



R.E.S.T.O.R.E. Ukraine Alliance Pledge

By joining the R.E.S.T.O.R.E. (Recovery & Empowerment Systems To Overcome Risk & Exploitation) Ukraine Alliance¹, we make the following commitments:

1. Assess existing policies and practices of our company/organization with the aim to reach **“zero-tolerance” against human trafficking and exploitation** in the activities and operations by applying the tools developed by the Alliance with regard to:
 - Prohibiting forced or exploitative labour in any form, including forced, bonded, or child labour.
 - Analysing and addressing the risks of human trafficking and exploitation in our own operations and in those of our contractors, subcontractors, and suppliers.
 - Implementing ethical recruitment guidelines, such as employer-paid fees.
 - Introducing codes of conduct to prevent employees from participating in activities known to contribute to human trafficking.
2. Support efforts to proactively **mainstream trafficking prevention and protection measures across Ukraine’s reconstruction and recovery** by:
 - Raising awareness about and advocating for exploitation-free reconstruction of Ukraine in internal and external communications.
 - Participating in the development and implementation of measures within the R.E.S.T.O.R.E. Ukraine Alliance workstreams as relevant to the profile of our company/organization (please, select all that applies):
 - ☐ **Responsible recovery and public procurement:** Integration of safeguards against human trafficking into public and donor procurement, tender procedures, contracts with contractors, and requirements for subcontractors, including risk-based supplier assessment and appropriate monitoring of compliance.
 - ☐ **Safe labour market and ethical recruitment:** Prevention of abuse by dishonest intermediaries, recruitment agencies, and employers; protection of Ukrainian workers, returnees, and potential foreign workers. Implementation of ethical recruitment practices, including the

¹ <https://cthb.osce.org/project/666680>

Employer Pays Principle, prohibition of recruitment fees charged to workers, transparent contracts and recruitment terms, and safeguards against deceptive recruitment.

- ☐ **Business without exploitation:** Practical guidance for companies participating in Ukraine's recovery: due diligence, supply-chain verification, ethical recruitment, grievance channels, staff training, and zero tolerance for exploitation.
- ☐ **Employers' engagement and sectoral standards:** Engagement of the federations of employers and sectoral business associations to translate anti-exploitation principles into practical employer-side commitments, sectoral guidance, and compliance tools. Inclusion of appropriate requirements for suppliers and contractors to cascade these standards through their own supply chains.
- ☐ **Protection of vulnerable groups:** Specific attention to children, youth, IDPs, women, persons with disabilities, veterans, family members of service personnel, returnees from abroad, and people who have lost housing or stable income.
- ☐ **Local communities as the first line of prevention:** Support to communities in identifying risks, informing the population, referring potential victims to assistance and cooperating with police, social services, employment centres, and civil society organizations.
- ☐ **Data collection, risk monitoring, and early warning:** Collection of data, risk monitoring, and regular analysis of sectors where exploitation may increase during recovery.

Name of the company/organization: _____

Website of the company/organization: _____

Name of the contact person: _____

E-mail of the contact person: _____

Please, return the signed pledge to Tetiana.Rudenko@osce.org

The activity is conducted in the framework of an Extra-Budgetary Project "Preventing and responding to trafficking in human beings amid the humanitarian crisis related to the war in Ukraine" implemented with the financial support from the Governments of Finland, France, Germany, Hungary, Ireland, Japan, Liechtenstein, Norway, San Marino, Poland, Spain, Switzerland, UK and US



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DE L'EUROPE
ET DES AFFAIRES
ÉTRANGÈRES
*Liberté
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Ständige Vertretung
der Bundesrepublik Deutschland
bei der OSZE
Wien



Buntoscaireacht na hÉireann
don Eagraíocht um Sháindáil agus Comhar san Eoraip
Permanent Mission of Ireland to the
Organization for Security and Co-operation in Europe



From
the People of Japan



OFFICE FOR FOREIGN AFFAIRS
PRINCIPALITY OF LIECHTENSTEIN

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REPUBLIC OF SAN MARINO

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