

# **REFUGEES IN SUPPLY CHAINS: A GUIDE TO RISK IDENTIFICATION & MANAGEMENT**

April 2022

# INTRODUCTION: UKRAINE

## 1) What is the Current Situation?

On 20<sup>th</sup> February 2022, Russia invaded Ukraine, resulting in refugees fleeing to neighbouring countries and further afield. As the situation continues to unfold, an estimated 4 million people may flee Ukraine.

The Russian invasion of Ukraine has caused civilian casualties and forced millions of Ukrainians to flee their homes in search of safety, protection and assistance in neighbouring countries. For those who have stayed, the destruction of (part of) the crucial civilian infrastructure has impacted the day to day lives of many.

**Refugees fleeing Ukraine**  
(since 24 February 2022)  
**3,626,546** (Last updated  
22 Mar 2022)

In light of the urgent and paramount humanitarian needs of refugees from Ukraine, the UN, NGOs, businesses and other relevant partners are supporting host governments to ensure safe access for refugees and third-country nationals fleeing Ukraine.



**Total Refugee influx from Ukraine in neighbouring countries (Last update 22 March 2022)**

Location name	Population
<a href="#">Poland</a>	<b>2,144,244</b>
<b>Romania</b>	<b>555,021</b>
<a href="#">Republic of Moldova</a>	<b>371,104</b>
<b>Hungary</b>	<b>324,397</b>
<b>Russian Federation</b>	<b>271,254</b>
<b>Slovakia</b>	<b>256,838</b>
<b>Belarus</b>	<b>4,938</b>

For updated figures, please go to: <http://data2.unhcr.org/en/situations/ukraine>

## 2) What is the impact on businesses?

### **Rising cost of energy, shipping, and some commodities**

The war has already caused an increase in the cost of energy, shipping, and some commodities, and is likely to have huge adverse effects on global supply chains. For example, Russia is the world's largest exporter of gas, accounting for about 45% of the European Union's imports in 2021 and Ukraine is one of the world's leading wheat-producing countries. The ongoing war is driving up energy and wheat prices worldwide. The sanctions imposed on Russia and the disruption of Ukraine's infrastructure (including ports) will have an immense impact on businesses for the coming years. Stopping operations in the region and diversifying supply chains: the importance of doing that responsibly

Businesses are taking steps to stop their operations in the region, diversify their supply chains, and move production to other countries. Such measures can have significant human rights and environmental costs, and business must carefully assess the unintended human rights consequences of business decisions as part of its responsibility for due diligence. The ongoing war and humanitarian crisis, as well as increasing public scrutiny of business conduct, call for urgent and ambitious responses by businesses to identify, prevent, mitigate and remediate risks to human rights and the environment?

For further guidance on this point, please consult the [Ukraine-Russia](#) Conflict section of the amfori website, and specifically the amfori Guidance Document "***Doing business responsibly in conflict-affected & high-risk areas.***"

The European Union has granted temporary protection to Ukrainian refugees under the Temporary Protection Directive (TPD). The TPD allows Ukrainian nationals and foreigners who were long-term residents, refugees, or asylum-seekers in Ukraine before February 24 the right to live, study, and work across the EU by requesting a residence permit.

The EU's decision may provide an incentive for businesses in various sectors such as IT, textile, construction, and hospitality to employ Ukrainian refugees. This, in turn, will require heightened due diligence from businesses that source their products from the aforementioned countries that are faced with an influx of refugees from Ukraine.<sup>1</sup>

Against this background, the guidance below for amfori BSCI participants and producers is intended to help understand and identify potential abuses and exploitation of workers with temporary protection within their supply chains.

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<sup>1</sup> European Commission (2022): [https://ec.europa.eu/migrant-integration/news/eu-invokes-temporary-protection-directive-help-those-fleeing-ukraine\\_en](https://ec.europa.eu/migrant-integration/news/eu-invokes-temporary-protection-directive-help-those-fleeing-ukraine_en)

# GENERAL GUIDANCE

**Note: amfori provides this information to members and auditing companies to highlight specific challenges related to managing refugees in global supply chains, in particular in applying the BSCI framework. amfori members and auditing companies are reminded that the BSCI framework and this information are only provided as support, not as a(n all-encompassing) replacement of the (supply chain) due diligence process of any amfori member or auditing company.**

## Objective

This document is a guide for amfori BSCI members and auditing companies to understand and identify possible abuses and exploitation of workers in their supply chains. In addition, it provides guidance on methods to identify and mitigate such abuses should they occur.

