**TEMPLATE POLICIES**

**ANTI-TRAFFICKING IN PERSONS (TIP) POLICY STATEMENT**

**Zero-tolerance Commitment**

Our Company has a zero-tolerance policy regarding all acts of TIP, or human trafficking, during recruitment, transfer, transportation, harboring, receipt or hiring of persons; by use of all means involving threats, force, harassment, coercion, fraud, abduction, deception, direct or indirect abuse of power, giving or receiving payments or benefits; to obtain control of persons with the intent of exploitation in the form of forced labor, sex trade of women and children, and other forms of TIP.

Our Company recognizes the importance of commitment to ethical principles that respect human rights and enable all persons, particularly women and girls, to achieve their full potential and ensure their well-being in a protective and supportive environment. Therefore, we choose to take a strong stand against all forms of TIP, knowing that TIP harms or places in harm’s way, all persons, especially vulnerable stakeholders, particularly women and girls, by creating physical and psychological risks that could cause temporary or permanent damage or injury to their lives and well-being as well as their ability to work.

**Applicability and Scope**

Our Company and all our employees will NOT:

* Engage in trafficking in persons, support or encourage TIP directly or indirectly
* Procure or encourage any type of commercial sex acts or sexual exploitation
* Use forced labor in its operations
* Purchase from suppliers, subcontractors, service providers, brokers, agents, recruiters or recruitment agencies that may be/have been involved with human trafficking

The Company expects all internal stakeholders- owners, shareholders, managers and employees- to abide by the strictest standards of NOT engaging in and NOT supporting any violation of this policy, non-severe or severe, at all times, at work or in their personal lives.

Similarly, our Company expects all external stakeholders- suppliers, subcontractors, brokers, agents, especially recruitment agencies; institutional or community enterprises - to comply with our Company’s policy and position on TIP. At the same time, our Company will hold all of our stakeholders to high standards of transparency and accountability in their actions.

**Responsibilities to Comply and Address Potential Inequalities**

In recognition of the vulnerability of certain groups of stakeholders, such as migrant workers, women and their children, pregnant women and disabled persons, our Company is committed to giving special consideration and providing resources in line with our Company values and within our Company’s capabilities. Compliance to this Policy will be guided by Policy Implementation Procedures that raise awareness, increase prevention, enable recognition and confidential reporting, provide grievance channels and remediation options, monitor and verify that all of these strategies are systematically addressing potential inequalities as well as facilitating efforts to minimize, reduce or eliminate TIP.

Please be informed that this policy takes effect from the date of signing.

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Managing Director

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_