

In addition to our own commitment to preventing human trafficking and modern slavery, much of UK-Med's work in Ukraine is as a subcontractor of Save the Children International. We require all personnel (Staff, local contractors, volunteers) to comply with the following guidelines.

## **PROHIBITIONS ON HUMAN TRAFFICKING - FACTSHEET**

### **Awareness**

All Save the Children International employees, and all Save the Children International consultants, subcontractors, subrecipients, and agents at any level engaged in a USAID or USG funded program, are prohibited from engaging in the following activities (“**Prohibited Activities**”):

1. Procuring commercial sex acts;
2. The recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act;
3. The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery;
4. Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
5. Using misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the work;
6. Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
7. Charging employees recruitment fees;
8. Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on an Save the Children contract or subcontract;
9. Providing or arranging housing that fails to meet the host country housing and safety standards; and
10. Failing to provide an employment contract, recruiting agreement or other work document in writing where required by law in the language that the employee understands. If the employment requires the employee to relocate, the work document shall be provided to the employee at least five days prior to the employee relocating. The work document shall include, but not be limited to, details about work description, wages, prohibition on charging recruitment fees, work location(s), living accommodations and associated costs (if applicable), time off, roundtrip transportation arrangements, grievance process, and the content of applicable laws and regulations that prohibit trafficking in persons.

### **Reporting**

If you suspect or know that a Prohibited Activity has taken place, you must report this through one of the following channels:

- a. UK-Med Safeguarding reports email ([safeguarding@uk-med.org](mailto:safeguarding@uk-med.org))
- b. To your line manager
- c. BeGlobal Human Trafficking Hotline: +1-844-888-FREE (3733) and [help@befree.org](mailto:help@befree.org)