This guidance provides high-level guidance that should apply to workers in supply chains around the world. It is important that members of amfori take this guidance into consideration when conducting their own due diligence and that they work closely with their producers using this guidance

amfori BSCI provides the expertise and tools to help members map their supply chain, identify areas at risk of exploitative working conditions, and define preventative and remedial measures accordingly.

Our approach is based on collaboration and continuous improvement. Our online platform connects members of amfori BSCI and encourages them to define collective action for more effective solutions. Our training methods ensure that knowledge and awareness are cascaded throughout the supply chain.

The focus will be on the current working conditions of refugees, including:

<h3>DUE DILIGENCE IN GLOBAL SUPPLY CHAINS</h3> <p>Our step-by-step approach helps amfori BSCI participants:</p> <ul style="list-style-type: none"><li>• Identify risks of exploitative recruitment practices in their own operations and supply chains;</li><li>• Define a strategy to increase the transparency of business partners' recruitment processes; and</li><li>• Conduct effective audits and remedy abusive recruitment practices efficiently;</li></ul> 	<h3>CONTINUOUS IMPROVEMENT</h3> <p>Our face-to-face and online training develops producers' skills in areas such as:</p> <ul style="list-style-type: none"><li>• Business risks associated with recruitment practices and how to mitigate them;</li><li>• How to assess recruitment practices and those of business partners; and</li><li>• How to improve recruitment practices and communicate progress to amfori BSCI participants.</li></ul> 	<h3>STAKEHOLDER ENGAGEMENT</h3> <p>Promoting responsible recruitment requires a balanced focus on business and governmental policy. To these aims, amfori BSCI:</p> <ul style="list-style-type: none"><li>• Partners with stakeholders such as the International Organization for Migration (IOM), International Labor Organization (ILO) and governments;</li><li>• Mobilises a collective voice with business and stakeholders to mitigate risks of exploitation; and</li><li>• Engages policymakers and influencers through advocacy work.</li></ul> 
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<https://www.amfori.org/sites/default/files/Responsible%20Recruitment%20to%20End%20Worker%20Exploitation.pdf>

## Information for Members

What steps can a member of amfori BSCI take to prevent abuses and exploitation of Refugees in their supply chain?



### Step 1 – Risk identification and Management

Recognizing that refugees working in supply chains are at risk of exploitation, members of amfori BSCI should make special efforts to reduce that risk. These efforts may include the following:

- Classify producers as key business partners and define the monitoring strategy accordingly.
- Define internal procedures to handle the relationships with key business partners in the most effective way.
- Decide on a risk management approach that best fits their vision of implementing the amfori BSCI system.

To manage the risk of exploitation of these vulnerable workers in their supply chain, members of amfori BSCI must be aware of the different levels of risk that exist:

- At the level of their producers
- In the operations of producer’s major business partners. Namely, labour brokers, labour subcontractors, farms and production subcontractors

Both levels may typically include one or more of the following risk elements (mapped against the amfori BSCI System Manual):

