country Directors or other responsible Senior Leadership are required to report all suspected violations of this policy to the Ethics Team in the Legal Department, which will follow up and respond in accordance with Mercy Corps' Ethics Complaint and Whistleblower Policy. Anyone at any time can report suspected violations of this policy directly to the Ethics Team: mercycorps.org/integrityhotline

5. Policy Administration

Responsibility for ensuring this policy is monitored, enforced, and remains up-to-date and compliant rests with Mercy Corps' Legal Department and General Counsel.

6. Approved Policy

This policy was approved by the Mercy Corps Board of Directors on March 7, 2018 and Mercy Corps Europe Board of Directors on March 1, 2018. This policy may only be amended or changed with the approval of the Board(s).