

Trafficking in Persons Compliance Plan

I. Background

This certification requires that we implement this compliance plan to prevent the prohibited activities identified in section (a) of the Mandatory Standard Provision entitled “Trafficking in Persons.”

Restart Micro-Enterprise Inc. understands that in the event of a violation of section (a) of the Trafficking in Persons provision, Chemonics and USAID are authorized to terminate the grant, without penalty, and is also authorized to pursue any other remedial actions authorized as stated in section 1704(c) of the National Defense Authorization Act for Fiscal Year 2013 (Pub. L. 112-239, enacted January 2, 2013).

II. Compliance Plan

A. Awareness of the Program – **Restart Micro-Enterprise Inc.** employees, our contractors and subcontractors at any tier and their employees, labor recruiters, brokers or other agents are aware of the trafficking related prohibitions included in the Trafficking in Persons Mandatory Standard Provision. **Restart Micro-Enterprise Inc.** will distribute the attached Trafficking in Persons Information and Policy through one or more of the following means, as appropriate: Display in prominent space in the office(s), post on our website, distribute via e-mail, distribute via social media, attach to employment agreements, provide copies at office meetings and trainings, other means as appropriate.

B. Policy Violation - Any violation of this policy could result in disciplinary action up to and including termination.

C. Reporting Process – All employees may report, without fear of retaliation, activity inconsistent with the policy prohibiting trafficking to the Global Human Trafficking Hotline at USA – 1-844-888-FREE and help@befree.org.

D. Recruitment and Wage Plan – **Restart Micro-Enterprise Inc.** does not use a recruitment company, prohibits charging of recruitment fees to the employee, and ensures that wages meet applicable **Philippine** legal requirements or explains any variance.

E. Housing Plan - **Restart Micro-Enterprise Inc.** *does not* provide or arrange for employee housing.

F. Prevention Procedures - **Restart Micro-Enterprise Inc.** will maintain awareness of the Trafficking in Persons Compliance Plan as described above and will reiterate the consequences of violation of any parts of the plan. Furthermore, **Restart Micro-Enterprise Inc.** will reiterate the importance of adherence to the Trafficking in Persons Compliance Plan as part of our monitoring and detection efforts.

G. Trafficking Violations – **Restart Micro-Enterprise Inc.** understands that if we receive any credible information from any source that alleges that our staff, employees, contractor, subcontractor, subawardee, agent, or any of their employees have engaged in any prohibited activities, we will immediately notify Chemonics’ agent and must fully cooperate with the USAID Office of Inspector General and U.S. Federal agencies responsible for audits, investigations, or corrective actions related to trafficking in persons.

H. Disclosure and Cooperation - Chemonics or USAID may request a copy of this compliance plan at any time during grant implementation.