<b>Issue</b>	<b>Explanation<sup>2</sup></b>	<b>Key Performance Areas: amfori BSCI Methodology</b>
<b>Child Labour</b>	<p>Often, children make up large portions of refugee populations, which requires companies to perform heightened supply chain due diligence on child labour, amfori BSCI members need to remain vigilant and engage constructively with their suppliers to ensure that children, including underage refugee and migrants, are not employed under any circumstances.</p> <p>Note: The regulation in most countries prohibits the employment of children who have not completed the age of 15.</p>	<p><i>Performance area 8: No child labour</i></p> <p><i>Performance area 9: Special protection for young workers</i></p>
<b>Forced &amp;/or Bonded Labour</b>	<p>Forced and/or bonded labour may take multiple forms depending on the context.</p> <p>Key risks may include:</p> <ul style="list-style-type: none"> <li>• <b>Zero Recruitment Fees:</b> Refugees and migrant workers might be requested to pay illegal fees, forced to perform overtime hours or hand over their personal documents and possessions to the employer. No worker should have to pay for their job</li> <li>• <b>Deceptive recruitment</b>, where workers are recruited under false pretences into a job that is different from what was promised in terms of hours, hazardous work, wages, nature of work, or employer. Indicators may include Contracts in a language that is not understood by the worker, an Inaccurate information on employment conditions</li> <li>• <b>Withholding Wages</b> may be particularly present where employers feel able to act without repercussions, and do this to prevent workers from leaving a job</li> <li>• <b>Debt Bondage</b>, is commonly observed as a method to cover migration, housing, or another employer related fee<sup>1</sup></li> <li>• <b>Threats or Presence Violence</b>,</li> <li>• <b>Controlling Behaviour</b>, including restricted or no freedom of movement, confiscation of personal documents or vital possessions, semi-legal recruitment or denial of social benefits; and Excessive work hours or poor working conditions.</li> </ul>	<p><i>Performance area 5: Fair remuneration</i></p> <p><i>Performance Area 10: No precarious employment</i></p> <p><i>Performance area 11: No bonded labour</i></p>
<b>Employment of Illegal Migrants</b>	<p>In case of employment of illegal migrants, producers may face legal consequences. Migrants need to obtain the legality to reside and work in the hosting country.</p> <p>Illegal migrants are at further risk of exploitation and may feel unable to report abusive or exploitative behaviour to authorities. They are especially at risk of forced &amp;/or bonded labour.</p>	<p><i>Performance Area 4: No discrimination</i></p> <p><i>Performance area 5: Fair remuneration</i></p>
<b>Discrimination</b>	<p>Refugee's vulnerability to abuse can be aggravated by discrimination and xenophobia by the host communities, authorities and businesses. Labour abuses such as low pay and poor working conditions are more likely to occur and in the worst cases result in threats or violence against workers and forced labour.</p> <p>In cases where the refugee workers do not have a good command of the local language(s), it is likely that they are not able to acquire good level of understanding on:</p> <ul style="list-style-type: none"> <li>• The work contracts</li> <li>• Training content, specifically on rights of workers and OHS</li> <li>• Grievance mechanism</li> </ul>	<p><i>Performance Area 4: No discrimination</i></p> <p><i>Performance area 5: Fair remuneration</i></p> <p><i>Performance area 6: Decent working hours</i></p> <p><i>Performance area 10: No precarious employment</i></p> <p><i>Performance area 11: No bonded labour</i></p>

The tool from Appendix 1 can be used to start mapping the risk areas for specific producers.

<sup>2</sup> Tent & Verite. (2022). *Combating Forced and Child Labor of Refugees in Global Supply Chains The Role of Responsible Sourcing*. Retrieved March 2022

## Step 2 – Strategy

Based on step 1, a member of amfori BSCI should develop a strategy to mitigate the risk of harm to refugees. The strategy should address risks in the members own business and risks in the operations of their business partners.

A company executive should approve the strategy and communicate it both internally, and to key business partners. This will facilitate the implementation and lend credibility.

### Step 2.1 – Measures to prevent internal risks

Members of amfori BSCI who source their product from regions with a large number of refugees and whose business partners are likely to employ refugees, migrants and persons with temporary protection status should familiarize themselves with new regulations published by the governments of these regions. They should develop policies and procedures or revise their current system to adopt these new regulations.

Members of amfori BSCI should define a strategy for their business to increase transparency about the recruitment and employment practices of key business partners by:

- **Develop an internal policy** – Commit to a policy of responsible recruitment and decent employment practices, with particular reference to the most vulnerable groups such as refugees and migrants, pointing out the need for equal employment rights compared to national employees (e.g., minimum wage, equal working hours, non-discriminative behaviour)
- **Define concrete targets** – Better manage potential risk and prevent violations by setting concrete targets, such as:
  - Number of producers that have mapped which recruitment agencies and/or labour sub-contractors they

may use (see supply chain mapping in the amfori Sustainability Platform)

- Number of producers that have requested that their significant business partners sign the amfori BSCI Code of Conduct and receive audits
- Number of producers that have received training on responsible recruitment (see the amfori Academy)
- **Communicate commitment** – express your commitment to responsible recruitment and decent employment to key business partners to ensure that the rights of refugee workers are protected and as an imperative to comply with fundamental human rights.
- **Develop internal procedures** – Outline how related departments will deal with cases in which adverse effects and violations during the recruitment or employment phase have been identified.

