



Partner commitments to combat trafficking in persons (TIP)

Our shared responsibility

Plan International USA is committed to preventing human trafficking and ensuring that all its programs, operations, and partnerships align with ethical standards and comply with U.S. laws, including the Trafficking Victims Protection Act (TVPA) and Executive Order 13627. Together, we are dedicated to upholding human rights, fostering transparency, ensuring accountability and building capacity through mutual support in this partnership.

Key TIP policy principles

1. **Zero tolerance:** Human trafficking, forced labor, child labor and exploitation in all activities, programs and operations is strictly prohibited.
2. **Prevention:** We proactively identify and mitigate risks of trafficking through due diligence, ethical practices and implementing safeguards in supply chains, hiring and partner relationships.
3. **Accountability:** We maintain clear processes to ensure compliance with laws, regulations and the organization's policies, including consequences for violations by staff, contractors or partners.
4. **Reporting and response:** Accessible channels for reporting suspected trafficking are communicated to staff and the response is swift and ethical in accordance with local laws and organizational policies.

Expectations for partners

To support the principles of this policy, we expect our partners to:

- Ensure that all activities, whether related to programs, hiring practices or operations, are free from any form of trafficking, including but not limited to forced labor, debt bondage, sex trafficking and use of child labor.
- Comply with U.S. government regulations and laws on preventing and reporting trafficking.

Reporting expectations

- If at any time during this partnership it comes to your attention that an individual employed by you has been involved/suspected of any forms of trafficking, immediately report such incident/suspicion to Plan and bar such individuals from interacting with children and youth from Plan.
- Anonymous reporting is available at Plan's SafeCall hotline, by phone at 1.866.901.3295, online at www.safecall.co.uk/report or email at Plan@safecall.co.uk.

Consequences of non-compliance

Non-compliance with TIP policy requirements may result in:

- Suspension or termination of contracts.
- Removal of personnel from the partnership.
- Reporting to relevant authorities.

Our commitment

Plan reserves the right to screen any partner and/or personnel who will be engaging with young people during the duration of the partnership. Together, we can create safe, ethical environments that protect vulnerable populations and strengthen the impact of our programs worldwide.