### Step 2.2 – Measures to prevent risks of business partners

Members of amfori BSCI should develop measures to reduce and prevent the risk of the involvement of their business partner in recruitment and employment practices that harm workers. To that end, members of amfori BSCI should pay special attention to all policies and procedures related to employment decisions and ask their producers to develop and focus on the following:

- **Recruitment policy** – compliance with the principles of non-discrimination and responsible recruitment for migrants and refugees (for more information see Annex 17 of the amfori BSCI System Manual). This includes expectations concerning recruitment directly by the company or indirectly by labour brokers or recruiting agencies and remuneration practices such as:
  - Recruitment fees to be absorbed by the producer (not workers)
  - Transparent communication of fees charged to workers for general services (e.g., childcare)
  - Provision of written contracts to work

- Respect of legal requirements on contract arrangements and wage levels
- The right to verify the recruitment procedures of the business partner
- Unilateral contract termination in case of failure in operating transparently
- **Recruitment procedure** – Ensure that recruitment is carried out by the HR department including verifying the legal working age, verifying the validity of work permits and applying for a new permit at no cost for the workers.
- **Employment contracts** – Use contracts that explain rights and obligations with clarity and in a language that the worker understands.
- **Contract termination** – Terminate contracts in line with principles of non-discrimination and clarify financial entitlements accrued by workers.
- **Increase the scale of monitoring** – Focus on the conduct of significant business partners to protect the rights of any refugee workers, especially during periods where seasonal migrant labour is more likely.
- **Intensify due diligence** – Closely follow up of producers’ recruitment and employment practices that require special scrutiny (e.g., review of available information on workforce composition and (in)direct recruitment practices in the audit report, attention to age verification mechanisms, contract agreements, dormitories, compensation in accordance with the minimum wage requirements and potential salary deductions)
- **Communicate with the Auditing Company:** When ordering your audit, communicate any specific concerns or needs you have from the audit being completed. The auditing company will be able to meet your specific needs and can highlight certain findings or compliance in the report for your attention.

### Step 3 –Monitoring

Members of amfori BSCI should regularly monitor their key business partners to verify that their policies and procedures related to refugee recruitment and management are being implemented.

Severe risks as outlined in the table on Page 6, above, will lead to Zero Tolerance and will trigger a process of immediate alert and remediation:

#### Step 3.1 – Monitoring strategy and approach

Members of amfori BSCI should regularly verify the implementation of their policies and procedures related to safeguarding the rights of refugees and migrants in their supply chain. The monitoring strategy should be aligned with the overall sustainability strategy. To that end, members of amfori BSCI should:

- **Take the RSP (Responsibility Holder) for strategic business partners** – This allows you to define the monitoring strategy.

#### Step 3.2 – Monitoring of business partners

To verify the implementation of their policies and procedures, members of amfori BSCI can use the following options to conduct effective monitoring:

- **Voluntary preparatory tools** – Use these tools to gather information against the principles of the amfori BSC Code of Conduct and as supporting measure to audits. The following tools are available:
  - Self-assessment questionnaire: Helps raise awareness of social compliance issues and prepares producers for the complete amfori BSCI 2.0 audit (*Template 11* in the amfori BSCI System Manual). SAQ is also available on amfori Sustainability Platform where producers can complete.
  - Pre-qualification assessment (PQA): Use PQA to get an initial

- understanding of the potential risks of entering business with a new business partner (*Template 10 in the amfori BSCI System Manual*)
  - **Buyers' checklist:** Use this during commercial visits to potential or existing business partners to capture any obvious social performance deficiencies (*Template 7 in the amfori BSCI System Manual*)
- **Grievance mechanism** – Maintain a Grievance Mechanism according to the principle of confidentiality and explained to all workers in a language understandable to them (see *annex 4 of the amfori BSCI System Manual*).
- **Third party amfori audit** – Conduct and follow-up quickly on audits and demand the use of only qualified auditors to detect abusive recruitment and employment practices. Criteria that apply to proficient audit completion:
  - **Culture:** A good understanding of migrant workers' respective languages and cultures.
  - **Laws:** A good understanding of migration policies in the relevant country and in relation to neighbouring countries.
  - **Gender:** Female auditors should interview female workforce.
  - **Language:** Auditors should have working knowledge of the local languages or have a translator join the audit.
- **Internal audit and (commercial) factory visits** – Visits can be used to gather information through buyers, the purchasing team, internal auditors, agents or similar actors.
- **Shadowing Audits:** Members are reminded that if they wish to attend an audit, they should inform the auditing company as early as possible to allow sufficient time to plan accordingly.
- **Attention to report:** Members are encouraged to read the online version of the report directly on the Sustainability

Platform to have full access to confidential comments, evidence and audit data.

- **Payment:** Members are encouraged to pay for amfori BSCI audits of this nature. One option for members is to pay for the audit and afterwards request reimbursement from the producer.

#### **Step 4 – Continuous Improvement**

Members of amfori BSCI should ensure that they continuously improve shortcomings that contribute to increased risk or adverse impact on workers. This should be achieved within their organization while supporting their business partners to follow up with their own shortcomings and remediation efforts:

##### **Step 4.1 – Measures to facilitate internal continuous improvement**

amfori BSCI participants should promote the continuous improvement of their performance. This includes to:

- **Acknowledge and correct own contributions to adverse impacts and risks** – Perform regular root cause analysis, reviews and adjustments of internal processes and practices to enable timely backstopping and correction that take into account lessons learned.
- **Establish internal planning system** – Follow-up on their performance as well as their producers.
- **Foster industry collaboration** – Exchange experiences and leveraging efforts with peers in the amfori BSCI system and beyond
- **Engage national, regional and international stakeholders** – Make use of all available support in sourcing from countries with a high incidence of refugee and migrant labour. Engage with NGOs, INGOs, trade unions, government, civil society and community representatives as well as the amfori Country Representative. Members need to show that they are on top of the issues

by conveying responsible business practices and reassuring stakeholders of their willingness to demonstrate transparency and effect meaningful change. A defensive rather than proactive approach, can lead to significant and long-lasting reputational loss

**Step 4.2 – Measures to facilitate continuous improvement of business partners (producer)**

Members of amfori BSCI should support a culture of continuous improvement on producer level that goes beyond cosmetic changes. They should work towards sustainable, positive change that takes into consideration the complicated network of issues that could arise. This includes:

- **Auditing** – Closely monitor working conditions of migrants through auditing and other monitoring measures
- **Remediation Plan** – Systemically tracking the progress of producers’ performance, and if used efficiently, a remediation plan can serve as the key communication channel between producer and member, increasing transparency on the part of the producer. Members of amfori BSCI should actively support their producers in implementing the plan.
- **Participate in constructive dialogue with producer** – Proactively follow-up on progress of producer and foster improvement by inviting producers to relevant training in the amfori Academy
- **Request that producers:**
  - Establish an internal management system that is regularly updated based on the severity of the issue, including policies, procedures, internal monitoring, risk assessment and remediation in a step-by-step process that allows for significant improvements
  - Support the integration of migrant workers in local communities by

assisting and encouraging migrant workers to engage with local communities (e.g., directing them to language classes or offer vocational training opportunities) empowering workers to safeguard their interests, be better informed of their rights and have the opportunity to seek assistance if needed.

- Perform meaningful stakeholder and community engagement to remain abreast of changes to legislations, to identify opportunities for conveying a critical view or opinion via a collective voice and to highlight the ‘rights-based’ approach for workers under temporary protection in the hosting country.

**Step 5 – Remediation**

All members of amfori BSCI should ensure remediation of risks to workers, including refugees and migrant workers, in a timely manner.

**Step 5.1 – Remediation of internal risk**

members of amfori BSCI should assess whether and, in which way, the business has contributed to the risk of human rights violation or adverse impacts. To that aim, the member amfori BSCI should:

- Assess the root causes of the issue(s).
- Identify if purchasing practices have contributed to the heightened risk of human rights violation or adverse impacts (e.g., short notice orders or change in volumes).
- Define corrective steps and assign a responsible person for their implementation.
- Develop internal procedures on how to deal with the remediation of human rights violations.
- Perform a systematic follow-up and review the measures taken

### **Step 5.2 – Remediation with business partners (producers)**

If any risks of human rights violations or abusive recruitment and employment practices are identified in the operations of producers, the amfori BSCI participant should promote its remediation. This includes:

- To work collaboratively with the business partner towards remediation.
- To assign relevant amfori Academy courses to concerned producers (e.g., responsible recruitment and grievance mechanism).
- To request that producers:
  - react promptly and show collaboration.
  - seek immediate and appropriate protection for victims (e.g., child worker or worker without permit).
  - cooperate with legal authorities and safeguard victims' access to legal assistance, if needed.
  - assess the root causes of the issue in a holistic manner.
  - take precautionary steps to avoid the discrimination or dismissal of refugee workers.
  - define a clear timeline and remediation steps.
  - allocate (financial) resources and put in place a system to follow-up on remedial actions
  - use direct employment as much as possible
  - rely on licensed recruiting agencies and monitor their practices
  - assist migrant workers in completing the required registration processes, in line with national legislation
  - work towards long term remediation for the victim (e.g., compensation)

- define corrective steps and assign a responsible person for their implementation

- Only cut business ties as a very last resort and after making sure victims' situations are safeguarded (e.g., reintegration of child in the family, obtaining work permit for unregistered workers etc.)

### **Zero Tolerance Situations**

In the event of severe violations of the amfori BSCI Code of Conduct, an amfori BSCI auditor will trigger a Zero Tolerance alert. Such alert facilitates collaboration between a producer and the linked members of amfori BSCI to immediately address the issue (for more information see *Annex 4* of the amfori BSCI System Manual). If a member of amfori BSCI is faced with such a situation, they should:

- Participate in the conference call, which creates the ad-hoc remediation group with other linked participants facilitated by the amfori Secretariat
- Put the protection of the victims first by refraining to share Zero Tolerance alert information with the concerned producer, unless otherwise agreed upon by the ad-hoc remediation group after the conference call
- Cooperate within the ad-hoc remediation group to and communicate collectively to the producer
- Commit to verification in due course that the Remediation Plan has been successfully implemented (by means of a Zero Tolerance investigation or an amfori BSCI audit)
- Follow closely up on the improvement of the producer's performance and give feedback on the implementation of the Remediation Plan

## Information for auditors

It's essential that amfori BSCI approved audit companies pay special attention when receiving audit requests in countries with high number of refugees, audit companies are expected to extend further care to the following areas:

### Training

Auditing companies are encouraged to remind auditors of high-risk topics prior to refugee audits, including, but not limited to:

- Fair recruitment,
- Migrant workers,
- The amfori [Zero Tolerance](#) Protocol

### Pre-audit due diligence

- Auditing companies are encouraged to engage in dialogue with amfori members who have ties to producers, prior to any audit where refugees are likely to be present in order to properly understand the member concerns and gather any additional information that may be important to the audit, including specific reporting requirements.
- For fully announced and semi-announced audits, auditing companies are encouraged to engage in dialogue with producers to any audit where refugees are likely to be present in order to properly understand the workforce structure, local situation any additional information that may be important to the audit.
- Further diligence should be completed to collect information on the region where producer is located as reported by the media, NGOs and other organizations in the region to assess whether there are reports of additional or specific risks that may be identified
- Auditing companies are expected check information provided by authorities pertaining to any legal protections, mechanisms or other guidance pertaining to refugee populations.

### Scheduling

- Attention should be given to proper scheduling of audits, and to consider additional time needed to interview different nationalities and the use of interpreters and visit dormitories if applicable.
- In agreement with the member, auditing companies may extend the person day by up to 1 additional day where the producer has identified refugee populations. The extra time may be used to give extra attention to additional audit preparation, dormitory visits, onsite interviews, offsite investigation and/or reporting time, or any other element as required.
- Auditing companies are reminded that if a translator is required for an audit, the audit duration always should be increased by 20%.
- For more information on audit duration, please refer to the [amfori BSCI System Manual, Part II Chapter 10: Duration of the amfori BSCI Audit](#)

### Tools

- Auditing companies should take responsibility for providing auditors with tailor made audit tools, such specific refugees interview guidance, dormitories walkthrough guidance, etc. This guidance may be adapted to each individual situation and/or location.
- Any other relevant guidance issued by amfori, which would be issued via amfori BSCI Scheme Managers

### Reporting

The auditing companies are encouraged to make full use of the executive summary and confidential comments to highlight any pertinent information or findings for the attention of members and producers.

Further, to ensure that any specific member needs identified are fully met and explained in the audit in the relevant section.

## Further Resources

### amfori Resources

#### Ukraine:

For further guidance from amfori regarding the situation in Ukraine, please see the Russia - Ukraine Conflict area of our website:

<https://www.amfori.org/content/russia-ukraine-conflict>

#### Syrian Refugees in Turkey:

<https://www.amfori.org/sites/default/files/amfori-2019-08-21-guidance-document-syrian-workers-in-turkey.pdf>

#### COVID-19

<https://www.amfori.org/content/novel-coronavirus-covid-19-updates>

### External Resources:

- [Amnesty International](#)
- [Care International](#)
- [Doctors Without Borders](#)
- [European Council on Refugees and Exiles](#)
- [ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#)
- [International Committee of the Red Cross](#)
- [International Organisation for Migration OHCHR Dhaka Principles for Migration with Dignity](#)
- [Johanniter](#)
- [Local refugee organisations](#)
- [OSCE compendium Database to access information on prevention of labour exploitation in supply chains online](#)
- [UNHCR](#)
- [Unicef](#)

# Appendix 1

Producer Name: \_\_\_\_\_

amfori ID: \_\_\_\_\_

Producer Country: \_\_\_\_\_

	Total number of workers	% of migrant workers (all nationalities)	% Refugee Workers							
			% Females		% Males		% Young Female Workers		% Young Male Workers	
			with permit / passport etc.	without permit / passport etc.	with permit / passport etc.	without permit / passport etc.	with permit / passport etc.	without permit / passport etc.	with permit / passport etc.	without permit / passport etc.
Producer's own business										
Other producer sites (e.g. farm)										
Labour agents										
Subcontractors										
Other business partners (e.g. cleaning, etc.)										

Notes: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

# Appendix 2 BSCI Code of Conduct

## BSCI Code of Conduct

Our enterprise agrees to respect the following principles to exercise human rights due diligence and environmental protection in as set out in the amfori BSCI Code of Conduct.

### amfori BSCI Principles

#### Social Management System and Cascade Effect

Our enterprise endorses the amfori BSCI Code of Conduct Principles through all the functions of our company and embeds the principles in our system.

#### Workers Involvement and Protection

Our enterprise informs all workers about their rights and responsibilities and protects workers in line with the aspirations of the amfori BSCI Code of Conduct.

#### The Rights of Freedom of Association and Collective Bargaining

Our enterprise respects the right of workers to form and join trade unions –and bargain collectively.

#### No Discrimination, Violence or Harassment

Our enterprise treats all workers with respect and dignity, ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace and does not discriminate against workers.

#### Fair Remuneration

Our enterprise respects the right of workers to receive fair remuneration and works progressively towards the payment of a living wage.

#### Decent Working Hours

Our enterprise observes the law regarding working hours and adheres to the international references for specific exceptions.

#### Occupational Health and Safety

Our enterprise ensures a healthy and safe working environment, identifying potential and actual risks to the health and safety of workers and taking all necessary measures to eliminate and reduce them.

#### No Child Labour

Our enterprise does not employ, directly or indirectly, any worker below the legal minimum age.

#### Special Protection for Young Workers

Our enterprise provides special protection to young workers against conditions of work which are prejudicial to their health, safety, morals, and development.

#### No Precarious Employment

Our enterprise does not engage in, or through business partners, complicit to, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour and adheres to international principles of responsible recruitment.

#### No Bonded, Forced Labour or Human Trafficking

Our enterprise does not engage in, or through business partners, be complicit to, any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour, including state-imposed forced labour.

#### Protection of the Environment

Our enterprise implements adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

#### Ethical Business Behaviour

Our enterprise does not take part in any act of corruption, extortion, or embezzlement, nor in any form of bribery.

### amfori BSCI Values

#### Code Observance



#### Protection of Vulnerable Persons



#### Grievance Mechanism



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